



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)

File No.- NCST/SER-2181/MFIN/14/2025-RU-III

Dated 25.07.2025

To,

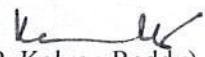
The Managing Director & CEO,
UCO Bank
Head Office, 10, B T M Sarani,
Kolkata, West Bengal 700001
Email Id: md@ucobank.co.in
Tel. No: 03322446354

Sub: Victimisation of ST Employee in UCO Bank - representation dated 21.3.2025 of Venkata Prakasa Rao Uyyala, Manager, UCO Bank, Guntur.

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sittings held on 10.07.2025 at 07:10 PM under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes at New Delhi on the above mentioned subject, for information.

Yours faithfully,


(डॉ.पी.कल्याण रेड्डी/Dr. P. Kalyan Reddy)
निदेशक/Director
Telephone No. : 011-20819841

Copy for information:-

1. Shri Venkata Prakasa Rao Uyyala,
Manager, Uco Bank 9
-170 Near Vzp High School Penumaka Village Tadepalli Mandal ,
Guntur Doistrict,
Andhra Pradesh - 522501
prakashuco13@gmail.com Mobile No:9700807808
2. PS to Hon'ble Member (JH), 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 Venkata Prakasa Rao Uyyala, Manager, UCO Bank regarding demotion Manager (MMGS-II) to clerical cadre.

F. No. NCST/SER-2181/MFIN/14/2025-RU-III

Date of the Sitting: 10/07/2025, 7:10 PM

Participants in the Sitting: As per Annexure

Shri Venkata Prakasa Rao Uyyala, Manager, UCO Bank, vide his representation dated 21-03-2025 has stated that he, a Scheduled Tribe employee, has been subjected to institutional victimisation and harassment by the bank management in violation of the principles of natural justice. He alleges that a fabricated bribery complaint was raised against him at the behest of union leaders, leading to a departmental inquiry and imposition of a harsh penalty demoting him from Manager (MMGS-II) to clerical cadre. He claims the inquiry was biased, his defence documents were ignored, and no credible evidence was produced to prove the charges. His appeal to the Appellate Authority was also rejected on 10-08-2024 without proper consideration. He asserts that the disciplinary actions were discriminatory and sought the intervention of the Hon'ble Chairperson, NCST, to review and set aside the penalty and ensure protection of ST employees from such harassment and victimisation.

2. The Commission issued notice to the MD & CEO, UCO Bank vide NCST letter dated 07.04.2025 seeking facts and comments within 30 days.

3. The General Manager, HRM, UCO Bank, Kolkata vide letter no. HO/HRM/MPTP/SCT/10/07/2025-26 dated 26.04.2025 has informed that Shri Venkata Prakasa Rao Uyyala's allegations of institutional victimisation are baseless. The bank stated that disciplinary proceedings were initiated against him based on a customer complaint dated 23.06.2022 alleging demand for bribe and after a fair inquiry, a penalty of demotion was imposed on 27.03.2024 as per UCO Bank regulations. His appeal was also rejected on 30.08.2024. The bank asserted that due process was followed, no caste bias existed and the action was taken in view of serious charges proved against him. They requested the Commission to drop the complaint against Shri Khambampati Sreenivasa Rao, Zonal Head, Coimbatore Zone. This was sent to the petitioner vide NCST letter dated 21.05.2025 for information. The petitioner vide his letter dated 25.06.2025 requested for a sitting.

4. NCST has decided to discuss the issue with the authority and the petitioner on 10.07.2025. Accordingly, a Sitting Notice was sent on 27.06.2025. The MD & CEO, UCO Bank vide letter no. 5.7.2025 has sought exemption and deputed Chief General Manager, UCO Bank to attend the sitting.



5. In the sitting, CGM(HR), UCO Bank and petitioner were present. The petitioner has reiterated his earlier submission and requested for reduction of penalty and posting as Manager. The CGM(HR), UCO Bank reiterated the earlier reply and stated that due procedure had been followed. He apprised the Commission in detail about the grave charges against the petitioner and highlighted that Banks required utmost integrity especially at such senior levels. He stated that the petitioner could regain his old post through devoted service and promotion down the line. The petitioner has also not joined his present post.

6. After hearing both the sides, the Commission does not find this to be a case of caste bias or discrimination. The petitioner is advised to join the service at first and perform his duty with integrity and devotion.

(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 10.07.2025 at 7.30... under the chairmanship of Shri Jatothu Hussain, Hon'ble Member, NCST

Sr. No.	Name and Designation	Address & Phone No.	Signature
I	<u>National Commission for Scheduled Tribes</u>		
1.	Dr. P.K Reddy Director		
2.	NCST Officials		
II	<u>UCO Bank</u>		
Sr. No.	Name and Designation	Address & Phone No.	Signature
1	Rajesh Nagare	UCO Bank Head Office Kolkata - 9430320533	
2	Amav Singh Rathi	UCO Bank Head Office Kolkata - 9491994522	
III	<u>Petitioner</u>		
	Venkatesh Prakash Rao Uyala	Andhra Pradesh	