



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-2661/TS/717/2025-RO-BHUV/RU-III

05.12.2025

To

The Chairman
Telangana Grameena Bank,
Door No 2-1-520, 2Nd Floor, Vijaya Sri Sai Celestia,
Street No 9, Shankermuth Road, Nallakunta,
Hyderabad, Telangana 500044

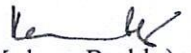
Sub: Representation received Shri A.Sethilal, Officer, MM-II(Retd.), Telangana Grameena Bank, Thirumalapur Branch, Kamareddy District, Telangana State regarding harassment in service.

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sitting held on 06.11.2025 at 03:20 PM under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes, Dilkusha Guest House, Hyderabad on the above mentioned subject.

2. It is requested that the action taken/to be taken in the matter may be intimated to NCST within stipulated time from receipt of the letter for placing it before the Commission.

Yours faithfully,


(डॉ.पी.कल्याण रेड्डी/Dr. P. Kalyan Reddy)

निदेशक/Director

Telephone No. : 011-20819841

Copy for information:-

1. Shri Azmera Sethilal,
H No 11-1-225, Neelakanta Nagar,
Kanteshwar, Nizamabad Dist.,
Telangana - 503002
sethilal.azmera@gmail.com Mobile No:9494428392
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 Dilkusha Guest House, Hyderabad in the case of Shri A. Sethilal, Officer (Retd.), MM-II, Telangana Grameena Bank regarding reduction of increments.

Date of the Sitting: 06/11/2025, 03:20 PM
Participants in the Sitting: As per Annexure
NCST/SER-2661/TS/717/2025-RO-BHUV/RU-III

Shri A. Sethilal, Officer (Retd.), MM-II, Telangana Grameena Bank, Thirumalapur Branch, Kamareddy District, vide his rejoinder dated 22.08.2025, has stated that the Bank management has been harassing him by reducing 14 increments without any fault on his part and has exhibited a discriminatory and biased attitude towards him as an ST employee. He has alleged that the reply furnished by the Bank to his earlier representation dated 04.04.2019 was false and did not address his genuine grievances, which were instead treated as extraneous. He has requested that justice can only be ensured through a hearing with the Bank management, and therefore sought the Commission's intervention for the same.

2. The Commission issued notice to the Chairman, Telangana Grammeen Bank vide NCST letter dated 15.09.2025 seeking facts and comments within 15 days.

3. The Chairman, Telangana Grameena Bank, vide letter dated 08.10.2025, has informed the Commission that Shri A. Sethilal, MM-II (Retd.), had joined the Bank on 05.04.1991 and served in various positions. During his tenure as Branch Manager, Thirumalapuram Branch (05.09.2008 to 17.01.2011), certain irregularities were found in loan sanctions leading to abnormal growth in advances, after which he was suspended and a departmental inquiry was held. A penalty of reduction by three stages in basic pay for two years was imposed on 16.11.2012. Later, he was promoted to Officer Scale-II on 03.03.2016, but fresh complaints were received in July 2016 from borrowers alleging that he had taken hand loans, leading to another disciplinary action. After due inquiry, his pay was reduced from ₹34,490/- to ₹31,705/- with cumulative effect, vide order dated 31.08.2018, and the appellate authority upheld the penalty. The Bank stated that all proceedings followed the principles of natural justice, and Shri Sethilal retired on 30.04.2023, receiving pension benefits. It was reiterated that there was no discrimination or harassment as alleged and requested the Commission to dispose of the representation as devoid of merit. This was sent to the petitioner vide NCST letter dated 24.10.2025.

4. The Commission has decided to discuss the issue with the authority and the petitioner on 06.11.2025. Accordingly, a Sitting Notice was sent on 28.10.2025.

5. The petitioner has attended the hearing. The authorities ie, Chairman, Telangana Grameena Bank, G.M, Telangana Grameena Bank have attended the hearing.

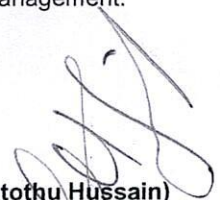
6. The petitioner has reiterated his grievance that without any Departmental enquiry and giving an opportunity to defend himself, action was taken on him. Though he appealed before the Board, it was not considered which is against the principles of natural justice. Neither the bank has incurred any loss nor any complaint is received against the petitioner, however after 4 internal audits they have initiated the Departmental proceedings and punishment is awarded. The petitioner further mentioned that only STs are targeted.

7. The authority has mentioned there was a misappropriation in the bills where the cattle were purchased and 2 bills were missing and there is even the mismatch of the dates. Further stated that fake pattadars were given loans and loans were sanctioned without proper documents. The appellate authority ie, the Board has also upheld the punishment.

8. After hearing to the petitioner and the authority the following recommendations are made and ATR may be submitted in 30 days.

a. The management of the bank is advised to re-examine the case impartially without any prejudice and submit a report to the board for further necessary action.

b. The petitioner is advised to submit all the documentary evidences in his favour to the bank management.

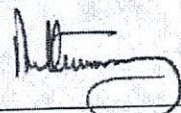
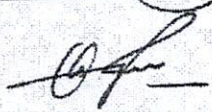
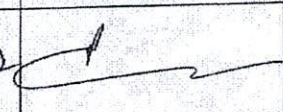

(Jatothu Hussain)

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

(13) Serial

F. No. NCST/SER-2661/TS/717/2025-RO-BHUV-RU-III

List of participants of the sitting held on 6.11.2025 at under the chairmanship of Shri Jatothu Hussain, Hon'ble Member, NCST at Hyderabad.

Sr. No.	Name and Designation	Address & Phone No.	Signature
I	<u>National Commission for Scheduled Tribes</u>		
1.	Dr. P.Kalyan Reddy Director		
2.	NCST Officials		
3.			
II	<u>Telangana Grammeen Bank</u>		
Sr. No.	Name, Designation and Address	Phone No.	Signature
1)	K. Prathapa Reddy Chairman, TGB	8008202321	
2.	S. Sankar Rao GM TGB	7032990399	
3.	A. Senthil	9494428392	
III	<u>Petitioner</u>		
1.	A. Senthil	9494428392	