



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-750/OR/20/2023-SSI

Dated: 08.07.2025

The Chief Executive Officer,
TATA Power Western Odisha Distribution Ltd.
PO-Burla, Sambalpur-768017 (Odisha)
Email: ceotpwold@tpwesternodisha.com

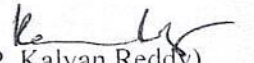
Sub: Harassment of ST employee by the Suptd. Engineer, Electrical Circle, TPWODL, Sambalpur - a rep. dated 12.10.2022 of Shri Jayadev Minz, General Secretary, WESCO Unitlity SCs/STs Employees Welfare Association, Distt-Sambalpur (Odisha).

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sitting, held on 06.05.2025 at 05:30 PM under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes at New Delhi 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 Commission.

Yours faithfully,


(Dr. P. Kalyan Reddy)

Director

Tel: 011-20819841

Copy for information:-

1. Shri Jaidev Minz, General Secretary, WESCO Utility SCs/STs Employees Welfare Association, AT-Motijharan, Sonapali, PO & District-Sambalpur-768001, (Odisha) (Mob No. 8245244503) (Email: jayadevminz2000@gmail.com)
2. PS to Hon'ble Member (JH), NCST
3. ✓ 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 Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi in the case of Shri Jayadev Minz, General Secretary, WESCO Utility SCs/STs Employees Welfare Association regarding his transfer and non-adherence to ORV Act.

(NCST/SER-750/OR/20/2023-SSW)

Date of the Sitting: 06/05/2025, 05:30 PM

Participants in the Sitting: As per Annexure

Shri Jayadev Minz, General Secretary, WESCO Utility SCs/STs Employees Welfare Association, Sambalpur vide his petition dated 12.10.2022 has alleged that Shri Sanjit Kumar Nayak, Superintending Engineer, Electrical Circle, Sambalpur, has been harassing and discriminating against SC/ST employees including members of the WESCO Utility SC/ST Employees Welfare Association. It is alleged that Shri Nayak has used unparliamentary language, arbitrarily transferred the General Secretary in violation of government guidelines and failed to follow the Orissa Reservation of Vacancies (ORV) Act during promotions. Despite grievances being raised with the ST & SC Development Department, Odisha and the Chief Executive Officer, TPWODL, no action has been taken. Hence, do the justice.

2. NCST vide notice dated 16.02.2023 sought facts and comments from the Chief Executive Officer, Tata Power Western Odisha Distribution Ltd within 30 days from receipt of the Notice.

3. In response to NCST's letter dated 11.04.2023 enclosed therewith the letter dated 15.03.2023 of TPWODL containing the facts and comments in the case, The petitioner vide his letter dated 09.05.2023 has refuted the stated facts and comments and has requested to cancel his transfer order and place him at the Circle HQ. This was forwarded to TPWODL.

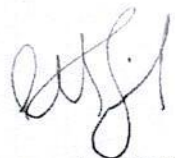
4. TPWODL in their letter dated 15.03.2023, has referred to para 7.4.1 of the RoP, 2021, of NCST and highlighted that the matter is sub judice before the Hon'ble Court. The petitioner's request for the cancellation of the transfer order is also not covered under the RoP of NCST.

5. Thereafter there were several correspondences made between the authority and the petitioner but the issue could not be resolved. NCST decided to discuss the issue with the authority and the petitioner on 06.05.2025. Accordingly, a Sitting Notice was sent on 21.04.2025.

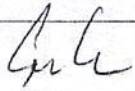
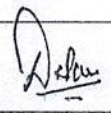
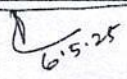
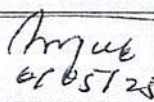
6. In the sitting, Officers of TPWODL and petitioners were present. The petitioners informed that the transfer of the petitioners including office bearers of the association had been carried out. The officers of TPWODL informed that the transfer has been made as per rules. The petitioner had already spent almost two years at his current posting and as per the rules, he could be transferred again after completing a total of three years. It was also informed that TPWODL is majority-owned by the Tata Group, while the Government of India holds a minority stake. Nevertheless, they have implemented the ORV Act to the best extent possible. The petitioner himself was recently promoted—a promotion he would not have received until after 2030 if TPWODL had not relaxed the promotion rules. Hence, they stated that there was no discrimination.

7. After discussion with the officers and petitioner, the following recommendations were made and action taken report there on may be submitted within 30 days from receipt of the minutes.

- The petitioner may be transferred nearby his original place of posting, after the completion of the remaining period.
- TPWODL may provide detailed information about the implementation of the ORV Act and the details of promotions as mentioned during the hearing.
- The Travel Allowance and Special Leave may be reimbursed/ granted in favor of the petitioner for attending the sitting on 27.3.2025 and 6.5.2025 at NCST, as per their entitlement.


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

List of participants of the sitting held on 06.05.2025 at ..7..20. 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>CEO, Tata Power Western Odisha Distribution Ltd</u>		
Sl. No.	Name and Designation	Address & Phone No.	Signature
	Parveen K. Verma	Sambalpur 9971152897	
	Cosmos D. Lalga	Sambalpur 9930918885	
	Lalit Naik	Nuapada	 6.5.25
	Jayadevma	SBP	 6.5.25
III	<u>Petitioner</u>		

petitioner