



राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes

(भारत के संविधान के अनुच्छेद 338क के अंतर्गत एक संवैधानिक निकाय)
(A Constitutional body under Article 338A of the Constitution of India)

F.No NCST/SER-410/MFIN/17/2022-SSW

Dated: 19.01.2024

To,

Shri Dinesh Kumar Khara
Chairman
State Bank of India
State Bank Bhavan, Madame Cama Road,
Nariman Point, Mumbai-400021 (Maharashtra)
Email:- chairman@sbi.co.in, Phone:- 022- 22022799

Sub:- Discrimination and harassment with ST employees in State Bank of India under Local Head office, Patna by the Management-a representation dated 22.12.2021 of the President, All India Confederation of SC/ST Organisations, Regional Unit, Jharkahnd, Ranchi.

महोदय,

I am directed to enclose herewith a copy of the minutes of meeting held under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, NCST on 19.12.2023 at 11:00 AM in the National Commission for Scheduled Tribes, Lok Nayak Bhawan, Khan Market, New Delhi 110003 on the above mentioned subject.

It is requested that the action taken/ to be taken in the matter may be intimated to NCST within stipulated time from receipt of the letter for placing it before the Hon'ble Member.

Yours faithfully,

(आर.एस.मिश्र / R.S. Misra)

अनुसंधान अधिकारी / Research Officer

Tel:- 011-24641640

Copy to :-

Shri L. M. Oraon,
President,
All India Confederation of SC/ST Organisations,
Regional Unit, Jharkahnd, (In Front of Bhudhiya School),
New Area, Morahabadi, Ranchi-834008
(Mob No. 8709712396)

Copy for information

1. PS to Hon'ble Member, NCST.
2. NIC, NCST for uploading on the website of the Commission.

**National Commission for Scheduled Tribes
(F. No. NCST/SER-410/MFIN/17/2022-SSW)**

Minutes of the meeting held under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi on the representation of Shri L M Oraon, President, All India Confederation of SC/ST Organisations, Regional Unit, Jharkahnd State, Ranchi regarding voluntary vacation of services issued to two ST women employees by SBI.

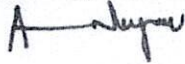
**Date of the Meeting : 19.12.2023, 11:00 AM
Participants in the Meeting- As per Annexure**

The Petitioner, Shri L M Oraon, President, All India Confederation of SC/ST Organisations, Regional Unit, Jharkahnd in his representation dated 22.12.2021 has raised the issues of Smt. Indu Prabha Kujur and Smt. Anima Vibha Kujur, Ex-Manager, State Bank of India. He has stated that both officers were given voluntary vacation of services notices and later compulsorily retired from service.

2. NCST vide notice dated 09.06.2022 had referred the matter to the Chairman, SBI for furnishing facts and comments. SBI vide its letter no HR/IR/SK/1126 dated 10/08/2022 stated that the Bank followed all laid-down procedures before initiating voluntary vacation of services, in accordance with the State Bank of India Officers Service Rules, 1992, which was referred to the Petitioner.

3. The Petitioner vide Rejoinder dated 19/09/2022 and 11/03/2023 has refuted the facts and comments and requested for justice. The Commission decided to discuss the issue with the Chairman, SBI and the Petitioner on 19.12.2023 at 11:00 AM.

4. In the meeting, the Chairman, SBI deputed General Manager, Local Head Office, Patna to appear before the Commission on 19.12.2023. In the meeting, the Petitioner reiterated that both the officers had been unfairly compulsorily retired and should be allowed to rejoin into service. The Officer of the Bank stated that the case of Smt. Anima Vibha Kujur is subjudice and this was not disputed by the Petitioner.




अनंत नायक/ANANTA NAYAK
सदस्य/Member
राष्ट्रीय अनुसूचित जनजाति आयोग
NATIONAL COMMISSION FOR SCHEDULED TRIBES
भारत सरकार/Govt. of India
नई दिल्ली/New Delhi

5. In the case of Smt Indu Prabha Kujur, the Bank stated that they had sent multiple notices to her to rejoin the duty. The petitioner stated that the Bank had denied transfer requests multiple times and later on she was posted even further than her earlier place of posting. The victim's account had also been frozen and she had not received her bipartite settlement money till date. The Bank officials stated that they are not aware about this and would look into it.

6. After hearing both the sides, the Commission recommends the following and Action taken report to be submitted within 30 days from receipt of the minutes in the case of Smt Indu Prabha Kujur. In the case of Smt Anima Vibha Kujur, the Commission decided not to initiate any action as the matter is sub judice.

7. The Commission recommends that :

- (i) The Bank to submit the criteria for sanctioning sabbatical leave and the time it generally takes to sanction.
- (ii) The Bank to submit details of transfer requests of victim in 2020-2023 period with approval or rejection reason;
- (iii) The Bank to look into release of victim (Smt Indu Prabha Kujur) pending dues, including Bipartite Settlement money, and release them as per extant rules.


अनंत नायक/ANANTA NAYAK
सदस्य/Member
राष्ट्रीय अनुसूचित जनजाति आयोग
NATIONAL COMMISSION FOR SCHEDULED TRIBES
भारत सरकार/Govt. of India
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Annexure

List of participants of the meeting held on 19.12.2023 at 11:00 AM under the Chairmanship of Shri Ananta Nayank, Hon'ble Member, NCST, New Delhi in the case of President, All India Confederation of SC/ST Organisations, Regional Unit, Jharkahnd, Ranchi regarding discrimination and harassment with ST employees in State Bank of India under Local Head office, Patna by the Management.

I	<u>State Bank of India</u>
	Shri Satyabrata Mohapatra, General Manager
II	<u>Petitioner</u>
	Shri L. M Oraon