



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)

File No. NCST/SER-1144/MFIN/19/2023-SSW

Dated: 07.02.2024

To,

Shri Ashwani Kumar,
Managing Director & CEO,
UCO Bank
10, B T M Sarani,
Kolkata (West Bengal)- 700001
Email Id: md@ucobank.co.in
Tel. No: 03322446354

Sub: Denial of compassionate appointment by UCO Bank to dependent of deceased ST Employee

जडाईय,

I am directed to refer to subject cited above and to enclose herewith copy of the minutes of meeting held under the Chairmanship of Shri Ananta Nayak, Hon'ble Vice-Chairperson (Acting), National Commission for Scheduled Tribes (NCST) on 23.01.2024 at 03:30 PM in NCST, New Delhi on the above mentioned subject.

It is requested that action taken/to be taken in the matter may be submitted to NCST with stipulated time for placing it before the Commission.

Yours faithfully,

आर.एस.मिश्र / R.S. Misra)
अनुसंधान अधिकारी / Research Officer
Ph No. 011-24641640

Copy to:

Shri Sushant Kumar Singh,
At:- Jharbelda, PO- Nelung
District -Keonjhar (Odisha)-758002,
Email No. - susfrui@gmail.com , Mobile No:9437131833

Copy for information to:

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

National Commission for Scheduled Tribes
(F. No. NCST/SER-1144/MFIN/19/2023-SSW)

Minutes of the meeting held under the Chairmanship of Shri Ananta Nayak, Hon'ble Vice-Chairperson (Acting), National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi, in the case of Shri Sushant Kumar Singh regarding denial of compassionate appointment by the UCO Bank.

Date of the Meeting: 23.01.2024, 03:30 PM
Participants in the Meeting - As per Annexure

Shri Sushant Kumar Singh S/o Late Gautam Charan Singh (Ex-Manager, UCO Bank) vide his representation dated 03.10.2023 has stated that his father died on 10.05.2021 due to Covid-19 while working as Manager, LDM Office Bhadrak, Odisha, UCO Bank. The Petitioner applied for compassionate appointment in the 2021 and took up the matter multiple times with the bank. After several correspondences, his application for compassionate appointment was rejected by the Bank on the ground that he was married. It was submitted that the Petitioner got married after 1 year of death of father and that IBA has also issued a circular subsequently that marriage should not be considered as a bar for compassionate appointment. Hence, Petitioner requested for justice.

NCST vide notice dated 28.11.2023 had referred the matter to MD & CEO, UCO Bank, Kolkata for furnishing facts and comments. The UCO Bank vide Letter no. HO-PSD/SW/542/2023-24 dated 8.12.2023 had furnished the facts and comments which was found to be not convincing.

The Commission, therefore, decided to discuss the matter on 23.1.2024 at 3:30 PM with MD & CEO, UCO Bank, Kolkata and the Petitioner to resolve the issues. MD and CEO, UCO Bank vide Letter dated 18.1.2024 had requested for exemption and deputed General Manager, HRM Dept, UCO Bank to attend the meeting.

In the meeting, the Bank officials informed about the family details submitted by the Petitioner's father (now deceased) which shows that both the sons having the same name and being married. This error had led to the denial of compassionate appointment. The Petitioner stated that he had married in 2022, one year after his father's death while his elder brother had married in 2018. He also produced his marriage invitation card (which is in vernacular language) as evidence which was examined by the Commission. The Bank officials assured that, as soon as a valid marriage Certificate is produced by the Petitioner, the bank will initiate appropriate action to appoint him on compassionate ground.



अन्ता नायक/ANANTA NAYAK

कार्यवाहक उपाध्यक्ष/Acting Vice-Chairperson

राष्ट्रीय अनुसूचित जातों के आयोग

NATIONAL COMMISSION FOR SCHEDULED TRIBES


भारत सरकार/Govt. of India

नई दिल्ली/New Delhi

The Commission observed that the concerned official who is dealing with such type of cases requires to be sensitised about the safeguards available for the Scheduled Tribes.

After hearing both the sides, the Commission recommends the following and suggested that Action Taken Report may be submitted within one month from receipt of the minutes of the meeting.:-

- (i) The Petitioner to get the marriage certificate from the concerned authority as per rules or from Tribal leaders of the community from which he belongs to, as per his community custom and submit to the Bank. The application for compassionate appointment may also be re-submitted to the Bank;
- (ii) UCO Bank to expedite the Petitioner's appointment process upon receiving his marriage certificate as assured to the Commission;
- (iii) An Internal Grievance Redressal Committee (IGC) for redressal of grievances of ST employees of the Bank may be constituted in terms of the Advisory issued by NCST in August, 2021 to all Ministries/Department of Govt. of India/PSUs/PSEs for constitution of the same in their organisation (copy enclosed);

----- 
अधीन सचिव/Secretary
कार्यवाहक उपअध्यक्ष/Acting Vice-Chairperson
राष्ट्रीय अनुसूचित जनजाति आयोग
NATIONAL COMMISSION FOR SCHEDULED TRIBES
भारत सरकार/Govt. of India
नई दिल्ली/New Delhi