



Government of India
National Commission for Scheduled Tribes
(A Constitutional Commission set up under Art. 338A
of the Constitution of India)

File No. SS/3/2013/MFIN9/SEOTH/RU-IV

24.08.2016

To,

The Chairman cum Managing Director,
UCO Bank,
10, BTM Sarani,
Kolkata - 700 071
West Bengal.

**Sub: Representation of Shri Shakti Singh, Chief Manager (Retd.)
regarding appeal against discrimination by the Management of
UCO Bank.**

Sir,

I am directed to enclose a copy of the Proceedings of the Sitting held in the NCST on 17.06.2016 on the above mentioned subject for necessary action and to send the action taken report to the Commission at an early date.

Yours faithfully,

D.S. Kumbhare
(D.S. Kumbhare) 24/8/16
Under Secretary
Ph. No. 24657271

Copy to:-

Shri Shakti Singh,
Retd., Chief Manager,
112, Ekta Vihar,
Patel Chowk,
Pathankot - 145 001 (Punjab).

Copy to :-

Director (Admn, RU-III & RU-IV), Under Secretary (RU-I & RU-II), All Units of Head
quarter, Director/Assistant Director/Research Officer of Regional Offices of NCST

SSA, NIC

NATIONAL COMMISSION FOR SCHEDULED TRIBES

File No. SS/3/2013/MFIN9/SEOTH/RU-IV

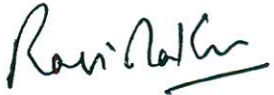
Proceedings of the Sitting taken by Shri Ravi Thakur, Hon'ble Vice Chairperson, NCST on 17.06.2016 to discuss the case of Shri Shakti Singh, Chief Manager (Retd.), UCO Bank regarding appeal against discrimination by the Management of UCO Bank.

Date of Sitting : 17.06.2016

Lists of the officers present as (Annexure I)

In pursuance to the discussion held in the Commission on 28.09.2015 in the matter of Shri Shakti Singh, Chief Manager (Retd.), UCO Bank. The Commission noted that:

1. UCO Bank had withdrawn the charges leveled against Shri Shakti Singh vide its letter No. HRM/MPP/MKA/IA/35597/2015-16 dated 30.01.2016. His main grievance was regarding discrimination meted out to him in the departmental promotion exam also (specifically in the interview levels). The discrimination stands rectified at the instance of NCST.
2. He alleged that there was a clear case of discrimination against him during the interview process because during the time of the interview he had a case going on which was later withdrawn due to the intervention of National Commission for Scheduled Tribes. Bank had neither informed the details of mark to him indirectly nor by means of circular.
3. Bank simply declared the names of successful candidates. Therefore, it was not possible for him to prefer an appeal with the Bank within 45 days. He can appeal after knowing the details of marks noticing something wrong in the process. By filing an RTI, he obtained his marksheet which showed that he scored very well in the PAR (Performance Appraisal Report) and the Branch Experience Report. He said he had even got an appreciation letter from the General Manager, UCO Bank, Chandigarh vide letter dated 02.04.2009 and there was no adverse comment by bank against him.


रवि ठाकुर/RAVI THAKUR
उपध्यक्ष/Vice Chairperson
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
भारत सरकार/Govt. of India
नई दिल्ली/New Delhi

4. On the exam result declared on 16.04.2011, his PAR was 71.33% and his Branch Experience marks was 100%. But in the interview he got only 50%. He got 72.50% in previous interview i.e. on 08.12.2008 and 75% in the subsequent interview on 15.12.2011. Therefore, interview marks as of 16.04.2011 do not commensurate to the marks secured by him in PAR and previous and subsequent interviews. On the exam result declared on 08.08.12, his PAR was 80% and Branch Experience was 100% and group discussion 75% but in the interview he got only 43.33%. Aggregate marks 86 i.e. more than cut off marks for promotion i.e. 84.86.
5. Therefore, he alleged that there was a deliberate bias in the interview board to deny him promotion. Had he got a few more marks in the interview, he would have been promoted, he alleged. The CMD and the other Bank officers, on their part, questioned the authenticity of his case.
6. The CMD asked what took the petitioner so long to file his case when there was a rule to file appeals against departmental exam results within 6 months. It was pointed out by the Bank officials that the petitioner complained against the result near on retirement, i.e. years after the declaration of result and there was little that could be done. To this the petitioner replied that he got to see the discrimination only after seeing his marksheet after filing an RTI as he was not informed detail of marks earned by him in the promotion process & result earlier.
7. Shri Shakti Singh also produced a circular dated 14.06.2012 regarding weightage criteria to be considered in the interview. He contended that he had all the plus point in all the criteria points mentioned in the circular. To this, the Bank officers replied that in an interview there are many other criteria like personality, attitude, and potential etc. which are also assessed. However it is not clear, if



