



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)

F.No. NCST/SER-2695/MFIN/39/2025-RU-III

Dated: 26.02.2026

To,

The Managing Director & CEO,
Bank of Baroda,
Baroda Corporate Centre, Plot No. C-26,
Block G, Bandra Kurla Complex, Bandra (East),
Mumbai- 400051 Maharashtra

Sub: Non-consideration of appointment under compassionate by Bank of Baroda - a representation dated 10.3.2025 from Smt. Shilaben, w/o Late Maheshbhai Bhikhabhai Rathod, Ex-Staff, Bank of Baroda.

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sitting held on 20.1.2026 under the chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST) at New Delhi on the above mentioned subject, for your information.

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

Yours faithfully,

(Dr. P. Kalyan Reddy)
Director
Ph No. 011-20819841

Copy for information:-

1. Smt. Shilaben M Rathod,
A 403 Radheshyam Residency,
Sevasi, Vadodara (Baroda),
Gujarat- 391101
2. PS to Hon'ble Member (JH), NCST.
3. NIC, NCST for uploading on the website of the Commission.

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 Smt. Shilaben, w/o Late Maheshbhai Bhikhabhai Rathod, Ex-Staff, Bank of Baroda regarding Non-consideration of appointment under compassionate by Bank of Baroda.

NCST/SER-2695/MFIN/39/2025-RU-III
Date of the Sitting: 20.1.2026, 5:15 PM
Participants in the Sitting: As per Annexure

Smt. Shilaben Maheshbhai Ratho, w/o Late Maheshbhai Bhikhabhai Rathod, Ex-Staff, Bank of Baroda, Radheyshyam Residency, Sevasi, Vadodara-391101 vide her representation dated 10.3.2025, has stated that though she applied for appointment under compassionate ground after the demise of her husband (who was working as Sub-staff at Subhanpura Branch, Baroda City Region and expired on 04.05.2021), her case was not considered by the Bank of Baroda and instead ex-gratia financial relief was offered which she did not accept.

2. NCST vide notice dated 23.09.2025 sought facts and comments from the Managing Director & CEO, Bank of Baroda (BOB) within 30 days from receipt of the Notice. The Reply was received, hence, NCST has decided to discuss the issue with the authority and the petitioner on 5.12.2025. But the sitting was postponed and re-fixed on 20.1.2026. Accordingly, a Sitting Notice was sent on 09.01.2026.

3. In the sitting, the ED alongwith other Sr. officers of Bank of Baroda and the representative of the petitioner were present. The representative of the petitioner has reiterated their earlier submission and request for compassionate appointment in the bank. The officers of BOB has informed that, as per circular bearing no. BR:114/27 dated 11.2.2022 the age of deceased employee at the time of death is more than 5 years. The family is not eligible for compassionate appointment. However, the family is eligible for ex-gratia financial relief. Hence, as per rule the petitioner is entitle for ex-gratia financial relief only. The representative of the petitioner has stated that the D/o Financial Services, M/o Finance vide DO No. 18/2/2013-IR dated 7.8.2014 has directed the Chairman, Indian Bank Association Mumbai regarding compassionate Appointment in PSBs on the lines of Central Government. In other banks like SBI are following the guidelines whereas the BOB has issued guidelines in 2022 for not appointing compassionate grounds to dependent of deceased, who reached above 55 years. This is a violation of direction of DFS. Hence, do the justice.

4. It was observed that the guidelines issued by BOB in 2022 appears to be not inconsonance with the circular of DFS of 2014 issued to Chairman, IBA, Mumbai.

5. After discussion with the officers of BOB and petitioner, the following recommendations were made and action taken may be submitted to NCST within 15 days from receipt of the Minutes.

- The management of Bank of Baroda is advised to consult DFS regarding guidelines issued in 2022 for not appointing compassionate grounds to dependent of deceased, who reached above 55 years.

(Jatothu Hussain)

जाटोतु हुसेन / Jatothu Hussain
सदस्य / Member
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
भारत सरकार / Govt. of India
नई दिल्ली / New Delhi

