



F.No. NCST/SER-317/MFIN/8/2022-SSW

Government of India

National Commission for Scheduled Tribes

(A Constitutional body under Article 338A of the Constitution of India)

6th floor, LokNayakBhawan,
Khan Market, New Delhi

Dated: - 04.07.2023

To,

Shri K. Satyanarayana Raju
Managing Director & CEO
Canara Bank
No.112, J C Road, Bengaluru - 560 002 (Karnataka)
Email:- hosecretarial@canarabank.com, hoir@canarabank.com ,
Phone- 080 – 22100250

Sub:- Re-instatement in the service- a representation dated 07.03.2021 of Shri Rohit Raj Sumbrui (Employee Code No. 96287, Manager Dismissal), Canara Bank, Chakradharpur (Jharkhand).

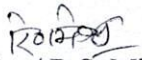
Sir,

I am directed to enclose herewith a copy of the minutes of Sitting held under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, NCST on 07.06.2023 at 02:30 PM in the National Commission for Scheduled Tribes, Lok Nayak Bhawan, Khan Market, New Delhi 110003 on the above mentioned subject.

It is requested that the action taken/ to be taken in the matter may be intimated to NCST within stipulated time from receipt of the letter for placing it before the Hon'ble Member.

Encl:- as above

Yours faithfully,


(आर.एस.मिश्र / R.S. Misra)

अनुसंधान अधिकारी / Research Officer
Tel:-24641640

Copy to :-

Shri Rohit Raj Sumbrui
Ward No 17, Nagendra Nagr, Post- Chakradharpur
West Singhbhum-833102 (Jharkhand)
Email- rohitrajsumbrui@gmail.com , Mob No- 7992304987

Copy for information

1. PS to Hon'ble Member, NCST.
2. ✓ NIC, NCST for uploading on the website of the Commission.

National Commission for Scheduled Tribes

No. NCST/SER-317/MFIN/8/2022-SSW

Minutes of the Sitting held under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi, in the case of Shri Rohit Raj Sumbrui (Employee Code No. 96287, Manager, Dismissed), Canara Bank, Chakradharpur (Jharkhand) regarding imposition of disproportionate punishment and reinstatement into service.

Date of the sitting: 07/06/2023, 02:30 PM

Participants in the Sitting - As per Annexure

Shri Rohit Raj Sumbrui (Employee Code No. 96287, Manager, Dismissed), Canara Bank, Chakradharpur (Jharkhand) vide his representation dated 07.03.2021 has stated that the General Manager, I.R Section, Canara Bank, Bangalore vide order dated 28.12.2020 has imposed major punishment and removed him from service. He was imposed with penalty of increment cut but the reviewing authority without any new evidence or conducting a fresh inquiry, increased the minor penalty to major penalty and dismissed him from service.

The NCST vide notice dated 27-04-2022 had referred the matter to the Managing Director and CEO, Canara Bank and requested to furnish the facts and comments within 30 days from the receipt of the notice. Canara Bank vide letter dated 18-05-2022 has furnished facts and comments and stated that the reviewing authority had issued notice to the petitioner and followed all due process before passing order of dismissal. This was communicated to the petitioner.

The petitioner vide his rejoinder dated 10.08.2022 has stated that he had tried to help the customer and he was not aware at that time that the lady had died. He also stated that the reviewing authority had imposed major penalty of dismissal while the inquiry authority had stated in his order that it appeared to be only a procedural lapse and had imposed minor penalty only. Thus the order of reviewing authority was exorbitant and highly disproportionate.



अनंत नायक/ANANTA NAYAK
सदस्य/Member
राष्ट्रीय अनुसूचित जनजाति आयोग
NATIONAL COMMISSION FOR SCHEDULED TRIBES
भारत सरकार/Govt. of India
नई दिल्ली/New Delhi

The Commission, decided to discuss the issue with the authority and petitioner on 07.06.2023 at 02:30 PM. Accordingly, Summons was issued Shri K. Satyanarayana Raju, MD and CEO Canara Bank on 02-06-2023 and the petitioner was also informed to attend the Sitting. The MD and CEO, Canara Bank deputed CGM to appear before the Commission. The petitioner and his representative were also present in the Sitting.

The CGM reiterated that all due process had been followed. The petitioner stated that the order was disproportionate and the reviewing authority had passed the order without conducting any fresh inquiry or bringing new facts. He also stated that the amount of 46,000 INR had been deposited back into the account. Hence there was no monetary loss to the Bank. The Commission observed that even though there had been lack of due care and caution while performing duties on the part of the petitioner, imposition of major penalty of dismissal amounts to be disproportionate.

After hearing both the sides, the Commission recommends the CMD, Canara Bank to constitute a Committee comprising of five CGMs (which includes one ST Member) to review and reconsider the case of the petitioner.

An action taken report to be submitted within 30 days of receipt of the minutes.



अनंत नायक/ANANTA NAYAK

सदस्य/Member

राष्ट्रीय अनुसूचित जनजाति आयोग

NATIONAL COMMISSION FOR SCHEDULED TRIBES

भारत सरकार/Govt. of India

नई दिल्ली/New Delhi

Annexure

List of participants of the sitting held on 07th June, 2023 at 02:30 PM under the Chairmanship of Shri Ananta Nayank, Hon'ble Member, NCST, New Delhi in the case of Shri Rohit Raj Sambrui (Employee Code No. 96287, Manager Dismissal), Canara Bank, Chakradharpur (Jharkhand) regarding re-instatement in the service.

I	<u>Canara Bank</u>
	Shri D. Surendran, Chief General Manager
II	<u>Petitioner</u>
	Shri Rohit Raj Sambrui