



सत्यमेव जयते

**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)

F.No. NCST/SER-1186/MFIN/80/2023-SSW

Dated: 05.05.2025

To,

The Chairman,  
State Bank of India  
Madame Cama Road, Nariman Point,  
Mumbai – 400021  
Maharashtra

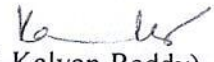
Sub:- Harassment of ST employee (namely Shri Shashi Bhushan, JMGS-I, Under Suspension) by the SBI Bank- A representation dated 21.09.2023 of Shri Shashi Bhushan (Employee no. 3712710), New Delhi

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sittings held on 09.04.2025 at 3:20 PM under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, 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 Commission.

Yours faithfully,

  
(डॉ.पी.कल्याण रेड्डी/Dr. P. Kalyan Reddy)

निदेशक/Director

Telephone No. : 011-20819841

Copy for information:-

1. Shri Shashi Bhushan, D-91 East of Kailash, New Delhi -110065  
(Mobile No: 8077116320)
2. PS to Hon'ble Member (JH), NCST
3. NIC, NCST for uploading on the website of the Commission.



**NATIONAL COMMISSION FOR SCHEDULED TRIBES**  
**NCST/SER-1186/MFIN/80/2023-SSW**

Minutes of the Sitting 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 Shashi Bhushan, former employee of State Bank of India regarding delay in release of all terminal benefits.


**Date of the Sitting:** 09/04/2025, 03:20PM  
**Participants in the Sitting:** As per Annexure

Shri Shashi Bhushan, former employee of State Bank of India, vide his petition dated 21.09.2023, has alleged harassment by the Bank following his termination in 2010. He states that he was transferred to Uttarakhand in 2006, after which he was falsely implicated in an ATM fraud case relating to his previous posting at SBI Malviya Nagar, New Delhi. He was suspended in 2006 and terminated in 2010, but the court acquitted him in 2022. Despite his acquittal, he has not received his PF contributions, gratuity, balancing allowance (Nov. 2007 to Sept. 2010), 75% LTC for his family, earned leave encashment, and increments during suspension (2006-2009). He alleges that the Bank has ignored his repeated requests and seeks the Commission's intervention for redressal.

2. NCST vide notice dated 05.01.2024 sought facts and comments from the Chairman, SBI within 15 days. SBI vide letter dated 29.04.2024 has informed that Shri Shashi Bhushan, who joined SBI in 1989 and was promoted in 1997 was dismissed from service on 22.09.2010 under Rule 67(j) for irregularities during his posting at Malviya Nagar Branch. His appeal was rejected in 2011 and though he was later acquitted by the court in 2021, the Bank states that the disciplinary dismissal stands unaffected by the court acquittal. The Bank claims he is not entitled to any benefits except PF and gratuity, and even increments during suspension are not payable under applicable service rules. It was further stated that the delay in release of PF and gratuity was due to non-submission of required documents by Shri Bhushan, which have now been received and the process for release has been initiated and may take 5-6 weeks. The Bank has requested the Commission to treat the matter as closed.

3. The petitioner (Shri Shashi Bhushan) vide letter dated 21.05.2024 has refuted the facts and comments submitted by SBI and requested for justice. This rejoinder was forwarded to SBI vide NCST letter dated 10.07.2024 for facts and comments. The SBI vide letter dated 18.12.2024 has furnished the facts and stated that the gratuity and PF had been paid to petitioner on 31.5.2024 and 29.5.2024. The payment of balancing amount and encashment of LTC/ HTC privileged leave, he is not entitled for the same as per SBI rules.

4. Hence, NCST decided to discuss the issue with the authority and the petitioner on 09.04.2025. Accordingly, a Sitting Notice was sent on 27.03.2025. The Chairman, SBI vide letter dated 1.4.2025 has sought exemption and deputed General Manager, LHO, SBI, New Delhi to attend the sitting.

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



5. In the sitting, the General Manager, LHO, SBI, New Delhi alongwith other officer of SBI, HQ Mumbai and Delhi and petitioner were present. The petitioner reiterated that the LTC/ HTC privilege leave and balancing allowances has not been released, hence, the SBI may be asked to release the same. The General Manager, SBI informed that all terminal benefits which the petitioner was entitled to had been paid with interest. The petitioner raised the fact about why the settlement had been delayed so much and also stated that certain dues had still not been paid which are liable to be paid.

6. It was observed that the petitioner and his representative has raised certain rules under which pending dues of the petitioner needs to be examined.

7. After discussion with the General Manager, LHO, SBI, New Delhi alongwith other officer of SBI, HQ Mumbai and Delhi and petitioner, the following recommendations were made and action taken report may be submitted to NCST within 30 days of receipt of minutes.

- SBI may provide details of all the terminal benefits released to the petitioner.
- The petitioner and his representative are advised to provide the copy of the circular / rules under which the due payment in favour of the petitioner may be examined/ released by the bank. It is also suggested to contact/ visit concerned Branch of the Bank in this matter.

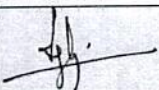
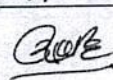
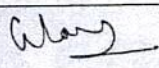
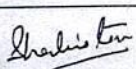
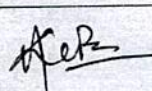
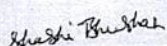
**(Jatothu Hussain)**

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 09.04.2025 at 3.30 PM under the Chairmanship of Shri Jatothu, Hussain, Hon'ble Member, NCST

Sl. No.	Name and Designation	Address & Phone No.	Signature
<b>I National Commission for Scheduled Tribes</b>			
1.	Dr. P.K. Reddy Director		
2.	NCST Officials		
<b>II Chairman, SBI</b>			
Sl. No.	Name and Designation	Address & Phone No.	Signature
1.	Dipesh Raj GM, SBI LHO Delhi	SBI LHO Parliament Street New Delhi	
2.	Ravindra Patil GM, <del>Reservatory cell</del> Corporate centre Mumbai	Corporate centre Mumbai	
3.	Sandeep Sharma CM, LHO Delhi	SBI, <del>Delhi</del> LHO	
4.	Shalistan Siddiqui Manager (Law), LHO Delhi	SBI, New Delhi LHO	
5.	Aseem Bhushan Manager SBI	SBI LHO New Delhi	
<b>III Petitioner</b>			
	SHASHI BHUSHAN		
	SHASHI BHUSHAN	8077116320	