

MINUTES OF THE REVIEW MEETING OF THE NATIONAL COMMISSION FOR SCHEDULED CASTES WITH THE MANAGEMENT OF CANARA BANK HELD ON 14.10.2015 AT BANGALORE

A list of the participants is enclosed at Annexure.

The National Commission Scheduled Castes led by Dr. P.L. Punia, Hon'ble Chairman had a meeting with office bearers of the Canara Bank Staff Federation and Canara Bank SC/ST Employees' Welfare Association and obtained written memorandum on their grievances. Thereafter, the Commission met with the Management of Canara Bank.

Sri Rakesh Sharma, M.D & C.E.O welcomed and felicitated Dr P L Punia, Hon'ble Chairman, Sri Raj Kumar Verka, Hon'ble Vice Chairman, Smt. P.M. Kamamma, Hon'ble Member and other dignitaries attending the meeting on behalf of the National commission. He also introduced the members attending the meeting on behalf of the Management of the Bank.

Hon'ble Chairman reciprocating the gesture introduced the members of the Hon'ble Commission. He thanked the Bank for the arrangement. He informed that the Commission has been constituted under Article 338 of the Constitution of India and is mandated to review the implementation of reservation policy in Government organisations. He appreciated the Bank for implementing reservation policy both in recruitment and promotion as per extant Govt. guidelines. He noted that all relaxations / concessions are being provided to SCs, STs & OBCs in accordance with the Government instructions. He added that the representation of SCs, STs, OBCs, PWDs and Ex-Servicemen employees in the Bank was found to be satisfactory. He mentioned that the Bank is holding quarterly meetings with the representatives of SC/STs Association (majority group) at the level of Chief Executives of the Bank, regularly.

The Hon'ble Chairman informed the gathering that prior to discussion with the Management it is a practice that the Commission seeks the views, comments and grievances, if any, from the Associations and Unions representing the SC's so as to have a fruitful discussion in the matter. Accordingly a discussion was held by the Commission with the Canara Bank SC/ST Employees Welfare Association and while mentioning that the Association was appreciative about the efforts of the Canara bank management in resolving the issues and grievances of SC employees of the

bank and the CSR activities undertaken by the Bank in uplifting this strata of the society, the Hon'ble Chairman informed that the Association had raised the following issues for discussion with the Management:

1. **The review petition filed by the Bank in the matter of Reservation in promotion:** The Commission asked the Bank to ensure an early and final disposal of the matter so as to mitigate the hardships caused on account of the litigation.
2. **Absorption of House keeper cum Peons:** Hon'ble Chairman informed that the Association has taken up the request of certain persons who have not been absorbed as HKPs and requested the Management to look into the issue.
3. **Compassionate Appointment:** Hon'ble Chairman requested the Management to look into the pending compassionate appointment cases and asked for speedy disposals.
4. **Engagement of retired persons:** The Association has represented that proper and adequate representation of SCs may be ensured while engaging the services of retired bank employees in inspection and recovery duties.
5. **Case of Hanumantha Raju:** It is reported that the Bank is proceeding against Shri Hanumantha Raju six months after his retirement in a matter pertaining to the shortages observed in Currency Chest, Shivamogga where he was working at the time of retirement. The Hon'ble Commission requested the management to look into this case.
6. **Posting & Placements:** The Commission desired the management to provide ample opportunities for the employees from reserved categories in premier postings & placements.
7. **Departmental proceedings:** Hon'ble Chairman informed that the Association had raised some issues with regard to Department proceedings initiated especially with respect to SC employees and requested the management to ensure that no discrimination should be made in the disciplinary action taken against SC employees and that they should be given all fair and reasonable opportunity & leniency while deciding their punishments.
8. **Accomodation:** The Hon'ble Chairman informed the management to examine whether some preferences can be given to SCs employees while allotting quarters.
9. **Loans to SC/ST:** Hon'ble Chairman asked the Bank management to concentrate more on lending to SC/ST specifically to those people who are in villages.

10. **CSR activities:** With reference to the CSR activities undertaken by the Bank, the Hon'ble Chairman appealed the Bank management to allocate more resources for the benefit of SC/ST population.

11. **Installation of Biometric ATMs:** Hon'ble Chairman called for installation of Biometric ATMs in villages so as to help the illiterate people in getting benefits of the technology evolved in banking industry.

Continuing with the discussions, Dr. Vinod Aggarwal, Secretary, observed that for a bank of this size, Canara bank has a very few False certificate cases and requested the management to verify and examine the details furnished in the questionnaire and also advised that fast and effective action should be initiated by the Bank against those whose caste certificates are cancelled. He noted that the amount spent on CSR activities for SC/ST people is less and urged the management to provide details of such expenditure. He also asked the management to provide details about the priority sector schemes & lending details.

Smt. Kamalamma, Member, Hon'ble Commission requested the management to consider the transfer request of women employees on health / family grounds and especially posting of women officers to places where hostel /accommodation facilities are available. She asked the management to give opportunity for SC/ST employees while posting in administrative units and also to consider nominating a member from SC/ST community in the joint conferences.

