



**Government of India**  
**National Commission for Scheduled Tribes**  
**(A Constitutional Commission set up under Art. 338A**  
**of the Constitution of India)**

File No. KSD/13/2016/MFIN9/SEHRMT/RU-IV

Dated: 24/11/2016

To,

The Chairman cum Managing Director,  
 Central Bank of India,  
 Central Office, Chandramukhi,  
 Nariman Point,  
 Mumbai - 400 021 (Maharashtra).

**Sub: Proceedings of the sitting taken by Hon'ble Vice-Chairperson, National Commission for Scheduled Tribes (NCST) on 10.11.2016 at 12.00 Noon in the matter of Shri Kamal Singh Dhurwe, Officer, Cent Bank Home Finance Ltd., Bhopal (MP) regarding harassment.**

Sir,

I am directed to enclose a copy of the Proceedings of the Sitting held in the National Commission for Scheduled Tribes on 10.11.2016 on the above mentioned subject for necessary action. Action taken report in the matter may be intimated to the Commission, at an early date.

Yours faithfully,

*5068-70*  
*24/11/16* (V.P. Shahi)  
 Assistant Director

Copy to:-

*o/c*

Shri Kamal Singh Dhurwe,  
 House No. 2354, Bajrang Nagar,  
 Ranjhi,  
 Jabalpur - 482009 (Madhya Pradesh).

जारी किया  
 ISSUED

**NATIONAL COMMISSION FOR SCHEDULED TRIBES**

**File No. KSD/13/2016/MFIN9/SEHRMT/RU-IV**

**Proceedings of the Sitting taken by Shri Ravi Thakur, Hon'ble Vice-Chairperson, NCST on 10.11.2016 at 12.00 Noon in the matter of Shri Kamal Singh Dhurwe, Sales Officer, Central Bank Home Finance Ltd., Bhopal (M.P.) regarding harassment by bank authorities.**

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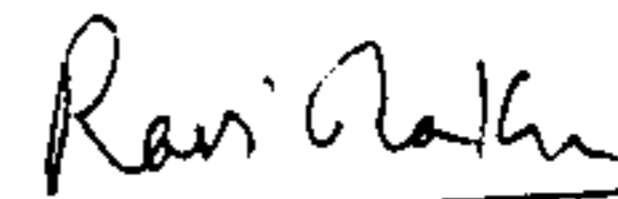
Date of sitting: 10.11.2016

List of the officers present: (Annex I)

Shri Kamal Singh Dhurwe, Sales Officer, Central Bank Home Finance Ltd., Bhopal (M.P.) vide representation dated 11.12.2015 took up the matter regarding harassment by the employer i.e. M/s. Cent Bank Home Finance Ltd.,(CBHFL) Bhopal with the Regional Office, NCST, Bhopal. The Regional Office, NCST, Bhopal vide Notice dated 22.12.2015 took up the matter with the Central Bank of India, Mumbai for their comments in the matter. The Central Bank of India vide letter dated 07.04.2016 had furnished their comments and stated that the officials of CBHFL have not been harassed but extended full co-operation to Shri Kamal Singh Dhurwe for improvement of performance and allegation made against MD, CBHFL are baseless and false. The comments of Central Bank of India was communicated to Shri Kamal Singh Dhurwe by the Regional Office, NCST, Bhopal vide letter dated 13.05.2016.

2. Shri Kamal Singh Dhurwe vide representation dated 01.06.2016 along with copy of the correspondences of Regional Office, NCST, Bhopal and Central Bank of India, Mumbai had requested the Headquarters of NCST, New Delhi for justice.

3. The issue was examined and submitted to the Hon'ble Vice-Chairperson, NCST to call the officers for discussion in the matter. The Hon'ble Vice-Chairperson fixed a Sitting for 10.11.2016 at 12.00 Noon to discuss the matter with the Chairman cum Managing Director, Central Bank of India, Mumbai.



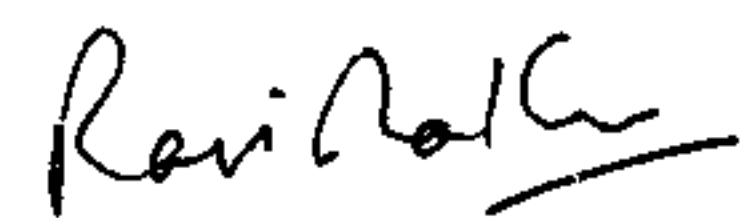
रवि ठाकुर/RAVI THAKUR  
उपाध्यक्ष/Vice Chairperson  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
भारत सरकार/Govt. of India  
नई दिल्ली/New Delhi

4. A letter dated 02.11.2016 of General Manager–Subsidiaries, Central Bank of India, Mumbai was made available by the representatives of CBHFL for allowing them to attend the Sitting. The Hon'ble Vice-Chairperson allowed Shri P.K. Singh, Deputy Zonal Manager, Central Bank of India and Shri Sanjay Mallik, MD-designate of CBHFL to attend the Sitting.

