



F.No. NCST/SER-310/MFIN/7/2022-SSW
National Commission for Scheduled Tribes
(A Constitutional body under Article 338A of the Constitution of India)

6th floor, LokNayakBhawan,
Khan Market, New Delhi
Dated: - 14.07.2023

To,
Shri Sanjiv Chadha
Managing Director & CEO
Bank of Baroda
Baroda Corporate Centre
Plot No. C-26, Block G
Bandra Kurla Complex
Mumbai -400051 (Maharashtra)
Email: md.ceo@bankofbaroda.com, Phone:- 022-66985000

Sub:- Compassionate Appointment/payment of Ex-gratia financial relief to the dependents of deceased employees on compassionate grounds - A representation dated 07.12.2021 of Shri Kartik R. Bhil, Ahemdabad (Gujarat).

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 05.07.2023 at 01:00 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 Kartik R. Bhil,
A/157 Radhaswami House,
Near Chankyapuri, Ghatlodiya,
Ahmedabad (Gujarat)
(Mob No. 7226896769)

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-310/MFIN/7/2022-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 Kartik R. Bhil, Ahemdabad(Gujarat).

Date of the Sitting: 05/07/2023, 01:00 PM

Participants in the Sitting - As per Annexure

Shri Amarsingh Z Chaudhary (Ex. MP and Ex. M.L.A) District-Tapi (Gujarat) vide letter dated 15.12.2021 has referred the letter dated 07.12.2021 of Shri Kartik R. Bhil, Ahemdabad (Gujarat) regarding inaction by Bank of Baroda on the papers submitted for Compassionate Appointment to the dependents of deceased employees of Bank of Baroda, namely Shri Rameshbhai K. Bhil, working as clerk in Girdharnagar Branch of Bank of Baroda died on 04.08.2020. The papers submitted by Shri K. R. Bhil to Bank have also been enclosed with the representation.

The NCST vide notice dated 16-01-2023 had referred the matter to the Managing Director and CEO, Bank of Baroda and requested to furnish the facts and comments within 30 days from the receipt of the notice.

Pursuant thereto, Bank of Baroda vide letter dated 09.02.2023, has stated that Shri Bhil Ramesh Keshaji died on 04.08.2020, at the age of 55 years 4 days. Compassionate appointment is applicable only when the person dies before 55 years of age. In this case, ex-gratia financial relief is applicable and the bank has asked the petitioner to apply for ex gratia financial relief which shall be sanctioned by the Bank.

NCST vide letter dated 14.03.2023 had forwarded the reply of Bank of Baroda to the petitioner for information. The petitioner vide his rejoinder dated 05.04.2023 has stated that Bank of Baroda is applying the new circular which is applicable from 01/12/2020 and denying him compassionate appointment. The old circular which was applicable when his father died, allows him to get compassionate appointment even if his father had crossed 55 years of age. Hence Bank cause injustice with him.



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

Considering the averments of the petitioner and the replies of the Bank, the Commission issued Summons to Shri Sanjiv Chadha, Managing Director and CEO, Bank of Baroda on 02-06-2023 and the petitioner was also informed to attend the sitting, which was postponed and re-fixed for 05.07.2023 at 1:00 PM.

After discussion with the petitioner and the MD and CEO, Bank of Baroda, the Commission recommends that Bank of Baroda should re-examine the issue as per provisions of Para 1.1(a) of the circular number BCC: BR:108:82 dated 18/02/2016 issued by Bank of Baroda for the "Scheme for Compassionate Appointment or Payment of ex-Gratia Financial Relief to dependants of deceased employees on compassionate grounds."

The Action Taken Report in compliance of the Recommendations to be submitted within a month of receipt of these minutes for further perusal of the Commission.



अनंत नायक/ANANTA NAYAK
सदस्य/Member
राष्ट्रीय अनुसूचित जनजाति आयोग
NATIONAL COMMISSION FOR SCHEDULED TRIBES
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Annexure

List of participants of the sitting held on 05.07.2023 at 01:00 PM under the Chairmanship of Shri Ananta Nayank, Hon'ble Member, NCST, New Delhi in the case of Shri Kartik R. Bhil, Ahemdabad (Gujarat) regarding Compassionate Appointment/payment of Ex-gratia financial relief to the dependents of deceased employees on compassionate grounds.

I	<u>Bank of Baroda</u>
1.	Shri Debadatta Chand, MD & CEO
2.	Shri Ajay K. Khurana, ED
3.	Shri Vishal Sonevane, CM(HR)
II	<u>Petitioner</u>
	Shri Kartik R. Bhil