



**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(RU-III)

07.03.2025

**Shri M. V. Rao**

Managing Director & Chief Executive Officer,  
Central Bank of India,  
Chandermukhi, Nariman Point,  
Mumbai, (Maharashtra) - 400021  
Email Id: [ceo@centralbankofindia.co.in](mailto: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 12.02.2025 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:- [kalyanreddy.p@ncst.nic.in](mailto:kalyanreddy.p@ncst.nic.in) Ph No. 011-20819841

Copy to:-

1. Shri Shri Manish Kumar, Chandani Chwak Durga Mandir, Fasiya Katihar, (Bihar) - 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**  
**NCST/SER-1469/MFIN/95/2024-SSW**

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 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: 12/02/2025, 10:40 AM**  
**Participants in the Sitting: As per Annexure**

Shri Manish Kumar, former Head Cashier, 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, the 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. NCST vide Notice dated 29.08.2024 to the MD and CEO, Central Bank of India for seeking facts and comments within 15 days.

3. The Central Bank of India vide letter dated 23.09.2024 provided details of disciplinary proceedings against Mr. Kumar, a former Head Cashier, who was found guilty of unauthorized transactions amounting to ₹2,01,357 from a staff canteen account. Following a detailed inquiry process adhering to established procedures and principles of natural justice, Mr. Kumar admitted to the unauthorized transactions, and the Disciplinary Authority imposed the penalty of discharge from service with superannuation benefits. The petitioner visited NCST office and received the reply on 19.11.2024. The petitioner vide letter dated 5.12.2024 has refuted the facts and comments submitted by the bank.

4. NCST decided to discuss the issue with the authority and petitioner on 27.01.2025. Accordingly, a Sitting Notice was sent on 21.01.2025. The sitting was postponed as the authority was not present. The representative of Central Bank of India visited NCST on next day of sitting and informed that the sitting notice was not received in time. A letter no.CO:HCM:SCT:SK:2024-25:227 dated 30.1.2025 of Central Bank of India was also submitted to NCST by the representative of Central Bank of India. Hence, NCST has again decided to discuss the issue on 12.02.2025. Accordingly, a sitting notice was issued on 31.1.2025.

5. The MD and CEO, Central Bank of India and petitioner were present. The petitioner reiterated that he was unfairly targeted due to his community and lower position, while higher officials belonging to the upper caste were let off by the Bank. The MD and CEO of the Central Bank of India stated that there had been no caste-based discrimination and that the Bank had followed the correct procedure, providing the petitioner with ample opportunities to present his case. The petitioner has also filed a review petition which was also rejected by the reviewing authority. The only option remains that the matter may be placed before the Board of Directors for reconsideration. The MD & CEO, Central Bank of India assured that the petitioner case will be placed before the Board of Directors for consideration.

6. The Commission finds this to be a case of disproportionate punishment imposed on an ST employee. The lack of action against higher officials (e.g., the Branch Manager) raises concerns about scapegoating. However, the Commission appreciates the assurance given by the MD and CEO of the Central Bank of India to place the matter for reconsideration before the Board.

7. After the discussion with the MD & CEO, Central Bank of India and petitioner the following was recommended and an action-taken report may be submitted within 30 days from the receipt of the minutes. After receipt of action taken report, the further course of action will be decided by the NCST.

- 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.

(Jatothu Hussain)  
Member

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