



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-2468/MPNG/2/2025-RU-III

Date: 23/9/2025

To,

The Chairman and Managing Director  
Gas Authority Of India Ltd (GAIL),  
GAIL Bhavan, 16-Bhikaji Cama Place,  
New Delhi - 110066


**Sub: Request for deemed promotion to Grade E-6 by GAIL (India) Ltd. – Representation dated 10.07.2025 from Shri Guguloth Rajanna, Chief Manager (F&A), Hyderabad Zonal Office, GAIL.**

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of sitting held on 9.9.2025 under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes 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

  
(P.Kalyan Reddy)

Director

Phone No. - 011-24641640

Copy to

1. Shri G Rajanna,  
GAIL, Hyderabad Zonal Office.,  
Hyderabad, Telangana
- ✓ 2. PS to Hon'ble Member (JI), 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, Hyderabad in the case of Shri Guguloth Rajanna, Chief Manager (F&A), Hyderabad Zonal Office, GAIL regarding request for deemed promotion to Grade E-6 by GAIL (India) Ltd.

**F. No. NCST/SER-2468/MPNG/2/2025-RU-III**

**Date of the Sitting: 9.9.2025 at 3:15 PM**

**Participants in the Sitting: As per Annexure**

Shri Guguloth Rajanna, Chief Manager (F&A), GAIL, Zonal Office, Hyderabad vide his representation dated 10.07.2025 has stated that despite his dedicated service of more than 10 years, his seniority and the promotion policy for ST employees were ignored by the management. He was promoted from Grade E-4 to E-5 on 01.04.2015. The management is not considering him for promotion to Grade E-6 as Deputy General Manager (F&A) w.e.f. 01.04.2019 or suitable relief at the earliest.

2. The Commission issued notice to the Chairman and Managing Director GAIL India Ltd, New Delhi on 28.07.2025 seeking facts and comments. The reply was not received, hence, NCST decided to discuss the issue with the authority and the petitioner on 09.09.2025. Accordingly, a Sitting Notice was sent on 29.08.2025. Meanwhile, GAIL vide letter no. GAIL/CO/HRD/NCST/08/2025 dated 29.8.2025 has furnished the facts and comments in the matter. Further, the CMD, GAIL vide letter dated 3.9.2025 has sought exemption and deputed Sr. officers of GAIL to attend the sitting.

3. In the sitting, the officers of GAIL and petitioner were present. The petitioner has reiterated his earlier submission and stated that despite my best and dedicated work to all assigned job within scheduled period the management of GAIL is not promoting him to Grade E-6. The officers of GAIL has reiterated the facts and comments submitted by GAIL vide letter dated 29.8.2025 and stated that performance ratings of Shri Guguloth Rajanna over the past 10 years have been consistently lower in comparison to other eligible executives. During the last 10 years, he has received 2 times "SATISFACTORY" and 4 times "GOOD" ratings. During the aforesaid Assessment Years, Shri Rajanna was placed at 2 different locations and was assessed by different Assessing Authorities which eliminates the fact that any injustice/bias was meted out to him by any particular individual on account of his community. To ensure transparency, all these assessment reports have been fully shared with Sh. Rajanna on yearly basis. Shri Rajanna has not submitted any representation towards his non-promotion in any of the DPC years except in the year 2022, which was preferred after expiry of the stipulated period of 30 days. Further, he has not filed any appeal/representation against his performance appraisal rating in the last 10 years. In last 10 years, Sh. Rajanna has never raised/registered any concern in any of these available internal mechanisms with regards to any kind of discrimination. Further it was also informed that the petitioner availed more leaves. The petitioner informed that due to health issues he was unable to attend the office. However, when joined the duty complete the office work within time frame.

4. After discussion with the above officers of GAIL and petitioner, the following recommendations were made and the action taken report thereon may be submitted within 30 days from receipt of the minutes.




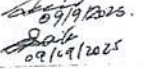
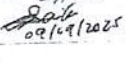
- The management of GAIL may consider his case for promotion to Grade E-6 in next DPC keeping in view of his work performance and behavior.
- The petitioner is also advised to communicate issues related to his service in time bound to the management, in future.
- TA and Special Leave may be reimbursed / granted in favor of the petitioner, as per rules.



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 09.09.2025 at B.S.S. under the chairmanship of Shri.Jatothu Hussain, Hon'ble Member, NCST at New Delhi.

Sr. No.	Name and Designation	Address & Phone No.	Signature
<u>National Commission for Scheduled Tribes</u>			
I	Dr. P.K Reddy Director NCST Officials		
II	<u>GAIL</u>		
Sr. No.	Name and Designation	Address & Phone No.	Signature
1	Sh. Agush Gupta Director (HQ)	GAIL India Ltd New Delhi 9910066402	
2	K. Devkumar CGM (HQ)	GAIL (India) LTD New Delhi 9818115789	
3	D. Bera CGM (BIS) & CLO	GAIL (India) Ltd, Sector-3, Noida, UP. 9811788700	
4	S.K. Vaid, Advisor	GAIL (India) LTD, 9811815030.	
5	Gautam Saikia	GAIL (India) LTD, 9813554630	
III	<u>Petitioner</u>		
1	G. Rajanna	Hyderabad Zonal Office, Hyderabad	