



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-1950/MFIN/3/2025-RU-III

07.07.2025

**Chairman & Managing Director,**  
Punjab National Bank, Sector 10,  
Dwarka, New Delhi - 110075  
Email Id: [md@pnb.co.in](mailto:md@pnb.co.in)  
Tel. No: 011-28044907

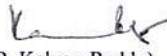
**Sub: Harassment of ST Chief Manager by the Punjab National Bank Management - a representation dated 06.12.2024 from Shri Jimmy Tirkey, Chief Manager, Flat no. 202, PNB, Circle Office, Muzaffarnagar.**

Mam/Sir,

I am directed to enclose herewith a copy of the minutes of the sitting held under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST) on 18.06.2025 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  
Ph No. 011-20819841

Copy to:-

1. Shri Jimmy Tirkey,  
Flat No.202, Punjab National Bank,  
Circle Office, Muzaffar Nagar  
Mobile No:8600015139
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

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 Jimmy Tirkey, Chief Manager, Punjab National Bank regarding harassment and abuse by senior officer

Date of the Sitting: 18/06/2025, 03:40 PM  
Participants in the Sitting: As per Annexure  
NCST/SER-1950/MFIN/3/2025-RU-III

Shri Jimmy Tirkey, Chief Manager, Punjab National Bank, Circle Office, Muzaffar Nagar (UP), vide his petition dated 06.12.2024 has alleged caste-based abuse and humiliation by Shri Balbir Singh, then Zonal Manager (in the rank of General Manager), Meerut Zone. He states that on 08.10.2024, he was called alone into the Zonal Manager's chamber where he was subjected to caste-indicative slurs, demeaned for being an ST officer, and made to sit outside the chamber till evening without reason. He further alleges that no action has been taken by either the MD & CEO of PNB despite repeated representations by the SC/ST Welfare Association or by the police, to whom a complaint was also lodged. He invokes provisions of the SC/ST Atrocities Act and the PNB Officers' Regulations, demanding disciplinary and criminal action against Shri Balbir Singh. The incident led to the closure of 83 branches in protest, received media coverage, and allegedly tarnished the image of the bank.

2. The Commission issued notice to Chairman and Managing Director, Punjab National Bank vide NCST letter dated 03.02.2025 seeking facts and comments within 30 days.

3. Assistant General Manager, HRMD, Punjab National Bank vide his letter dated 03.03.2025 has informed the Commission that the complaint of Shri Jimmy Tirkey, Chief Manager, CO Muzaffarnagar, regarding alleged harassment by Shri Balbir Singh, then Zonal Manager, Meerut, was investigated. It was confirmed that Shri Tirkey was made to sit on a stool facing a wall outside the Zonal Head's cabin from 10:30 AM to 6:00 PM on the said date. However, the allegations of casteist slurs and threats of demotion could not be substantiated. Comments have been sought from Shri Balbir Singh, and staff accountability is under consideration. It is also mentioned that Shri Balbir Singh has since been transferred to SLBC, Kolkata.

4. The Commission has decided to discuss the issue with the authority and the petitioner on 18.06.2025. Accordingly, a Sitting Notice was sent on 10.06.2025.

5. In the sitting, General Manager (HR) was present on behalf of CMD, Punjab National Bank. The petitioner was not present. The Bank officials informed that the accused officer had been transferred to SLBC, Kolkata. Furthermore the petitioner had been asked for his choice of posting and the same would be granted to him. It was also assured that PNB is committed to following the rules and regulations strictly as per law and maintaining a healthy work environment for all the employees regardless of caste.

6. After discussion with the General Manager (HR), the following recommendations were made and action taken report may be submitted to NCST within 30 days of receipt of minutes.


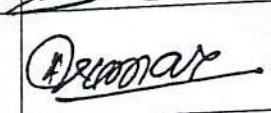
- The petitioner may be granted his choice of transfer/posting as assured by PNB
- PNB to take adequate measures to ensure ST employees do not face any discrimination/harassment at workplace.



(Jatothu Hussain)  
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 18.06.2025 at 03:40 PM 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>CMD, Punjab National Bank</u></b>		
Sl. No.	Name and Designation	Address & Phone No.	Signature
	Sumesh Kumar, GM	88282 22027	
	Amarendra Kumar, GM	8853099023	
<b>III</b>	<b><u>Petitioner</u></b>		