



भारत सरकार

Government of India

राष्ट्रीय अनुसूचित जन जाति आयोग

National Commission for Scheduled Tribes

(A Constitutional Body set up under Art. 338A of the Constitution of India)

Case File No. BKP/5/2019/MCOL1/SEOTH/RU-IV

Dated: 09.01.2020

To,

**The Chairman and Managing Director,**  
Central Coalfields Limited,  
Dharbanga House,  
Ranchi – 634 001 (Jharkhand).

**Sub:** Proceedings of sitting held on 19.11.2019 chaired by Smt. Maya Chintamn Ivate, Hon'ble Member, National Commission for Scheduled Tribes (NCST) in the case of Shri Brij Kishan Paswan, General Secretary, All India SC/ST Backward Classes Employees Co-ordination Council, CCL Zone, Ranchi regarding denial of appointment of Shri Raju Munda by CCL Admn.

Sir,

I am directed to enclose a copy of the proceedings of the Sitting held on 19.11.2019 under the Chairmanship of Smt. Maya Chintamn Ivate, Hon'ble Member, National Commission for Scheduled Tribes on the above mentioned subject for necessary action.

It is requested that action taken report in the matter may please be sent to the Commission within 30 days positively for placing the same before the Hon'ble Member, NCST.

Yours faithfully,

(Dr. Lalit Latta) 9/1/20  
Director

Encl: As above

Copy to:

Shri Brij Kishan Paswan,  
General Secretary,  
All India SC/ST Backward Classes  
Employees Co-ordination Council,  
CCL Zone, Ranchi,  
Village & Post – Sayal, District – Ramgarh,  
Jharkhand – 829125.

Copy to: - SAC, NIC, NCST.

**NATIONAL COMMISSION FOR SCHEDULED TRIBES**

**Case File No. BKP/5/2019/MCOL1/SEOTH/RU-IV**

**PROCEEDINGS OF SITTING HELD ON 19.11.2019 AT 03.00 P.M. CHAIRED BY SMT. MAYA CHINTAMN IVNATE, HON'BLE MEMBER, NATIONAL COMMISSION FOR SCHEDULED TRIBES (NCST) IN THE CASE OF SHRI BRIJ KISHAN PASWAN, GENERAL SECRETARY, ALL INDIA SC/ST BACKWARD CLASSES EMPLOYEES CO-ORDINATION COUNCIL, CCL ZONE, RANCHI REGARDING DENIAL OF APPOINTMENT SHRI RAJU MUNDA BY CCL ADMN.**

**List of officers present in sitting is Annexed.**


**Date of Sitting – 19.11.2019**

The General Secretary, All India SC/ST Backward Classes Employees Co-ordination Council, CCL Zone, Ranchi vide its representation dated 26.08.2019 has submitted the grievances of denial of appointment of Shri Raju Munda by CCL Administration under Coal India Special Female Voluntary Retirement Scheme-2015. It has been alleged that Smt. Pheto Munda, Piece Rated Worker, Giddi Washery, Argada Area, CCL (mother of the applicant) took retirement on 15.06.2016 against CCL policy of Coal India Special Female Voluntary Retirement Scheme-2015. Thereafter, her son Shri Raju Munda had applied for employment in place of her mother under CCL, SFVRS. The CCL, Admin has then sent Shri Raju Munda for medical examination on 03.06.2016. The medical examination was conducted on 01.03.2016. The Central Hospital, Nai Sarai, IME has declared medically fit and on the basis of medical report, the CCL Administration vide its letter dated 17.06.2016 has sent him for training. Accordingly, Shri Raju Munda took training of Fitter trade vide CCL letter dated 12.08.2016. He was again sent for training for two years at Ranchi College of Technology and Research Centre. After completion of two years training Shri Raju Munda submitted a training certificate to the CCL Administration. However, the CCL Administration vide its letter dated 14.12.2018 has again sent Shri R. Munda for re-medical examination at Gandhinagar Hospital Ranchi. But he was denied appointment. Thus, Shri R. Munda was not given employment despite medical examination and training. On other hand the other employees who took training along with the petitioner, the CCL authority issued appointment offers. It appears that the petitioner was discriminated in the matter of appointment. The Association demanded that the CCL authority may be directed to provide appointment to Shri Raju Munda.

