



सत्यमेव जयते

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-710/OR/18/2022-SSW

Dated: - 22.02.2024

To,

Shri Rishi Singh
Chairman,
Odisha Gramya Bank,
AT - Gandamunda, PO - Khandagiri
Jagamara-Sundarpada Road, Bhubaneswar
Dist - Khurda, Odisha, Pin - 751030.
Email Id: ogbho@odishabank.in, Tel. No: 0674-2353029

Sub: Harassment to ST employee by Bank Management - a rep. dated 16.12.2022 of Shri Karuna Kara Sethi, General Secretary, All Odisha Gramya Banks Retirees SC/ST Employees Welfare Association, District-Mayurbhanj (Odisha).

महोदय .

I am directed to enclose herewith a copy of the minutes of the meeting held under the Chairmanship of Shri Ananta Nayak, Hon'ble Vice Chairperson (Acting), NCST on 12.02.2024 at 10:30 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 Vice Chairperson (Acting).

Yours faithfully,

(आर.एम.मिश्र / R.S. Misra)

अनुसंधान अधिकारी / Research Officer

Tel:-011-24641640

Copy to:-

Shri Karuna Kara Sethi,
General Secretary,
All Odisha Gramya Banks Retirees SC/ST Employees Welfare Association,
At- Dhobadiha, PO- K. Jashipur, Dist- Mayurbhanj- 757091 (Odisha)
(Mob No. 9438710976)

Copy for information

1. PS to Hon'ble VC (Acting), NCST
2. NIC, NCST for uploading on the website of the Commission.

National Commission for Scheduled Tribes

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 Karuna Kara Sethi, General Secretary, All Odisha Gramya Banks Retirees SC/ST Employees Welfare Association, Dist- Mayurbhanj- regarding imposition of penalty on ST officer by Odisha Gramya Bank

(F. No. NCST/SER-710/OR/18/2022-SSW)
Date of the Meeting: 12.02.2024, 10:30 AM

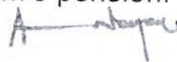
Participants in the Meeting- As per Annexure.

Shri Karuna Kara Sethi, General Secretary, All Odisha Gramya Banks Retirees SC/ST Employees Welfare Association, District- Mayurbhanj vide his rep. dated 16.12.2022 has alleged that Shri Madhusudan Naik, Assistant Manager(now retired), Odisha Gramya Bank (OGB) was awarded punishment without following proper procedure by the Bank.

The Commission vide notice dated 30.12.2022 had referred the matter to Chairman, Odisha Gramya Bank (OGB), Bhubaneswar for furnishing the facts and comments. OGB vide letter dated 09.1.2023 has furnished the facts and stated that Mr. Madhusudan Naik was charge sheeted for certain acts of omission and commission during his tenure as Asst. Manager at Kendumundi Branch. The Bank states that it followed due procedure at all stages and there was no discrimination.

The petitioner vide letter dated 14.02.2023 has refuted the facts and comments. OGB vide letter dated 01.06.2023 has furnished the facts and comments and mentioned that the appellate authority concurred with the findings of Disciplinary Authority and upheld the decision and dismissed the appeal. The petitioner vide letter dated 17.07.2023 has refuted the facts and request for hearing, which was referred to Chairman, Odisha Gramya Bank, Bhubaneswar vide letter dated 29.08.2023. The Odisha Gramya Bank vide letter dated 15.09.2023 has furnished further facts and comments and stated that action taken against the petitioner is in accordance with the Bank's service regulation, 2010.

The Commission decided to discuss the issue with the Chairman, OGB and petitioner on 12.02.2024 and meeting notice was communicated vide NCST letter 05.02.2024. The Chairman, OGB was personally present while the petitioner and the victim(Shri Madhusudan Naik) were not present in the meeting. The Chairman, OGB informed the Commission about the incident which had led to the disciplinary proceedings and assured that due process had been followed. Further he informed that increment cut had been imposed on the last working day before retirement, thus it would have very minor effect on the victim's pension.



अनंत नायक/ANANTA NAYAK
कार्यवाहक उपाध्यक्ष/Acting Vice-Chairperson
राष्ट्रीय अनुसूचित जनजाति आयोग
NATIONAL COMMISSION FOR SCHEDULED TRIBES
भारत सरकार/Govt. of India
12.02.2024

After hearing the Chairman, OGB, the Commission recommends the following and suggested that action taken report may be sent within one month: –

- A comparative statement indicating the present pension and the pension which would have been paid, if, increment cuts had not been imposed on Shri Madhusudan Naik.
- All employees of the Branches of the OGB especially those setup in Rural Areas of the State may be sensitized about harmful and social effects of alcohol consumption
- The Bank may formulate a policy for posting of employees of urban Branch to the rural Branches of OGB

It was also decided that there is no further action warranted in the case by the NCST.

A. Nayak

अनंत नायक/ANANTA NAYAK
कार्यवाहक उपाध्यक्ष/Acting Vice-Chairperson
राष्ट्रीय अनुसूचित जनजाति आयोग
NATIONAL COMMISSION FOR SCHEDULED TRIBES
भारत सरकार/Govt. of India
नई दिल्ली/New Delhi

Annexure

List of participants of the meeting held on 12.02.2024 at 10:30 AM under the Chairmanship of Shri Ananta Nayank, Hon'ble VC (Acting), NCST, New Delhi in the case of Shri Karuna Kara Sethi, General Secretary, All Odisha Gramya Banks Retirees SC/ST Employees Welfare Association, District-Mayurbhanj (Odisha) regarding harassment to ST employee by Bank Management

I	<u>Odisha Gramya Bank</u>
	Shri Rishi Singh, Chairman
II	<u>Petitioner</u>