

By Speed Post



Government of India
National Commission for Scheduled Tribes

6th floor, 'B' Wing, Loknayak Bhawan
Khan market, New Delhi-110 003.

File No. DO/4/2012/MURD2/SEOTH/RU-II

Dated: 30/08/2013

To

The Secretary
Government of India,
Ministry of Housing & Poverty Alleviation,
Nirman Bhawan,
New Delhi-110011

Sub: **Representation dated 01/05/2012 received from Shri Dhanna Oraon, Token Attendant Hindustan Pre-Fab Ltd., Jangpura, New Delhi regarding harassment of a ST employee.**

Sir,

I am directed to refer to this Commission's letter of even number dated 04/07/2013 on the subject mentioned above and to forward herewith a copy of record proceeding of the Sitting taken by Shri Bheru Lal Meena, Member, NCST on 12/08/2013 in the NCST with officers of Ministry of Housing & Urban Poverty Alleviation.

Member (BLM), NCST has re-fixed the Sitting on 05/09/2013 at 11:30 hrs in the matter. Therefore, you are required to attend the scheduled sitting along with relevant records.

Yours faithfully,


(M.S. Chopra)
Director

Copy forwarded for information/necessary action to :-

1. The Chairman cum Managing Director, Hindustan Prefab Ltd., Jangpura, New Delhi
2. Shri Dhanna Oraon, Token Attendant, Hindustan Prefab Ltd., Jangpura, New Delhi

NOO

Copy to:-

1. PS to Member (BLM)
2. AD (Coord)
3. SSA NIC


(M.S. Chopra)
Director

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ISSUED

NATIONAL COMMISSION FOR SCHEDULED TRIBES

F.No. DO/4/2012/MURD2/SEOTH/RU-II

Record of Proceedings of the Sitting taken by Shri Bheru Lal Meena, Member, NCST on 12/08/2013 at 1130 Hrs in the NCST with officers of Hindustan Pre-feb Ltd. on the representation dated 01/05/2013 of Shri Dhanna Oraon, Token Attendant, Hindustan Prefeb Ltd., Jangpura, New Delhi regarding anomaly in pay fixation.

1. The Sitting was chaired by Shri Bheru Lal Meena, Member, NCST with officers of Hindustan Prefeb Ltd. on the representation dated 01/05/2013 of Shri Dhanna Oraon, Token Attendant, Hindustan Pre-feb Ltd.(HPL), Jangpura, New Delhi regarding anomaly in pay fixation.
2. The list of the officers who attended the Sitting is attached. The petitioner was also present in the Sitting.
3. Shri Dhanna Oraon submitted that he is working as Token Attendant in Hindustan Pre-feb Ltd., Jangpura, New Delhi since last 16 years. He is being paid less salary vis a vis his junior employees. Many representations have been given by him to the HPL management but no action has been taken by them. He joined HPL on 07/12/1995 and his date of increment was 07/12/1996. Shri Kishan Lal Sholia, Store Attendant joined on 08/12/1995 and his date of increment was 01/03/1997. Similarly, Shri Rewar Ram Meena, Store Attendant joined HPL on 26/12/1995 and his date of increment was 01/01/1997. Both Shri Kishan Lal Sholia and Shri Rewar Ram Meena are junior to him but they are getting more salary to him. From 1996 to 2008 he was given increment before the above two employees. However, after revision of pay in 2009, the above employees are given increment before him. As per CDA Rules, the Store Attendant-II has been kept in Group 'D' unskilled category and Token Attendant-II has been kept in skilled category. Since he is working as Token Attendant his salary cannot be less than Store Attendant. He has further submitted that in HPL both IDA and CDA rules are applicable. At the time of fixation of pay in 2009, no option of pay fixation was called for.
4. Shri SK Gupta, Director, HPL submitted that Shri Dhanna Oraon and Shri Rewar Ram Meena and Shri Kishan Lal Sholia were in identical pay scale and drawing the same basic pay from 31/12/1996 to 01/01/2007. Shri Dhanna Oraon is holding the post of Sr. Token Attendant whereas Shri Rewar Ram Meena and Shri Kishan Lal Sholia are holding the post of Sr. Store Attendant in the same scale of pay. The cadre of both the

29/8/2013
श्री लाल मीणा / BHERU LAL MEENA
सदस्य / Member
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
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नई दिल्ली / New Delhi

posts are different. The pay fixation of Shri Dhanna Oraon and others has been done as per existing rules/instructions.

5. The Member, NCST was not satisfied with the reply submitted by the officers of HPL and observed that there is an anomaly in pay fixation of the petitioner as well as the other two employees. The officers of HPL not bought copies of rules of pay fixation with them.

6. The Member, NCST re-fixed the date of Sitting in the matter on 05/09/2013 at 1130 Hrs. He also advised to call for Joint Secretary, Ministry of Housing & Urban Poverty Alleviation on the next date of Sitting along with all relevant record, copies of IDA/CDA rules, copies of pay fixation rules and details of pay fixation of the petitioner and the above mentioned two employees.

7. The Sitting ended with vote of thanks to the Chair.

29/8/2013

भैरु लाल मीणा / BHERU LAL MEENA
सदस्य / Member
राष्ट्रीय अनुसूचित जनजाति आयोग
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NATIONAL COMMISSION FOR SCHEDULED TRIBES

Attendance Sheet

Date: 12/08/2013 at 1130 Hours

Sitting taken by Shri Bheru Lal Meena, Hon'ble Member, NCST on 12/08/2013 at 1130 Hrs in the NCST with officers of Hindustan Pre-feb Ltd. on the representation dated 01/05/2013 of Shri Dhanna Oraon, Token Attendant, Hindustan Prefeb Ltd., Jangpura, New Delhi regarding anomaly in pay fixation.

National Commission for Scheduled Tribes

1. Shri Bheru Lal Meena, Hon'ble Member
2. Shri M.S. Chopra, Director

Ministry of Housing & Urban Poverty Alleviation

1. Shri SK Gupta, Director Technical
2. Shri Desh Raj, Head Assistant

Petitioners

1. Shri Dhanna Oraon