



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)

File No. NCST/SER-1960/MCVL/3/2025-RU-III

Dated: 01.08.2025

To

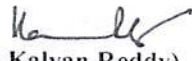
The Chairman,  
Airports Authority Of India,  
Rajiv Gandhi Bhawan, Safdarjung Airport,  
New Delhi, Delhi 110003  
Email Id: chairman@aai.aero, Tel. No: 011 24632930

Sub: Non-release of gratuity benefits - representation dated 14.10.2024 of Shri Prakash N. Kanchagar, Retired AGM Engg(Civil), AAI, Delhi

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sittings held on 23.07.2025 at 07:10 PM under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes at New Delhi 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. Shri Prakash N Kanchagar,  
Karnataka-Bangalore,  
Bangalore,  
Karnataka - 560102  
prakashnk101@gmail.com Mobile No:7418237533
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 Prakash N. Kanchagar, Retired AGM Engg(Civil), AAI, Delhi regarding Non-release of gratuity benefits.


**NCST/SER-1960/MCVL/3/2025-RU-III**  
**Date of the Sitting: 23/07/2025, 7:10 PM**  
**Participants in the Sitting: As per Annexure**

Shri Prakash N Kanchagar, Retired AGM (Engg-Civil), Airport Authority of India, vide his representation dated 14.10.2024 has stated that despite his superannuation on 31.05.2021, his gratuity and other retirement benefits have not been released by the authority. He referred to CHRM circular no. 18/2017 dated 08.08.2017, which permits release of gratuity with 10% interest even if criminal proceedings are pending, provided no departmental action is initiated. He also cited the judgment in W.P.(S) No. 3987 of 2021 (Shanti Devi vs. State of Jharkhand), wherein the Hon'ble High Court held that pensionary benefits cannot be withheld during pendency of criminal proceedings. He mentioned that in his case (CC300042/2014), no charges have been framed since 2014. He expressed severe financial hardship due to non-payment of retirement dues and requested immediate release of his gratuity and benefits.

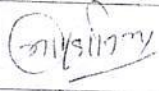
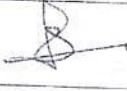
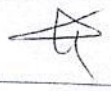
2. The Commission issued notice to Chairman, Airports Authority of India on 03.02.2025 for seeking facts and comments within 30 days from receipt of the Notice. The Airports Authority of India vide letter no. A.60011/17/Pen.Cell/09532/PrakashNKanchgar/2154-56 dated 25.02.2025 has informed that Other terminal benefits like Group Saving Link Insurance, Employee Benevolent Fund, Leave Encashment, CPF and pension have been settled with the CPF amount of ₹57,96,383 released on 28.08.2024. Following, the Hon'ble Karnataka High Court's order dated 10.12.2024, the instructions has been issued on 19.02.2025 for disbursing the gratuity amount of ₹20 lakhs with applicable interest. He has also enclosed a copy of the Pension Payment Order (PPO) issued in favour of the petitioner. However, NCST has decided to discuss the issue with the authority and the petitioner on 23.07.2025. Accordingly, a Sitting Notice was sent on 16.07.2025. The ED (HR), Airports Authority of India vide letter no. A-14016(16)/6/2025-HRM dated 22.7.2025 has sought exemption of Chairman, AAI and deputed GM (HR) to attend the sitting.

3. In the sitting, ED (Admin) alongwith other Sr. officers of AAI, New Delhi were present and petitioner joined via phone. The petitioner reiterated his earlier submission and requested for justice. The officer of AAI has reiterated the facts submitted by them vide letter no. A.60011/17/Pen.Cell/09532/PrakashNKanchgar/2154-56 dated 25.02.2025 and informed that no dues of terminal benefit of the petitioner is pending.

4. After discussion with the officers of AAI and petitioner, it was observed that there is no discrimination with the ST employees. Hence, no further action warranted on part of NCST and case may be closed.

  
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 23.07.2025 at 7-10... under the chairmanship of Shri Jatothu Hussain, Hon'ble Member, NCST

Sr. No.	Name and Designation	Address & Phone No.	Signature
<u>I</u> <u>National Commission for Scheduled Tribes</u>			
1	Dr. P.K Reddy Director		
2	NCST Officials		
<u>II</u> <u>AAI</u>			
Sr. No.	Name and Designation	Address & Phone No.	Signature
1	Maya Lavania	AAI, Rajiv Gandhi Bhawan New Delhi 9987725382	
2	Rishyankh Rajadasy	AAI, CHD 8448825110	
	G. P ISH KUMAR ymlh/Lo	9560571512	
<u>III</u> <u>Petitioner</u>			
		<u>over phone</u>	