



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)

F.No. NCST-246/19/SER-123/106/2021-RO-BHUV

02.09.2025

The Director

Indian Association for the Cultivation of Science
Jadavpur Kolkata.
Email: helpdesk@iacs.res.in

Sub: Complaint against forcifully deduction of salary for Rs.25,000.00(Rupees twenty five thousand only) of Sri Sajal Barua since October, 2020 - regarding.

Mam/Sir,

I am directed to enclose herewith a copy of the minutes of the sitting held under the Chairmanship of Shri Jathothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST) on 07.08.2025 at NCST, New Delhi on the above mentioned subject.

It is requested that the action taken/ to be taken in the matter may be submitted to NCST within stipulated time from receipt of the letter, for placing it before Hon'ble Commission.

Yours faithfully,


(Dr. P. Kalyan Reddy)
Director
Ph No. 011-20819841

Copy to:-

1. Shri Debatosh Majhi
President, Sc/St-Obc Forum, Iacs Jadavpur,
Kolkata -700032
Email- sc.st.obc.forum.iacs@gmail.com , Mob No- 9432332872
2. PS to Hon'ble Member (Shri Jathothu Hussain), 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 Debatosh Majhi, President, SC, ST & OBC Forum IACS, Jadavpur, Kolkata regarding deduction of salary of Shri Sajal Barua.

NCST-246/19/SER-123/106/2021-RO-BHUV

Date of the sitting: 07.8.2025 at 6:45 PM

Participants in the Sitting - As per Annexure

President, Employees Forum of SC, ST & OBC of IACS, Jadavpur, Kolkata, vide his representation dated 13.09.2021 has alleged that the IACS administration has forcefully deducted an amount of Rs.25,000 from salary of Sh. Sajal Barua (Wash Boy cum Bearer, School of Chemical Sciences, IACS) w.e.f. October, 2020, without providing him pre-fixation rules or an OM.

2. In this matter, sittings were convened on 06.04.2022, 16.10.2024 and 4.3.2025. In the last sitting held on 4.3.2025, the following recommendations were made and the minutes was sent to all concerned on 09.4.2025 for submission of the action taken report.

- a. Copy of orders of Department of Science and Technology, Ministry of Science and Technology, by which the salary of Shri Barua had been deducted may be provided. The details of the Court cases pending on the issue may be provided to NCST.
- b. IACS may examine/enquire the cases of other employees whose salaries has not been deducted, as pointed out by the petitioner in the sitting and submit the outcome of the enquiry to NCST.
- c. If discrimination is noticed, steps may be taken immediately by the IACS Authority for restoration of salary & promotions with 7th CPC benefits in respect of Shri Sajal Barua and 3 other ST employees.
- d. TA and Special Leave may be reimbursed/granted in favor of victim (Shri Sajal Barua) for attending the sitting at NCST.
- e. Up-to-date reservation roster of Faculty and Non-faculty positions (both recruitment & promotion) may be verified as per rule and be submitted to the Commission.
- f. Positive action to be initiated for recruitment of backlog ST vacancies and to be filled up through a "Special Recruitment Drive".
- g. As it is informed that acting Director is not empowered to implement the recommendations, the Chairperson, Governing Council of IACS Kolkata may look into the matter and take necessary action for immediate implementation.

3. Registrar, IACS vide letter no. 1.2/RA/055 dated 06.05.2025 has furnished the action taken report on the recommendations of the sitting held on 4.3.2025. The Commission has decided to discuss the issue with the authority and the petitioner on 24.7.2025, which was postponed due to the request of IACS. The sitting was refixed for 7.8.2025 with the officers of DST and IACS. Accordingly, a Sitting Notice was sent on 29.07.2025.

4. In the sitting, the Director alongwith Registrar, IACS, Kolkata, Director, DST, New Delhi and petitioner alongwith victim were present. The petitioner has reiterated his earlier submission and stated that the amount deducted has not been reverted to the victim. The Registrar, IACS provided their letter no. 1.2/DA/005 dated 6.8.2025 in the sitting and stated that the salary deduction of Mr. Sajal Barua has occurred due to re-fixation of all the employees of IACS, done uniformly for all the categories of administrative and technical employees as per DST Orders bearing No. DST/GOO/IACS/2019 dated 09.12.2019 and No.AI/12/11/IACS/2018 dated 08.01.2020 while complying with the DoE OM. The re-fixation had to be done since the administrative and technical employees were drawing salaries on application of promotion rules that were not approved by the competent authority. The re-fixations were done by an external Govt. Audit Agency and all the fixation sheets have been placed before the external audits for checking. The fixation sheets have been sent to the Administrative Ministry as well. The arrear has been paid to the victim, which has not been recovered. Hence, no dues were pending on part of IACS. Further, the Court cases are pending in this regard.

5. After discussion with the above officers of IACS, DST and petitioner, it was observed that no action is warranted on part of NCST. However, the IACS was advised to reimburse/grant TA and Special Leave in favor of victim (Shri Sajal Barua) for attending the sitting on 24.7.2025 and 7.8.2025 at NCST.



(Jatothu Hussain)
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 7.8.2025 at G-45 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>D/o Science & Technology, New delhi</u>		
Sr. No.	Name and Designation	Address & Phone No.	Signature
1.	Kalokaran Malik Director, IACS	IACS, Kolkata 9967024209	Kalokaran Malik
2.	Rohit Kumar, Director representing Secy DST	DST, New Delhi 9093019310	Rohit
3.	Sarbanil Saha Registrar, IACS	9831416402	Sarbanil Saha
III	<u>IACS</u>		
III	<u>Petitioner</u>		
	Srijal Barua	9851601628	Srijal Barua
	DEBATO SH MAJHI	9432332872	Debatosh Majhi