



न्यायालय मुख्य आयुक्त

**COURT OF CHIEF COMMISSIONER FOR PERSONS WITH DISABILITIES (DIVYANGJAN)**

दिव्यांगजन सशक्तिकरण विभाग / Department of Empowerment of Persons with Disabilities (Divyangjan)

सामाजिक न्याय और अधिकारिता मंत्रालय / Ministry of Social Justice and Empowerment

भारत सरकार/ Government of India

Diary No. DNO/26/CCPD/5857

Dated: 25/03/2026

Case No: DNO/26/CCPD/5857

Dated: 19/03/2026

In the matter of:

Mr. Pankaj Deshmukh

...Complainant

Versus

Chief General Manager HR, Union Bank of India

[cgm.hrm@unionbankofindia.bank.in](mailto:cgm.hrm@unionbankofindia.bank.in)

...Respondent 1

CMD, Union Bank of India (mdceo@unionbankofindia.bank.in)

...Respondent 2

**1. HEARING DETAILS**

1.1. A preliminary hearing was conducted on **19.03.2026** in online mode, wherein the following parties/representatives were present:

Sl. No.	Name of the Parties / Representatives	On Behalf of
1.	Mr. Pankaj Deshmukh	Complainant
2.	Mr. Subhash Kumar, CMD	Respondent 1
3.	Mr. Ravi Shahane, Chief General Manager HR	Respondent 2

**2. RECORD OF PROCEEDINGS**

5वीं मंजिल, एनआईएसडी भवन, प्लॉट नं०. जी-2, सेक्टर-10, द्वारका, नई दिल्ली-110075; दूरभाष: 011-20892364, 20892275  
5th Floor, NISD Building, Plot No.G-2, Sector-10, Dwaraka, New Delhi-110075;Tele# 011-20892364,  
20892275

E-mail: [ccpd@nic.in](mailto:ccpd@nic.in); Website: [www.ccdisabilities.nic.in](http://www.ccdisabilities.nic.in)  
(पया भविष्य मे पत्राचार के लिए उपरोक्त फाईल/केस संख्या अवश्य लिखे)  
(Please quote the above file/case number in future correspondence)



सत्यमेव जयते

न्यायालय मुख्य आयुक्त

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दिव्यांगजन सशक्तिकरण विभाग / Department of Empowerment of Persons with Disabilities (Divyangjan)

सामाजिक न्याय और अधिकारिता मंत्रालय / Ministry of Social Justice and Empowerment

भारत सरकार/ Government of India

**Diary No. DNO/26/CCPD/5857**

**Dated: 25/03/2026**

- 2.1 The Complainant, Mr Pankaj Deshmukh, Senior Manager at Union Bank of India and primary caregiver to a child with Autism Spectrum Disorder (ASD), filed a grievance dated 06.03.2026 challenging his transfer from Amravati to Nashik. He contested the deduction of 110 days' salary and sought interim relief, asserting that his caregiving responsibilities prevented him from complying immediately with the transfer order.
- 2.2 The Respondents, Mr Subhash Kumar and Mr Ravi Shahane, asserted that the Complainant failed to report to Nashik as directed and failed to submit sanctioned medical documentation justifying his absence. They maintained that leave could not be sanctioned as the Complainant had not assumed charge at the new post and emphasised this as a clear "No work, no pay" case falling under disciplinary purview.
- 2.3 Recognising the Complainant's role as a caregiver, the Court notes that salary deduction and related leave issues are internal administrative and disciplinary matters. The Court directs the Complainant to approach the Competent/Appellate Authority of the Bank with all supporting documents for resolution. Should the Complainant remain unsatisfied, he may approach this Court again, provided he establishes a prima facie case of discrimination or denial of rights on grounds of disability.
3. This is issued with the approval of the Commissioner for Persons with Disabilities.

**Yours faithfully,**

**(Praveen Prakash Ambashta)**  
**Dy. Chief Commissioner**

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