

Speed post



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. TS/14/2018/MFIN9/SEOTH/RU-IV

Dated: 12.11.2018

To,

The Managing Director & CEO,
Indian Bank,
254-160, Avvai Shanmugam Salai,
Royapettah,
Chennai – 600 014 (Tamilnadu).

Sub: Proceedings of the Sitting taken by Smt. Maya Chintamn Ivate, Hon'ble Member, National Commission for Scheduled Tribes (NCST) on 12.10.2018 in the matter of Shri T. Srilatha, Head Mistress, R.A.U.P. School, Guntur regarding discrimination of Branch posting orders of her husband Shri V. Srinivasa Rao, Branch Manager, Indian Bank, Ponnur, Amaravati Zone, Andhra Pradesh.

Sir,

I am directed to enclose herewith a copy of the Proceedings of the Sitting held on 12.10.2018 under the Chairmanship of Smt. Maya Chintamn Ivate, Hon'ble Member, National Commission for Scheduled Tribes on the above mentioned subject for necessary action and submission of compliance report to this Commission expeditiously for placing the same before the Hon'ble Member, NCST.

Yours faithfully,

(Y.K. Bansal)
Research Officer

Copy to:

Smt. T. Srilatha,
Head Mistress,
R.A.U.P. School,
10/4, Arundelpet,
Guntur – 2 (Andhra Pradesh).

Copy to: - SAS, NIC, NCST.

NATIONAL COMMISSION FOR SCHEDULED TRIBES

Case File No. TS/14/2018/MFIN9/SEOTH/RU-IV

PROCEEDINGS OF SITTING HELD ON 12.10.2018 AT 12.00 NOON CHAIRED BY SMT. MAYA CHINTAMN IVNATE, HON'BLE MEMBER, NATIONAL COMMISSION FOR SCHEDULED TRIBES (NCST) IN THE CASE OF SMT. T. SRILATHA, HEAD MISTRESS, R.A.U.P. SCHOOL, GUNTUR REGARDING DISCRIMINATION AND HARASSMENT IN TRANSFER AND BRANCH POSTING ORDERS OF HER HUSBAND SHRI V. SRINIVASA RAO, BRANCH MANAGER, INDIAN BANK, PONNUR, AMARAVATI ZONE, ANDHRA PRADESH.

Date of Sitting: 12.10.2018

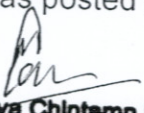
List of officers present in sitting is Annexed.

Smt. T. Srilatha, Head Mistress, R.A.U.P. School, Guntur has submitted a representation dated 19.07.2018 regarding discrimination and harassment in transfer and Branch posting orders of her husband Shri V. Srinivasa Rao, Branch Manager, Indian Bank, Ponnur, Amaravati Zone, Andhra Pradesh.

She alleged that her husband Shri V. Srinivasa Rao worked as Branch Manager, Indian Bank, Ponnur Branch, Amaravati Zone (AP) from 13.06.2016 to 04.06.2018. He served most of his service outside out of his native place i.e. Guntur which is in Amaravati Zone. Recently he came to Amaravati Zone in 2016 under SJS (Spouse joining) category from Chennai after completion of out of State service (Tamilnadu) and joined as Branch Manager in Ponnur Branch. Then he was transferred to Hyderabad despite non completion of 2 years of service in the Branch and the Zone. But, after making representation his transfer orders was cancelled and he returned in Amaravati Zone. After posting in Amaravati Zone, her husband requested the Zonal authorities to post him in Guntur Branch where there is one clear vacancy. But the Bank's Zonal authorities posted her husband to a faraway place i.e. Bottagudur Branch which is 200 KM from Guntur. This is a harassment with a ST employee. On the other hands there are many employees belonging to general category who worked for many years in one station and did not get transfer. In her family, she worked as a Teacher in Guntur and her mother-in-law is paralytic patient. There is no male member to look after the family. Moreover, there is instructions from the Government of India to post ST employees at nearby station in his/her native place. Smt. T. Srilatha requested the Commission that to cancel her husband's transfer orders to Botlagudur Branch and to post him any branch in Guntur Town.

