



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)

F.No. NCST/SER-1895/MATE/2/2025-RO-BHUV/RU-III

Dated: 26.06.2025

F.No. NCST/SER-695/MATE/4/2022- SSW (RU-III)

To,

**1. The Chairman & Chief Executive,**

Nuclear Fuel Complex,  
NFC Road, ECIL, Moula Ali,  
Hyderabad, Secunderabad,  
(Telangana)-500062  
Email: kapoor@nfc.gov.in

**2. The Chief Executive Officer,**

Heavy Water Board,  
Mumbai- 400094  
Email: satyakumar@mum.hwb.gov.in  
ce@mum.hwb.gov.in

**3. The Joint Secretary,**

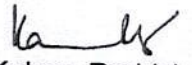
Department of Atomic Energy,  
Anushakti Bhavan, C.S.M. Marg,  
Mumbai – 400001  
Email: chairman@dae.gov.in  
Tel.No. 22022543

**Sub: Representations received from S/Shri B.Madar Naik and K.Saida Naik, Nuclear Fuel Complex, ECIL Post, Hyderabad regarding grant of additional increments on absorption of Category-II Stipendary Trainee.**

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sitting held on 08.05.2025 at 11:20 AM under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes, Lok Nayak Bhawan, Khan Market, New Delhi 110003 on the above mentioned subject, for information.

Yours faithfully,

  
(डॉ. पी. कल्याण रेड्डी/Dr. P. Kalyan Reddy)  
निदेशक/Director

Telephone No. : 011-20819841

Copy for information:-

1. Sri B.Madar Naik And Sri K.Saida Nayak, Foreman Ec.No-8708, Control Lab-27, Nuclear Fuel Complex, Ecil Post, Hyderabad, Medchal-Malkajgiri, Telangana – 500062 Mobile No: 9949313378
2. Shri V. Konda Naik, Q.No. B18-4/1, Door No.155, Gowtami Nagar Colony, Aswapuram(Mandal), District Badradri Kothagudem – 507116, Telangana, Mobile No.8099880814, Email: vkondanaik1@gmail.com
3. PS to Hon'ble Member (JH), NCST.
4. ✓ NIC, NCST for uploading on the website of the Commission.

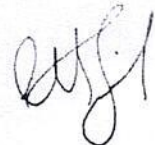


**NATIONAL COMMISSION FOR SCHEDULED TRIBES**  
**NCST/SER-1895/MATE/2/2025-RO-BHUV-RU-III**  
**NCST/SER-695/MATE/4/2022-SSW-RU-III**

Minutes of the Sitting held under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi in the case of Shri B. Madar Naik and K. Saida Nayak, employee of NFC regarding grant of additional increments for Category-II Stipendiary Trainees.

Date of the Sitting: 08/05/2025, 11:20 AM  
Participants in the Sitting: As per Annexure