Shri Rakesh Sharma, MD&CEO, while responding to the issues / suggestions raised by the Hon'ble Commission informed as under:

With regard to the review petition, the MD&CEO while informing that the review petition was filed by the Bank as per the instructions of the Union of India along with four other PSB's mainly on account of an apparent error in the judgement passed by the Hon'ble Supreme Court in so far as to the extent of reservation to be provided by the PSB's, assured the Commission that all efforts will be taken to ensure that the matter is taken for hearing at the earliest.

As regards the absorption of House keeper cum Peons it was informed that the Bank is examining the matter and a suitable decision will be taken on the claim of those who have been genuinely missed out / omitted to be absorbed despite being eligible for absorption.

WARA BANK SC/ST EMPLOYEE WELFARE ASSOCIATION

The MD&CEO also informed the Commission that there are some cases of compassionate appointments pending for final decision on account of the fact that bank did not have a MD till recently and that these cases will be attended on top priority so that the benefit will be extended to the needy and the dependents of the deceased employees.

While informing the Hon'ble Commission, that the Bank is ensuring a fair & adequate representation of the SC employees in administrative offices / units assured that still further efforts will be taken by the Bank in this regard as well as while engaging retired employees. As far as department inquiries are concerned, the Hon'ble Commission was informed that the Bank is extending all possible assistance and support to the employees in domestic enquiries and extra efforts are taken to ensure that only the guilty are punished with punishments which are commensurate with the charges / laxes and every opportunity available to the Bank to view the matter leniently in favour of the employee is explored and acted upon by the Bank while dealing with the Disciplinary cases. The MD & CEO also assured that the individual cases referred will also be examined and a suitable decision shall be taken in reverence to the observations of the Hon'ble Commission.

The MD&CEO informed the Hon'ble Commission that there is no system of a separate waiting list being maintained for SC employees with regard to official quarters and the same is being allotted on first come first serve basis. However, it has been informed to the Hon'ble Commission that the Bank has recently enhanced the rental reimbursement substantially keeping in view the market rentals and as on date there will be absolutely no problem for an officer employee to secure an accommodation in any part of the country.

While responding to the observations of the Hon'ble Commission as well as that of Shri Vinod Aggarwal, the MD & CEO informed that the details of loans granted to SC/ST and the details of CSR activities of the Bank will be made available to the Commission along with our action taken report and that the suggestion of installing biometric atms in rural areas will be duly examined by the Bank.

As regards, false caste certificate cases, the MD&CEO informed the Hon'ble Commission that as soon as the caste certificate is declared to be false by the District Caste Verification Committees the Bank immediately takes suitable punitive action against the concerned employees to terminate their services from the Bank. However there are instances, they approach the court and the courts grants stay from terminating their services till the matter

is disposed off. Similarly, there are several cases pending before the District Caste Verification Committees for confirmation regarding the genuineness of the caste certificates referred to them for verification and as soon as the decision is given we have noted to take appropriate action without delay. We have also noted to follow-up the court cases as well as with the District Caste Verification Committees for early disposal.

Referring to the observations of the Hon'ble member Smt. Kamalamma, it was informed that the Bank has recently framed a transfer policy especially for women employees in terms of the guidelines issued by the Government of India to mitigate the difficulties faced by the women employees working in the Bank. It was also informed that as far as possible due care is taken while posting women employees to ensure that they are posted to such centres where hostel facility / PG accommodation is available. The Hon'ble member was informed that in all joint conferences the presence of Chief Liaison Officer for SC/ST is invariably present and especially when any settlement is being arrived at to ensure that the interests of SC/ST employees are taken care of and protected.

While concluding, the MD&CEO assured the Hon'ble Commission that Canara Bank is an model employer and we are ensuring that the interest of employees belonging to reserved category is protected and the Bank goes out of the way to ensure that all benefits, concessions and relaxations are extended to them.

The Hon'ble Commission was also informed that Action Taken Report (ATR) will be sent on the issues discussed in two months.

The meeting concluded with vote of thanks.

ANNEXURE

LIST OF THE PARTICIPANTS :

MEMBERS REPRESENTING THE NATIONAL COMMISSION FOR SCHEDULED CASTE:

1. Dr. P.L. Punia, Hon'ble Chairman
2. Shri Raj Kumar Verka, Hon'ble Vice Chairman
3. Smt. P.M. Kamalamma, Hon'ble Member
4. Dr. Vinod Aggrawal, Secretary
5. Shri. Mangat Ram Bali, Consultant
6. Shri. Jagit Singh, APS to Hon'ble Chairman
7. Shri. Anil Kumar, PA to Vice Chairman
8. Ms. P. Girija, Director, NCSC Bangalore
9. Ms. Sheela Narayanswamy, Asst. Director, NCSC Bangalore

MEMBERS REPRESENTING THE BANK MANAGEMENT:

1. Shri Rakesh Sharma, M.D & C.E.O
2. Shri. P S Rawat, Executive Director
3. Shri S S Bhat, CGM, PC & FI Wing
4. Shri C P Giri, GM, HR Wing
5. Shri Hemant Kumar Tamta, GM, Recovery Wing & Chief Liaison Officer