

**Minutes of the Review Meeting conducted by the National Commission for Scheduled with the Allahabad Bank Management on 04.11.2015 at Kolkata**

The National Commission for Scheduled Castes (NCSC), Govt. of India, headed by Dr. P.L. Punia, Hon'ble Chairman along with Dr. Raj Kumar Verka, Hon'ble Vice Chairman, Shri Raju Parmar, Hon'ble Member, Shri Ishwar Singh, Hon'ble Member, Smt. P.Kamamma, Hon'ble Member and Dr. Vinod Agarwal, Secretary from the National Commission for Scheduled Castes, New Delhi conducted review meeting with the (1) All India Allahabad Bank SC/ST Employees Welfare Council (2) Allahabad Bank SC/ST/OBC Employees Association followed by the Bank Management on 04.11.2015 to review the implementation of Reservation Policy implemented by the Bank.

**Meeting with the office bearers of All India Allahabad Bank SC/ST Employees Welfare Council and the Allahabad Bank SC/ST/OBC Employees Association.**

There are two SC/ST Employees Associations in the Bank. Meeting conducted with both the Associations separately. Both the Associations submitted their Memorandum before the Commission. During meetings following important points raised by both the Associations were discussed:

- a. There are total 1733 Sweepers in the Bank of which 365 are Full Time Sweepers including 269 SC Sweepers. All the part time Sweepers may be converted to Full Time Sweepers.
- b. Counting seniority of Sweepers for promotion to post of PCF/Clerical cadre.
- c. Engagement of contract labourer in Sweeping job may be stopped and Sweepers may be recruited from Sweeper community only.
- d. Discomfort allowance may be given to Sweepers as their duties are in odd time.
- e. Reservation may be given in promotion within officer's category up to Scale VI as per the verdict of the Hon'ble Supreme Court.
- f. Pre promotion training may be given to the SC officers for 10 days instead of 6 days with expert faculty.
- g. SC/ST officers may be associated in the Selection Committee, Departmental Promotion Committee, Review/Appeal Committee and Negotiation with the Trade Unions Committee.
- h. Convenient posting may be given to the office bearers of the Council.
- i. To protect SC/OBC employees/officers from Caste discriminatory posting.
- j. Office accommodation at Zonal level may be provided and Quarterly meeting other than Kolkata Zones may be conducted.
- k. SC/ST Cell may be established immediately at the Zonal Level as the reservation roster for Group 'C' & 'D' are maintained at Zonal level.
- l. To protect SC/ST employees from harassment/humiliation from false charges and even for minor lapses awarded major punishment.

