



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-2450/MFIN/30/2025-RU-III

06.01.2025

The Managing Director & Chief Executive Officer
Canara Bank,
112, J.C. Road,
Bengaluru, Karnataka 560002
Email Id: mdceo@canarabank.com

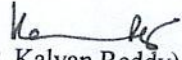
Sub: Denial of promotion by Canara Bank – a representation dated 20.6.2025 of Shri K. Pundaleeka, Divisional Manager, Circle Office, Bengaluru.

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 17.12.2025 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 K Pundaleeka,
Divisional Manager Canara Bank,
MG Road Spencer Tower,
Bengaluru - 560001
Email - k.pundaleeka@rediffmail.com ; Mobile No:9448428568.
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 K. Pundaleeka, Divisional Manager, Circle Office, Bengaluru regarding denial of promotion by Canara Bank.

NCST/SER-2450/MFIN/30/2025-RU-III
Date of the Sitting: 17/12/2025, 5:20 PM
Participants in the Sitting: As per Annexure

Shri K. Pundaleeka, Divisional Manager, Canara Bank, Bengaluru, vide his representation dated 20.06.2025 has stated that although he was selected for promotion from Scale IV to Scale V and his name was included at Sl. No. 50 in the final promotion panel of 95 officers announced on 31.03.2023, his promotion has not been made effective till date in violation of the Board-approved Promotion Policy (Memo No.72/2018 and 04/2019). He submits that, as per the disability clause of the said policy, only those officers who had pending charge sheets at the time of assessment could have their results withheld, whereas he had no pending charge sheet till 31.03.2023, i.e., up to completion of assessment. However, he was later issued a charge sheet only on 28.06.2023, followed by an inquiry and award on 11.03.2024, and the Bank has withheld his promotion citing this charge sheet. He alleges that all other officers in the panel were promoted, while his promotion alone has been denied in an unlawful and discriminatory manner, despite his appeal to the MD & CEO on 31.12.2024 and the subsequent reply from DGM HR dated 20.01.2025. He contends that his deprivation of promotion is because he belongs to the Scheduled Tribe category and requested for justice.

2. NCST vide notice dated 14.07.2025 sought facts and comments from the Managing Director & CEO, Canara Bank within 30 days from receipt of the Notice. The Canara Bank, vide letter no. HR&PRW:PM:RES:NCST:8465:2025 dated 18.08.2025 has informed that the complainant was placed at Rank 50 in the promotion panel announced on 31.03.2023, promotion of panel candidates was subject to the condition that no disciplinary action was pending or contemplated on the effective date of promotion. The Bank submits that before his promotion could be effected, serious lapses were noticed in the Risk-Based Internal Audit of the Shivamogga Nehru Road Main Branch, leading to issuance of a charge sheet dated 28.06.2023, followed by departmental enquiry and imposition of penalty on 11.03.2024 with his appeal later rejected on 10.09.2024. In view of the punishment, his eligibility for promotion during the panel validity period stood forfeited and he will remain ineligible for one year as per policy. The Bank denies any discrimination on the basis of caste or past affiliation with the erstwhile Syndicate Bank and asserts that the non-promotion resulted solely from established disciplinary lapses.

3. The reply was not satisfactory, hence, NCST decided to discuss the issue with the authority and the petitioner on 17.12.2025. Accordingly, a Sitting Notice was sent on 08.12.2025. The MD & CEO, Canara Bank vide letter dated 12.12.2025 has sought exemption and deputed Chief General Manager (HR & PR) of HQ, Canara Bank to attend the sitting.

4. In the sitting, the CGM and DM, HR Wing, Canara Bank and petitioner were present. The petitioner has reiterated his submissions and requested for justice. The officers of canara bank has reiterated the facts and comments submitted by canara bank vide letter dated 18.8.2025. It was also informed that the bank has taken the action as per rules. There is no discrimination with the petitioner on caste basis.

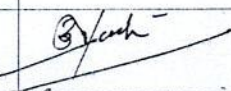
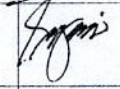

5. After discussion with the officers of Canara Bank and petitioner, the following recommendations were made and action taken thereon may be submitted to NCST within 30 days from receipt of the minutes.

- The management of Canara Bank is advised to re-examine the issue, as the petitioner is going to retire very soon.
- TA and Special Leave may be reimbursed/ granted in favour of the petitioner as per his entitlement and rules.

(Jatothu Hussain)

जाटोतु हुसैन / Jatothu Hussain
सदस्य / Member
राष्ट्रीय अनुसूचित जमाजाति आयोग
National Commission for Scheduled Tribes

List of participants of the sitting held on 17.12.2025 at 5:20 under the chairmanship of Shri Jatothu 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>Canara Bank</u>		
Sr. No.	Name and Designation	Phone No.	Signature
①	Shri. B.P. Jadar CGM, HR Wing	7527011966	
②	S. VISAI DM, HR wing	9845959672	
III	<u>Petitioner</u>		
	K. Pundoleba D.M	9449860568	
	Canara Bank		
	CO. Bangalore		