2. The NCST vide its letter dated 27.07.2018, had sought the report from the MD & CEO, Indian Bank, Chennai.

3. The Indian Bank, Chennai vide letter dated 08.08.2018 informed that Shri V. Srinivasa Rao has served the Bank in various capacities across various zones. He had served in Vijayawada zone (his native zone) more particularly in Guntur district for about 11 years in his career. In the transfer/posting process for the year 2018-19, he was posted to Inspection Centre, Hyderabad as per the business requirement of the Bank. However, based on his persistent request more so through Indian Bank SC/ST Employee's Welfare Association, his transfer order was cancelled and he was retained in the same Amaravati Zone where he lastly worked with instructions to give Branch posting to him. Shri. V. Srinivasa Rao was posted to Botlagudur Branch in Amaravati Zone.


Smt. Maya Chintamn Ivnate
Member

National Commission for Scheduled Tribes

For administration convenience, Vijayawada and Visakhapatnam zones were bifurcated into three zones namely Vijayawada, Visakhapatnam and Amaravati. Due to creation of new zone Amaravati, officers from the existing zones were posted to the new zone. Accordingly, Shri S. Srinivasa Rao and Shri Ratna Prasad of Vijayawada zone were transferred to Amaravati Zone as Deputy Zonal Manager and Vigilance Officer respectively. Hence posting of these officers is based on office exigencies only. Transfer being an incidence of service. Bank effects transfer based on business requirements and availability of vacancies and suitability of officers to posts such as Zonal Manager/Deputy Zonal Manager/Vigilance Officer/Branch Manager/Assistant Branch Manager/Inspect etc. His posting to Botlaguduru Branch dated 18.06.2018 was done purely based on Bank's needs and is directly a consequence of the cancellation of his transfer of Inspection Centre, Hyderabad.

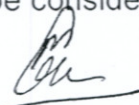
4. Since the Bank's report was found to be unsatisfactory and therefore, the Hon'ble member (MCI), NCST fixed a Sitting on 12.10.2018 in the Commission.

5. The Managing Director & CEO, Indian Bank vide its letter dated 08.10.2018 sought exemption for appearance before the Commission, which has taken into record and granted. The General Manager (HR), Indian Bank appeared before the Commission. The petitioner along with her husband was also present.

6. During the Sitting, the petitioner has raised the grievances of discrimination and harassment in transfer and posting her husband Shri. V. Srinivasa Rao. She was stated that her husband who had completed out of state service (Tamil Nadu), transferred to Amaravati under spouse joining category in the year 2016. But, despite non completion of his tenure at transferred place, he was again transferred at faraway place. This is a clear cut discrimination. On the other hand, there is so many employees who did not get transfer even after posting at one place for many years.

The petitioner further alleged that her husband remained on medical leave for two months and he submitted requisite medical certificate. His leave was then sanctioned. But no salary was released for leave period and his all amount of salary was adjusted against loan, which is a discriminatory attitude towards a member of Scheduled Tribe.

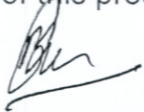
7. The General Manager (HR), Indian Bank was stated that he is not aware about petitioner's grievances. The petitioner's case seems to be genuine and will be addressed/resolved soon. He will enquire the matter relating to vacancy position at Guntur and necessary steps for posting of Shri V. Srinivasa Rao will be taken. As per the Bank's policy the transfer/posting order of the employees are considered during the months of April to June in every year. In the instant case, if the vacancy will be available at Guntur Town, Srinivasa Rao's posting will be considered immediately. But in the case, if vacancy is not available, then he would be considered for posting at Guntur Town by April, 2019. Regarding, non disbursement of salary, the petitioner may submit a representation before him and the same will be considered and decided as per rule.



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

8. The case discussed in detail. The Commission observed that the petitioner's husband was harassed by way of transfer/posting. The Bank did not comply the transfer policy and petitioner's husband was transferred again and again without completion of tenure in one station. However, GM(HR) assured to resolve the grievances as early as possible. The Commission therefore, recommends that the Bank Management should consider the petitioner's husband posting at Guntur Town immediately or latest by April, 2019. His salary issue also be resolved. It may also ensure that no further harassment/injustice should be meted out against Shri V. Srinivasa Rao.

9. An action taken report in the case should be submitted before the Commission within 30 days on receipt of this proceedings.



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

(File No. TS/14/2018/MFIN9/SEOTH/RU-IV)

List of participants

NCST

1. Smt. Maya Chintamn Ivnate, Hon'ble Member (In chair)
2. Shri P.T. Jameskutty, Deputy Secretary
3. Shri Y.K. Bansal, Research Officer
4. Shri Sudhir Atram, PS to Hon'ble Member
5. Shri H.R. Meena, Sr. Investigator

Officers of Indian Bank

Shri T.S. Seshadri, General Manager (HRM), Chennai

Petitioner

Smt. T. Srilatha