



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. MKM/35/2010/MFIN9/SEOTH/RU-IV

Dated: 21.01.2020

To,

**The Managing Director and CEO,**  
Bank of Baroda,  
Baroda Corporate Centre,  
C-26, G-Block, Bandra Kurla Complex,  
Mumbai – Maharashtra.

Sub: Proceedings of the sitting taken by Hon'ble Chairperson, National Commission for Scheduled Tribes (NCST) on 23.12.2019 in the matter of Mukesh Kumar Meena, Karauli, Rajasthan regarding reinstatement into service in the Bank of Baroda.

Sir,

I am directed to enclose herewith a copy of the Proceedings of the Sitting held on 23.12.2019 under the Chairmanship of Dr. Nand Kumar Sai, Hon'ble Chairperson, National Commission for Scheduled Tribes on the above mentioned subject for necessary action and submission of compliance report to this Commission within 30 days from the receipt of the letter for placing the same before the Hon'ble Chairperson, NCST

Yours faithfully,

*(Signature)*  
(Y.K. Bansal)  
Research Officer

437-38  
22/1/2020

Copy to:-

Shri Mukesh Kumar Meena,  
S/o Shri P.L. Meena,  
Village & Post – Rousi, ka Badapura,  
Tehsil Nadothi Via Shri Mahavir Ji,  
Karauli – 322 220 (Rajasthan).

*(Signature)*

NATIONAL COMMISSION FOR SCHEDULED TRIBES

Case File No. MKM/35/2010/MFIN9/SEOTH/RU-IV

**PROCEEDINGS OF SITTING HELD ON 23.12.2019 CHAIRED BY DR. NAND KUMAR SAI, HON'BLE CHAIRPERSON, NATIONAL COMMISSION FOR SCHEDULED TRIBES (NCST) IN THE CASE OF SHRI MUKESH KUMAR MEENA, KARALI, RAJASTHAN REGARDING REINSTATEMENT INTO SERVICE IN THE BANK OF BARODA**

Date of Sitting: 23.12.2019

List of officers present in sitting is Annexed.

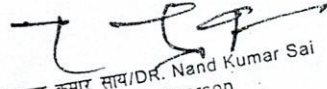
The petitioner Shri Mukesh Kumar Meena, Karauli, Rajasthan has submitted the grievances of reinstatement into service in the Bank of Baroda. He stated that he was working as Daftary at Bank of Baroda, Branch Bayana, District – Bharatpur. He worked there sincerely and with dedication. However, on 28.02.2007, the Bank Administration dismissed his services on the grounds of unauthorized absence from the duty and misbehaviour with Sr. Officers. During the enquiry his defence documents were not taken into consideration. His appeal was also rejected by the Appellate Authority. He further stated that he had approached to the NCST in the matter. The Commission intervened in the matter and the Bank Management was asked to consider re-instate to his service but the same was not implemented.

2. Earlier the Commission had taken up the petitioner's grievances with the Bank of Baroda Management and thereafter, sittings were held on 17.06.2014, 26.07.2016 and 23.10.2018 in the Commission. After detailed discussion, the Commission had recommended to the Bank of Baroda management that the case of Shri M.K. Meena for reinstatement into services be considered.

3. The Bank of Baroda management submitted an action taken report stating that the case was re-examined and found that the petitioner Shri Mukesh Meena was issued charge-sheet dated 28.01.2002 for remaining un-authorizedly absent for total 637 days and after departmental enquiry, punishment of "Reduction of 4 stages of basic wages with cumulative effect" was imposed vide order dated 15.09.2003. His appeal against this punishment was also disposed of by Appellate Authority vide Order dated 18.12.2003. In spite of this punishment, he continued to remain frequently absent and there were customer complaints against him and hence another Charge-sheet dated 18.03.2006 was issued to him. After conducting enquiry and having proved all the charges against him, the punishment of "removal from service" was imposed on Shri Meena vide Order dated 28.02.2007. His appeal against order of "removal" was also disposed of by Appellate Authority, vide order dated 11.09.2007. Hence, the Bank is not able to re-instate the petitioner.

4. The Commission found the Bank's report non convincing therefore, another sitting was fixed on 23.12.2019 in the Commission. Accordingly, the sitting was held and during the sitting, the General Manager (HR) and AGM (HR) from Bank of Baroda appeared. The petitioner was also present.

5. In the sitting, the petitioner informed the Commission that he was terminated from service on the grounds of unauthorizedly absent, whereas, he took leave after due approval

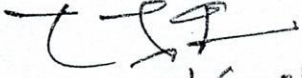
  
 डॉ. नन्द कुमार साय/DR. Nand Kumar Sai  
 अध्यक्ष/Chairperson  
 राष्ट्रीय अनुसूचित जनजाति आयोग  
 National Commission for Scheduled Tribes  
 भारत सरकार/Govt. of India  
 नई दिल्ली/New Delhi

from the competent authority and he discharged his duty with devotion and sincerity. During the inquiry he was not given proper opportunity to defence his case. However, the punishment of dismissal from service imposed against him is too harsh. He has also no job to feed the family and his family members are dependent upon him. The Bank can consider to appoint him on temporary/casual/contract basis. The Commission had earlier also recommended to the Bank to appoint him on contract basis to feed the family members. But, the Bank management did not consider the Commission's recommendations and he is still waiting justice for last 5 years.

6. The GM (HR), Bank of Baroda stated that the punishment imposed against the petitioner was based on charges proved in the Departmental Inquiry. The petitioner's appeal has also been rejected. In addition, the Bank does not recruit employee on contract basis.

7. The Commission took a serious note about non resolving the petitioner's grievances despite passing necessary recommendations. The Commission also advised the GM(HR), Bank of Baroda to take up the matter with the empanelled Contractors to consider employing the petitioner for suitable post on contractual/temporary basis so that he could take care of his family members and to submit an action taken report to this Commission within 30 days.

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16.01.2020  
डॉ. नन्द कुमार साय/DR. Nand Kumar Sai  
अध्यक्ष/Chairperson  
राष्ट्रीय अनुसूचित जनजाति आयोग  
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NATIONAL COMMISSION FOR SCHEDULED TRIBES

Annexure

(File No. MKM/35/2010/MFIN9/SEOTH/RU-IV)

List of participants

NCST

1. Dr. Nand Kumar Sai, Hon'ble Chairperson (In Chair)
2. Shri K. Touthang, Joint Secretary
3. Dr. Lalit Latta, Director
4. Shri Y.K. Bansal, Research Officer
5. Shri H.R. Meena, Sr. Investigator

Officers of Bank of Baroda

1. Shri . Joydeep Dutta Roy, General Manager (HR), Mumbai
2. Dr. Dinesh Kumar, Asst. General Manager, (HRM), Regional Office, New Delhi.

Petitioner

Shri Mukesh Kumar Meena