2. As per procedure, the NCST vide its notice dated 25.09.2019 sought a report from the CCL. In pursuance of Commission's notice, the CCL has reported the following facts of the case.

- i. The mother of Shri Raju Munda namely Smt. Pheto Munda was retired w.e.f. 15.06.2016 under Coal India Special Female Voluntary Retirement Scheme-2015, nominating her son Shri R. Munda for training etc as per provision of the Scheme.
- ii. As per this Scheme, after retirement of female employee her nominated son has to undergo the training for one of the course given in the Scheme and after completion of the said course, appointment is to be offered subject to medical fitness.
- iii. After retirement of Smt. Pheto Munda, her son Shri Raju Munda was sent for ITI Fitter Trade Course by the HRD Department, CCL.
- iv. That Shri Raju Munda passed ITI Fitter Course.
- v. That as per provision of the Scheme, Shri Raju Munda was sent for Medical fitness before offering of employment.
- vi. Shri Raju Munda appeared for medical fitness before Gandhi Nagar Hospital, Ranchi on 02.01.2019 in which he was declared medically unfit.


3. Finding the CCL's report being unsatisfactory, the Hon'ble Member, Smt Maya Chintamn Ivnate fixed a sitting on 19.11.2019 to have a discussion in the case.

  
श्रीमती माया चिंतामण इवनते  
Smt. Maya Chintamn Ivnate  
सदस्य / Member  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
भारत सरकार / Govt. of India  
नई दिल्ली / New Delhi

4. As per schedule, the sitting was held on 19.11.2019. In sitting, the Director (Pers) along with General Manager (Pers), Central Coalfields Ltd were appeared. The petitioners were also present.

5. The case was discussed in detail. After taking into consideration of facts submitted by the CCL authority and petitioner concerned, the Commission observed that Shri Raju Munda had applied for employment against existing CCL policy of Coal India Special Female Voluntary Retirement Scheme-2015, on the basis of voluntary retirement by her mother Smt Pheto Munda on 15.06.2016. Thereafter, Shri Raju Munda was sent for training after medically fit by the CCL Central Hospital, Nai Sarai IME. After completion of training, the General Manager (HR), CCL directed the petitioner to join the service as Fitter trade. But before joining the petitioner was asked for medical examination. Accordingly, the petitioner's medical was re-conducted and he was declared unfit, and therefore, he was denied appointment. The Commission felt that the injustice was made towards petitioner as his mother took voluntary retirement as per CCL policy, the petitioner also successfully completed two years training of Fitter trade after conduction of medical examination and declaration of medical fit. But he was denied appointment. In this regard, the Commission is of the view that if the petitioner was not medically fit for Fitter trade, then he could be considered for appointment for another suitable job in CCL, which was not done. In addition, the CCL has so many job wherein the petitioner could be adjusted. However, Director (Pers), CCL agreed to re-examination and re-consideration of the case.

6. In light of the above observations, the Commission strongly recommends that the CMD, CCL will review the case and will take necessary corrective action to provide suitable job to Shri Raju Munda in CCL as the petitioner's family lost sources of earning within one month period and to submit an action report to the Commission within stipulated time.

  
श्रीमती मया चिन्तामणि ईवनाते  
Smt. Maya Chintamni Inrate  
सदस्य / Member  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
भारत सरकार / Govt. of India  
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**NATIONAL COMMISSION FOR SCHEDULED TRIBES**

**Annexure**

(File No. BKP/5/2019/MCOL1/SEOTH/RU-IV)

**List of participants**

**NCST**

1. Smt Maya Chintamn Ivrate, Hon'ble Member (In chair)
2. Shri Y.K. Bansal, Research Officer
3. Shri Sudhir Atram, PS to Member (MCI)

**Officers from Central Coalfields Ltd, Jharkhand**

1. Shri R.S. Mahapatra, Director (Pers)
2. Shri Umesh Singh, General Manager (Pers)

**Petitioner**

1. Shri Brij Kishor Ram