



भारत सरकार

Government of India

राष्ट्रीय अनुसूचित जन जाति आयोग

National Commission for Scheduled Tribes

(A Constitutional Body set up under Art. 338A of the Constitution of India)

Case File No. PBK/1/2018/MFIN8/SEPROM/RU-IV

Dated: 22.05.2019

To,

**The Managing Director and CEO,**  
IDBI Bank Limited,  
IDBI Tower, WTC Complex,  
Cuffe Parade, Colaba,  
Mumbai – 400 005 (Maharashtra).

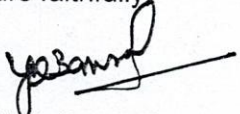
**Sub: Proceedings of the Sitting taken by Shri Nand Kumar Sai, Hon'ble Chairperson, National Commission for Scheduled Tribes (NCST) on 03.05.2019 in the matter of Shri Jagmohan Samad, Deputy General Manager, Internal Audit Department, Corporate Centre, Mumbai regarding denial of promotion.**

Sir,

I am directed to enclose a copy of the Proceedings of the Sitting held on 03.05.2019 under the Chairmanship of Shri Nand Kumar Sai, Hon'ble Chairperson, National Commission for Scheduled Tribes on the above mentioned subject.

It is requested that action taken report in the matter may be intimated to the Commission, within one month positively for placing the same before the Hon'ble Chairperson, NCST.

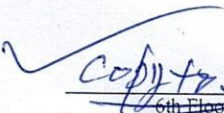
Yours faithfully

  
(Y.K. Bansal)  
Research Officer  
Ph. No. 24645826

Copy to:

1 Shri Jagmohan Samad,  
Deputy General Manager,  
IDBI Bank Limited, 12<sup>th</sup> Floor,  
D Wing,  
Internal Audit Department,  
IDBI Tower, Cuffe Parade,  
WTC, Mumbai – 400 005

2 Shri B.B. Gawali,  
General Secretary,  
All India IDBI SC/ST/OBC Officers Association,  
IDBI Bank Limited, 12<sup>th</sup> Floor, D Wing,  
Mid Corporate Group,  
IDBI Tower, Cuffe Parade,  
WTC, Mumbai – 400 005.

  
Copy to: - SAC NIC, NCST.

**NATIONAL COMMISSION FOR SCHEDULED TRIBES**

Case File No. PBK/1/2018/SEPROM/RU-IV

PROCEEDINGS OF SITTING HELD ON 03.05.2019 CHAIRED BY SHRI NAND KUMAR SAI, HON'BLE CHAIRPERSON, NATIONAL COMMISSION FOR SCHEDULED TRIBES (NCST) IN THE CASE OF SHRI JAGMOHAN SAMAD, DEPUTY GENERAL MANAGER, INTERNAL AUDIT DEPARTMENT, CORPORATE CENTRE, MUMBAI REGARDING DENIAL OF PROMOTION.

List of officers present in sitting is Annexed.

Date of Sitting – 03.05.2019

Shri Jagmohan Samad, Deputy General Manager, Internal Audit Department, Corporate Centre, Mumbai has represented before the Commission regarding denial of promotion from Grade D to Grade E. He alleged that he fulfilled entire eligibility criterion for promotion and accordingly participated in the promotion process for the F.Y. 2018-19. He did fare well in group discussion and interview. Earlier he joined the Bank directly as Staff Officer on 03.07.1990 and during the last 27 years he worked in various department in the Bank. His APAR for last 8 years are Very Good and accepting authorities also recommended his suitability for accepting higher responsibilities and recommended for promotion. Prior to this, he had participated in the promotion process from Grade 'D' to Grade 'E' during the promotion year 2016-17. But his promotion was not considered despite his overall service records. He had submitted an appeal for promotion and the same was not considered favourably. Presently he has submitted an appeal for consideration of his promotion during the F.Y. 2018-19 and the same was also rejected.

2. Earlier the said case was taken up with the IDBI Bank management and subsequently a sitting was held on 28.09.2018 before the Hon'ble Chairperson, NCST. After detailed examination of the case and discussion held, the Commission recommended the following:

- The CMD, IDBI bank should review the petitioner's promotion case on the basis of the appeal preferred by him and decide favourably.
- All records pertaining to the promotion case in which the petitioner had participated in promotion process during F.Y. 2016-17 and 2018-19 along with marks obtained by all the candidates appeared in the promotion process.
- The recommendation of the Selection Committee and copy of promotion policy be also provided.

3. In pursuance of the Commission's recommendations the IDBI vide its letter dated 20.10.2018 furnished all documents pertaining to promotion of the petitioner as sought to the Commission. Thereafter, the IDBI management vide its letter dated 24.04.2019 has submitted another report wherein it has been informed that the petitioner's appeal against his non promotion in financial year 2018-19 has been turned down by the Appellate Authority. However, the Bank

has obtained approval of the Board of the Bank to discontinue with the practice of cooling period henceforth and the officer would be permitted to appear for promotion interview in May, 2019. Accordingly, the petitioner, Shri Jagmohan Samad would get an opportunity to appear for interview during the current promotion process and interview are likely to be held in the month of May, 2019. The Bank has also zero tolerance level for any complaints related to discrimination on social origin. However, the Bank has effective grievance redressal mechanism.

4. Since, the Bank's report was found to be unsatisfactory and therefore a sitting was fixed on 03.05.2019 to have a discussion with the IDBI Bank management.

5. As per schedule, sitting was held on 03.05.2019 before the Hon'ble Chairperson, NCST. In sitting, the Deputy Managing Director, IDBI Bank, Executive Director, IDBI Bank and General Manager (HR), IDBI Bank appeared. The petitioner was also present.

6. The case was discussed in detail. The Commission observed that the petitioner is having eligibility and requisite qualifications. During his service periods, he was rated as Very Good. He then participated in promotion process for the financial year 2016-17 and 2018-19. But his promotion from Grade D to Grade E for both financial years were not considered by the Bank Management. His appeals were also rejected by the Appellate Authority. Now, as per the Bank's report, he became eligible for appearance in promotion to be held in May, 2019 and hopefully, his promotion will be considered favourably. The Commission however, recommends that the IDBI management will consider the petitioner's promotion to the post of Grade D to Grade E in positive manner and will redress his grievances. The Bank management will also ensure that no injustice should be meted out against the petitioner on the caste ground and no further discrimination should be made.

7. An action taken report on the Commission's recommendations should be submitted to the Commission by the end of June, 2019 from the receipt of the proceedings.

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7.5.2019

नन्द कुमार साय/Nand Kumar Sai  
अध्यक्ष/Chairperson  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
भारत सरकार/Govt. of India  
नई दिल्ली/New Delhi

**NATIONAL COMMISSION FOR SCHEDULED TRIBES**

**Annexure**

(File No. PBK/1/2018/SEPPROM/RU-IV)

**List of participants**

**NCST**

1. Shri Nand Kumar Sai, Hon'ble Chairperson (In chair)
2. Miss Anusuiya Uikey, Hon'ble Vice-Chairperson
3. Shri Hari Krishna Damor, Hon'ble Member
4. Shri A.K. Singh, Secretary,
5. Shri S.K. Ratho, Joint Secretary
6. Shri Y.K. Bansal, Research Officer
7. Shri Sudhir Atram, PA to Hon'ble Member (MCI)

**Officers of IDBI Bank**

1. Shri G.M. Yadwadkar, Deputy Managing Director
2. Shri G.A. Tadas, Executive Director
3. Shri Rajesh Rathod, General Manager (HR)

**Petitioner**

1. Shri Jagmohan Samad
2. Shri B.B. Gawali