



## 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-310/MFIN/7/2022-SSW

Date : 27.10.2025

To,

**The Managing Director & CEO**  
Bank of Baroda  
Baroda Corporate Centre  
Plot No. C-26, Block G  
Bandra Kurla Complex  
Mumbai -400051 (Maharashtra)  
Email: md.ceo@bankofbaroda.com

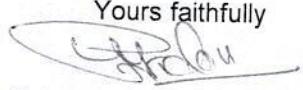
Sub: Compassionate Appointment/payment of Ex-gratia Financial relief to the dependents of deceased employees on compassionate grounds - a representation dated 07.12.2021 of Shri Kartik R. Bhil, Ahmedabad (Gujarat)

Sir,

I am directed to enclose herewith a copy of the Minutes of the sitting held on 18.09.2025 under the Chairmanship of Dr. Asha Lakra, Hon'ble Member, National Commission for Scheduled Tribes on the above mentioned subject for necessary action.

It is requested that compliance report in the matter on the recommendation may be furnished to this Commission within 30 days positively for placing the same before the Hon'ble Commission.

Yours faithfully

  
यो. प्र. यादव / Y. P. Yadav  
उप सचिव / Deputy Secretary  
E.mail ID: rahul.1424@ncst.nic.in

Copy to:-

**Shri Kartik R. Bhil,**  
A/157 Radhaswami House,  
Near Chankypuri,  
Ghatlodiya, Ahmedabad (Gujarat)  
(Mob No. 7226896769)

✓ PS to Hon'ble Member (Dr. Asha Lakra)  
NIC for uploading



## राष्ट्रीय अनुसूचित जनजाति आयोग National Commission for Scheduled Tribes

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

File No. NCST/SER-310/MFIN/7/2022-SSW

Minutes of the sitting held under the chairmanship of Dr. Asha Lakra (Honble Member, NCST) on 18.09.2025 at 12:00 PM at Lok Nayak Bhawan, Khan Market, New Delhi, regarding compassionate appointment to the dependents of deceased employees—representation dated 07.12.2021 of Shri Kartik R. Bhil, Ahmedabad (Gujarat).

Date and Time of Sitting : 18.09.2025 at 12:00 PM  
Participants in the Sitting : As per Annexure

Shri Amarsingh Chaudhary (Ex. MP & Ex. M.L.A) District-Tapi (Gujarat) vide letter dated 15.12.2021 has referred the letter dated 07.12.2021 of Shri Kartik R. Bhil, Ahmedabad (Gujarat) regarding no action taken by the Bank of Baroda on the papers submitted for Compassionate Appointment/payment of Ex-gratia Financial relief to the dependents of deceased employees on compassionate grounds of the scheme of Bank of Baroda to him (Shri Kartik R. Bhil). Shri Rameshbhai K. Bhil, working as clerk in Girdharnagar Branch of Bank of Baroda died on 04.08.2020.

2. The NCST vide notice dated 16-01-2023 had referred the matter to the Managing Director and CEO, Bank of Baroda and requested to furnish the facts and comments within 30 days from the receipt of the notice.
3. Pursuant to the matter, Bank of Baroda, vide letter dated 09.02.2023, stated that Shri Bhil Ramesh Keshaji passed away on 04.08.2020 at the age of 55 years and 4 days. As per the Bank's current policy, compassionate appointment is permissible only when the deceased employee was below 55 years of age at the time of death. Accordingly, the Bank informed the petitioner that he is eligible for ex-gratia financial relief and advised him to apply for the same, which shall be sanctioned by the Bank.
4. Subsequently, the National Commission for Scheduled Tribes (NCST), vide letter dated 14.03.2023, forwarded the Bank's response to the petitioner for his information. In response, the petitioner, through his rejoinder dated 05.04.2023, contended that the Bank is applying a revised circular effective from 01.12.2020 to deny him compassionate appointment. He further argued that the circular in force at the time of his father's death permitted compassionate appointment even if the deceased employee had attained the age of 55 years. Therefore, he alleged that the Bank's action amounts to injustice.
5. Taking into consideration the petitioner's submissions and the Bank's reply, the Commission issued a summons to the Managing Director and CEO, Bank of Baroda, on 02.06.2023. The petitioner was also notified to attend the hearing, which was later rescheduled and held on 05.07.2023.
6. Recommendations of previous hearing :

20/09/2025

After hearing both parties, the Commission recommended that Bank of Baroda re-examine the matter in light of Para 1.1(a) of Circular No. BCC:BR:108:82 dated 18.02.2016, issued by the Bank under the "Scheme for Compassionate Appointment or Payment of Ex-Gratia Financial Relief to Dependents of Deceased Employees on Compassionate Grounds".

