



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)

File No. MT/12/2017/MFIN9/SEHRMT/RU-IV

Dated: .05.2019

To,

**The Chairman cum Managing Director,**  
State Bank of India,  
State Bank Bhawan,  
Madame Cama Road,  
Mumbai – 400 021  
(Maharashtra).

Sub: Proceedings of the sitting taken by Smt. Maya Chintamn Ivnate, Hon'ble Member, National Commission for Scheduled Tribes (NCST) on 29.03.2019 in the matter of Mrs. Tiveni, Chief Manager, State Bank of India, Telangana State regarding harassment by Bank authorities.

Sir,

I am directed to enclose herewith a copy of the Proceedings of the Sitting held on 29.03.2019 under the Chairmanship of Smt. Maya Chintamn Ivnate, Hon'ble Member, National Commission for Scheduled Tribes on the above mentioned subject for necessary action and submission of compliance report to this Commission within 30 days for placing the same before the Hon'ble Member, NCST.

Yours faithfully,

*(Y.K. Bansal)*  
(Y.K. Bansal)  
Research Officer  
Ph. 24645826

(Encl: As above)

Copy to:

Mrs. M. Triveni,  
Chief Manager,  
State Bank of India,  
Rajendernagar Branch (E SBH Newtown),  
Mahabubnagar – 509 001  
(Telangana).

*Copy to: - SAC NIC, NCST.*



**NATIONAL COMMISSION FOR SCHEDULED TRIBES**

Case File No. MT/12/2017/MFIN9/SEHRMT/RU-IV

**PROCEEDINGS OF SITTING HELD ON 29.03.2019 CHAIRED BY SMT. MAYA CHINTAMN IVNATE, HON'BLE MEMBER, NATIONAL COMMISSION FOR SCHEDULED TRIBES (NCST) IN THE CASE OF MRS. TRIVENI, CHIEF MANAGER, STATE BANK OF INDIA, MAHABUBNAGAR, TELANGANA REGARDING HARASSMENT BY BANK AUTHORITIES.**

Date of Sitting: 29.03.2019

List of officers present in sitting is Annexed.


The petitioner Mrs. Triveni vide her representation dated 20.08.2017 has submitted grievances of her harassment by Bank authorities. The petitioner has stated that she is working as Chief Manager in State Bank of India. Earlier, while working as Branch Manager at Cheeriyal Branch from May, 2010 to May, 2011, where, she performed duties with utmost sincerity and dedication, the Bank management issued a letter dated 11.06.2012 framing certain charges of irregularities and called for her explanation. She submitted her explanation vide letter dated 15.07.2012. But no further communication regarding satisfying or dissatisfying on her explanation was received from the Bank management. In the meanwhile, she got promotion as Chief Manager w.e.f. December, 2014. Now the Bank management has again called for explanation against earlier charges framed vide letter dated 11.06.2012 which was replied on 15.07.2012. She again submitted explanation. The Bank has thus harassing her by re-opening the closed case.

2. The NCST vide its notice dated 06.11.2017 sought a report from the SBI Bank management. The SBI Bank management vide its letter dated 08.11.2018 informed the Commission that a disciplinary proceeding against the petitioner for the lapses of in advances of portfolio was initiated on 22.01.2016 and after process of conducting disciplinary proceedings in fair manner and providing opportunities to defend the case, the disciplinary imposed a punishment of reduction to a lower stage in the time scale of pay by 4 stages for a period of 4 years. The petitioner did not prefer to appeal to the Appellate Authority against the decision of the disciplinary authority.

3. As the Bank's report was found to be unsatisfactory, and therefore, Smt. Maya Chintamn Ivnate, Hon'ble Member, NCST fixed a sitting on 29.03.2019 to have a discussion in the matter.

4. In sitting held on 29.03.2019, the General Manager and Assistant General Manager, SBI, Local Head Office, Hyderabad appeared before the Commission. The petitioner was also present.

