



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/SER-2497/MH/1/2025-RU-III

15.12.2025

To,

The Director,
National Center For Cell Science Complex,
Savitri Phule Pune University Campus,
Ganeshkhind Road,
Pune, (Maharashtra)- 411007
Email Id: nccsadmin@nccs.res.in
Tel. No: 912025708000

Sub: Complaint regarding inadequate representation of Scheduled Tribe (ST) employees in the "Internal Grievance Committee-ST at National Centre for Cell Science (NCCS), Pune- a representation dated 08.07.2025 of Amol Prakash Salunkhe, Dhankawadi, Pune, MH- 411043.

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sitting held on 05.12.2025 at 01:20 PM under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes, Lok Nayak Bhavan, Khan Market, New Delhi-110003 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 Amol Prakash Salunkhe,
S.No. 34 Hissa No 8 Suman Plaza B,
Pune, (Maharashtra)- 411043
Email: amolsalunkhe@rediffmail.com Mobile No:9881231896
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 Shri Amol Prakash Salunkhe regarding inadequate representation of Scheduled Tribe (ST) employees in the Internal Grievance Committee-ST at National Centre for Cell Science (NCCS), Pune.

Date of the Sitting: 05/12/2025, 1:20 PM
Participants in the Sitting: As per Annexure
NCST/SER-2497/MH/1/2025-RU-III

Shri Amol Prakash Salunkhe, vide his representation dated 08.07.2025, has stated that despite the Commission's directive issued vide D.O. No. 18/01/NCST (IGRC) 2021-Coord dated 16.08.2021, the National Centre for Cell Science (NCCS), Pune has constituted an Internal Grievance Committee-ST without including an adequate number of Scheduled Tribe employees. He submits that although NCCS informed him vide OM dated 06.01.2025 and Reply dated 03.06.2025 that the committee is properly constituted and that no senior ST employee is available for nomination, the RTI information reveals that eight ST employees are working in the Institute, including 2-3 senior officers eligible for inclusion. He states that only a junior ST employee has been made Convenor without voting rights, undermining proper redressal of ST grievances, and alleges that NCCS is intentionally depriving ST employees of fair representation. He requests that the matter be investigated and the committee be reconstituted with a majority of ST members to prevent discrimination and ensure justice.

2. NCST vide notice dated 18.08.2025 sought facts and comments from the Director, National Center for Cell Science Complex within 30 days from receipt of the Notice.

3. The NCCS, vide letter dated 08.09.2025 vide letter no. NCCS/Admin/2025-26/334 dated 8.9.2025 has informed that the 'Internal Grievance Committee (IGC)-ST' has been constituted strictly in accordance with the Department of Biotechnology's OM D.O. No. 18/01/NCST(IGRC)2021-Coord dated 10.08.2021, which recommends a committee chaired by an Executive Director level officer, with the Chief Liaison Officer and a senior ST officer as members. She states that NCCS has constituted a committee comprising Scientist-G Dr. Jomon Joseph as Chairman, an external senior ST officer (Prof. Avinash Ade) as member, the Chief Liaison Officer and several other members including one internal ST employee as Convenor, thereby exceeding the minimum requirement of a three-member committee. She clarifies that the inclusion of an external senior ST member avoids internal bias and that the committee structure has been in place since 2021, with replacements made only on vacancies. She therefore submits that the representation of Shri Amol P. Salunkhe is invalid, asserting that the current committee meets and exceeds all prescribed criteria.

4. The Commission decided to discuss the issue with the authority and the petitioner on 05.12.2025. Accordingly, a Sitting Notice was sent on 26.11.2025.

5. In the sitting, the officers from NCCS were present. The petitioner joined via video conferencing. The petitioner reiterated his grievance and stated that he had also been threatened by some officials when he raised these grievances. He also mentioned several other issues which were not part of the main complaint. The officials of NCCS informed that there had been some misunderstanding regarding the composition and they assured that the composition of IGC would be corrected so that the majority of Members are ST and there's at least one high ranking ST Member.

6. It was observed that Internal Grievance Committee set up by NCCS should have majority of ST Members, preferably one woman ST Member as well. Moreover senior ranking ST officials may be preferably nominated.

7. After discussion with the officers of NCCS, the following recommendations were made and action taken report there on may be sent to NCST within 30 days from receipt of minutes—

- National Centre for Cell Science (NCCS), Pune to take steps to nominate ST officials in the Internal Grievance Redressal Committee, as discussed in the sitting, to bring it in line with the D.O. No. 18/01/NCST (IGRC) 2021-Coord dated 10.08.2021 of Secretary, NCST
- The petitioner is advised to meet the Chief Liaison Officer, NCCS regarding their grievances, as mentioned in the sitting.

(Jatothu Hussain)
सचिव / Member
भारत सरकार / Government of India
संयुक्त अनुसूचित जमाति आयोग
National Commission for Scheduled Tribes
New Delhi

List of participants of the sitting held on 5.12.2025 at ...1520... 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.Kalyan Reddy Director		
2.	NCST Officials		
II	<u>National Center for Cell Science Complex, Pune</u>		
Sr. No.	Name and Designation	Phone No.	Signature
1	Sandra Fernandes Officer B (Adm)	9373 447910	<i>Sandra Fernandes</i>
2	Tomon Joseph (Scientist G)	9421058764	<i>Tomon</i>
3	Prasad Abhane (Scientist D)	9890447006	<i>Prasad</i>
III	<u>Petitioner</u>		

Through V-C