An Action Taken Report (ATR) in compliance with the Commission's recommendation is to be submitted within one month from the date of receipt of these minutes for the Commission's further consideration.

7. As per the Action Taken Report submitted in line with the NCST's recommendations dated 05.07.2023, Bank of Baroda re-examined the case under Para 1.1(a) of Circular No. BCC:BR:108:82 dated 18.02.2016 and found the family not to be indigent based on their financial condition at the time of death, thereby rendering them ineligible for compassionate appointment or ex-gratia relief under the 2016 scheme. However, under the revised scheme, the family was eligible for ex-gratia financial relief, as Shri Bhil Ramesh Keshaji passed away at the age of 55 years and 4 days. Accordingly, the Bank sanctioned ₹18,00,000 as ex-gratia relief on 11.08.2023, which was communicated via letter dated 16.08.2023 to Mr. Kartik R. Bhil and Mrs. KalpanabenRameshbhai Bhil through hand delivery, but the communication was refused.

8. The petitioner submitted a rejoinder dated 03.05.2024, expressing dissatisfaction with the reply. The petitioner contended that Bank of Baroda (BOB) had been lenient and emphasized that he sought nothing less than a compassionate appointment in lieu of his father, who had died during his service in the clerk cadre.

9. Considering the gravity of the matter and the petitioner's rejoinder, a subsequent sitting was scheduled for 18.09.2025. A sitting notice was issued accordingly to the Managing Director & CEO of Bank of Baroda, and the petitioner was also duly informed.

10. During the sitting, the Chairman and Managing Director (CMD) of Bank of Baroda did not attend in person and was instead represented by the Chief General Manager (HR & Marketing). The Chief General Manager was accompanied by the General Manager (HRM) and the Assistant General Manager (HR). The petitioner was present.

11. During the sitting, the Commission noted that, according to the Action Taken Report (ATR) on the previous minutes, the bank authorities had concluded that the family was not indigent in accordance with the Bank's 2016 circular. However, there is ambiguity surrounding the basis of this conclusion. Consequently, the evaluation process appears unclear and lacks transparency. The petitioner's mother is 100% blind.

Furthermore, there is uncertainty regarding the issuance date and enforcement of the 2016 circular & 2020 circular.

In light of the above, the Commission makes the following recommendations:

1. Bank of Baroda is recommended to submit a comprehensive report detailing the process followed to evaluate and conclude that the family of Late Mr. Rameshbhai K. Bhil was not indigent at the time of his death. The report should clearly outline the criteria applied, evidence and documentation reviewed, and the rationale behind the conclusion reached. It should also specify whether any committee was formed for the purpose of evaluation.
2. The Bank is advised to conduct a comprehensive review of the entire process and submit it to the competent authority for consideration.

2024-05-03

3. The reviewed and detailed report should be submitted to the Commission within 30 days for its examination and further action

14/10/2025  
(Dr. Asha Lakra)

Member

National Commission for Scheduled Tribes  
New Delhi

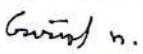
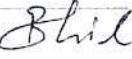
डॉ. आशा लकड़ा/Dr. Asha Lakra  
सदस्य/Member

भारत सरकार/Government of India  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
नई दिल्ली/New Delhi

Attendance Sheet  
National Commission for Scheduled Tribes

NCST/SER-310/MFIN/7/2022-SSW

Sitting to be held on **18.09.2025 at 12.00 Noon**- Compassionate Appointment/payment of Ex-gratia  
Financial relief to the dependents of deceased employees on compassionate grounds - a representation  
dated 07.12.2021 of Shri Kartik R. Bhil, Ahmedabad (Gujarat)

Sl. No.	Name and Designation	Address & Phone No.	Signature
<b>I National Commission for Scheduled Tribes</b>			
1.	Dr. Asha Lakra Hon'ble Member	In Chair	
2.	Shri Yogendra Prasad Yadav Deputy Secretary		
3.	Shri H.R. Meena Consultant		
4.	Shri Rahul Investigator		
5.	Ms. Riya Investigator		
6.	Shri Rahul Yadav Legal Consultant		
7.			
8.			
<b>II Officers from O/o Bank of Baroda</b>			
1.	Shailendra Singh	C.G.M (HR A. MKTG.) 9936356650	
2.	C. M. TRIPATHY	GM-HRM 9506083870	
3.	Girish Kumar	AGM-HR 9724389411	
4.			
5.			
6.			
<b>III Petitioners</b>			
1.	BHIL KARTIK R	7226896759	
2.			