

Proceedings of the Meeting held in the NCST on 06.10.2009 at 3.00 P.M. to discuss the case of Shri Emmanuel Lakra r/o F-2, Minoti Complex, B-77, B Sector, Sarvedharam Colony, Bhopal regarding re-instatement into service of ST employee in UIICL.

The following were present:

National Commission for Scheduled Tribes

1. Shri Aditya Mishra, Joint Secretary
2. Mrs. K.D. Bhansor, Deputy Director
3. Shri N. Balasubramanian, Research Officer
4. Shri Hari Ram Meena, Sr. Investigator.

UIICL

1. Shri Milind Akharat, GM, UIICL, Chennai.
2. Shri Ram Niwas, DGM & CLO
3. Shri Satish Nayyar, AO, PRO
4. Reps. of SC/ST Association

Petitioner

Shri Emmanuel Lakra

Brief of the case

Shri Emmanuel Lakra, a dismissed employee of UIICL has submitted a representation dated 01.08.2007 to the Hon'ble Chairperson of this Commission regarding his re-instatement into service in UIICL.

02. Shri Lakra represented that he had joined the UIICL on the post of Assistant Grade-III during the year 1989 in the UIICL Branch office, Bhopal. After joining the UIICL, Management forcibly shifted him in the Cash Section as Cashier though he had no experience in the relevant area and therefore, had to perform his allotted duties as the per directions of the Branch Manager Dr. B.R. Singh. The petitioner has stated that Dr. B.R. Singh and his associate officers were doing irregularities in many forms and he was made responsible for the irregularities which had to commit at the behest of Shri Singh. Shri Singh used to take cash of the Branch from him, on the basis of the slips, without any proper document. He didn't return the money taken by him and this practice continued for a number of years. Though during this period, Audit was also carried out, the irregularities were not pointed out. Before start of the investigation into the reported irregularities,

Shri Singh, Branch Manager also took away the slips, which were handed over by him to Sh Lakra earlier against the money taken from him.

03. The matter was taken up with the CMD, UIICL vide this Commission's letter dated 13.08.2008 and reminder dated 01.06.2009. The comments of UIICL were not received. Therefore, a hearing was fixed before the Hon'ble Chairperson, National Commission for Scheduled Tribes. The CMD, UIICL was asked to appear for discussion on 06.10.2009 at 03.00. P.M. in the matter.

04. Since the CMD asked for exemption from attendance and deputed his officers conversant with the case, the meeting was taken by the Joint Secretary as directed by the Chairperson, as Chairperson was busy in another meeting. In the meeting, Shri Lakra re-iterated his position as explained above. He mentioned that he was made victim of his sheer innocence and a corrupt system in the Branch which was managed by Dr. Singh, Branch Manager.

05. The Joint Secretary noted that in the instant case, it appears that the misappropriation/fraudulent handing of funds and other regularities were pointed out by the petitioner himself. It is not clear as to why the concerned officials didn't examine the whole incident from a fraud angle and proceed with a detailed investigation into the whole issue before imposing penalty of dismissal from service on Shri. Lakra?. The officers of UIICL could not explain the position in this regard and also the procedure/system followed in UIICL, which failed at all levels to identify and check the irregularities for a very long period.

06. The UIICL was advised to explain and intimate the following within a period of 3 weeks:

1. Details and report of Audit conducted by the Auditors during the period .
2. System/procedure and the check points ric on daily and monthly reconciliation system
3. How the irregularities could escape the attention/check in spite of the System/procedure to check such irregularities? Why the whole issue should not be taken as a result of the system failure in which no single person can held responsible for the noticed irregularities.
4. Charter of duties of reconciliation checks-responsibilities of Branch officer, Regional and Zonal Officers.

07. The members of the SC/ST Association who were also present in the meeting were asked to assist the Commission with relevant input on the above.

