



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-1029/MHUA/5/2023-SSW

Dated: 03.07.2024

To,

Shri Gurjeet Singh Dhillon  
Chairman & Managing Director  
Hindustan Prefeb Limited  
Jangpura, Near Rajdoot Hotel,  
New Delhi-110014  
(Email - hplemd@gmail.com)  
(Phone- 011 -43149822)

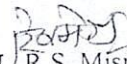
Sub: हिंदुस्तान प्रीफैब लिमिटेड द्वारा अनुसूचित जनजाति के कर्मचारी के साथ भेद भाव करने के संबंध में

Sir,

I am directed to enclosed herewith copy of the minutes of Sitting held under the Chairmanship of Shri N. Chakma, Hon'ble Member, National Commission for Scheduled Tribes (NCST) on 12.06.2024 at 11:30 AM in NCST, New Delhi on the above mentioned subject.

It is requested that action taken/to be taken in the matter may be submitted to NCST with stipulated time for placing it before the Hon'ble Member, NCST.

Yours faithfully,

  
(आर.एस. मिश्र / R.S. Misra)  
अनुसंधान अधिकारी / Research Officer  
Tel: 011-24641640.

Copy to:

Shri Dhanna Oraon  
H. No. 01, Village – Khatanga Khel Gaon,  
Tate Silwe Road, Post – Sugnu,  
District - Ranchi (Jharkhand) - 835104  
(Email: – dhanna.hpl@gmail.com)  
(Mob No: – 9910102812)

Copy for information to:

1. PS to Hon'ble Member (Shri N.C), NCST
2. NIC, NCST for uploading on the website of the Commission.



National Commission for Scheduled Tribes  
(F. No. NCST/SER-1029/MHUA/5/2023-SSW)

Minutes of the Sitting held under the Chairmanship of Shri Nirupam Chakma, Hon'ble Member, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi, in the case of Shri Dhanna Oraon, Sr. Token Attendant, Hindustan Prefab Ltd. regarding alleged demotion.

Date of the sitting: 12.06.2024, 11:30 AM  
Participants in the Sitting - As per Annexure

Shri Dhanna Oraon (petitioner), House no. 8/B, HPL staff colony, Jungpura, New Delhi (now Village Khatanga, Khelgaon, Tati Silve road, Post – Sugnu, District-Ranchi (Jharkhand) vide his representation dated 12.05.2023 alleged that Hindustan Prefab Limited (HPL), New Delhi engaged in discriminatory practices by demoting the petitioner from Senior Clerk to Senior Token Attendant without due process. The NCST had taken up the matter with HPL for facts and comments. HPL submitted the facts and comments which were communicated to petitioner for satisfaction. The petitioner was not satisfied with reply.

2. Accordingly, NCST had discussed the issue with the CMD and petitioner on 18.12.2023 to resolve the issue. In the meeting, the Commission had recommended that –


“the details of 28 employees affected along with their caste and revocation of re-designation/monetary recovery being undertaken by HPL may be sent to the Commission within 30 days of receipt of minutes.”

3. The minutes were forwarded on 12.01.2024 to the CMD, HPL and petitioner. Meanwhile, Shri Dhanna Oraon vide letter dated 08.01.2024 has stated that the department has retired him on 02.01.2024. An amount of Rs. 2,21,524/- paid to him in lieu of three months notice period and payment of gratuity amounting to Rs. 11,92,821/- . The other dues / terminal benefits, if dues, will be paid to him as per rules of the company. The company has also issue the notice for vacating the house accommodation within a month on 05.01.2024. The NCST vide letter dated 27.02.2024 has forwarded the letter dated 08.01.2024 of the petitioner to CMD, HPL for comments.

4. In response to NCST letter dated 12.01.2024, the HPL vide letter dated 19.02.2024 has submitted the ATR on the recommendations of the meeting held on 18.12.2023 at NCST, New Delhi. The HPL had furnished the details of the 27 employees instead of 28, who were affected due to revocation of their substantive post, caste and re-designated posts and substantive post after revocation of re-designation including Shri Dhanna Oraon as Jr. Clerk to Senior Token Attendant. HPL has also furnished the details of 6 employees whose Notice were issued for recovery of excess amount.

5. The action taken by HPL on the recommendations made by NCST were not satisfactory, as relief was not provided to the petitioner. Hence, NCST decided to discuss the issue with CMD, HPL and petitioner on 12.06.2024.

6. In the sitting, the CMD, HPL and the petitioner were present. The CMD, HPL reiterated earlier facts and comments and stated that the petitioner was part of a larger group of employees that had

  
निरुपम चाकमा / Nirupam Chakma  
सदस्य / Member  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
भारत सरकार / Government of India  
नई दिल्ली / New Delhi

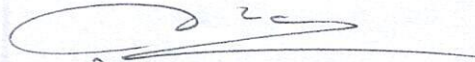


been retired after following due procedure. He emphasized that the petitioner had not been targeted due to his ST status. Furthermore, he told that the retired employees also belonged to the group including SC, ST, OBC and General category. It was also informed that other retired has also filed a court case on the same subject which is sub-judice. The petitioner informed that after the issuance of minutes of the meeting, the HPL has taken stern action and retired him from the services on a very short notice, as his service was still due remaining near about 6-7 years.

7. The Commission asked the CMD, HPL that HPL has submitted the list of 27 employees, whereas the Commission sought the details of 28 employees. The commission also took serious views on the action taken by HPL by retiring the petitioner from service.

8. After hearing both the sides, the Commission recommends the following and suggested that ATR may be submitted within a period of 4 weeks time.

- (i) HPL to provide details of all 28 (Twenty Eight) employees that were re-designated, including their castes and list of 28 employees, who were retired.
- (ii) A copy of an extract of relevant rules under which the petitioner has been retired may be provided.
- (iii) What were the reasons that HPL has retired the petitioner from the services, after the meeting convened by NCST.
- (iv) The chronological actions taken by management for suspension, revoke and retirement of the petitioner from the service may be provided.
- (v) Details of the pending Court Cases filed by other employees, who were also retired by HPL may be submitted.

  
निरुपम चाकमा / Nirupam Chakma  
सदस्य / Member  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
भारत सरकार / Government of India  
नई दिल्ली / New Delhi

List of participants in the Sitting held on 12.06.2024 at 11:30 AM under the Chairmanship of Shri Nirupam Chakma, Hon'ble Member, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi, in the case of Shri Dhanna Oraon, Sr. Token Attendant, Hindustan Prefab Ltd. regarding alleged demotion.

I.	<u>Hindustan Prefab Limited, New Delhi</u>
	Shri G.S. Dhillon, CMD
	Shri Deshraj, AAO
II.	<u>Petitioner</u>
	Shri Dhanna Oraon