



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-2506/AP/388/2025-RO-BHUV/RU-III

07.01.2025

The Chairman & Managing Director
Andhra Pradesh Power Generation Corporation Limited,
Vidyut Soudha, Eluru Rd, Gunadala,
Vijayawada, Andhra Pradesh 520004

Sub: Representation received from Dr.Dharavathu Ramu, Srt-1, A-Colony, Dr.Ntts , Ibrahimpatnam,NTR District, Andhra Pradesh regarding implementation of G.O. Ms.No.77(Services-D) Dearentmt dated 02.08.2023 in promotions from AEE to Dy.EE Cadre in APGENCO.

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 17.12.2025 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
E-mail:- chanana.garima@gov.in Ph No. 011-24641640

Copy to:-

1. Dr.Dharavathu Ramu,
Srt-1, A-Colony, Dr.Ntts , Ibrahimpatnam,
NTR District
Andhra Pradesh - 521456
Email - apsvstewa45.15@gmail.com Mobile No:9000237079
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 Jatotu Hussain, Hon'ble Member, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi in the case of Shri Dr.Dharavathu Ramu, NTR District, Andhra Pradesh regarding implementation of G.O. Ms.No.77(Services-D) Department dated 02.08.2023 in promotions from AEE to Dy.EE Cadre in APGENCO.

NCST/SER-2506/AP/388/2025-RO-BHUV/RU-III

Date of the Sitting: 17/12/2025, 1:45 PM

Participants in the Sitting: As per Annexure

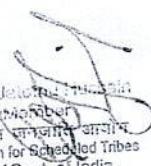
Dr. Dharavathu Ramu, vide representation dated 20.07.2025 has requested implementation of G.O. Ms. No.77 dated 02.08.2023, which mandates horizontal reservation and assessment of adequacy of ST representation in promotions. He states that as per G.O.O. No.96 dated 10.07.2025, APGENCO must review every 100-point roster and ensure proper ST representation, particularly for promotions from AEE to Dy.EE. He highlights Para 6(iii) requiring 33½% horizontal reservation for Women in SC/ST/PwBD categories and submission of a comparative table showing significant inadequacy of ST officers, especially ST women, in the Dy.EE cadre (only 26 adequate against 49 required, with 23 carry-forward vacancies). He further notes that APTRANSCO DPC 2023–24 adhered to these G.O. provisions, and G.O. Ms. No.2 dated 09.01.2004 mandates issuing promotions where eligible ST candidates exist. He submits that eligible ST women are available, with a shortfall of 7 posts yet to be filled and requests assessment of rosters and issue of promotions to all eligible ST candidates, especially ST women, to address the inadequacy.

2. NCST vide notice dated 31.07.2025 sought facts and comments from the Chairman & Managing Director, Andhra Pradesh Power Generation Corporation Ltd within 30 days from receipt of the Notice.

3. The APGENCO, vide letter no. DIR(HR&IR)/CGM(ADM, IS &ERP)/DS(Adm)/EE(Adm)/D.No:271/25 dated 17.09.2025, has informed that as per G.O. Ms. No.2 dated 09.01.2004 and G.O. Ms. No.77, reservation in promotions is to be applied only against earmarked roster points and subject to availability of eligible candidates in the feeder cadres. He clarifies that although there is inadequacy of ST representation in Dy.EE (Electrical/Mechanical), several ST-Women employees belong to the integrated AE/AEE cadre created through recruitment notifications, whereas the feeder cadres for Dy.EE (Elec/Mech/Electronics) are specifically AEE/AE of the respective disciplines. Certain ST-Women employees approached the Hon'ble High Court, which directed consideration of their candidature, but APGENCO passed speaking orders stating that integrated cadre employees are not eligible for Dy.EE promotions due to cadre mismatch. He concludes that the request to consider ST-Women employees of the integrated cadre for promotion to Dy.EE posts cannot be accepted as they do not belong to the prescribed feeder cadres. This was sent to the petitioner vide NCST letter dated 08.10.2025.

4. NCST decided to discuss the issue with the authority and the petitioner on 17.12.2025. Accordingly, a Sitting Notice was sent on 08.12.2025. The Managing Director, APGENCO vide letter dated 15.12.2025 has sought exemption and deputed Director (HR&IR)/APGENCO to attend the sitting.

5. In the sitting, the Director (HR&IR)/APGENCO and petitioner were present. The petitioner has reiterated his earlier submission and requested for justice. The officer of APGENCO has reiterated the facts submitted by MD, APGENCO vide letter dated 15.12.2025.


जातोतु हुसैन / Jatotu Hussain
सचिव / Member
सामूहिक अनुच्छेद समिति आयोग
National Commission for Scheduled Tribes
नारत सरकार / Govt. of India
नई दिल्ली / New Delhi

6. After discussion with the officer APGENCO and petitioner, the following recommendations were made and action taken report thereon may be submitted to NCST within 30 days from receipt of the Minutes.

- Implementation of G.O.Ms.No.77, General Administration (Services) Department, dated 02.08.2023 to facilitate Horizontal Reservation for Women may be expedited to issue promotions to eligible ST women candidates, even if they are placed in the integrated seniority list. Promotions may be filled strictly as per seniority-cum-reservation rules by an undertaking letter from eligible ST women candidates. Carry forward of vacancies may not be resorted to when eligible candidates are available.
- Extension of Privileges like Full-time On-Duty Permission, Special casual leaves, Appointment/ designation of an ST Liaison Officer may be made to the recognized ST Association in AP GENCO.
- Provisional Departmental Promotion Committee (DPC) List may be displayed strictly in accordance with the Rule of Reservation, and sufficient time may be given to call for and consider objections from employees.
- Recruitment Roster Book may be maintained properly and regularly, in compliance with reservation rules and audit requirements.
- Periodical meetings may be conducted with the ST Association, and representations submitted therein may be received and examined for appropriate action.
- Minutes of last two meetings held between the management of APGENCO and SC/ST Employees Welfare Association of APGENCO may be provided to NCST.

(Jatotu Hussain)

जातोतु हुसैन / Jatotu Hussain
सदस्य / Member
जातीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
मानव संपर्क / Govt. of India
नई दिल्ली / New Delhi

F. No NCST/SER-2506/AP/388/2025-RO-BIIUV/RU-III

List of participants of the sitting held on 17.12.2025 at ... under the chairmanship of Shri Jatotu Hussain, Hon'ble Member, NCST at New Delhi.