



**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/SER-1652/TS/47/2024-RO-BHUV/RU-III

05.12.2025

To

The Chief General Manager,  
Ordnance Factory,  
Yeddumailaram, Medak,,  
Sangareddy, Telangana 502205  
Email Id: ofpm.ofb@nic.in

**Sub: Representation dated 09.08.2024 received from Shri B.Baloji, National General Secretary, All India Defence SC/ST/Employees Federation, Ordnance Factory, Yeddumailaram regarding harassment to Scheduled Tribe Employees in the workplace.**

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sitting held on 06.11.2025 at 04:00 PM under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes, Dilkusha Guest House, Hyderabad 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. : 011-20819841

Copy for information:-

1. Shri B. Baloji,  
National Gen. Secretary,  
New Delhi District Hyderabad (Telangana),  
Hyderabad, Telangana - 502205  
Mobile No:8500514499
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 Dilkusha Guest House, Hyderabad in the case of Shri B. Baloji, National General Secretary, All India Defence SC/ST Employees Federation regarding several issues faced by ST employee at Ordnance Factory Medak.

**Date of the Sitting: 06/11/2025, 04:00 PM**  
**Participants in the Sitting: As per Annexure**  
**NCST/SER-1652/TS/47/2024-RO-BHUV**

Shri B. Baloji, National General Secretary, All India Defence SC/ST Employees Federation, vide his petition dated 09.08.2024, has alleged harassment and discrimination against Scheduled Tribe employees at Ordnance Factory, Medak. He cited multiple instances including a false chargesheet issued against him following his presence at a workplace accident site, and accused senior officers of fabricating the charges to suspend him. He further mentioned the case of Shri Dhanavat Hari, a physically handicapped ST employee, allegedly targeted and humiliated by a superior officer, resulting in a cardiac arrest on duty. Another employee, Shri Ravinder Rathod, was reportedly abused publicly by a superior. The petitioner also highlighted that the Rule of Reservation is being violated in DPC proceedings. He requested the Commission to take action against the responsible officers and to visit Ordnance Factory Medak to ensure justice for ST employees.

2. NCST vide notice dated 25.11.2024 sought facts and comments from the Chief General Manager, Ordnance Factory, Yeddumailaram, Medak within 15 days.

3. The Chief General Manager, Ordnance Factory Medak, vide his letter dated 16.12.2024, has informed the Commission that the complaint of Shri B. Baloji is false and an attempt to portray a caste-based harassment narrative to cover up acts of misconduct. It was stated that Shri Baloji and another employee were found unauthorizedly interfering during an inquiry by the Dy. Chief Inspector of Factories and gave false statements, following which disciplinary action under Rule 14 was initiated and inquiry proceedings are ongoing. Regarding Shri Dhanavat Hari, it was reported that he was involved in repeated unruly behavior and threats against his superior, Shri P.C. Panda, who sought security due to the threats. On the complaint of Shri Ravinder Rathod, it was stated that a reply was already submitted to the Commission. Concerning the allegation about violation of reservation rules in DPC, the reply emphasized that all guidelines are followed and rosters are maintained as per rules, with approval from the Liaison Officer. The reply also mentioned Shri Baloji's past penalties under Rule 14 and 16 for misconduct including misuse of LTC and attending court during duty hours. It was clarified that the Liaison Officer was never approached by Shri Baloji and has verified that OFMK adheres to reservation norms. This was sent to the petitioner vide NCST letter dated 26.12.2024.

4. As the petitioner has again submitted a rejoinder on 23.8.2025, the Commission decided to discuss the issue with the authority and the petitioner on 06.11.2025. Accordingly, the sitting notice was sent on 28.10.25.

5. The petitioner has attended the hearing. The CGM, OFMK and GM(HR) has attended the hearing.

6. The petitioner informed that Charge sheet is issued based on a complaint by PV Suresh Babu and two Inquiry Officers gave conflicting reports (CV Chauhan gave a clean chit, while Nitin Chaurasia imposed a penalty). Further it is informed that though Delhi High Court in WP(C)9800/2020 (Paramender Kumar vs Union of India) directed implementation of promotions on 17.09.2025 OFMK management delayed implementation citing pending cases.

7. The authorities claimed that it was under OFB's jurisdiction.

8. After hearing to the petitioner and authority the following observations/recommendations were made.

- a. The inconsistency may be re-examined and the management may drop the charge sheet to facilitate the promotion of the petitioner. The management may take undertakings from employees and grant adhoc promotions subject to the final outcome of the judgement of the Hon'ble court.
- b. The matters requiring the decision of Chairman OFB may be pursued by the management for the timebound redressal of the grievances.
- c. The management may settle all pending issues and furnish the original case file of Shri Danavat Hari for examining the facts.
- d. The petitioner is advised to file grievance petitions for each of the unresolved cases separately as the review of the OFMK has already happened and certain recommendations were made by the NCST.

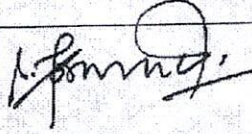
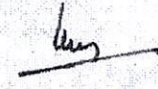
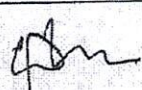
जाटोतु हुसैन / Jatothu Hussain  
सदस्य / Member  
भारत सरकार / Government of India  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes



(15)

F. No. NCST/SER-1652/TS/47/2024-RO-BHUV (RU-III)

List of participants of the sitting held on 6.11.2025 at ..... under the chairmanship of Shri Jatothu Hussain, Hon'ble Member, NCST at Hyderabad.

Sr. No.	Name and Designation	Address & Phone No.	Signature
<b>I</b> <u>National Commission for Scheduled Tribes</u>			
1.	Dr. P.Kalyan Reddy Director		
2.	NCST Officials		
3.			
<b>II</b> <u>Ordinance Factory</u>			
Sr. No.	Name, Designation and Address	Phone No.	Signature
1.	Dr S.S. Prasad.	9425156067	
2.	K. Vijaya Dal GM / HR & Finance	9445191150	
3.	B. Derichand Jt-GM / EAMT SC/ST LAISON OFFICER	9491080050	
4	<del>B. BALOJI</del>		
<b>III</b> <u>Petitioner</u>			
	B. BALOJI GSAIDEST	9849173871	