5. The Hon'ble Vice-Chairperson directed Shri Dhurwe to explain his grievance. Shri Dhurwe has stated that he has joined CBHFL on 18.07.2014 as Sales Officer at Jabalpur Branch. The probation period was extended twice and transferred to Bhopal vide letter dated 09.09.2015 and asked to join the duty on 14.09.2015 at Bhopal. He stated he could not join the duty on 14.09.2015 due to operation of his mother and joined his duty on 01.10.2015 at Bhopal. He was again transferred from 16.11.2015 to other branch at Bhopal. His service were terminated from the Bank on 30.04.2016 by CBHFL without a valid reason and his appeal dated 09.05.016 has also not been considered by Central Bank of India, Mumbai.

6. The Hon'ble Vice-Chairperson asked the representatives of Central Bank of India and CBHFL to comment on the points raised by Shri Kamal Singh Dhurwe. Representatives of Central Bank of India and CBHFL stated that the Bank authorities have given opportunities to Shri Kamal Singh Dhurwe for improving his performance from time to time. But he could not improve the performance. Therefore, CBHFL vide letter No. CBHFL/RO/26/2016-17/HR/43 dated 30.04.2016 had informed Shri Kamal Singh Dhurwe that "hereby terminates contract of employment and discharges you from the services of CBHFL with immediate effect. You would be paid three months emoluments in lieu of notice period". They have also pointed out that Shri Kamal Singh Dhurwe is also filed a case before the Hon'ble High Court regarding his termination.

7. In the Sitting, it was emerged that the CBHFL has not conducted enquiry before issuing termination letter and appeal dated 09.05.2016 of Shri Kamal Singh



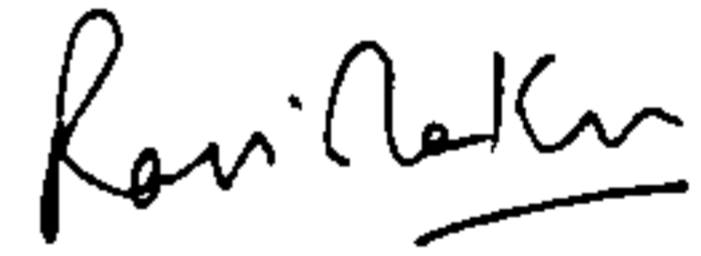
रवि ठाकुर/RAVI THAKUR  
उपाध्यक्ष/Vice Chairperson  
राष्ट्रीय अनुसूचित जनजाति आयोग  
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Dhurwe has also not been considered by the Central Bank of India, Mumbai, properly.

8. The representatives of CBHFL and Central Bank of India agreed to enquire into the situations which led to termination of Shri Kamal Singh Dhurwe and his appeal dated 09.05.2016 addressed to Central Bank of India, Mumbai will be considered by them. Further, representatives of CBHFL and Central Bank of India stated that the case filed by Shri Kamal Singh Dhurwe before the High Court is to be withdrawn by Shri Kamal Singh Dhurwe.

9. The Hon'ble Vice-Chairperson enquired from Shri Dhurwe whether he is willing to withdraw the case filed by him before the Hon'ble High Court. Shri Dhurwe agreed that he will withdraw the case if, his appeal dated 09.05.2016 considered by the Central Bank of India and enquiry to be set up by the CBHFL regarding his termination.

10. The Commission suggested that the appeal dated 09.05.2016 of Shri Kamal Singh Dhurwe may be considered by Central Bank of India on humanitarian ground and to provide him justice, as the CBHFL and Central Bank of India has not conducted the enquiry before termination within one month from receipt of the proceedings. Shri Kamal Singh Dhurwe will also withdraw the case from the High Court. The CBHFL and Central Bank of India shall communicate the Commission the action taken by them in the matter, within a period of one month. Hon'ble Vice-Chairperson has also desired that a copy of the proceedings be forwarded to Additional Secretary (Banking Services), Ministry of Finance with a request to look into the matter and atrocities committed to a ST official be examined further by appointing a Inquiry Officer.



रवि ठाकुर/RAVI THAKUR  
उपाध्यक्ष/Vice Chairperson  
राष्ट्रीय अनुसूचित जनजाति आयोग  
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**Annexure-1**

**List of participants**

**NCST**

1. Shri Ravi Thakur, Hon'ble Vice-Chairperson (In chair)
2. Mrs. K.D. Bhansor, Director
3. Shri P.V. Mohandas, PS to VC
4. Shri R.S. Misra, Sr. Investigator

**Officers of Central Bank of India**

Shri P.K. Singh, Deputy Zonal Manager, New Delhi

**Officers of Cent Bank Home Finance Ltd.,(CBHFL)**

Shri Sanjay Mallik, Managing Director-designate

**Petitioner**

Shri Kamal Singh Dhurwe