- (A) Shri B. Madar Naik and K. Saida Nayak, both belonging to Scheduled Tribes and recruited as Category-II Stipendiary Trainees in the 12th batch on 01.09.2006 at the Nuclear Fuel Complex, Hyderabad, have submitted petitions regarding the non-implementation or denial of additional increments on their absorption, despite the approval granted by the Department of Atomic Energy (DAE) following the 1616th meeting of the Trombay Council held on 30.12.2008. They state that the DAE, through an ID Note dated 01.06.2009, had approved the grant of additional increments for Category-II Stipendiary Trainees appointed during 01.01.2006 to 31.12.2008, and communicated the same to its units. However, while the Heavy Water Board partially implemented these orders applicable w.e.f. 01.01.2009, it denied the benefit to ST employees recruited prior to that date, despite many being appointed under special drives. They allege this amounts to a violation of natural justice, as it results in junior employees drawing higher emoluments than their seniors with similar training. They request that the Trombay Council's order be implemented in full and the affected ST employees be granted the additional increments accordingly.
2. NCST vide notice dated 11.02.2025 sought facts and comments from the Chairman, Nuclear Fuel Complex within 30 days.
3. Deputy Chief Executive (Admn. & Accounts), NFC vide letter dated 15.07.2022 has informed the Commission that an interim reply was earlier sent on 25.06.2022 stating that comments were awaited from the Heavy Water Board (HWB), Mumbai, which have now been received. It has been stated that HWB did not adopt the revised criteria issued by BARC in 2009 for grant of additional increments to Category-II trainees appointed between 01.01.2006 to 31.12.2008, due to its distinct training scheme of one year (as against BARC's two years) and its status as an industrial unit of DAE with different functional requirements. HWB had constituted three committees over time to examine this issue, and based on their recommendations, implemented modified guidelines prospectively from 2009. However, the committees concluded that cases prior to 01.01.2009 need not be reopened, as the trainees were already drawing regular salary and service benefits. It was further clarified that the denial of increments applied uniformly to all categories of employees including GEN/SC/ST, and was not specific to ST employees. Hence, no revision is considered necessary in the case of Shri Saida Naik or others similarly placed.
- (B) Shri V. Konda Naik, District - Bhadradi Kothagudem (Employee of Heavy Water Board), D/o Atomic Energy has requested on 18.8.2016. In this matter, last sitting was held on 7.1.2025 in NCST wherein the Commission observed that this is not a case of discrimination. Hence, it would not be appropriate to proceed further. However, the DAE is advised to reimburse TA as per entitlement and grant Special leave in favor of the petitioner for attending the sitting at NCST and the petitioner is advised to again represent his case with any additional facts / information and grievance if any.
4. NCST has decided to discuss the above cases in (A) and (B) with the authority and the petitioner on 08.05.2025. Accordingly, sitting notices were sent on 28.04.2025 and 5.5.2025.
5. In the sitting, the Joint Secretary, DAE, CE, HWB and CAO, NFC and CAO, HWB were present. The petitioners namely Shri V. Konda Naik, Shri B. Madar Naik and K. Saida Nayak were also present. The petitioners has reiterated their earlier submission and requested for justice. The officers of DAE, NFC and HWB has also reiterated their earlier comments.
6. After discussion with the officers and petitioners, the Commission finds that this does not appear to be an issue of discrimination, as the order was applied uniformly to the entire batch spanning several different years, which included general category candidates as well. The DAE is advised to reimburse TA as per entitlement and grant Special leave in favor of the petitioner(s) for attending the sitting at NCST.



जाटोतु हुसैन Jatothu Hussain  
सदस्य / Member  
भारत सरकार / Government of India  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
नई दिल्ली / New Delhi



CRS/MATE/1/2022 SLO CRU.11

List of participants of the sitting held on 08.05.2025 at 11:20 HRS under the Chairmanship of Shri Jatothu, Hussain, Hon'ble Member, NCST.

Sl. No.	Name and Designation	Address & Phone No.	Signature
I	<u>National Commission for Scheduled Tribes</u>		
1.	Dr. P.K.Reddy Director		
2.	NCST Officials		
II	<u>Chairman, Nuclear Fuel Complex</u>		
Sl. No.	Name and Designation	Address & Phone No.	Signature
1.	Anjali Sinha JS/DAE	DAE, Mumbai	Anjali
2.	S. Satya Kumar CE, HWB	Heavy Water Board	S.S.K
3.	NITIN B. JAWALE	DAG, Mumbai	NB
4.	G. Naveen Kumar	AFC	G. Naveen Kumar
5.	K. SWAMINATHAN CAO	HWB	K. Swaminathan
III	<u>Petitioner</u>		
	B. MADAR NAIK	NFC, HYD	B. Madar Naik
	K. Saideenayale	NFC, HYD	K. Saideenayale
	V KANDA NAIK	HWB(M)	V Kanda Naik

6. Dama Krishna A.O.S, NFC

7. Ram Kumar.S, S/O, NFC, Hyderabad

1. 8.5.25  
08/5/25