



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)

File No. RH/38/2016/MFIN9/SEHRMT/RU-IV

Dated: 03.06.2019

To,

The Managing Director & CEO,
IDBI Bank Limited,
IDBI Tower, WTC Complex,
Cuffe Parade, Colaba,
Mumbai – 400 005 (Maharashtra).

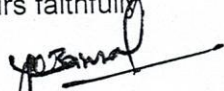
Sub: Proceedings of the sitting taken by Shri Nand Kumar Sai, Hon'ble Chairperson, National Commission for Scheduled Tribes (NCST) on 03.05.2019 in the matter of Shri Ramavath Hamu, Assistant General Manager, IDBI Bank, Raipur, Chhattisgarh regarding harassment and denial of promotion.

Sir,

I am directed to enclose a copy of the Proceedings of the Sitting held under the Chairmanship of Shri Nand Kumar Sai, Hon'ble Chairperson, National Commission for Scheduled Tribes on 03.05.2019 on the above mentioned subject for necessary action at your end.

It is requested that action taken report in the matter may be intimated to the Commission expeditiously for placing the same before the Hon'ble Chairperson, NCST.

Yours faithfully,


(Y.K. Bansal)
Research Officer
Ph. 24645826

(Encl: As above)

Copy to:-

Shri Ramavath Hamu,
Assistant General Manager &
Head Currency Chest,
IDBI Bank Ltd.,,
Gachibowli,
Hyderabad – 500 032.
(Telangana).

Copy to: SAs NIC, NCST

NATIONAL COMMISSION FOR SCHEDULED TRIBES

Case File No. RH/38/2016/MFIN9/SEHRMT/RU-V

PROCEEDINGS OF SITTING HELD ON 03.05.2019 CHAIRED BY SHRI NAND KUMAR SAI, HON'BLE CHAIRPERSON, NATIONAL COMMISSION FOR SCHEDULED TRIBES (NCST) IN THE CASE OF SHRI RAMAVATH HAMU, ASST. GENERAL MANAGER, IDBI BANK, RAIPUR (CHHATTISGARH) REGARDING (I) HARASSMENT, ABUSING, ILL-TREATING, THREATENING TO LEAVE JOB/PLACE IN THE NAME OF CASTE BY SHRI AJAY SHARMA, ZONAL HEAD & CGM, IDBI BANK, BHUBANESWAR AND (II) DENIAL OF PROMOTION TO THE POST OF DGM (Gr-D).

List of officers present in sitting is Annexed.
Date of Sitting – 03.05.2019

The petitioner Shri Ramavath Hamu, Asst. General Manager, IDBI Bank, Raipur (Chhattisgarh) has submitted representations regarding his harassment, abusing, ill-treating, threatening to leave Job/place in the name of caste by Shri Ajay Sharma, Zonal Head & CGM, IDBI Bank, Bhubaneswar and denial of promotion to the post of DGM (Gr-D). The petitioner has alleged that while working as Head Currency Chest & AGM at Raipur in the year 2016, he was abused, misbehaviour and passed derogatory remarks on caste name by Shri Ajay Sharma, Zonal Head & CGM, IDBI Bank, Bhubaneswar. He had also made a complaint against Shri Sharma before the IDBI Management and the same was not heard/considered by the Bank Management. He has also made a Police complaint against the accused officer and Police has no taken any action against him.

The petitioner further alleged that he was denied his due promotion to the post of DGM (Gr-D) during the years of 2011, 2012, 2014, 2016 and also he had appeared interview for promotion for the year 2018-19 on 26.05.2018. But his promotion was not considered despite having best performance and good service records. His appeal against non consideration of promotion was also rejected by the Appellate Authority.

