



राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes

(भारत के संविधान के अनुच्छेद 338क के अंतर्गत एक संवैधानिक निकाय)
(A constitutional body under Article 338A of the Constitution of India)

File No. NCST/SER-303/MFIN/5/2022-SSW

Dated: 22.10.2024

To,

The Managing Director and CEO
Union Bank of India
Vidhan Bhawan Marg, Nariman Point
Mumbai -400021 (Maharashtra)
Email:- mdceo@unionbankofindia.com Phone:- 022-22892000

Sub:- Re-instatement into the Services, Union Bank of India with all benefits- a representation dated 07.03.2022 Shri Banothu Bhoja, (Sr. Manager, removed from service on 23.01.2020) Gulbarga Branch, Belgaum (karnataka).

महोदय / महोदया,

I am directed to enclose herewith a copy of the minutes of sitting held under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST) on 16.10.2024 at 12:20 PM in NCST, New Delhi on the above mentioned subject.

2. It is requested that the action taken/ to be taken in the matter may be submitted to NCST within stipulated time for placing it before the Hon'ble Member, NCST.

Yours faithfully,

(एच.आर. मीना /H.R. Meena)

अनुसंधान अधिकारी / Research Officer

Tel:- 24641640

Copy to:-

Shri Banothu Bhoja,
Plot No. 94 House No. 3-9-401,
Saraswathi Nagar Colony, Chinthalkunta, LB Nagar,
Hyderabad -500074 (Telangana)
Phone- 9663367444

Copy for information

1. PS to Hon'ble Member (Shri J.Hussain), NCST.
2. NIC, NCST for uploading on the website of the Commission

National Commission for Scheduled Tribes

Minutes of the meeting held under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi, in the case of Shri Banothu Bhoja, (Sr. Manager, removed from service on 23.01.2020) Union Bank of India (UBI), Gulbarga Branch, Belgaum (Karnataka), regarding imposition of major penalty and removal from Service on 23.01.2020.

File: NCST/SER-303/MFIN/5/2022-SSW

Date of the sitting: 16.10.2024, 12:20 PM

Participants in the Sitting - As per Annexure

Shri Banothu Bhoja (Sr. Manager, removed from service on 23.01.2020) Union Bank of India Gulbarga Branch, Belgaum (Karnataka) vide his representation dated 07.03.2022 has alleged that a very disproportionate penalty has been imposed on him in Disciplinary Case and requested for justice for re-instatement into the Services of Union Bank of India with all benefits. In the representation, it has been mentioned that Appellate Authority vide Orders dated 03.12.2020 has rejected the appeal. The Petitioner filed a Review Appeal on 15.02.2021 which was also rejected by the Reviewing Authority on 05.07.2021.

2. NCST convened three Sittings in this Case i.e. on 21.09.2022, 14.03.2023 and 30.10.2023. In the Sitting held on 30.10.2023, the Commission made the following recommendations. The minutes were forwarded on 08.11.2023 to CMD, UBI for further action:

1. "UBI to submit a report about the steps taken by UBI with regard to the Mercy petition, and previous Mercy petitions filed/decided, if any in the last 3 years; and
2. UBI to supply relevant documents related to the previous recommendations of the Commission which was discussed in the meeting."

3. UBI vide its letter dated 23.01.2023 has furnished ATR on the recommendations of the Commission and stated that there is no provision of mercy petitioner, as per rules. They have referred the matter to IBA (Indian Banks Association) and would communicate the reply to the Commission. This was forwarded to the petitioner on 11.03.2024 for information. The petitioner vide his rejoinder dated 23.04.2024 stated that there had been no positive development in his matter and he requested another sitting to resolve the issues. The Commission vide letter dated 30.05.2024 requested the UBI to furnish the advice given by IBA and present position of the case. UBI vide letter dated 04.06.2024 has informed that they have still not received any reply from IBA and have written another letter dated 27.03.2024, seeking guidance on the matter of mercy petition.

4. The NCST decided to discuss the issue with the MD and CEO, UBI and the petitioner on 16.10.2024 which was communicated to concerned authority and petitioner vide NCST letter dated 17.09.2024.

5. MD and CEO, UBI deputed CGM (HR) to attend the Sitting. CGM (HR) and other officials appeared in the Sitting on behalf of MD and CEO, UBI. The petitioner was also present. Petitioner reiterated his previous submissions and requested for reinstatement in the service. The officer of UBI provided the copy of the letter no. HR&IR/MBR/2024-25/1369

जाटोतु हुसेन / Jatothu Hussain
सदस्य / Member
भारत सरकार / Government of India
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
नई दिल्ली / New Delhi

dated 28.08.2024 of Indian Bank Association addressed to Chief General Manager (HR), UBI, Mumbai regarding mercy petitions for officers of employees, whose services have been terminated by UBI. IBA concluded that bank may decide the matter as per the provisions of discipline and appeal regulation, BEPR and Officers Service Regulation.

6. The Commission observed that the punishment imposed by UBI seems to be disproportionate and lenient measures could have been taken against the petitioner. IBA has also conveyed that UBI may decide the punishment upon their own discretion.

7. After hearing both the sides, the following was recommended and suggested to submit the Action Taken Report within 30 days from the receipt of the minutes –




- The case of petitioner may be reviewed and consider for reinstatement on the humanitarian grounds.

(Jatothu Hussain)
Member

National Commission for Scheduled Tribes
Government of India, New Delhi

जाटोतु हुसेन / Jatothu Hussain
सदस्य / Member
भारत सरकार / Government of India
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
नई दिल्ली / New Delhi

List of participants of the sitting held on 16.10.2024 at 12:20 PM under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, NCST in the case of Shri Banothu Bhoja, (Sr. Manager, removed from service on 23.01.2020) Gulbarga Branch, Belgaum (karnataka) regarding re-instatement into the Services, Union Bank of India with all benefits.

I			
<u>National Commission for Scheduled Tribes</u>			
1.			
2.	Shri Surat Singh Director		
3.			
4.	Shri Akash Tripathy Sr. Investigator		
5.	Shri Mukesh Investigator		
6.	Shri Neelmani Thakur Consultant - Legal		
7.	Shri Ajay Andley, Consultant		
II			
<u>Union Bank of India</u>			
Sr. No.	Name and Designation	Address & Phone No.	Signature
1.	Shri Chandra Mohan CGM (HR) Minocha	9818006757	
2.	Shri Dharmendra CSM Meena	9979009290	
3.			
III			
<u>Petitioner</u>			
1.	BANOTHU BHOJA	9663367444	
2.			
3.			