

**MINUTES OF THE REVIEW MEETING OF THE NATIONAL
COMMISSION FOR SCHEDULED CASTES, GOVERNMENT OF INDIA
WITH THE MANAGEMENT OF SYNDICATE BANK AT
BENGALURU ON 14TH OCTOBER 2015.**

A list of the participants is enclosed at Annexure.

The meeting commenced at 10.00 AM with the welcome address by Sri Arun Shrivastava, Managing Director & CEO of Syndicate Bank.

In the opening remarks Dr P L Punia, Hon'ble Chairman mentioned about the constitution of National Commission under Article 338 of Indian Constitution, its rights and duties. According to the mandate given in the article, the Commission is visiting different places to ensure that various welfares schemes/measures and reservations policies are properly implemented. He has also exhorted to implement the reservation policies and the welfare measures to improve socio-economic status of the Scheduled Caste community in specific and weaker section in general. The Chairman informed that before this meeting with the Management, the Commission has met the All India Syndicate Bank SC/ST Employees Welfare Association and handed over a copy of the memorandum submitted by the Association of the employees to the Management.

The Chairman complemented the efforts put in by the Management of Syndicate Bank in welfare measures for staff in specific and community in general through various Branches by extending timely financial assistances. The Hon'ble Chairman has made a mention those proactive measures initiated Managing Director & CEO after taking charge of the Bank for the welfare of SC employees and maintaining hormonal relations with the Welfare Association. The Hon'ble Chairman advised the Management of the Bank to continue the same cordial relationship by following Government guidelines issued from time to time.

After the inaugural address, the following points are taken for discussion:

Points discussed	Reply by the Bank
1) Holding Periodical meetings with SC/ST Welfare Association at Apex level and Regional level.	Periodical meetings are held with Syndicate Bank SC/ST Welfare Association at Apex and Regional Level and a meaningful discussion are being held over the matters related to SC/ST Employees.
2) Providing Office accommodation and furniture required for the Central Secretariat.	The monthly rent of the Central Secretariat of SC/ST Welfare Association at New Delhi is being reimbursed and all required furniture are provided at the Office.

<p>Regularization of Temporary/Part time employees especially the Safai Karamcharis/Sweepers</p>	<p>The Bank has taken necessary approvals and process will be initiated shortly.</p>
<p>4) Rosters and its proper maintenance. It was noted that the Rosters have not been inspected by the Liaison Officer regularly.</p>	<p>The Bank has maintained Roster register as per rules at Apex Level. The roster as on 31.3.2012 & 2013 at Apex level was inspected by the MOF and certified that the post based rosters for direct recruitment and the promotions are being maintained w.e.f. 02.07.1997. The rosters are maintained properly according to the instruction issued by the Department of Pers. And Training. He also informed that in view of the discussion made, the Bank will re-visit the entire process/modalities of maintaining Roster and confirm to the Commission.</p>
	<p>All the reservations guidelines are followed strictly while recruiting employees in the Bank. For promotion from Sub-staff to Clerical cadre and from Clerical to Officers' cadre reservation as per government guidelines is provided. There is no reservation for SC and ST in promotion within the Officers' cadre whenever the promotion is by selection. However, for such promotions in the Bank upto Middle Management Grade Scale III, SC/ST Officers who are senior enough in the zone of consideration for promotion so as to be within the number of vacancies for which the select list has to be drawn up would be included in that list provided they are not considered 'unfit for promotion' by the Promotion/ Selection Committee as indicated in guidelines of Ministry of Finance. All the reservations guidelines are followed strictly while recruiting employees in the Bank.</p>
<p>5) Implementation of reservations in the Syndicate Bank.</p>	<p>For promotion from Sub-staff to Clerical cadre and from Clerical to Officers' cadre reservation as per government guidelines is provided. There is no reservation for SC and ST in promotion within the Officers' cadre whenever the promotion is by selection. However, for such promotions in the Bank upto Middle Management Grade Scale III, SC/ST Officers who are senior enough in the zone of consideration for promotion so as to be within the number of vacancies for which the select list has to be drawn up would be included in that list provided they are not considered 'unfit for promotion' by the Promotion/ Selection Committee as indicated in guidelines of Ministry of Finance.</p>
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The status of implementation of Supreme Court judgement regarding reservation within Officers upto Scale VI.

A Review Petition is pending in Hon'ble Supreme Court filed on behalf of 5 Nationalised Banks. The outcome of the same will be implemented

7) Education and other Loans for upliftment of weaker section.

The Bank is extending education loan to SC/ST students at concession rate of Interest of 0.5% and girl SC/ST students are eligible for additional concession of 0.25% (total concession of 0.75%).

