

Record of the discussion held during the meeting taken by the National Commission For Scheduled Tribes (NCST) on 4 February 2009 at ICFRE, Dehradun with regard to service safeguards of Scheduled Tribe employees in ICFRE

1.0 Meeting with the Reps of the SC & ST Association of ICFRE

Reps of the Association raised the issue pertaining to abnormal delay in promotion of certain categories. In this connection, case of Shri. Pratap Singh , Proof Reader was also quoted. It was emphasized that the matter was required to be looked into urgently as this was adversely affecting motivational level of the ST employees.

2.0 Meeting with the Officials

2.1 ICFRE was represented by the Dy. Director General, ICFRE. It was informed that Director General, ICFRE had to proceed on duty as per the pre-scheduled programme.

2.2 An audio-visual presentation as made by the Secretary ICFRE, on its administrative set-up, functioning and on the matters pertaining to implementation of service safeguards in ICFRE.

2.3 It was noted that there had been an increase in the level of representation of STs in respect of all categories since 1991. As on 01.07.2008, the overall representation of STs was 6.8 %. (Gr. 'A'-4.66%, Gr.'B'-7.2%, Gr.'C'-7.5%, Gr.'D'-6.79%). ICFRE also informed that no post in any category had been dereserved since 2005. There is no backlog onwards 200 in Gp 'A' and 'B' posts. There was ban on direct recruitment, hence, there was no backlog existed in Gr.'C' and Gr. 'D' posts.

2.4 The Commission was informed that grievance management system in the ICFRE was well established. The roster is also being audited periodically. The Commission, however, noted that only 3 complaints were received from SC/ST employees during last 3 years, which were related to promotion matters. It was also reported that no case of harassment or discrimination against ST employees on the grounds of social origin has come across.

2.5 On a query from the Commission regarding reservation of STs in the courses being run by the ICFRE, it was clarified that as per the existing guidelines, 7.5% reservation was provided to ST candidates in all the courses run by the Institute. One scholarship in each course to the meritorious students of ST category is provided. However, in spite of such incentives, in certain courses, no ST candidate was available. The Commission desired, that ICFRE should give wide publicity of such courses in the ST dominated areas.

Action: ICFRE

2.6 The Commission suggested that in respect of the posts, where no of posts were less than 14, grouping of posts could be considered so that any point of time reservation for STs was available. It was proposed to the ICFRE that rationalization of scattered posts should also be considered to improve promotional prospects of STs In this connection, the discussion held with the Association was also quoted. ICFRE informed that a proposal on the similar lines was being mooted and would be expeditiously processed.

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