



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)

F.No NCST/SER-1029/MHUA/5/2023-SSW

Dated: 30.09.2024

To,

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

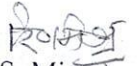
**Sub:-** हिंदुस्तान प्रीफैब लिमिटेड द्वारा अनुसूचित जनजाति के कर्मचारी के साथ भेद भाव करने के संबंध में :- श्री धन्ना उराँव (Sr. Token Attendant), हिंदुस्तान प्रीफैब लिमिटेड, जंगपुरा, नई दिल्ली का दिनांक 12.05.2023 का अभ्यावेदन।

महोदय,

I am directed to enclose herewith a copy of the minutes of sitting held under the Chairmanship of Shri Nirupam Chakma, Hon'ble Member, NCST on 25.09.2024 at 3:30 PM in 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.

Yours faithfully,

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

Copy for information :-

श्री धन्ना उराँव,  
आवास संख्या 01, गाँव खटगा, खेल गाँव, टाटीसिलवे रोड  
पोस्ट सुगनू, जिला रांची (झारखंड) - 835103  
ईमेल :- [dhanna.hpl@gmail.com](mailto:dhanna.hpl@gmail.com), Mob No :- 9910102812

Copy to:-

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



# National Commission for Scheduled Tribes

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 regarding alleged demotion in the case of Shri Dhanna Oraon, Sr. Token Attendant, Hindustan Prefab Ltd (HPL).

**File: NCST/SER-1029/MHUA/5/2023-SSW**

**Date of the sitting: 25.09.2024, 03:30 PM**

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

Shri Dhanna Oraon, 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 by notice dated 29.08.2023 and the Sitting was held on 18.12.2023 at NCST Headquarters.

2. Accordingly, NCST had discussed the issue with the CMD and petitioner on 12.06.2024. In the meeting, the Commission had recommended that –

- 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.
- A copy of an extract of relevant rules under which the petitioner has been retired may be provided.
- What were the reasons that HPL has retired the petitioner from the services, after the meeting convened by NCST.
- The chronological actions taken by management for suspension / revoke and retirement of the petitioner from the service may be provided.
- Details of the pending Court Cases filed by other employees, who were also retired by HPL, may be submitted.
- The number of employees presently working in organization and number of Scheduled Tribes employees therein.

3. The minutes were forwarded vide NCST letter dated 03.07.2024 to the CMD, HPL and petitioner. Since no ATR was received in the Commission from HPL on the minutes, the Commission again decided to hold a sitting with CMD, HPL and the petitioner on 25.09.2024. This was communicated vide NCST Sitting Notice dated 09.09.2024 to concerned authority and petitioner.

4. In the sitting, KMP of HPL and AAO attended the Sitting on behalf of CMD, HPL. The petitioner was also present. In the Sitting, petitioner reiterated his previous comments and allegations. The officials of HPL informed that reply had been sent by HPL, but due to some errors, it could not reach the Commission. Officials from HPL agreed to send another copy of the reply at earliest. Since the Commission had not perused the earlier reply, the Commission decided that another sitting may be held after 15 days. After discussion with both the sides, the Commission recommends the following –


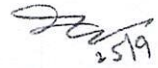

1. A copy of the letter from competent authority for banning promotion in all posts of HPL in 1993 and the letter for removing the ban may be provided.
2. A copy of an extract of relevant rules (notified by the department) under which the petitioner has been retired may be provided.
3. A copy of order of HPL which led to re-designation of posts in 2013 and reversion in original posts in 2023 may be submitted.
4. Travelling Allowance (TA) to the petitioner for attending the meeting at NCST may be provided.
5. The petitioner is also advised to submit TA bill to HPL administration.



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 of the sitting held on 25.09.2024 at 2:30 PM under the Chairmanship of Shri Nirupam Chakma, Hon'ble Member, NCST in the case of Shri Dhanna Oraon regarding हिंदुस्तान प्रीकैब लिमिटेड द्वारा अनुसूचित जनजाति के कर्मचारी के साथ भेद भाव करने के संबंध में

I <u>National Commission for Scheduled Tribes</u>			
1.			
2.	Shri Surat Singh, Director		
3.	Shri R. S Misra Research Officer		
4.	Shri Akash Tripathy Sr. Investigator		
5.	Shri Neelmani Thakur Consultant (Legal)		
6.			
II <u>HPL</u>			
Sr. No.	Name and Designation	Address & Phone No.	Signature
1.	V.K. GUPTA	HPL-9910898091	
2.	DESH RAJ	HPL 9910903084	 25/9
3.			
4.			
III <u>Petitioner</u>			
1.	Dhanna Oraon	9910102812	
2.			
3.			