



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-410/MFIN/17/2022-SSW (RU-III)

Dated:- 17.02.2026

To,

The Chairman
State Bank of India
State Bank Bhavan, Madame Cama Road,
NarimanPoint, Mumbai-400021 (Maharashtra)

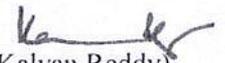
Sub: Discrimination and harassment with ST employees in State Bank of India under Local Head office, Patna by the Management-a representation dated 22.12.2021 of the President, All India Confederation of SC/ST Organisations, Regional Unit, Jharkahnd, Ranchi.

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sitting held on 18.6.2025 under the chairmanship of Shri Jatothu Hissain, Hon'ble Member, National Commission for Scheduled Tribes (NCST) at 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 30 days from receipt of the letter, for placing it before Hon'ble Commission.

Yours faithfully,


(Dr. P. Kalyan Reddy)
Director
Ph No. 011-20819841

Copy for information:-

1. Shri L.M. Oraon,
President, All India confederation of SC/ST Organisations,
Regional Unit, Jharkhand, (In Front of Bhudhiya School), New Area,
Morahabadi, Ranchi-834008 (Jharkhand)
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 L.M. Oraon, President, All India Confederation of SC/ST Organisations (Jharkhand Unit) regarding voluntary vacation of services issued to of Smt. Indu Prabha Kujur.

Date of the Sitting: 18/06/2025, 05:30 PM
Participants in the Sitting: As per Annexure
NCST/SER-410/MFIN/17/2022-SSW

The petitioner, Shri L.M. Oraon, President, All India Confederation of SC/ST Organisations (Jharkhand Unit), vide his representation dated 22.12.2024, has highlighted instances of discrimination, harassment, and atrocities against two Scheduled Tribe women officers of State Bank of India under the Local Head Office, Patna. It is alleged that Smt. Indu Prabha Kujur and Smt. Anima Vibha Kujur, despite unblemished service records, were repeatedly denied legitimate requests for transfer on spouse and medical grounds and sabbatical leave, and were instead served with punishment transfers and notices of voluntary vacation of service in violation of State Bank of India Officers' Service Rules. The petitioner also alleges that false reporting and deliberate delays were made by bank authorities, and that mental health conditions were ignored, especially in the case of Smt. Anima Vibha Kujur.

2. In the sitting held on 19.12.2023, it was stated that the case of Smt. Anima Vibha Kujur is subjudice hence it was not discussed. In the case of Smt. Indu Prabha Kujur, the Commission recommended –

(i) The Bank to submit the criteria for sanctioning sabbatical leave and the time it generally takes to sanction.

(ii) The Bank to submit details of transfer requests of victim in 2020-2023 period with approval or rejection reason;

(iii) The Bank to look into release of victim (Smt Indu Prabha Kujur) pending dues, including Bipartite Settlement money, and release them as per extant rules.

3. The Assistant General Manager, SBI Patna Local Head Office, vide his letter dated 21.02.2024, has replied to the Commission in compliance with the minutes of the hearing dated 19.12.2023. Regarding sabbatical leave policy, the Bank enclosed guidelines stating that women employees need prior approval from competent authority. On the issue of her (Smt. Indu Prabha Kujur) transfer requests, it was informed that her 2019 request for transfer to Patna was kept in abeyance due to unavailability of a suitable replacement, and subsequently, she was transferred to Khagaria following the closure of her earlier branch. Despite multiple instructions to report to duty and follow transfer protocol, she remained unauthorisedly absent. Regarding pending dues, the Bank submitted that her terminal benefits were processed on 09.09.2022 and an amount of ₹80,850.60 was paid to her on 19.02.2024 under the 11th Bipartite Settlement. The Bank has requested for closure of the complaint.

4. Thereafter the petitioner vide letter dated 27.03.2025 requested another hearing to resolve the issue. The Commission has decided to discuss the issue with the authority and the petitioner on 17.06.2025. Accordingly, a Sitting Notice was sent on 10.06.2025. The Chairman, SBI, Mumbai vide letter dated 12.6.2025 has requested for exemption and deputed General Manager (Posted at Local Head Office), Patna to attend the sitting on his behalf.

5. In the sitting, the General Manager, SBI was present on behalf of CMD, SBI. The petitioner along with the victim (Smt. Indu Prabha Kujur) 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 Smt. Indu Prabha Kujur. She belonged to marginalised ST Community and the loss of her job was a major setback to her and family members as well.

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

- SBI may reconsider Smt. Indu Prabha Kujur's case for cancellation of Voluntary Vacation of Service and reinstatement on humanitarian grounds.

जाटोतु हुसैन / Jatothu Hussain
सदस्य / Member
राष्ट्रीय अनुसूचित जाति आयोग
(Jatothu Hussain)
National Commission for Scheduled Tribes
भारत सरकार / Govt. of India