



भारत सरकार

Government of India

राष्ट्रीय अनुसूचित जन जाति आयोग

National Commission for Scheduled Tribes

(A Constitutional Body set up under Art. 338A of the Constitution of India)

Pragya Speedpad -

File No. MLM/1/2018/MFIN9/SEHRMT/RU-IV

Dated: 13.12.2018

To,

1. The Secretary,
Ministry of Finance,
Department of Financial Services
(Banking & Insurance Division),
Jeevan Deep Building,
Sansad Marg, New Delhi.

2. The Managing Director & CEO,
ICICI Bank Limited,
ICICI Bank Towers,
Bandra-Kurla Complex,
Mumbai - 400 051 (Maharashtra).

2/18

Sub: Proceedings of the sitting taken by Hon'ble Member, National Commission for Scheduled Tribes (NCST) on 29.10.2018 in the case of Shri Mohan Lal Meena, DMI (I.D. No. 203733), ICICI Bank, Rajasthan regarding harassment by the Bank authorities.

Sir,

I am directed to enclose herewith a copy of the Proceedings of the Sitting held on 29.10.2018 under the Chairmanship of Smt. Maya Chintamn Ivate, Hon'ble Member, National Commission for Scheduled Tribes on the above mentioned subject for necessary action and submission of compliance report to this Commission within 30 days from the receipt of the letter for placing the same before the Hon'ble Member, NCST

Yours faithfully,

(Y.K. Bansal)

Research Officer

(Encl. As above)

Copy to:-

Shri Mohan Lal Meena,
Village & Post - Chawandiya Balkidarari,
Via- Bassi, District - Jaipur - 303 301
(Rajasthan).

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✓ Copy to - NIC, NCST

NATIONAL COMMISSION FOR SCHEDULED TRIBES

Case File No. MLM/1/2018/MFIN8/SEHRMT/RU-IV

PROCEEDINGS OF SITTING HELD ON 29.10.2018 AT 02.00 P.M. CHAIRED BY SMT. MAYA CHINTAMN IVNATE, HON'BLE MEMBER, NATIONAL COMMISSION FOR SCHEDULED TRIBES (NCST) IN THE CASE OF SHRI MOHAN LAL MEENA, DMI (ID No. 203733), ICICI Bank Ltd, BASSI, JAIPUR REGARDING HARASSMENT AND DISCRIMINATION IN PROMOTION BY THE ICICI BANK AUTHORITIES.

Date of Sitting: 29.10.2018


List of officers present in sitting is Annexed.

The petitioner Shri Mohan Lal Meena vide his representation dated nil has represented before the Commission regarding harassment and discrimination in promotion by the ICICI Bank authorities.

He alleged that he had joined in Bank of Rajasthan on 24.12.1986. Now after merger of the Bank of Rajasthan with the ICICI Bank in the year 2010, he became employee of ICICI Bank Ltd. The Bank Management did not consider his promotion as per his eligibility. No reservation policy in promotion for STs as per RBI guidelines and Government of India's guidelines is being followed in ICICI Bank Ltd. The ICICI Bank has promoted the employees belonging to general category without written examination or rating in APARs. Though, he was promoted in the year 2014, but he was being paid low salary in comparison to general category candidates who promoted together with him. His juniors also got promotions.

2. The NCST vide its notices dated 10.04.2018 and reminders dated 02.07.2018 and 21.08.2018 sought report from the Bank authority.

3. The ICICI Bank Ltd. vide its letter dated 07.09.2018 informed the facts of the case that the ICICI Bank Ltd. is a private Bank governed by the RBI rules and regulations. The Bank does not follow the Government's reservation policy for SC/ST in promotion as well as recruitment. The promotions are granted on the basis of the performance based on APAR. The Bank awards rating to the employees on the basis of the performance. The Bank of Rajasthan was merged into ICICI Bank w.e.f. 12.08.2010 and as per scheme of amalgamation, all employees who were on the role of Bank of Rajasthan became employees of the ICICI Bank without any breaking service. The petitioner's performance was rated 2 in Financial Year 2014 and therefore he promoted in April, 2014. However, the petitioner's performance for the Financial Year 2018 was rated as 3 on the basis of annual performance assessment and he could not get any benefit of promotion.


Smt. Maya Chintamn Ivnate
Member
National Commission for Scheduled Tribes
Govt. of India
New Delhi

4. Since, the Bank's report was found to be unsatisfactory, therefore, a Sitting was fixed on 29.10.2018 before Hon'ble Member, Smt. Maya Chintamn Ivnate, NCST.

5. During the Sitting, the officers from Ministry of Economic Affairs and ICICI Bank appeared. The petitioner was also present. The Managing Director and CEO, ICICI Bank Ltd. submitted an exemption request which was also taken into record.

6. In Sitting, both the parties submitted their points of view. The case was discussed in detail. The Commission observed that the petitioner had joined as Sub-Staff in erstwhile Bank of Rajasthan Limited in the year 1986. The Bank of Rajasthan had reservation in promotion from Sub-Staff to clerical cadre. Thereafter, the Bank of Rajasthan was merged in the ICICI Bank Ltd. in the year 2010 and at the time of merger the petitioner was in clerical cadre. The ICICI Bank is a private Bank governed through RBI rules regulations. The ICICI Bank does not follow reservation policy for SC/ST in appointment and promotion. The officers of the Ministry of Economic Affairs has also confirmed that the ICICI Bank Ltd. does not follow reservation policy. The promotions of employees including SC/ST in ICICI Bank are done on the basis of performance rating. Hence, the benefit of reservation in promotion could not be provided to the petitioner. However, he was granted promotion in the year 2014 based on his performance. The petitioner was stated that his salary is less than from other employees promoted together with him in the same year. The Commission therefore, recommends that:

- The ICICI Ltd. Bank Management should consider the petitioner's posting as per his capability/areas wherein he could perform better so that he could get more benefit of the promotion based on the ratings.
- The ICICI Bank Management should hear the petitioner's grievances in person and provide the requisite information on the reservation policy and clarification on any other doubts.

7. In view of the above observations/recommendations, the case is decided and closed.


Smt. Maya Chintamn Ivnate
Member
National Commission for Scheduled Tribes
Govt. of India
New Delhi

NATIONAL COMMISSION FOR SCHEDULED TRIBES

Annexure

(File No. MLM/1/2018/MFIN8/SEHRMT/RU-IV)

List of participants

NCST

1. Shri Maya Chintamn Ivnate, Hon'ble Member (In chair)
2. Shri P.T. Jameskutty, Hon'ble Member *JS*
3. Shri Y.K. Bansal, Research Officer
4. Shri S.K. Atram, PS to Hon'ble Member (MCI)

Officers of Department of Financial Services (Banking & Insurance Division).

1. Shri. Lalit Kumar, Economic Advisor
2. Shri Gulab Singh, Deputy Secretary.

Officers of ICICI Bank Ltd.

1. Shri Sourendra M Singh, General Manager (HR)
2. Shri Avaneesh Trivedi, Deputy General Manager (HR).
3. Shri P.S. Roy Chaudhari, Deputy General Manager (HR)

Petitioner

Shri Mohan Lal Meena