Loans under Micro credit Scheme of National Scheduled Tribes Finance & Development Corporation is being implemented which provides for financing units for individuals/SHGs with lower interest rate of 6 % upto Rs.5.00 lakhs and 8 % above Rs 5.00 lakhs.

26 villages have been adopted during current year throughout the country under Synd Samagra Gram Vikas Yojana (SSGVY) for all round development of village. An amount of Rs. 20 lakh per village is earmarked for the purpose identified by the villagers. The benefits will accrue for all the villages without reference to any particular category.

8) The budget allocated for SC/STs/Women under CSR

The details of expenditure made on the welfare of scheduled castes under corporate social responsibility during the last 3 years is as follows:

- 2011-12 Rs.21.65 lakhs
- 2012-13 Rs.24.20 lakhs
- 2013-14 Rs.100.12 lakhs

The funds spend on CSR inclusive of all castes and it is difficult to say how much is utilized for SC/ST exclusively as all the welfare measures will be utilized by all the categories of people.

In addition to the above, the Bank is extending financial assistance for providing drinking water facility, toilets etc., to the SC/ST students hostels.

9) The position of false caste certificate.

Total 62 cases are reported. Action has been taken in respect of 27 cases. Necessary steps shall be taken for speedy disposal of the remaining cases on a time bound manner.

Some of the cases are pending for disposal at various Courts. However, Bank will initiate steps for ensuring

<p>0) Discrimination in transfer and posting: the Association brought to the notice of the Commission that the SC/ST employees are denied opportunity to work in the administrative/controlling offices, metropolitan / urban centres and specialized offices. Similarly minimum representation is given to SC/ST in posting to foreign Branches.</p>	<p>speedy disposal.</p> <p>The Management informed that while posting on recruitment also, as far as possible candidates belonging to SC/ST category are given suitable postings with least inconvenience keeping in view of administrative exigencies but assured to look into this issue to ensure that sufficient representation is given to the SC/ST employees.</p>
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(1) Other Issues discussed:

- (a) Sri B L Satyarthi, Manager (Dismissed), Delhi Secretariat Branch – Sri B L Satyarthi was dismissed from the services of the Bank vide proceedings dated 04.2.2014 for misusing the LTC facility by submitting fake/ fabricated bills and derived pecuniary gain. Pursuant to the discussions of MD & CEO of the Bank held with the Hon'ble Chairman Dr. P L Punia of the Commission on 08.09.2015 and request dated 6.10.2015 of Sri B L Satyarthi addressed to National Commission, the Bank has revisited the matter sympathetically and resolved the issue amicably to the mutual satisfaction.
- (b) Sri A. Narasappa, Ex-Manager Gangavathi Branch (Since dismissed) - Sri A. Narasappa was dismissed from the services of the Bank vide proceedings dated 31.12.2010 for the charges that (1) he misappropriated money handed over to him by the customer for crediting to the SB A/c and thus shattered the confidence reposed in the Bank by the customer; (2) Abused his official position by indulging in borrowing huge amounts from the customers of the Bank and issued cheques to them without maintaining sufficient balance. (3) He put through credit transactions through the Bank a/cs of Self/his daughter which are beyond his known sources of income.

As directed by one of the Hon'ble members of the National Commission, this case will be re-examined and the Commission will be kept informed.

In conclusion, Sri Arun Shrivastava, Managing Director & CEO has conveyed sincere thanks for the Hon'ble Chairman and members of the Commission for the fruitful and meaningful discussions and assured to exhibit proactive approach towards weaker sections of the Society and ensure proper implementation of guidelines in vogue. An action taken report on the issues discussed in the meeting will be furnished to the Commission in two months.

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Annexure

List of the participants:

Representatives of National Commission for Scheduled Castes		Representatives of Syndicate Bank	
1	Dr P L Punia, Hon'ble Chairman	1.	Shri Arun Shrivastava Managing Director & CEO
2	Shri Raj Kumar Verka Hon'ble Vice Chairman	2.	Shri Bijoy Kumar Pandit General Manager & Chief Liaison Officer for SC/ST
3	Mrs. P M Kamalamma Hon'ble Member	3.	Shri Gopinath T. Iyer General Manager(P)
4	Dr Vinod Aggarwal Secretary	4.	Shri M Mohan Reddy General Manager (PSCD)
5	Shri Jagjit Singh Addl. PS to Hon'ble Chairman	5.	Shri Sumbramani R General Manager & Chief Liaison Officer for OBC
6	Shri M R Bali Consultant	6.	Shri. S Narasimha Naik Liaison Officer, SC/ST Cell
7	Ms Girija P Director NCSC Bangalore	7.	Shri D V Krishna Kumar Advisor
8	Ms Sheila Narayana Swamy Asst. Director NCSC Bangalore		
9	Shri Anil Kumar Singh PA to Hon'ble Vice Chairman		