

Minutes of the Review Meeting under taken by the National Commission for Scheduled Castes on 18.08.2015 to assess and monitor of implementation of reservation policy for scheduled castes in Oriental Bank of Commerce, at Corporate Office: Gurgaon (Haryana).

A list of participants in the meeting is at Annexure A.

The National Commission for Scheduled Castes first held a meeting with office bearers of the Oriental Bank of Commerce (OBC) SC/ST Employees Welfare Association. The Association presented a memorandum before the Commission highlighting the following issues/points:-

1. Suggest the Management of Bank to accommodate/participate one SC/ST representative of SC/ST association while internal negotiation with Workmen Union and Officer's Union and also in Industrial Relationship Meeting.
2. Suggest the OBC Management to provide proper office accommodation to the SC/ST association.
3. Reimbursement of T.A./D.A. and Special Leave in a year to their Central Committee Member for Central Committee Meeting.
4. Representation of SCs in Group-D should be as per the % of the State.
5. A representative of SC/ST employees association should be member in the employees union because employees union did not watch the interest of the scheduled castes.

Meeting with the Management

The M.D. & CEO, Oriental Bank of Commerce (OBC) welcomed Dr. P.L. Punia, Hon'ble Chairman alongwith Dr. Rajkumar Verka, Hon'ble Vice-Chairman, Shri Raju Parmar, Member, Shri Ishwar Singh, Member, Smt. P.M. Kamalamma, Member, Dr. Vinod Aggarwal, Secretary and Other Officers of the National Commission for Scheduled Castes. Thereafter, M.D. & CEO, OBC gave a brief description about mission and vision of Bank and its efforts towards development and upliftment for Scheduled Castes through a Power Point Presentation.

The Hon'ble Chairman, NCSC in his welcome address apprised the OBC about the Constitutional Mandate of the Commission and the need for this review meeting. He informed Bank management that SC employees in general are satisfied in OBC and that is good sign. But they have raised some issue.

The issue raised by the SC/ST Employees Welfare Association were raised one by one and explained to management. M.D. and CEO informed that reimbursement of T.A./D.A. to SC/ST association office bearers for attending Central Committee Meeting will be examined as per policy of the Bank. The issue of providing Office accommodation for SC/ST association is being examined. The representation of Scheduled Castes in Group-D/Sub-Staff is almost as per the % of SC population of the State.

The Chairman, NCSC inquired whether the Bank is treating the SC employees selected under General. In this regard, M.D. & CEO, Bank informed the Commission that all those candidates who belong to SC category and selected under General Standard without availing any reservation/relaxation under the SC category are treated as Unreserved and given unreserved point in the roster. The Chairman further inquired that the data/information relating to the own merit SC candidates during the last 3 years be provide to the Commission. The M.D. & CEO, Bank agreed to provide the same.

The Hon'ble Chairman enquired the percentage of reservation in promotion to SC/ST employees from Subordinate to Clerical cadre. In this regard, it was informed by the Bank that there is no reservation in promotion in Subordinate to Clerical cadre where the element of direct recruitment exceeds 75% as per DOPT guidelines. Chairman requested that the matter be examined in the Commission after seeing the DOPT guidelines in this rules looks slightly odd in light of Class IV being abolished.

The Hon'ble Member Shri Raju Parmar has raised the issue regarding non-providing of pre-recruitment training to the SC candidates. He further stated that duration of training provided to the SC employees at the time of promotion from Sub-Staff to clerical is not sufficient. In this regard, MD & CEO informed the Commission that two weeks training is imparted to the employees those who are in line of promotion.

Further, the Hon'ble Chairman inquired that how many Officers got that training during the last three years. In this regard, the MD & CEO ensured to provide the information related to the years 2012, 2013 & 2014 at the earliest.

The Secretary, NCSC pointed out that credit facility for SCs/STs was only 3.16% of the total priority sector during the year 2012-13 which was very low. Whereas small farmer and marginal sector was more than 30%. In this regard, MD & CEO informed that the loans above Rs. 10 lakhs are provided to SC/ST and other weaker sections on priority basis under Credit Enhancement Guarantee Scheme of IFCI and loans up to 10 Lakhs under Pradhan Mantri Mudra Schemes.