2. Earlier the said case was taken up with the IDBI Bank management and subsequently a sitting was held on 28.09.2018 before the Hon'ble Chairperson, NCST. After detailed examination of the case and discussion held, the Commission recommends the following:

- The petitioner will submit a detailed representation regarding his caste based harassment and misbehaviour against Shri Ajay Sharma, CGM, IDBI Bank to the Commission.
- The Bank Management will submit all the requisite documents pertaining to denial of petitioner's promotion to the post of DGM since 2011 to till date with details of marks awarded to the petitioner and other candidate appeared in the promotion process. It will also submit justification about non-promotion despite fulfilling all eligibility criteria and good service records. The justification about giving less marks in the interview may also be provided. The detailed information should be submitted before the Commission within a week's time.

- On receipt of the information, the matter would be examined once again by the Commission in detail.

3. In pursuance of the Commission's recommendations the IDBI vide its letter dated 24.04.2019 has submitted following action taken.

(i) The petitioner Shri Hamu's request for his transfer to Hyderabad was considered and he was transferred to Hyderabad. Shri Hamu also joined at Bank's Currency Chest Branch at Hyderabad on 04.02.2019.

(ii) The Bank has obtained approval of the Board to discontinue with the practice of cooling period henceforth and the officer would be permitted to appear for promotion interview in May, 2019.

(iii) The Bank has zero tolerance level for any complaints related to discrimination on social origin. However, the Bank has effective grievance redressal mechanism.

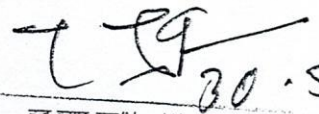
In the aforesaid case, the O/o the Director General of Police, Chhattisgarh vide its letter dated 26.04.2019 has submitted a report, wherein it has been informed that on the basis of the complaint filed by the petitioner Shri Hamu, the Local Police investigated the matter and during the investigation, no case of caste harassment was found. In addition, the petitioner was asked to provide material of evidence/witness in support of his case related to caste based atrocity. However, the petitioner did not provide any evidence to further investigate the matter.

4. Since, the Bank's report was found to be unsatisfactory and therefore a sitting was fixed on 03.05.2019 to have a discussion with the IDBI Bank management.

5. As per schedule, sitting was held on 03.05.2019 before the Hon'ble Chairperson, NCST. In sitting, the Deputy Managing Director, IDBI Bank, Executive Director, IDBI Bank and General Manager (HR), IDBI Bank appeared. The petitioner was also present.

6. The case was discussed in detail. The Commission observed that on the intervention of the Commission, the petitioner's grievance of transfer has been settled and he has been posted his choice of station at Hyderabad. Regarding Police investigation into case related to the atrocity committed by Shri Ajay Sharma, CGM, IDBI Bank, Bhubaneswar, the petitioner vide its letter dated 08.05.2019 informed the Commission that he does not want to pursue the atrocity complaint and withdraw the complaint. Regarding petitioner's promotion, the Bank has assured the Commission to consider his promotion in the next higher grade in ongoing promotion exercise to be held in May, 2019 based on his eligibility.

Based on the above observations, the Commission recommends that the IDBI Bank management will consider the petitioner's promotion to the next higher grade favourably and an action taken report in this regard should be submitted to the Commission by the last week of June, 2019 positively.


30.5.019
नन्द कुमार साय/Nand Kumar Sai
अध्यक्ष/Chairperson
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
भारत सरकार/Govt. of India
नई दिल्ली/New Delhi

List of participants

NCST

1. Shri Nand Kumar Sai, Hon'ble Chairperson (In chair)
2. Miss Anusuiya Uikey, Hon'ble Vice-Chairperson
3. Shri Hari Krishna Damor, Hon'ble Member
4. Shri A.K. Singh, Secretary,
5. Shri S.K. Ratho, Joint Secretary
6. Shri Y.K. Bansal, Research Officer
7. Shri Sudhir Atram, PA to Hon'ble Member (MCI)

Officers of IDBI Bank

1. Shri G.M. Yadwadkar, Deputy Managing Director
2. Shri G.A. Tadas, Executive Director
3. Shri Rajesh Rathod, General Manager (HR)

Petitioner

1. Shri Ramavath Hamu
2. Shri B.B. Gawali