



F.No. NCST/SER-460/AS/2/2022-SSW  
**National Commission for Scheduled Tribes**  
(A Constitutional body under Article 338A of the Constitution of India)

6<sup>th</sup> floor, LokNayakBhawan,  
Khan Market, New Delhi  
Dated: - 14.07.2023

To,

Shri Arun Kumar Singh  
Chairman & CEO  
Oil & Natural Gas Corporation Ltd. (ONGC)  
5, Nelson Mandela Marg, Vasant Kunj  
New Delhi-110070  
Email:-ongcdelhicc@ongc.co.in, Phone:- 26129001

**Sub:- Discrimination in promotion with ST officer by the ONGC Administration - an email dated 26.02.2022 from Shri Rudra Singh Rana, DGM, ONGC Jorhat Assam.**

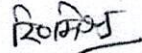
Sir,

I am directed to enclose herewith a copy of the minutes of Sitting held under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, NCST on 07.07.2023 at 11:00 AM in the National Commission for Scheduled Tribes, Lok Nayak Bhawan, Khan Market, New Delhi 110003 on the above mentioned subject.

It is requested that the action taken/ to be taken in the matter may be intimated to NCST within stipulated time from receipt of the letter for placing it before the Hon'ble Member.

Encl:- as above

Yours faithfully,

  
(आर.एस.मिश्र / R.S. Misra)  
अनुसंधान अधिकारी / Research Officer  
Tel:-24641640

Copy to :-

Shri Rudra Singh Rana  
DGM (GP)-E5 Level  
(CPF No. 46892), ONGC  
Jorhat (Assam)  
Email- rana\_rudrasingh@ongc.co.in, Mob No- 7042693119

Copy for information

1. PS to Hon'ble Member, NCST.
2. NIC, NCST for uploading on the website of the Commission.

## National Commission for Scheduled Tribes

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No. NCST/SER-460/AS/2/2022-SSW

**Minutes of the Sitting held under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi, in the case of Shri Rudra Singh Rana, DGM, ONGC Jorhat Assam regarding his promotion.**

**Date of the Sitting:** 07/07/2023, 11:00 AM

**Participants in the Sitting - As per Annexure**


Shri Rudra Singh Rana, in his representation sent vide email dated 26.02.2022 along with supporting documents in respect of his case for not granting promotion from E-5 to E-6 by the ONGC. He has alleged that the juniors have been promoted from E-5 to E-6 in 2020. But administration has not considered for promotion to the next grade. Hence he has approached the Commission for justice.

The NCST vide notice dated 29-06-2022 had referred the matter to the Chairman cum Managing Director, ONGC, New Delhi and requested to furnish the facts and comments within 30 days from the receipt of the notice.

Pursuant thereto, the ONGC vide letter no. DDN/CORP- PROM/2022/NCSC/AMD dated 05.09.2022 has furnished the facts and comments and stated that the representation of Sh. Rudra Singh Rana, DGM (Geophysics-Surface) has been examined and it is informed that the executive of 2015 batch of E5 level were considered for the first time of selection for promotion from E5 to E6 level w.e.f. 01.01.2020 only. However, he was not recommended for promotion by the respective Departmental Promotion Committee, as he could not achieve the required bench- mark/cut-off marks decided in the process.

The Commission forwarded the reply of ONGC vide letter dated 26.10.2022 to the petitioner for information.

After carefully examining the petition and the reply submitted by the ONGC, Summons was issued to Shri Arun Kumar Singh, Chairman and CEO, ONGC, New Delhi

  
अनंत नायक/ANANTA NAYAK  
सदस्य/Member  
राष्ट्रीय अनुसूचित जनजाति आयोग

on 30- 05-2023 and the petitioner was also informed to attend the sitting, which was postponed and re-fixed on 07.07.2023 at 11: 00 AM.

The Director, HR appeared on behalf of Chairman and CEO, ONGC. The petitioner also attended the Sitting. During the course of hearing both the sides reiterated their earlier stands.

After hearing both the sides, the Commission recommends ONGC to send a report regarding the following –

- The composition of the DPC for the meetings held in years 2020, 2021, 2022 and 2023.
- The criteria for selection/promotion adopted in the above meetings of DPC.
- A comparative statement of the candidates including the petitioner, considered for selection to the next higher post of DGM in the above meetings.
- The Commission strongly believes "Justice should not only be done but should be seen as done". The representative of ONGC informed that the SC/ST members have been nominated in the DPCs/Selections Committees of the organization. Since the National Commission for Scheduled Tribes and National Commission for Scheduled Castes have been bifurcated, therefore in the same way, an ST Member may be nominated/appointed in each DPC/Selection Committees of ONGC to ensure justice to STs.
- An Internal Grievance Committee for STs to be constituted as the NCST had already advised to the ministries of the departments vide letter DO NO 18/01/NCST(IGRC)/2021-Coord dated 03-08-2021 (Copy enclosed).

The Action Taken Report in compliance of the Recommendations to be submitted within a month of receipt of these minutes for further perusal of the Commission.



अनंत नायक/ANANTA NAYAK  
सदस्य/Member  
राष्ट्रीय अनुसूचित जनजाति आयोग  
NATIONAL COMMISSION FOR SCHEDULED TRIBES  
भारत सरकार/Govt. of India  
नई दिल्ली/New Delhi

Annexure

List of participants of the sitting held on 07.07.2023 at 11:00 AM under the Chairmanship of Shri Ananta Nayank, Hon'ble Member, NCST, New Delhi in the case of Shri Rudra Singh Rana, ONGC Jorhat Assam regarding discrimination in promotion with ST officer by the ONGC Administration

<b>I</b>	<b><u>Oil &amp; Natural Gas Corporation Ltd.</u></b>
1.	Shri Manish Patil, Director (HR)
2.	Shri Rajan Asthana, ED-Chief ER
3.	Ms. Shakshi Prasad, ED-CSDC, CLO
<b>II</b>	<b><u>Petitioner</u></b>
	Shri Rudra Singh Rana (Retired)