



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-1984/MATE/3/2025-RO-BHUV/RU-III

Dated: 25.06.2025

1. The Director,

Indira Gandhi Centre for Atomic Research,
Department of Atomic Energy,
Kalpakkam, (Tamil Nadu)-603102
Email :director@igcar.gov.in

**2. The Chairman of the Atomic Energy
Commission (AEC) and Secretary of
the Department of Atomic Energy
(DAE)**

102, Anushakti Bhavan,
C.S.M. Marg,
Mumbai-400001, Maharashtra
Email: chairman@dae.gov.in

Sub: Representation received from Shri Ravi Islavath, Scientific Officer D, Indira Gandhi Centre for Atomic Research, Department of Atomic Energy, Kalpakkam, Tamil Nadu regarding harassment in service in the matter of promotion and other issues.

Mam/Sir,

I am directed to enclose herewith a copy of the minutes of the sitting held under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST) on 17.06.2025 at NCST, New Delhi on the above mentioned subject.

2. It is requested that the action taken/ to be taken in the matter may be submitted to NCST within stipulated time from receipt of the letter, for placing it before Hon'ble Commission.

Yours faithfully,

(Dr. P. Kalyan Reddy)
Director

E-mail:- kalyanreddy.p@ncst.nic.in Ph No. 011-20819841

Copy to:-

1. Shri Ravi Islavath, Scientific Officer-E, Indira Gandhi Centre for Atomic Research, Department of Atomic Energy, Kalpakkam, (Tamil Nadu)-603102
Email Id:risbtech2005@gmail.com, Mob.No.9043624906
2. PS to Hon'ble Member (Shri Jatothu Hussain), NCST.
- ✓ 3. NIC, NCST for uploading on the website of the Commission.

NATIONAL COMMISSION FOR SCHEDULED TRIBES
NCST/SER-1984/MATE/3/2025-RO-BHUV/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 Ravi Islavath, Scientific Officer-E, Indira Gandhi Centre for Atomic Research, DAE, Kalpakkam regarding delayed APAR and promotion.

Date of the Sitting: 17/06/2025, 03:20 PM
Participants in the Sitting: As per Annexure

The petitioner, Shri Ravi Islavath, Scientific Officer-E, Indira Gandhi Centre for Atomic Research, DAE, Kalpakkam, vide his representation dated 27/03/2025 has stated that since joining in 2008 he delivered meritorious performance through round-the-clock shift work, yet suffered bias by senior officers who denied him essential Level-II radioactive licensing and subjected him to mental harassment. He alleges APAR timetable violations for 2015-16 and 2016-17 (communicated improperly in August 2018) and for 2017-18 (via an unauthorized channel), which deprived him of appeal rights and resulted in a two-year delay in promotion from SO/D to SO/E effective 1 July 2019. Despite assurances from the Director, IGCAR, his promotion remained stalled, causing significant financial losses and career prejudice. He requests amendment of his promotion to SO/E effective 1 July 2019, compensation for incurred losses, and measures to ensure a supportive work environment.

2. The petitioner had complained earlier as well. In the earlier file, NCST vide notice dated 23.10.2019 had referred the matter to the authorities, however during and after Covid-19 as there was no follow up, the earlier file is untraceable and the petitioner has approached NCST again in March 2025.


3. The Commission decided to discuss the issue with the authority and the petitioner on 17.06.2025. Accordingly, a Sitting Notice was sent on 10.06.2025. In the sitting, Director, IGCAR was present and Joint Secretary, DAE was present on behalf of Secretary, DAE.

4. The Director, IGCAR informed the Commission that the APAR had been given on time but the petitioner had neither accepted it nor rejected and refused to sign as well. The document shown by the authorities contained only one signature dated 2018 and none from 2015-2017.

5. The petitioner informed that he was awarded with lower APAR gradings intentionally, and the gradings were not communicated to him in the stipulated time. His APAR gradings for the years, 2015-16 and 2016-17 were communicated to him only in August, 2018. This intentional delay in the communication of APAR gradings, barred him to approach the APAR-review committee and to lodge an appeal petition to review his APAR gradings due to which, he lost one year of service to be considered for his promotion from Scientific Officer/D (L-11) to Scientific Officer/E (L-12) as his proposal for the promotion was sent in the year 2020 instead of 2019. It is also informed by the petitioner that though he continuously requested the higher officials to award the APAR grading for the year 2017-18 without any bias and communicate the same along with all other employees without any discrimination, APAR grading for the year 2017-18 was communicated to him by another division head instead of authorised official, Shri Shekhar Kumar. As the APAR communication was not done through official channel, the acknowledgement for the same was not given by the petitioner. The petitioner alleged that when the issue was escalated to the higher officials of Chairman, DAE, and Secretary to the Government of India it resulted with retaliatory actions of negative comments in APAR, awarding the lower APAR grades, delays in regular promotions, denial of Ph.D. admission, and not granting the PRIS (I) "N" component. He informed that he was even denied to apply for another job within the department, AERB.



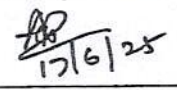
6. After discussion with the Director, IGCAR and Joint Secretary, DAE and the petitioner, the following recommendations were made and action taken report may be submitted to NCST within 30 days of receipt of minutes.

- IGCAR and DAE to re-examine the whole issue, including the low marks given in the APAR and subsequent delay in promotion and take corrective steps.
- The APAR gradings of the petitioner, Shri Ravi Islavath, Scientific Officer/E, IC No: 6767, IGCAR/DAE for the years 2015-16, 2016-17, and 2017-18 may be upgraded and amended with the effect date of promotion mentioned in his promotion order Ref: IGCAR/Rect/4(4)/2021/100 from Scientific Officer/D (L-11) to Scientific Officer/E (L-12), dated April 18, 2022, from July 1, 2019 instead of July 1, 2021.
- The petitioner may be considered to be on duty for attending the sitting at NCST and Travelling allowance may be reimbursed by IGCAR.


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

F.No.NCST/SER-1984/MATE/3/2025-RO-BHUV/RU-III

List of participants of the sitting held on 17.06.2025 at 03:20 PM 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.	NCST Officials		
II	<u>Chairman, Atomic Energy Commission/Secretary, DAE</u>		
Sl. No.	Name and Designation	Address & Phone No.	Signature
1.	PRAJAKTA KAMA JS, DAE	9699485831	
2.	C. G. Kachadkare Director, IGCAR	9820088657	
3.	Nitin B. Javale Nodal Officer SCST, DAE	9437176187	110/2
4.	Ajitha Thariyan CAO, IGCAR	9869000447	 17/6/25
III	<u>Director, IGCAR, Tamil Nadu</u>		
IV	<u>Petitioner</u>		
	RAVI ISLAVATH S.O. (E)	9043624906	