



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-634/MFIN/40/2022-SSW-RU-III

16.06.2025

### Managing Director & CEO

Canara Bank  
112, JC Rd  
Bangalore - 560002  
Email: mdceo@canarabank.com


**Sub: Injustice with ST employee by Canara Bank Administration- a representation dated 11.07.2022 of Shri Megavath Sairam (Dismissed Officer, Scale-1, Canara Bank, Taluk-Kanakapura , District - Ramanagar, Karnatka) District- Guntur (Andhra Pradesh).**

Mam/Sir,

I am directed to enclose herewith a copy of the minutes of the sitting held under the Chairmanship of Shri Jathothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST) on 09.05.2025 at NCST, New Delhi on the above mentioned subject.

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

Yours faithfully,

  
(Dr. P. Kalyan Reddy)  
Director

E-mail:- [kalyanreddy.p@ncst.nic.in](mailto:kalyanreddy.p@ncst.nic.in) Ph No. 011-20819841

Copy to:-

1. Shri Megavath Sairam  
Indiramma Colony, 2nd Line,  
C/o Smt Ramavath Vasantha,  
Durgi (V&M), Macherla Taluk,  
District - Guntur - 522612(Andhra Pradesh)  
Email:- megavathsairam1995@gmail.com
2. PS to Hon'ble Member (Shri Jathothu Hussain), NCST.
- ✓ 3. NIC, NCST for uploading on the website of the Commission.



**NATIONAL COMMISSION FOR SCHEDULED TRIBES**  
**NCST/SER-634/MFIN/40/2022-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 Megavath Sairam (Dismissed Officer, Scale-1, Canara Bank) regarding dismissal by Canara Bank.

**Date of the Sitting: 09/05/2025, 12:40 PM**  
**Participants in the Sitting: As per Annexure**

Shri Megavath Sairam (Dismissed Officer, Scale-I, Canara Bank), vide representation dated 11.07.2022, has alleged that he was serving as a Scale-I Officer at Canara Bank, Honnaganahalli Branch, and was dismissed from service on charges of negligence of duty, as large loans were sanctioned and gold went missing. He has stated that the Branch-in-Charge was responsible for the illegal activities and had admitted the same before the police. However, he was allegedly targeted and dismissed solely due to his belonging to the Scheduled Tribe community. He has requested the Commission to intervene in the matter and render justice.

2. NCST vide notice dated 28.10.2022 has referred the matter to MD and CEO, Canara Bank, Bangalore for furnishing the facts and comments within 30 days from receipt of this notice.

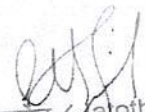
3. Canara Bank vide letter no. HRW:IRS:DP:BLC:NCSC:2025 dated 28.11.2022 has informed that the allegations made by Sri Megavath Sairam, Ex-Officer, regarding discrimination are denied and that all employees are treated equally under the bank's uniform regulations. The petitioner was found guilty of gross negligence while serving at Honnaganahalli Branch, including improper handling of double lock vault keys, facilitating entry of spurious gold as pledge, tampering with CCTV evidence, unauthorized transactions, failure to declare liabilities, marking false attendance, and making false claims for rent reimbursement. These acts led to a financial risk/loss of ₹3.55 crores to the bank. After a departmental inquiry conducted in adherence to natural justice, he was dismissed on 31.01.2022 and his appeal was later rejected on 14.09.2022. The bank asserts that the action was fair, non-discriminatory, and proportionate to the gravity of charges proved, and requests the Commission to treat the matter as examined and closed. This reply was forwarded to petitioner on 17.1.2023 for information. The petitioner vide rejoinder dated 25.11.2024 has refuted the facts and requested for justice, which was referred to MD & CEO, Canara Bank for further comments on 2.4.2025.

4. Canara Bank vide letter no. HRW:IR:DP:NCST:BLC:397:2025 dated 25.4.2025 has informed that the petitioner was reinstated in service on 9.3.2023 by the reviewing authority with penalty "Reduction to a lower stage in time scale of pay by one stage for a period of two years during which he shall not earn increments of pay and on expiry of the said period, the reduction shall have the effect of postponing his future increments of pay" is not vitiated by any element of caste based discrimination. There were sufficient grounds available for the Disciplinary Authority to proceed against the Petitioner. The departmental enquiry was held in adherence to the Discipline & Appeal Regulations of the Bank duly complying with the principles of natural justice. Hence, NCST has decided to discuss the issue with the concerned authority and petitioner on 09.5.2025. Accordingly, a sitting notice was sent on 25.4.2025.

5. In the sitting, CGM (HR) and DM (HR), Canara Bank were present on behalf of MD & CEO, Canara Bank. The petitioner was also present. The petitioner raised the issues as referred in rejoinder dated 25.11.2024 and requested for justice. The Bank informed that the petitioner had been reinstated in service by the appellate authority of the Bank. Hence the original complaint had been resolved. The petitioner raised the issue that his increments had been cut by Bank. The Bank informed that it was a separate matter unrelated to present complaint and that the Bank had followed due procedure. It was informed that the matter is also under investigation by the Police Department.



6. After discussion with the officers of Canara bank and petitioner, the following recommendations were made and action taken report may be submitted to NCST within 30 days from receipt of the minutes.

- Punishment imposed on the petitioner may be re-examined by the Bank
- Travel Allowance and Special Leave may be reimbursed / granted in favor of the petitioner for attending the sitting at NCST, as per rules.

  
जाटोतु हुसैन / 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 09.05.2025 at 12.24.20. under the Chairmanship of Shri Jatothu, Hussain, Hon'ble Member, NCST

Sl. No.	Name and Designation	Address & Phone No.	Signature
<b>I</b>	<b><u>National Commission for Scheduled Tribes</u></b>		
1.	NCST Officials		
<b>II</b>	<b><u>MD &amp; CEO, Canara Bank</u></b>		
Sl. No.	Name and Designation	Address & Phone No.	Signature
1.	Sri. B.P. Jatar CGM, H.R. Wing	7527011966	
2.	S. VIJAI DM, H.R. Wing	9845959672	
<b>III</b>	<b><u>Petitioner</u></b>		
	Megharath Saitam	9542855433	