5. At the outset, the petitioner submitted grievances of harassment and arbitrarily imposition of harsh penalty. She was stated that she was working as Branch Manager at Cheeriyal Branch in State Bank of Hyderabad from May, 2010 to May, 2012. During her tenure, the SBH Administration vide its letter No. F/R-I/GR-1/1633 dated 11.06.2012 called her explanation for the certain charges of lapses in advances portfolio, which was replied by her vide letter dated 15.07.2012. The SBH management thereafter granted promotion to her in the higher cadre i.e. Chief Manager (Senior Management Cadre) w.e.f. December, 2014. But now, after merger of the State Bank of Hyderabad into State Bank of India, the SBI

  
Smt. Maya Chintamn Ivnate  
Member  
National Commission for Scheduled Tribes  
Govt. of India  
New Delhi



management has reopened the closed issue of 2012 all of sudden in the year 2017 without any communication and already submitting her explanation. The inquiry was conducted and the Disciplinary Authority imposed a harsh punishment of reduction to a lower stage in the time scale of pay by four stages for a period of four years.

In addition, her harassment was further continued. In 2018, the SBI management has filed a Police complaint against her in connection with alleged lapses for which she got punishment of stoppage of increment. In the Police complaint, she was made accused No.1 as there were many other employees involved in the case. The Police is now harassing her and her image was badly affected in society. Thus, she got dual punishment for one charges.

6. The General Manager, SBI Local Head Office, Hyderabad informed the Commission that the petitioner had committed certain irregularities in 66 loan accounts while working as a Branch Manager at erstwhile SBH Cherial Branch during the period from May, 2010 to May, 2012. The official was asked to submit explanation on the irregularities and she in turn submitted them on 15.07.2012. Not satisfied with the reply, the case was referred to internal Advisory Committee (IAC) as per CVC guidelines on 23.10.2013. IAC viewed the case as Non-Vigilance on 22.01.2016. The Disciplinary Authority (DA) viewed the case as Non-Vigilance and Major Penalty Proceedings were initiated on 25.05.2016. The inquiry was conducted and the Disciplinary Authority awarded a punishment of reduction to a lower stage in the time scale of pay by four stages for a period of four years on 21.03.2018.

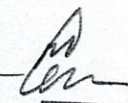
The petitioner did not prefer to appeal to the Appellate Authority against the decision of the Disciplinary Authority. It is also pointed out that there was misappropriation of funds and therefore, the Bank management has filed a Police complaint against the officials involved in the fraud case including the petitioner. However, the petitioner's allegation for naming the petitioner's name as first accused in FIR will be examined as the Bank is not aware about this.

7. The case was discussed in detail. The Commission observed that the petitioner being a ST woman Officer was harassed by the Bank management by way of re-opening of the cases of lapses which was replied by her in 2012 and got promotion as Chief Manager in the year 2014. The petitioner in her explanation had accepted that the lapses committed by her was inadvertently happened due to pressure of work and single handled branch's work. The imposition of the punishment is very harsh and disproportionate to the nature of allegation. The Bank has further harassed to the petitioner by registering an FIR against her, for which she already got punishment of stoppage of increment. Thus, it appears to be a case of discrimination and harassment with the ST woman Officer.

The Commission recommends as follows:

- As the petitioner has an opportunity to submit an appeal against the punishment. Hence, it is advised that the petitioner will prefer an appeal before the Appellate Authority and the same will be considered by him favourably and impartial manner.
- The SBI management will consider to withdraw the Police complaint against the petitioner as she has already got harsh punishment of stoppage of four increment.
- The SBI management will ensure that no injustice and further harassment be meted out against the petitioner and she may be given a peaceful environment for her working.
- An action taken report on the Commission's recommendations should be submitted within a period of 30 days on the receipt of the proceedings.

\*\*\*\*\*

  
Smt. Maya Chintamni Ivate  
Member  
National Commission for Scheduled Tribes  
Govt. of India  
New Delhi



**NATIONAL COMMISSION FOR SCHEDULED TRIBES**

Case File No. MT/12/2017/MFIN9/SEHRMT/RU-IV

**List of participants**

**NCST**

1. Smt. Maya Chintamn Ivnate(In chair)
2. Shri P.T. Jameskutty, Deputy Secretary
3. Shri Sudhir Atram, PS to Member
4. Shri Y.K. Bansal, Research Officer
5. Shri H.R. Meena, Sr. Investigator

**Officers of State Bank of India**

1. Shri V. Ramesh, General Manager, LHO, Hyderabad
2. Shri K.V.R. Murthy, Asst. General Manager (Law), LHO, Hyderabad

**Petitioner**

Smt. M. Triveni