



सत्यमेव जयते

राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes

(भारत के संविधान के अनुच्छेद 338क के अंतर्गत एक संवैधानिक निकाय)  
(A constitutional body under Article 338A of the Constitution of India)

File No. NCST/SER-1117/MPOW/5/2023-SSW

Dated: - 22.02.2024

To,

1. Smt. Parminder Chopra  
Chairman-Cum-Managing  
Director,  
Power Finance Corporation Ltd.,  
Urjanidhi, 1, Barakhamba Lane,  
New Delhi-110001  
Email Id: [cmd@pfcindia.com](mailto:cmd@pfcindia.com)  
Tel. No: 011-23456941
2. Smt. Simmi R. Nakra  
Chief Vigilance Officer,  
Power Finance Corporation Ltd.,  
Urjanidhi, 1, Barakhamba Lane,  
New Delhi – 110001  
Email:- [simmi\\_nakra@pfcindia.com](mailto:simmi_nakra@pfcindia.com)  
Tel No. :- 011-23456952

**Sub: Harassment of ST employee by the Management of Power Finance Corporation, New Delhi - a rep. dated 01.11.2023 of P.C Hembram, Chief General Manager, Power Finance Corporation Ltd., New Delhi.**

महोदया ,

I am directed to enclose herewith a copy of the minutes of the meeting held under the Chairmanship of Shri Ananta Nayak, Hon'ble Vice Chairperson (Acting), NCST on 09.02.2024 at 10:30 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 Vice Chairperson (Acting).

Yours faithfully,

(आर.एस.मिश्र / R.S. Misra)

अनुसंधान अधिकारी / Research Officer

Tel:-011-24641640

Copy to:-

Purna Chandra Hembram,  
241, Sri Vinayak Apartment, Plot No.5C,  
Sec-22, Dwarka,  
New Delhi - 110077  
(Email: [p.c.hembram@gmail.com](mailto:p.c.hembram@gmail.com), Mobile No:9868549137)

Copy for information

1. PS to Hon'ble VC (Acting), NCST/
2. NIC, NCST for uploading on the website of the Commission.

**National Commission for Scheduled Tribes**  
**(F. No. NCST/SER-1117/MPOW/5/2023-SSW)**

Minutes of the meeting held under the Chairmanship of Shri Ananta Nayak, Hon'ble Vice-Chairperson (Acting), National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi, in the case of Shri P.C. Hembram, Chief General Manager, Power Finance Corporation Ltd. (PFC) regarding initiation of proceedings against him.

**Date of the Meeting:** 09.02.2024, 10:30 AM  
**Participants in the Meeting-** As per Annexure

Shri P.C. Hembram, Chief General Manager, Power Finance Corporation Ltd. (PFC) vide rep. dated 01.11.2023 has alleged that the management of PFC has issued memorandum on 19.10.2023 and proposed an inquiry against him. He alleges that the action taken by the authority is discriminatory towards Scheduled Tribe employee.

2. The Commission vide notice dated 13.11.2023 had referred the matter to Secretary, Ministry of Power, Chairman cum Managing Director, PFC and Chief Vigilance Officer, PFC for furnishing the facts and comments.

3. Pursuant to the notice of the Commission, PFC furnished its reply vide letter dated 07-12-2023 and stated that the vigilance manual mandates that immovable property returns of at least 20% employees are to be checked randomly each year. It was a routine check against the petitioner but it turned out to be case of discrepancies. The organization comes under Central Vigilance Commission and the inquiry was initiated as per rules. There is no caste bias and PFC is following due procedure. In response to PFC reply dated 7.12.2023, the petitioner vide letter dated 17.1.2024 has refuted the facts and comments and requested for justice.

4. The Commission decided to discuss the issue with the Authority and the petitioner on 09.02.2024 which was communicated to CMD and CVO of PFC vide meeting notice dated 23.01.2024.

5. In the meeting, the CMD, PFC and CVO, PFC were personally present and the petitioner was also present. Officials of PFC reiterated their earlier comments. The petitioner alleged that the Authorities of PFC have not acted impartially and have not followed due procedure for inquiry against him. During the discussion, it was observed that the PFC has initiated action against the petitioner as per the directions/suggestions of the Central Vigilance Commission. Accordingly inquiry has been initiated against the petitioner.



अन्ता नायक/ANANTA NAYAK  
कार्यवाहक उपप्रधान/Acting Vice-Chairperson  
राष्ट्रीय अनुसूचित जनजाति आयोग  
NATIONAL COMMISSION FOR SCHEDULED TRIBES  
भारत सरकार/Govt. of India  
सदर कार्यालय, नई दिल्ली

6. After discussion with both the parties, the Commission recommends the following points and suggested that the Action taken report in the matter may be furnished within 30 days from the receipt of the minutes.

(a) The case is under investigation as per the directions of Central Vigilance Commission. Hence it would not be appropriate on the part of NCST to proceed further in this case at this stage.

(b) An Internal Grievance Redressal Committee for redressal of grievances of Scheduled Tribes employees of the PFC may be set up in the organisation, as advised by the NCST in August, 2021 to all Ministries/ Departments to ask the all PSUs / subordinate offices for constitution of the Internal Grievance Committee in the organisation.

(c) An employee of PFC, who belongs to ST category, may be nominated for guiding/ helping the Petitioner in the inquiry as initiated by the Department on the directions of Central Vigilance Commission.



अनंत नायक / ANANTA NAYAK  
कार्यवाहक उपाध्यक्ष / Acting Vice-Chairperson  
राष्ट्रीय अनुसूचित जनजाति आयोग  
NATIONAL COMMISSION FOR SCHEDULED TRIBES  
भारत सरकार / Govt. of India  
नई दिल्ली / New Delhi

Annexure

List of participants of the meeting held on 09.02.2024 at 10:30 AM under the Chairmanship of Shri Ananta Nayank, Hon'ble VC (Acting), NCST, New Delhi in the case of P.C Hembram, Chief General Manager, Power Finance Corporation Ltd., New Delhi regarding harassment of ST employee by the Management of Power Finance Corporation, New Delhi.

<b>I</b>	<b><u>Department of Atomic Energy</u></b>
1.	Smt. Parminder Chopra, CMD
2.	Smt. Simmi R. Nakra, CVO
<b>II</b>	<b><u>Petitioner</u></b>
	Shri P. C Hembram