The Hon'ble Member Shri Ishwar Singh enquired that how many SC/ST students got loan for study in abroad. In this regard, MD & CEO informed the Commission that the said information is not readily available but it will be furnished to the Commission at the earliest.

The Hon'ble Member Shri Ishwar Singh pointed out that Bank has made a document of mission and vision which does not show the welfare of Scheduled Castes. The Hon'ble Chairman, NCSC has also stressed that deprived section must be included in the same. The MD & CEO ensured that they will revise their mission and vision documents and include the SC/ST/OBC and other weaker sections of the society also.

The Hon'ble Chairman inquired that what are the guidelines for advances to the Minorities. In this regard, MD & CEO informed that 15% of the total advances are allocated to the Minorities. The Secretary, NCSC pointed out that advances allocated to the SCs are less than to the Minorities. It is a clear cut discrimination. The advances allocated to the SCs should be atleast at par to the Minorities.

The Hon'ble Chairman enquired about the % of total CSR amounts spent to the SCs. In this regard, MD & CEO informed that an amount of expenditure of Rs. 0.70 Crore, 3.56 Crore, 7.59 Crore and 9.03 Crore were incurred during the year 2011-12, 2012-13, 2013-14 & 2014-15 under CSR activity respectively. He further informed that under CSR activities Bank donated ambulances to hospitals, benches were installed in the gardens, ceiling fans were installed in the Govt. School, night shelters were constructed, equipment were donated to Nature Care Hospitals, renovated surgical wards in hospitals etc. where the beneficiaries are general public, poor and needy people of all religions, caste and communities. No specific amount was spent for the SCs exclusively. In this regard, Hon'ble

Chairman stated that at least 1% amount of total CSR budget should be kept for SCs. MD & CEO ensured that it will be done from the next financial year.

The Hon'ble Chairman enquired about the Training Institute/Technical Institute running by the Oriental Bank of Commerce for the welfare of scheduled castes/weaker sections of the society. In this regard, the MD & CEO informed the Commission that the Bank does not run any Training Institute/Technical School. However, the Bank is running five training colleges where-in-house training is provided to employees of the Bank. Presently Five OBCRSETIs (Oriental Bank Rural Self Employment Training Institutes) are functional at Dehradun, Sriganaganagar, Jaipur, Ferozepur and Palwal. These training institutes are conducting training programmes on self-employment generating activities such as Tailoring, Phulkari Embroidery, Mobile Repairing, Beauty Parlour, Dress Designing, Motor Winding, Tractor & Farm Machinery Repairing, Computer etc.

The Hon'ble Member Shri Raju Parmar has mentioned that four cases of false castes are still pending. The Bank has not taken any action on the employees. In this regard, it was informed the Commission that all the four cases are pertaining to the ST category. No case of false caste certificate for SC category pending. Further, the Hon'ble Member, Shri Raju Parmar stated that there is a clear cut guidelines of the Hon'ble Supreme Court on false caste certificate. The Bank should follow these guidelines in letter and spirit.

The Hon'ble Vice-Chairman mentioned that Two cases of OBC employees are pending in the NCSC in which reply is awaited from the Bank. It should be expedited. The MD & CEO assured to settle these issues amicably.

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

National Commission for Scheduled Castes

List of participants from NCSC

1. Dr. P.L. Punia, Chairman in the Chair
2. Dr. Rajkumar Verka, Vice-Chairman
3. Shri Raju Parmar, Member
4. Shri Ishwar Singh, Member
5. Smt. P.M. Kamalamma
6. Dr. Vinod Aggarwal, Secretary
7. Shri Kanhaiya Lal, Director
8. Shri A.P. Gautam, Research Officer

Officers of Oriental Bank of Commerce

1. Shri Animesh Chauhan, MD & CEO
2. Shri Suresh N. Patel, Executive Director
3. Shri Atul Gautam, Chief General Manager
4. Shri A.K. Jain, Chief General Manager
5. Shri C.H. Malikarjuna Rao, GM & CFO
6. Shri S.K. Kakkar, General Manager
7. Shri Pardeep Chauhan, General Manager

The officials of SC/ST Association of Oriental Bank of Commerce.

1. Shri M.L. Meena
2. Shri D.C. Arya
3. Shri Samender Singh
4. Shri B.R. Maurya
5. A.K. Sardul
6. Shri Swaroop Singh