



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-1469/MFIN/95/2024-SSW

06.01.2026

The Managing Director & Chief Executive Officer,
Central Bank of India,
Chandermukhi, Nariman Point,
Mumbai, (Maharashtra) - 400021
Email Id: ceo@centralbankofindia.co.in

Sub: Harassment of ST employee by the Central Bank of India - a rep. dated Nil of Shri Manish Kumar, Emp No. 115365, Head Cashier, Katihar, Bihar.

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 19.12.2025 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
E-mail: chanana.garima@gov.in kalyanreddy.p@ncst.nic.in Ph No. 011-20819841

Copy to:-

1. Shri Manish Kumar,
Chandani Chwak Durga Mandir,
Fasiya Katihar - 854105,
(Mobile No:9131783532)
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 Jatotu Hussain, Hon'ble Member, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi in the case of Shri Manish Kumar, former Head Cashier, a Scheduled Tribe employee of the Central Bank of India regarding disproportionate punishment by Central Bank of India

Date of the Sitting: 19/12/2025, 3:20 PM
Participants in the Sitting: As per Annexure
NCST/SER-1469/MFIN/95/2024-SSW

Manish Kumar, former Head Cashier, a Scheduled Tribe employee of the Central Bank of India vide letter dated 18.07.2024 petitioned the National Commission for Scheduled Tribes against the disciplinary action taken against him, which led to his discharge from service. He alleges that the charges were baseless, evidence was not substantiated, and he was coerced into signing a confession letter under pressure from senior officials. He claims to have been made a scapegoat to protect higher officials, while all transactions were carried out under their instructions and duly authenticated by them. He highlights procedural lapses in the inquiry and requests intervention to address the injustice.

2. In this matter, sitting were held on 12.02.2025. In the sitting held on 12.2.2025, the following recommendations were made and minutes were sent to all concerned on 07.03.2025.

- The petitioner's case may be placed in the next meeting of the Board of Directors of the Central Bank of India for reinstatement into service.

3. Central Bank of India, vide letter CO:HCM:SCT:SK:2025-26:03 dated 01.04.2025 has informed that pursuant to the sitting held on 12.02.2025, the case of Shri Manish Kumar, Emp. No. 115365, Head Cashier, Katihar was placed before the Board of Directors for consideration of reinstatement in its 16th meeting held on 22.03.2025. After deliberations, the Board concluded that the charges against the employee—pertaining to unauthorized transactions and misappropriation—were grave, amounted to breach of trust and were duly proved during the inquiry held in adherence to natural justice. The Board held that the issue does not fall under caste discrimination and any reconsideration would compromise the integrity and discipline of the banking system and stated that the complaint lacks merit.

4. The reply was not satisfactory, hence, NCST decided to discuss the issue with the authority and the petitioner on 19.12.2025. Accordingly, a Sitting Notice was sent on 09.12.2025. The MD & CEO, Central Bank of India vide letter dated 15.12.2025 has sought exemption and deputed CGM (HR) to attend the sitting.

5. In the sitting, the CGM along with other officers of Central Bank of India and petitioner were present. The petitioner stated that Board has not considered the arguments of NCST. Hence, requested for the justice. The officers of the bank has informed that the Board has not considered the case of the petitioner.

6. During discussion, it was reiterated that NCST has not emphasized for complete withdrawal of the penalty, but was of the view that the punishment appeared disproportionate and that the petitioner could be reinstated with a lesser penalty. It was further suggested that he could be posted away from financial matters and dealings. The CGM(HR) again assured in the sitting that the matter of the petitioner will be re-examined, as per observation and discussion.

7. After hearing both the sides, the Commission recommends the following and action taken report may be submitted within 30 days –

- Central Bank of India to re-examine the petitioner's case on humanitarian grounds.

(Jatotu Hussain)

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

List of participants of the sitting held on 19.12.2025 at ~~3226~~... under the chairmanship of Shri Jatotu Hussain, Hon'ble Member, NCST at New Delhi.

| 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 | | |
| II | <u>Central Bank of India</u> | | |
| Sr. No. | Name and Designation | Phone No. | Signature |
| 01 | Mrs. Pappu Sharma CSM - HR. | 9769033112 | <u>S. Sharma</u> |
| 02 | KOUSIK KR KALA (G.M.) | 8427149737 | <u>(K.K)</u> |
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| III | <u>Petitioner</u> | | |
| | MANISH KUMAR | 9131783552 | <u>Manish Kumar</u> |
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