

No. 3/Review-3/PNB//2014/SSW-II

Minutes of the Review Meeting of Reservation Policy taken by Hon'ble Chairman, National Commission for Scheduled Caste with Punjab National Bank on 24.09.2014.

The national Commission for SCs headed by Dr. P.L. Punia, Hon'ble Chairman, Shri Rajkumar Verka, Hon'ble Vice-Chairman, Shri Raju Parmar, Hon'ble Member & Smt. P.M. Kamalamma, Hon'ble Member conducted a Review Meeting regarding implementation of reservation policy in Punjab National Bank, New Delhi. Shri Subburaj, Secretary and Smt. Sumita S Chaudhary, Joint Secretary and other Sr. Officers of National Commission for SCs were present during the meeting.

Shri K.R. Kamath, CMD, Punjab National Bank alongwith other Sr. Officers of the Bank were present as per Annexure I. The Office bearer of the All India Punjab National Bank SC/ST Employees Welfare Association were also present as per Annexure II.

The National Commission for SCs first held a meeting with office bearer of the All India Punjab National Bank SC/ST Employees Welfare Association. The Association both the following points to the notice of the National Commission for SCs:

- It was reported that the Management of the Bank has not conducted any quarterly meeting with the SC/ST Welfare Association of the Bank.
- It is also stated that the Bank is not implementing the Zone of Consideration in promotion as per rule. The Bank includes failed candidates and those employees who did not appeared in the examination for promotion, in the Zone of Consideration.
- It is also brought to the notice that the part-time sweepers working in the Branch of the Bank, have not been regularised and there are getting very small amount as a salary.
- It is also reported that there is no regular Chief Liaison Officer in the Bank for the last one year and the present General Manager (PAD) has been nominated as Chief Liaison Officer.
- It is reported that no concession is given to the SC candidate for promotion from sub-staff to clerical staff.
- It is also stated that officer bearer of the SC/ST association are posted to far of places on promotion from clerk to Officer Cadres.
- It is also reported that SC candidates after working more then ten years in the post of part-time Safai Karamchari were not regularised in the Bank due to over age and no age relaxation is provided to them. It is also reported that the general candidates were also appointed in the post of Safai Karamchari.

- It is also reported that no SC officers were included as a Member of Selection Committee from promotion from SMGS-III to SMGS-IV

Thereafter, National Commission for SCs held meeting with the Punjab National Bank on the following points:

The Hon'ble Chairman, National Commission for SCs brought to the notice of the CMD, Punjab National Bank above grievances of the SC/ST Emp. Wel. Association and advise the following points:-

1. The Zone of Consideration for promotion may be implemented as per guidelines of the State Bank of India as it is reported that unfit and failed candidates are considered in the Zone of Consideration by the Punjab National Bank. The office bearers of the SC/ST Association may be posted in the same circle as per recommendation of the parliamentary committee on SC. It is reported by the Association that on promotion from sub-staff to clerical staff belonging to SC category are posted to the North East States. It is advised that the above grievances of the association may be looked into and action taken report may be submitted to the Commission.
2. Regarding Board of Directors, it is observed one Officer Director is a Member of Board of Director, it is advised that the matter may please be taken up with the Ministry that one Member belonging to SC category may be included from outside in the Board of Directors. The CMD, PNB assured to take the action in the matter.
3. It is observed that the specific concession / relaxations like fee concession, TA etc. provided to the SCs is to be given, it is not clear whether it is mentioned in the advertisements for recruitment. The CMD assured that such information will be provided to the Commission.
4. It is seen that the details of State-wise prescribed % of reservation applicable in promotion from Sub-Staff to clerk cadre has not been mentioned. The PAD Circular dated 19.08.2011 does not mention the prescribed % of reservation for SCs. The CMD assured that the State-wise prescribed % applicable in promotion and direct recruitment for the post of sub-staff and clerk will be provided to the Commission.
5. It is not clear from item No. 8 how the shortfall increased from 59 to 785 within 7 months after switching over to post based roster in clerks cadre. The CMD assured that the issue will be cheked and will provided the detail to the Commission.

6. It is observed that as per information provided in the point No. 9 (a) that 64.95 % SCs are Safai Karamchari. The NCSC would like to know who are rest of the Safai Karamchari.
7. It is seen that the % of SCs recruited in the officer's cadre in the last three year is less then prescribed % of reservation. The CMD, PNB reported that IBPS is the recruiting agency and IBPS did not provide the SC candidates and specialized cadre candidates are not available in the scale II. And the State-wise allocation of candidates are given by the IBPS.
8. Against Point No. 9 the Commission would like to know whether representation of SCs include the number of SCs who recruited and promoted on their own merit. The CMD, PNB is stated that this representation of SCs does not include the SC candidates who recruited on their own merit. Therefore, separate information of bifurcation will be provided to the Commission.
9. Hon'ble Chairman has observed that the Bank could not recruit SC candidates as per prescribed % of reservation but it is not understood when direct recruitment is less, how the promotions are more then prescribed % in the case of clerical as well as officers cadre. The CMD, PNB reported that for the last two and three years the required number of SCs were not provided by the IBPS, recruiting agency.
10. The CMD, PNB reported that there is 25% posts are filled up through promotion from sub-staff to clerical of the total post of clerk. The promotion from sub-staff to clerk is based on length of service and no relaxation is provided to the SC candidates. It was advised that concession relaxation may be provided to the SC candidates in promotion.
11. It is seen that the clerical to JMG-I in promotion relaxation/concession have been provided to SC candidates and 4 priority marks have been given to the SC candidates, the Hon'ble Chairman desired that details of the priority marks provided to the SC candidates which is minimum eligibility criteria for promotion.

