



Government of India
National Commission for Scheduled Tribes

Speed Post

6th floor, 'B' Wing,
Loknaya Bhawan
Khan market,
New Delhi-110 003.

File No. KV/25/2011/MFIN9/SEOTH/RU-IV

Dated: 19.08.2011

To

The Chairman and Managing Director,
Andhra Bank,
Saifabad,
Dr. Pattabi Bhavan, Hyderabad - 500 004.
HYDERABAD - Andhra Pradesh

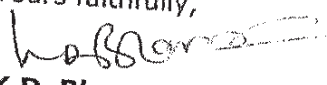
Sub : Representation received from Shri K. Venkataiah, President, Andhra Bank ST Employees Welfare Association, Hyderabad regarding Quarterly Meeting with Management of Andhra Bank and other grievances of Association.

Sir/Madam ,

I am directed to refer to this Commission's letter of even number dated 14.07.2011 on the above subject and to forward herewith a copy of the proceedings of the hearing held in this Commission on 26.07.2011 for necessary action..

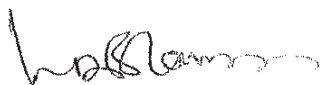
2. It is requested that action taken report with reference to the above proceedings may please be sent to this Commission within 30 days positively.

Yours faithfully,


(Mrs. K.D. Bhansor)
Deputy Director

Copy to :- Shri K. Venkataiah
President ,
Andhra Bank ST Employees Welfare Association,
261, MIG II, 9th Phase,
KPHB Colony, Kukatpally - 500072
HYDERABAD - Andhra Pradesh

5528-29
19/8/11


(Mrs. K.D. Bhansor)
Deputy Director

Copy to: - SSA (NIC)

Minutes of the Sitting held in the NCST on 26.07.2011 at 13.00 Hrs. to discuss the case of Shri K. Venkataiah, President, Andhra Bank ST Employees Welfare Association, Hyderabad regarding Quarterly Meeting and other grievances of ST Association..

The following were present:

NCST

1. Dr. Rameshwar Oraon, Hon'ble Chairperson
2. Smt. K. Kamala Kumari, Hon'ble Member
3. Smt. K.D. Bhansor, Deputy Director
4. Shri N. Balasubramanian, Research Officer

Officers of Andhra Bank

1. Shri Anil Girotra, Executive Director
2. Shri M. N. Sudhakar, Dy. General Manager


Petitioners

1. Shri K. Venkataiah
2. Shri Prasad Naik
3. Shri Rama Rao Chauhan
4. Shri K. Govind Naik
5. Shri P. Kishan

Issue: Representation of Shri K. Venkataiah, President, Andhra Bank ST Employees Welfare Association, Hyderabad regarding Quarterly Meeting and other grievances of ST Association..

Brief of the case

A delegation of led by Shri K. Venkataiah, President, Andhra Bank ST Employees Welfare Association, Hyderabad met the Hon'ble Chairperson on 13.07.2011 and submitted representation dated 13.07.2011 that Andhra Bank ST Employees Welfare Association has formed the Association in the year 1988. The Andhra Bank management initially used to call the Association for Quarterly meetings and for redressal of grievances/issues of ST employees. Subsequently the management has stopped the meetings with ST Association stating that the SC associations has objected for the meeting. It has been further mentioned by the Association that the Management has stopped meeting with ST Association and Association has lost the opportunity to put forth their grievances before the


Dr. Rameshwar Oraon
Chairman / Chairman
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
भारत सरकार / Govt. of India
नई दिल्ली / New Delhi

Management and a result ST Association are forced to approach the Commission and other forums for redressal of their grievances. However, the Association has put further their grievances.

1. The General Secretary Shri M. Srinivas Rao was removed from service for the reason that he was very active in the association activities and was absent from the duties.
2. The President Shri T.V. Rama Rao was harassed by giving charge sheet for petty reasons and imposed a major penalty of reduction of increments.
3. The present President Shri K. Venkataiah has been issued charge sheet and conducted domestic inquiry for imposing punishment.
4. The present General Secretary Shri B. Prasad Naik was transferred to a remote place and did not bring him back to Hyderabad local for more than three years, whereas the General Secretaries of other Associations were retained in Hyderabad.
5. The present Vice-president Shri P. Kishan was suspended for the false reason that he has violated the guidelines of the Bank in giving the Letter of credit. Though there is no monetary loss, the Bank has lodged a false criminal case with the police and conducting a formal domestic enquiry with a plan to terminate him from the service.
6. The treasurer Shri R. Chinna was served with charge sheet for the reason that he was violated bank guidelines in lending.
7. The present Dy. General Secretary Shri M.K. Govind Naik (a Scale III officer) is transferred to a small and rural place and his subordinate officer were removed resulting in heavy workload and insult to his cadre.
8. The present treasurer Shri K. Ramulu is transferred to Mumbai, in spite of their request to retain him in Hyderabad, as he is a principal office bearer. It has caused lot of inconvenience to the association.

02. The Commission decided to discuss the matter with CMD, Andhra Bank on 26.07.2011. The CMD, Andhra Bank vide letter dated 19.07.2011 informed that due to prior engagement/meetings in Reserve Bank of India requested to permit the Executive Director a full time Director to attend the meeting. Accordingly Shri Anil Girotra, Executive Director, Andhra Bank attended the discussion on the issues raised by the ST Association.

Rameshwar Oraon

उप-सचिव / Dr. RAMESHWAR ORAON
अध्यक्ष / Chairman
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
भारत सरकार / Govt. of India
नई दिल्ली / New Delhi

Discussion

03. The Executive Director explained to the Commission that there were three SC/ST Employees' Associations and as per check of facilities and M/o Finance (Banking Division) instructions the Bank has to hold Quarterly meetings with the majority member association. The Andhra Bank ST Employees Welfare Association is in minority; moreover the Association has not provided the list of their members to the Bank.

04. The Hon'ble Chairperson pointed out to the Executive Director, Andhra Bank that Andhra Bank ST Welfare Association was functioning since 1988 and the Association had been heard by the Bank and meeting were also undertaken with Association and its office bearers. The Hon'ble Chairperson also mentioned that since the year 2004 the NCST has been set up under Article 338A of the Constitution and NCSC & NCST are two separate National Commissions'. The issues and problem and objectives and aims of STs are different in nature. Hon'ble Chairperson observed that the Andhra Bank should have checked the memberships and its ST members. The Bank should have also exercised counting of membership and option of ST members should have been obtained before discontinuance of talks with the ST Association. The ST Association informed that they had obtained resignations of ST employees from the other Associations and ST members had also filled in their membership forms. The ST Association was advised to give the list and membership form duly filled in by ST employees to the Bank for counting of membership and extending benefits to ST Association about check of facility and holding of meetings. Hon'ble Chairperson also asked the Executive Director to examine all the complaints/individual grievances of the ST Associations, office bearers and ensure that the ST Association/Members/Office bearers were not victimized and discriminated. The Executive Director mentioned that vigilance cases were being looked after in the Chief Vigilance Officer as per the govt. instructions belonging to ST category, further assured that Bank does not discriminate its employees and every care is taken by the Bank for implementation of reservation policy and govt. instructions on the subject. The Bank was advised to send the action taken/compliance report to the Commission within a month.

Rameshwar Oraon

डॉ० रामेश्वर सराव / Dr. RAMESHWAR ORAON
अध्यक्ष / Chairman
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
भारत सरकार / Govt. of India
नई दिल्ली / New Delhi