



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-2057/MFIN/2/2025-RU-III

07.07.2025

The Managing Director & CEO,
Bank of India
Star House, C-5, G Block,
Bandra Kurla Complex, Bandra (East),
Mumbai (Maharashtra)- 400051
Email Id: cmd@bankofindia.co.in
Tel. No: 2266684488


Sub: Harassment of ST employee by the management of Bank of India- a representation dated 30.12.2024 of Shri Alpesh Kanubhai Rathva (Sr. Branch Manager, Sanoda Branch) Ahmedabad, Gujarat.

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 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 Alpesh Kanubhai Rathva,
65-578 Pushpak Appartments,
Ahmedabad (Gujarat) - 380063
Email:- akrathva178641@gmail.com Mobile No:8780116416
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 Alpesh Kanubhai Rathva (former Sr. Branch Manager, Sanoda Branch, Bank of India (BOI)) Ahmedabad regarding removal from service.

Date of the Sitting: 18/06/2025, 03:20 PM
Participants in the Sitting: As per Annexure
NCST/SER-2057/MFIN/2/2025-RU-III

Shri Alpesh Kanubhai Rathva (former Sr. Branch Manager, Sanoda Branch, BOI) Ahmedabad, Gujarat vide representation dated 30.12.2024 has alleged that he was removed from service vide penalty order dated 4.10.2024 by the management of Bank without any prior information. He has stated that the bank has not provided him the Inquiry Authority's finding report and was denied the opportunity to present his case properly. Despite multiple written requests by he was denied to access the original documents which were enlisted in inquiry process. In the letter he has mentioned a case where another officer from Bihar received a minor penalty for a similar matter. Hence, he requested for reinstatement in service.

2. NCST vide notice dated 21.03.2025 has referred the matter to Managing Director& CEO, Bank of India, Mumbai for facts and comments within 30 days from receipt of the Notice. The reply was not received from the authority. Hence, NCST 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.

3. In the sitting, the Chief General Manager, HR, Bank of India, Mumbai alongwith Sr. Manager, Bank of India, Branch CP, New Delhi were present on behalf of Managing Director and CEO, Bank of India. The petitioner was also present. The petitioner reiterated his grievance and asserted that he was given very harsh penalty of removal. He was kept on suspension for 16 months though as per rule it shall be only 6 months. Further he also contended that Bank Served Charge sheet after 9 months delay after suspension without providing him necessary documents and his appeal was not considered nor replied by the appellate authority. The CGM, Bank of India provided a letter dated 16.6.2025 of Bank of India containing the facts alongwith supporting documents in the case. He stated that the petitioner was the main person responsible in the whole incident and was also at a very senior position in the Branch. The petitioner stated that several allegations which were made were not supported by proper evidence. He also stated that several of the senior officers involved were from Bihar who worked in collusion to save them and implicate him.


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

4. After discussion with the officers of Bank of India and the petitioner, the following recommendations were made and action taken report may be submitted to NCST within 30 days of receipt of minutes.

- The case may be re examined by Bank of India by ensuring that a fair and impartial inquiry officer is appointed.
- Mr. Alpesh Kanubhai Rathva PF No-178641 Senior Branch Manager 's penalty review may be made by reviewing authority General Manager Centralized Disciplinary Authority division of Head office Mumbai.
- The claim regarding taking 30 Lakhs without supporting video evidence to be re examined.
- An internal Grievance Committee for redressal of grievance of ST employees may be set up by the BOI at the earliest, as the NCST has already advised to all Department and Ministries in, Aug 2021
- The allegation that bank has incurred a loss to the tune of Rs.208 lakhs is refuted by the petitioner. The management may submit necessary documentary evidences if any.
- The contradictions of police investigation report with respect to TDR transactions may also be addressed.

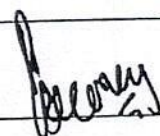
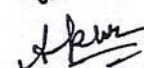


जाटोतु हुसैन / Jatothu Hussain
सदस्य / Member

भारत सरकार / Government of India
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
नई दिल्ली / New Delhi

F.No. NCST/SER-2057/MFIN/2/2025-RU-III

List of participants of the sitting held on 18.06.2025 at 02:30 PM under the Chairmanship of Shri Jatothu, Hussain, Hon'ble Member, NCST

Sl. No.	Name and Designation	Address & Phone No.	Signature
I			
National Commission for Scheduled Tribes			
1.	NCST Officials		
II			
MD & CEO, Bank of India			
Sl. No.	Name and Designation	Address & Phone No.	Signature
1	Rajesh Ingle Chief General Manager	Star House, BKC, Mumbai. 9099087577	
2.	Ankur Verma Senior Manager - IR	Bank of India, C.P., New Delhi	
III			
Petitioner			
1	Alpesh Kanubhai Rathva	857579 Pushpala Appt. Narasimha A-16 d- 8780116416	