



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)

फाइल न. NCST/SER-2299/RJ/52/2025-RO-JPR/RU-I (RU-III)

दिनांक :- 10.11.2025

सेवा में,

अध्यक्ष एवं प्रबंध निदेशक,
पंजाब नेशनल बैंक
प्लॉट नं. 4, सेक्टर 10, द्वारका
नई दिल्ली - 110075


विषय : पंजाब नेशनल बैंक द्वारा अनुसूचित जनजाति के सफाईकर्मियों के उत्थान के लिए नीति में बदलाव नहीं करने के सम्बन्ध में श्री देवी लाल मीणा, पार्ट टाइम सफाई कर्मचारी, पंजाब नेशनल बैंक शाखा- बुचावास, सर्किल- हनुमानगढ़ (राजस्थान) से दिनांक शून्य का अभ्यावेदन।

महोदय/महोदया,

मुझे उपरोक्त विषय पर, श्री जटोतु हुसेन, माननीय सदस्य, राष्ट्रीय अनुसूचित जनजाति आयोग की अध्यक्षता में दिनांक 16.10.2025 को लोक नायक भवन, खान मार्केट, नई दिल्ली में आयोजित बैठक के कार्यवृत्त की प्रति संलग्न करने का निर्देश हुआ है।

अतः आप से निवेदन है कि, सिटिंग की संस्तुतियों पर की गई कार्रवाई/की जाने वाली कार्रवाई की रिपोर्ट को निर्धारित समय के भीतर राष्ट्रीय अनुसूचित जनजाति आयोग को सूचित करने का कष्ट करें, जिसे माननीय आयोग के समक्ष प्रस्तुत किया जा सके।

भवदीय,


(P.Kalyan Reddy)

Director

Phone No. - 011-24641640

प्रतिलिपि सूचनार्थः

1. श्री देवी लाल मीणा,
पार्ट टाइम सफाई कर्मचारी
पंजाब नेशनल, बैंक शाखा- बुचावास,
सर्किल- हनुमानगढ़ (राजस्थान) (मो.न.:7240051336)

2. P. Kalyan Reddy (JK)
To: NCNCS

NATIONAL COMMISSION FOR SCHEDULED TRIBES

Minutes of the Sitting held under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi in the case of Shri Devi Lal Meena, Part time cleaning staff, Punjab National Bank, Branch Buchawas, Circle Hanumangarh, Rajasthan regarding conversion of part time worker to full time worker.

F. No. NCST/SER-2299/RJ/52/2025
Date of the Sitting: 16.10.2025 at 6:10 PM
Participants in the Sitting: As per Annexure

Shri Devi Lal Meena, Cleaning staff, Punjab National Bank, Branch Buchawas, Circle Hanumangarh, Rajasthan, has submitted that despite serving the bank for 10 to 25 years, many such employees have neither been made full-time nor provided any financial or service benefits. He stated that during demonetization and the COVID-19 pandemic, all cleaning staff risked their lives to keep the bank functional, yet their service status remains unchanged. He pointed out that other public sector banks, in coordination with their unions, have already regularized their sanitation staff, but PNB has not amended its 1984 policy even after nationalization in 1969. He further mentioned that although the Finance Minister, during the merger of United Bank of India, Oriental Bank of Commerce, and PNB (vide HRD Circular No. 494/2020), had announced the implementation of the Best of Three Policy to make part-time cleaning staff full-time, PNB employees are still deprived of its benefits even after five years. Referring to a Government of India O.M. dated 16.01.1976, he stated that 25% of peon posts were to be reserved for sanitation staff and others, and such employees were to be adjusted as peons after five years of service, even if they lacked the required educational qualification. He urged the authorities to address their long-standing grievances by making all Cleaning Staffs full-time, ensuring uniform seniority between rural and urban branches, abolishing the 1/3, 1/2, and 3/4 classifications, granting promotion rights based on merit, and amending exploitative rules that cause hardship to the cleaning staff.

2. NCST vides notice dated 08.07.2025 sought facts and comments from Chairman & Managing Director, Punjab National Bank within 15 days from receipt of the Notice. The reply was not received. Further, the issue of the petitioner was discussed in the Review Meeting held on 7.8.2025 under the chairmanship Shri Jatothu Hussain, Hon'ble Member, NCST with the CMD and other Sr. officers of PNB at PNB HQ, New Delhi. The issue was not resolved, hence, NCST decided to discuss the issue with the authority and the petitioner on 16.10.2025. Accordingly, a Sitting Notice was sent on 06.10.2025.

3. In the sitting, the CGM along with other Sr. officers of PNB HQ, New Delhi and petitioner were present. The petitioners had reiterated their submission and requested for justice. The officers of PNB informed that the matter is under active consideration with the management and trade unions of the bank. The CGM assured that the management will resolve the issue of petitioners on priority basis.

4. After discussion with the above officers of PNB and petitioners, the following recommendations were made and action taken there on may be submitted to NCST within 30 days from receipt of the minutes.

- The duty period of part time worker of various branches of PNB (where petitioners are working) of last one month may be furnished.
- The management of PNB may draft a policy / guidelines for conversion of part time worker to full time worker and discuss the issue with the trade unions and ST Employees Welfare Association of PNB.
- TA and Special Leave may be reimbursed / granted in favor of all petitioners (who attended the sitting), as per their entitlement and rules.


जाटोतु हुसैन / Jatothu Hussain
(Jatothu Hussain)
भारत सरकार / Government of India
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
नई दिल्ली / New Delhi

F. No. NCST/SER-2299/RJ/52/2025-RO-JPR/RU-I (RU-II)

List of participants of the sitting held on 16.10.2025 at 6.2.10... under the chairmanship of Shri Jatothu Hussain, Hon'ble Member, NCST at New Delhi.

Sr. No.	Name and Designation	Address & Phone No.	Signature
I National Commission for Scheduled Tribes			
1.	Dr. P.Kalyan Reddy Director		
2.	NCST Officials		
II PNB			
Sr. No.	Name, Designation and Address	Phone No.	Signature
1.	Shri. Suresh K. S. CGM, PNB HD	8828 22027	
2.	Shri. Anandendra K. GM, PNB HD	8852099023	
III Petitioner			
	SUBHAM	8397071470	
	Pankaj Kumar	9196126224	
	RAM KUMAR	8397980471	
	Devenka	8930804925	Devenka

Devilal Meena 7240051336 da