



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-1849/MFIN/8/2024-SSW-RU-III

07.07.2025

**Chairman,**  
State Bank of India,  
State Bank Bhavan, Madame Cama Road,  
Nariman Point, Mumbai - 400021  
Email: [chairman@sbi.co.in](mailto:chairman@sbi.co.in)  
Tel. No: 022-22740847)

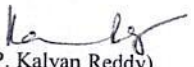
**Sub: Harassment of ST Officer by the management of State Bank of India (SBI) - a representation dated 05.12.2024 from Shri Avinash Kumar Meena(HRMS: 7292767), Manager, Flat No 704, Block 8 Kendriya Vihar II Near Akshay Patra Jagatpura - 303905.**

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 Avinash Kumar Meena,  
Flat No 704 Block 8 Kendriya Vihar II Near Akshay Patra Jagatpura,  
Jaipur, - 303905  
Email: [avinashmadhopur@gmail.com](mailto:avinashmadhopur@gmail.com)  
Mobile No:7373782456
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 Avinash Kumar Meena, HRMS No. 7292767, former employee SBI regarding reinstatement into service.

**Date of the Sitting: 18/06/2025, 03:40 PM**  
**Participants in the Sitting: As per Annexure**  
**NCST/SER-1849/MFIN/8/2024-SSW**

Shri Avinash Kumar Meena, HRMS No. 7292767, vide his petition dated 05.12.2024, has stated that despite 12 years of unblemished service and two promotions, he was prematurely retired from service by State Bank of India under "Voluntary Vacation of Service" from 04.03.2024, after his multiple requests for extraordinary leave from 17.07.2023 to 30.06.2024 were repeatedly rejected. He submits that the leave was sought due to critical family issues—his son's premature birth and prolonged ICU treatment, daughter's education, wife's health, and relocation to Jaipur. He alleges discrimination on ST grounds, claiming that similar leave was granted to officers from the general category and that no attempt was made by the bank to understand or resolve his genuine family concerns. Despite reporting back on 19.06.2024 and multiple appeals—including meeting senior officials and providing medical documents—his case was rejected citing "unauthorised absence" and linked unjustly to his transfer. He requests the Commission to inquire into the matter and direct the bank to reinstate him by revoking the notice dated 03.05.2024 issued under "Voluntary Vacation of Service."

2. The Commission issued notice to Chairman, SBI vide NCST letter dated 06.01.2025 seeking facts and comments within 30 days.

3. SBI vide its letter dated 27.01.2025 has informed the Commission that Shri Avinash Kumar Meena, MMGS-I Manager (HRMS No. 7292767), was transferred from RBO-6, Sawai Madhopur to Gangapur City branch on 15.07.2023 but failed to join at the new location. Despite multiple reminders and rejection of repeated requests for extraordinary leave citing personal reasons, he neither submitted medical or supporting documents nor joined duty. Consequently, after due process, including issuance of notices under SBI Officer Service Rules 40(3) and opportunity to appeal, the competent authority treated his continued unauthorized absence as "voluntary abandonment of service" and denied his appeal on grounds of non-justifiable reasons. The bank asserts that all efforts were made to retain him in service and requests the Commission to treat his complaint as disposed of.

4. The petitioner vide rejoinder dated 25.03.2025 refuted the facts and comments. The Commission 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. The Chairman, SBI, Mumbai vide letter dated 12.6.2025 has requested for exemption and deputed General Manager (Posted at Local Head Office), Jaipur to attend the sitting on his behalf. In the sitting, General Manager was present on behalf of CMD, SBI. The petitioner was also present. The petitioner reiterated his grievance and stated that voluntary vacation of service was a very disproportionate punishment which had been imposed on him. The Bank officials informed that the Bank had followed due process.

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



- SBI management may reconsider the petitioner's case of cancellation of Voluntary Vacation of Service and consider reinstating on humanitarian grounds.



(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 05:20 PM under the Chairmanship of Shri Jatothu, Hussain, Hon'ble Member, NCST

Sl. No.	Name and Designation	Address & Phone No.	Signature
I	<u>National Commission for Scheduled Tribes</u>		
1.	NCST Officials		
II	<u>Chairman, SBI</u>		
Sl. No.	Name and Designation	Address & Phone No.	Signature
1.	Shri Ravish Singh AM	LHO, Jaipur	
2.	Uday Kumar Team HR	LHO Jaipur 997199622	
3.			
III	<u>Petitioner</u>		
	Arinath Kumar Meena	SBI- manager	