The following Rosters Register maintained by the PNB at Commission's Headquarter was inspected:

- (1) Direct Recruitment Roster for JMGS-I, SMGS-II and SMGS-III(Officer cadre)
- (2) Promotion Roster for promotion from clerk to JMSG-I

-The Rosters were inspected and it is seen that the All the above Rosters are maintained properly as per Rules.

- The following latest position of Officers Cadre in Direct Recruitment as per Roster as on 31.12.2014:

S. No.	Post/cadre	Total strength	No. of post reserved for SCs	No of position of SCs	No. of SC in excess/shortfall
1.	JMGS-I	2067	310	317	+7
2.	SMGS-II	534	79	52	-27
3.	SMGS-III	23	3	4	+1
4.	Campus Recruitment in officer cadre	108	17	20	+3

- It is reported that the campus recruitment has been stopped after the Court's order in 2013.
- There is shortfall of 27 reserve posts for SCs in SMGS-II.
- The roster for promotion from sub-staff to clerk is maintained at the Zonal Level of the Bank of the each State therefore, it is not made available.
- The roster for direct recruitment for the post of Clerk is also maintained at the Zonal Level of the Bank of the each State therefore, it is not made available.

12. It is advised that the rosters maintained at State/Zonal Level may be shown to the Commission. the CMD, PNB stated that all the rosters of Headquarter of the Bank has been downloaded in the website of the Bank and all the State and Zonewise rosters will also be downloaded in the website of the Bank.

13. It is advised that the name of Chief Liaison Officer and Liaison Officer may be downloaded in the website of the Bank. The CMD, PNB assured for the same. The Hon'ble Chairman has also advised that Chief Liaison Officer may be appointed from the SC category and he may be other then HR Division of the Bank. The CMD, PNB informed that the parliamentary committee on welfare of SC advised to appoint CLO from the SC category and present General Manager is the only SC available and no other SC in the rank of General Manager is available therefore, Shri R.D. Kailey has been appointed as CLO who is also looking after the Personnel Division of

the Bank. As soon as the General Manager rank officer belonging to SC category is available he will be considered for the post of CLO.

14. The National Commission has also asked for the full details of the complaints, when it was received and disposed off. Presently there are around 14 cases pending in the NCSC.
15. The Hon'ble Chairman inquired for non conducting of quarterly meeting with the SC/ST association for redressal of their grievances. The CMD, PNB reported that there was no meeting held with the SC/ST association due to dispute between the faction association.
16. It is seen that no SC employees/officers has been sent for specialized training abroad it is therefore, it is advised that the number of SCs who were given foreign posting. The CMD assured that the detail will be sent to the Commission.
17. Regarding persons who obtained employment on the basis of false caste certificate it is reported that there were 4 such cases where defaulting employees the remove from the services.
18. The Hon'ble Member Shri Raju Parmar has brought to the notice that the Bank conducted pre promotional training for the SC candidates but these training are not taken up seriously. Such training are provided to the SC employees just before the one week of promotion process. It is advised that pre promotional training should be conducted in advance so that SC employees can prepare there scheduled for promotion well in advance. The CMD, PNB assured for the same. It is also reported the SC candidates was interviewed separately for promotion.
19. It is observed that the percentage of share of SC/ST in total Priority Sector advances was 3.95%-(Year 2011-12) 4.00 %- (Year 2012-13) and 3.17%-(Year 2013-14). Whereas it should have been at least 15% as per the SC population of the Country. The Hon'ble Chairman desired to know the details of the loan advances provided to the SCs beneficiaries. The CMD, PNB informed that there were total 41,47,000 beneficiaries of loan advances and 9.53% are provided to priorities sector and 9.88 loan advance was given in Agriculture Sector and 11.53% to the small enterprises. It is advised that the education loan may be provided to the SC candidates on priority basis and some concession/ subsidy may be give to them in the rate of interest. Since education system is priority out of priority sector for SC for their development. The CMD, PNB assured to consider the advise of the NCSC.
20. Regarding CSR, it is reported that under CSR scheme, the Bank adopt a village and impart income generation trainings. Under the Bank's 'Village Adoption Scheme' one village in each of the bank's Circles has been adopted for its overall development. In the adopted villages,

the bank plays role of a facilitator in progressive development activities of the village. It is also reported that the Bank has opened 47 RSETIs under the aegis of PNB Centenary Trust which conducts Entrepreneurship Development Programmes and impart training to BPL families and women including SCs/STs in rural areas. To spread financial literacy amongst poor and illiterate families, Bank has opened 107 Financial Literacy Centers the conducts "On location programmes: in rural/backward areas about finance literacy education. This shows insensitivity of the public sector Bank towards the cause of Scheduled Castes. The NCSC has noticed the dilapidated conditions of the SC girls Hostel in some area. Therefore, the Commission advised the CMD to adopt at least few SCs/STs Hostels/Ashramshala specially SC girls Hostel so that their needs for food and shelter will be fulfilled while students studying as hostellers.

The meeting was ended with vote of thanks to the Chair.