

# NATIONAL COMMISSION FOR SCHEDULED TRIBES

**Proceedings of the hearing held in the National Commission for Scheduled Tribes on 11.11.2008 at 03.00 PM to discuss the cases of (i) request for transfer of Shri S.K. Dhanka, Asst. Manager, Central Bank of India, from Bikaner to Delhi and (ii) request for transfer of Shri. R.C. Meena, Manager, Central Bank of India, Lawrence Road Branch, Delhi to Jaipur.**

The following were present:

## **National Commission for Scheduled Tribes**

1. Shri Maurice Kujur, Hon'ble Vice-Chairperson (in Chair)
2. Shri Aditya Mishra, Joint Secretary
3. Shri R.C. Durga, Director
4. Shri K.C. Behera, PS to Vice-Chairperson
5. N. Balasubramanian, Research Officer

## **Central Bank of India**

1. Shri G.P. Chitnis, GM(HR)
2. A.R. Lahiri, Liaison Officer,

## **Petitioners:**

1. Shri S.K. Dhanka
2. Mrs. Prem Rani
3. Shri R.C.Meena

2. Pending cases of ST employees of Central Bank of India were discussed in the hearing held at 3:00 PM on 11.11.2008 in National Commission for Scheduled Tribes, New Delhi. The CMD, Central Bank of India, however, could not attend the hearing due to some unavoidable commitments. After detailed discussion, the following position and the action point emerged in each case.

## **Issue:**

- (i) **Transfer of Shri S.K. Dhanka, Asst. Manager, Central Bank of India, from Bikaner to Delhi – representation received from Smt. Prem Rani W/o Shri S.K. Dhanka.**

## **Background**

3. A representation dated 16.07.07 was received from Smt. Prem Rani for transfer of her husband Shri. S.K. Dhanka, Assistant Manager, Central Bank of India from Bikaner to Delhi. She requested that her husband who was transferred to Bikaner in May, 07 may be posted back to Delhi as she is a working woman (employed in Oriental Insurance Company Ltd.) as there is no other person to look after her family consisting of two school going children and her ailing mother. She also mentioned that some other Officers who were transferred out of Delhi alongwith her husband had been transferred back to Delhi but the request relating to transfer of her husband has not been acceded to.

4. The case was taken up with the Bank authorities and they informed vide letter, dated 13.10.2007 that Shri. Dhanka had joined the Bank at Delhi on 27.06.1983 and he was retained at Delhi on promotion to Scale-I in 1992 and continued to be retained there till

26.05.07, when he joined at Bikaner on transfer under rotational transfer policy of the Bank. Any discrimination against Shri Dhanka was denied by the Bank. With reference to the reply of the Bank, the petitioner informed the Commission that he joined the service of the Bank on 27/06/83 at Lucknow, and not at Delhi and thereafter he worked at Basti upto 1988 before being posted at Delhi. He requested for his transfer back to Delhi taking into account the fact that his wife is employed at Delhi and his family circumstances require his presence in Delhi. Moreover, the Government of India instructions also stipulate that working couple should be posted at the same station or as nearby as possible. The All India General Insurance Employees Welfare Association also strongly supported the request of Smt. Prem Rani, an employee of OICL, for the transfer of her husband to Delhi.

5. In view of above, the CMD, Central Bank of India was called for a hearing on 21.10.2008. However, a detailed letter was received from the Bank on 16.10.08 requesting for exemption of CMD for personal appearance. The case was then discussed by Joint Secretary, NCST with GM (HRD) of the Bank who visited the Commission on 20.10.2008. He explained the stand of the Bank that the transfer of Shri Dhanka from Delhi to Bikaner was effected as per the transfer policy of the Bank and explained that deviation from the transfer policy was not possible except in some special cases like adjustment of persons appointed against Sports quota. On being pointed out by Joint Secretary, NCST that the wife of Shri Dhanka was also a working woman (an employee of the Oriental Insurance Company) at Delhi and was facing great difficulty in managing her family consisting of two school going-children and ailing mother, GM (HRD) agreed to consider the possibility of posting Shri Dhanka at a nearby place in Jaipur Region. The matter was therefore, rescheduled for hearing with VC on 11.11.2008.

**(ii) Transfer of Shri. R.C. Meena, Manager, Central Bank of India, Lawrence Road Branch, Delhi to Jaipur**

6. A representation dated 09.05.2007 was received from Shri. Vijaya Kumar Meena, S/o Shri. R.C. Meena, Central Bank of India requesting for transfer of his father from Lawrence Road Branch, New Delhi to Jaipur on the ground of ill health of Shri. Vijaya Kumar Meena. Another petition dated 10.05.2007 was received from Shri. R. C. Meena himself stating that he should have been transferred to Jaipur instead of New Delhi from Jiliya Branch in Nagpur district so as to enable him to look after his son who is a spastic and suffering from cerebral palsy. The matter was taken up with the CMD, Central Bank of India on 26.05.2007 followed by reminders. The Central Bank of India informed that Shri R.C. Meena was transferred on rotation from Jiliya Branch, Nagpur District to Lawrence Road Branch, Delhi on 04.05.2007 as per the transfer policy of the Bank. Shri R.C. Meena, however, submitted, inter-alia, that many officers in Delhi Zone were being allowed to continue at the same station for years together notwithstanding the Bank's transfer policy. After several reminders the GM(HRD), Central Bank of India, Mumbai re-iterated the earlier stand taken by the Bank in their letter dated 10.03.2008. It was however mentioned that the request of the petitioner will be taken care of at the time of promotion process during April/ May, 2008. The reply was communicated to the petitioner on 08.07.2008. As the matter did not progress, it was decided to discuss the case in a hearing in the Commission on **11.11.2008 at 03. 00 P.M.**

**DISCUSSION**

7. The General Manager (HRD), Central Bank of India informed the Commission that the transfer of Shri Dhanka and Shri R.C. Meena was ordered as per transfer policy of the Bank. The only exception related to the retaining of sports' personnel at a particular station, keeping in view the availability of training facilities for sports and venues for sports activities. The Commission was further informed that the promotion process has not been finalized so far and, therefore, the issue relating to transfer of Shri R.C. Meena on the ground of severe illness of his son could not be materialized.

8. As regards case of Shri S.K. Dhanka, the Vice-Chairperson referred to the Government of India instructions stipulating that working couple should be posted at the same station or as nearby as possible, and stated that these instructions have to be followed by all Organisations of the Government of India and, therefore, Central Bank of India also should give due consideration to these instructions w.r.t. the request of Smt. Prem Rani W/o Shri S.K. Dhanka.

9. The matter was discussed in detail and at the end, the GM(HRD), CBI stated that the promotion process for promotion to scale-I is likely to be completed by end of December, 2008 and Bank will be able to accommodate Shri Dhanka in Delhi depending upon the availability of vacancy in scale-I in any of the Bank Branch in Delhi. Regarding transfer of Shri R.C. Meena, Manager, it was informed that the process of promotion to scale-II level officers is likely to be completed by April, 2009 and Shri R.C. Meena will be posted at Jaipur while making promotion, postings and transfers orders in respect of all promotees and other concerned.

### **CONCLUSION AND RECOMMENDATION**

10. The GM (HRD) Central Bank of India may take early necessary action as detailed by him during the discussion in the hearing so that the acute family problems of Shri S.K. Dhanka, Assistant Manager and Shri R.C.Meena Manager due to their transfer is resolved without further delay. A statement indicating the progress made in each case may be furnished to the National Commission for Scheduled Tribes by 31.12.2008 positively.