



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-1778/MFIN/7/2024-SSW-(RU-III)

Dated: 07.08.2025

To

The Chairman Cum Managing Director
Oriental Insurance Company Limited
Kidwai Nagar East, New Delhi - 110023
Email Id: cmd@orientalinsurance.co.in
Tel. No: 011-24348404


Sub: Harassment of ST Lady Officer(Superannuated) by the management of Oriental Insurance Company Limited(OICL) - a representation dated 08.10.2024 from Mr. Trilok Chand, President, ALL INDIA AIST Employee Welfare Association, Kasturba Gandhi Marg, New Delhi.

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sittings held on 09.04.2025 at 12:20 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,


(डॉ. पी. कल्याण रेड्डी/Dr. P. Kalyan Reddy)
निदेशक/Director
Telephone No. : 011-20819841

Copy for information:-

1. Smt.. Prem Rani
Nil Block, 35 A, Ground Floor,
Malviya Nagar ,New Delhi-110017
Mobile No:9810434565
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 Ms. Prem Rani, Employee No. 238449, ST officer, retired from The Oriental Insurance Company Ltd. on 31.03.2024 regarding deductions from terminal benefits.

(NCST/SER-1778/MFIN/7/2024-SSW)
Date of the Sitting: 09/04/2025, 12:20PM
Participants in the Sitting: As per Annexure

The President, All India SC/ST General Insurance Employees Welfare Association, New Delhi has submitted a petition dated 08/10/2024 and stated that Mrs. Prem Rani, Employee No. 238449, a Scheduled Tribe officer who retired from The Oriental Insurance Company Ltd. on 31.03.2024 from Divisional Office-21, Connaught Place, New Delhi. It was alleged that the OICL is not releasing retirement benefits including leave encashment, medical allowance and fixed personal allowance in her favour. Additionally, a deduction of ₹5,74,551/- has been made without any prior notice, allegedly related to a penalty from 1998 imposed after 25 years without due process or communication. Hence, do the justice.

2. NCST vide notice dated 10.01.2025 sought facts and comments from the Chairman cum Managing Director, Oriental Insurance Company Ltd, New Delhi within 30 days from receipt of the Notice. The reply was not received, hence, sitting notice was issued CMD, OICL, New Delhi on 27.3.2025. In response to sitting notice, the ED, OICL, New Delhi vide letter dated 3.4.2025 has informed that there is no CMD. Hence, NCST vide notice dated 3.4.2025 has sent notice in the name of ED, OICL on 3.4.2025 to attend the sitting scheduled for 9.4.2025.

3. In the sitting, the ED, OICL alongwith other officers of OICL and the petitioner were present. ED, OICL informed that the company has released the due entitlement of the petitioner. It was also informed that OICL had issued a penalty order in 1998 due to which one increment was to be reduced. The penalty was not implemented at that time. At the time of retirement and vigilance clearance, it came to notice that this penalty had not been imposed. Thus OICL recalculated the salary and all consequential benefits after considering the penalty order which lead to the deduction of Rs 5,74,551/- as claimed by the petitioner. The petitioner stated that she was filed an appealed before the OICL at that time and record of the same is not available. It was informed that this penalty was dropped but there is no record presently available. The imposition at such a late stage penalty is not fair. The record is also not available with the management of OICL, since this was requested from the management by her. Hence, this may be waved. The ED of OICL has assured that the management will considered the request of the petitioner for waiving the penalty.

4. It was observed that there miscommunication between the management of OICL and petitioner and also mismanagement of record in OICL, the penalty imposed on the petitioner may be waived, as the petitioner is retired from the service.

5. After discussion with the ED, OICL alongwith other officers of OICL and the petitioner, the following recommendations were made and action taken report may be submitted within 30 days from the minutes of the receipt.


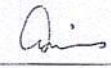

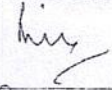

- OICL may initiate an appropriate action for waiving of the imposed penalty on the petitioner, as the petitioner is retired from the service.
- The petitioner is advised to submit an application to the ED, OICL for waiving of the penalty



(Jatothu Hussain)

जाटोतु हुसेन / 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 09.04.2025 at 2:30 PM under the Chairmanship of Shri Jatothu, Hussain, Hon'ble Member, NCST

Sl. No.	Name and Designation	Address & Phone No.	Signature
I National Commission for Scheduled Tribes			
1.	Dr. P.K. Reddy Director		
2.	NCST Officials		
II Oriental Insurance Company Ltd			
Sl. No.	Name and Designation	Address & Phone No.	Signature
	Chhotu Ram JGM	9811580081	
	Amit Misra	011-24348434	
	TARUN KANTI MOHANTY	011-24348501	
	SURINDER MEHRA	9811657282	
	Ajay Bhatnagar	9411074880	
III Petitioner			
	Mas Boman Bhanu	9810434565	