



सत्यमेव जयते

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भारत सरकार / GOVERNMENT OF INDIA

राष्ट्रीय अनुसूचित जनजाति आयोग

NATIONAL COMMISSION FOR SCHEDULED TRIBES

(क्षेत्रीय कार्यालय / Regional Office)

(अधिकार क्षेत्र - ओडिशा, पश्चिम बंगाल, आन्ध्रप्रदेश, तेलंगाना, तमिलनाडु, पुडुचेरी तथा अण्डमान एवं निकोबार द्वीप समूह)

(Jurisdiction Area - Odisha, West Bengal, Andhra Pradesh, Telangana, Tamilnadu, Puducheri and Andaman & Nicobar Islands)

एन/1-297, आई.आर.सी. विलेज, भुवनेश्वर-751015

N/1-297, IRC Village, Bhubaneswar-751015

File No. NCST/SER-2041/TS/277/2025-RO-BHUV/RU-III

Dated: 16-09-2025

To,

1. **The Chairman and Managing Director,**
Life Insurance Corporation of India,
Jeevan Bima Marg,
Mumbai, Maharashtra 400021
Email Id: chairman@licindia.com
Tel. No: 022-68276827

2. **The Zonal Manager,**
Life Insurance Corporation of India,
Zonal Office,
Ambedkar Colony, Adarsh Nagar,
Hyderabad, (Telangana)-500063
Email: bhaskar.a@licindia.com

Sub: Representation received from Shri Bhukya Laxma, SR No. 558472, Cashier, LIC, Devarakonda Branch regarding reinstatement in service.

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sittings held on 08.09.2025 at 12:55 PM under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes at New Delhi on the above mentioned subject.

2. 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. : 011-24641640

Copy for information:-

1. Shri Bhukya Laxma, Flat No G-4 Padmaja Residency, Dattatreya Colony Nagaram Keesara Mandal, District- Medchal-Malkajgiri, (Telangana)-500083
Email: blaxman9456@gmail.com, Mobile No: 9848223332
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 Bhukya Laxma, terminated employee, LIC regarding unjust process and termination from service.

Date of the Sitting: 08/09/2025, 12:55 PM
Participants in the Sitting: As per Annexure
NCST/SER-2041/TS/277/2025-RO-BHUV/RU-III

Shri Bhukya Laxma, SR No. 558472, vide his petition dated 13.01.2025, has alleged that he joined LIC in 1989 and while working as a Cashier at Devara konda Branch. A charge sheet dated 20-02-1998 was issued against him following an alleged complaint by the Branch Manager. He has further alleged that over a period of two years, three enquiry officers were appointed to investigate the same charges, and the third enquiry officer, Smt. P. Sita, reported on 14-10-1999 that the enquiry could not proceed as the matter had already been closed. The petitioner has also alleged that he was compelled to self-incriminate and has contended that a confessional statement made under duress is inadmissible.

2. In the sitting held on 07.05.2025, the recommendations were made and minutes were circulated on 10.6.2025 to concerned authority for furnishing the ATR within 30 days from receipt of the minutes. LIC vide letter no. P &IR/Desk IV dated 06.08.2025 has furnished the ATR and stated that the disciplinary proceedings were conducted as per LIC (Staff) Regulations, 1960. A vigilance case was registered against him for non-accounting of remittances, and a charge sheet was issued on 20.02.1998 enumerating seven charges. The Enquiry Officer, vide report dated 29.03.2000, held all charges as proved, following which a Show Cause Notice was issued on 12.08.2000, and the penalty of removal from service was imposed on 30.09.2000. His appeal was disposed of by the Appellate Authority on 16.04.2003, upholding the penalty. It was stated that concurrence was obtained from the Chief Vigilance Officer, adequate opportunity was given to the employee, and similar action was taken against other involved employees, including SC and ST members. LIC clarified that no caste-based discrimination occurred; the case was handled as per rules, and requested the Commission to treat the matter as closed.

4. The ATR submitted by LIC was not satisfactory. Hence, NCST decided to discuss the issue with the authority and the petitioner on 08.09.2025. Accordingly, a sitting notice was sent on 28.08.2025.

5. The CEO & MD, LIC vide letter no. CO/Per/Welfare/ NCST-NZ/2025-26 dated 29.8.2025 has requested for exemption and deputed Chief (OS), Central Office and Chief Liaison Officer (CLO) for the welfare of SC/ST/PWD/XSM/employees of the Corporation, Chief Personnel, Central office and Regional Manager (P & IR), South Central Zone, Hyderabad to attend the sitting. The Zonal Manager, LIC, Hyderabad vide letter no. SCZ/P&IR/Welfare Cell dated 2.9.2025 has requested for exemption and deputed the Regional Manager (P&IR) to attend the sitting.

6. In the sitting, the above officers of LIC and petitioner were present. The petitioner has pointed out the recommendation of sitting held on 7.5.2025 at NCST and requested for justice. The officers of LIC has reiterated the facts and comments submitted by LIC Zonal Office, Hyderabad vide letter dated 6.8.2025 and stated that there is no scope for further consideration of the case of petitioner to reinstate him in service.

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

7. It was observed that the Hon'ble High Court by the Order dated 20.2.2023 set aside the impugned order dated 10.6.2023 and directed the appellate authority to pass fresh orders on merits. However, without any fresh enquiry, the competent authority had confirmed the original decision. It appears to be discrimination on ST employee.

8. After discussion with the above officers of LIC and petitioner, the following recommendations were made and action taken there on may be submitted to NCST within 30 days from receipt of the minutes.

- The LIC Management is advised to re-examine the issue for reinstatement in service on humanitarian grounds and social stigma and mental agony.

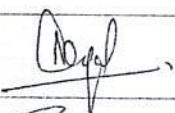
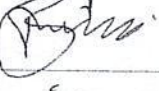
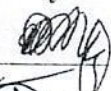


- The Zonal Manager, South Central Zone, Hyderabad may pursue it with the Headquarters of LIC.

(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 08.09.2025 at ~~12-15~~ under the chairmanship of Shri Jatothu Hussain, Hon'ble Member, NCST at New Delhi.

Sr. No.	Name and Designation	Address & Phone No.	Signature
I	<u>National Commission for Scheduled Tribes</u>		
1.	Dr. P.K Reddy Director		
2.	NCST Officials		
II	<u>LIC</u>		
Sr. No.	Name and Designation	Address & Phone No.	Signature
1.	Puneet Kumar Zonal Manager	LIC of India Zonal office, Hyderabad	
2.	R. Bhatnagar Ch. (Personnel)	LIC of India, CO, Mumbai	
3.	S.G. Dikshale Chief CLO Central Office, Mumbai	Yagalshekar CO Mumbai 9860289318	
4.	SS Ramesh RM (P&W), SCZO, Hyderabad.	LIC of India, SCZO, Hyderabad.	
III	<u>Petitioner</u>		
	Blumya. Laxma	9704223332 9848223332	 08-09-2025