



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)

File No:- NCST/SER-2818/MHIP/1/2025-(RU-III)

Dated:- 6.1.2026

To,

The Director,
Central Manufacturing Technology Institute,
Tumkar Road, Yeshwanthpur Industrial Area,
Phase-1, Yeshwanthpur,
Bangalore, Karnataka-560022
Email Id:- director@cmti.res.in
Tel No. 23372048

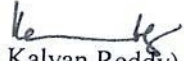
Sub:- Denial of promotion in Central Manufacturing Technology Institute (CMTI), Bengaluru - A representation dated 09.10.2025 of Shri Sandeepa K.R., Technical Assistant, CMTI, Bengaluru.

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sitting held on 17.12.2025 under the chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST) at 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 for information:-

1. Shri Sandeepa Kr, House No. 242,
Type-A, Sector-2, HMT Quarters,
Near Orchid School, Jalahalli Village,
Bangalore Urban, Karnataka-560013
Mobile No. 09731315976, Email ID:-sandeepa.jsw@gmail.com
2. PS to Hon'ble Member (JH), NCST.
3. NIC- 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 Sandeepa K.R., Technical Assistant, CMTI, Bengaluru regarding denial of promotion in Central Manufacturing Technology Institute (CMTI), Bengaluru

NCST/SER-2818/MHIP/1/2025-RU-III

Date of the Sitting: 17/12/2025, 3:20 PM

Participants in the Sitting: As per Annexure

Shri Sandeepa K.R., Technical Assistant, CMTI, Bengaluru vide petition dated 9.10.2025 has alleged that he was denied promotion during the recent DPC despite being fully eligible and better qualified. He alleges that CMTI does not maintain SC/ST cadre-wise post-based rosters, resulting in severe under-representation of SC/ST employees (31 out of 180). He further states that he has faced prolonged harassment, discrimination and threats due to his raising these issues. He requests the Commission to direct CMTI to maintain proper rosters, inquire into the biased denial of promotion, grant him promotion with retrospective effect, fix accountability of officials, identify backlog vacancies, and take corrective/disciplinary action for violation of SC/ST reservation guidelines.

2. NCST vide notice dated 13.11.2025 sought facts and comments from the Director, Central Manufacturing Technology Institute, Bangalore within 15 days from receipt of the Notice.

3. The CMTI vide letter no. ADMIN/STC/1966/2025 dated 01.12.2025 has informed that promotions in CMTI are conducted strictly as per the Recruitment & Promotion Rules, 2010, requiring minimum attendance, performance rating, and no adverse remarks. Shri Sandeepa K.R. joined as Technical Assistant Trainee in 2014, was confirmed in 2016 and promoted in 2021. For the 2025 DPC, he met the eligibility criteria and was assessed by a duly constituted DPC in which 50% members belonged to SC/ST. The DPC, after evaluation, did not recommend him for promotion along with some others. His grievances were examined by the ST Grievance Redressal Committee, which concluded that the promotion process was merit-based and found no grounds for intervention. There was no caste-based discrimination and stated that all reservation-related compliances and audits are in place and submits that Shri Sandeepa has been reacting emotionally, filing RTIs and complaints, and allegedly instigating other employees. He also notes that CMTI permitted him to pursue M.Tech for career growth. The Commission is requested to advise him appropriately.

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 Director, CMTI vide letter dated 16.12.2025 has authorised Chief Administrative Officer to attend the sitting.

5. In the sitting, the above officer of CMTI and petitioner were present. The petitioner has reiterated his submission and requested for justice. He has also stated that the CMTI is not following the rules for holding the interview regarding promotions to the Junior level posts. The DPC is also not having ST Member. In addition to this, the grievance committee is also not having the sufficient number of ST employees. The officer of CMTI has reiterated the facts submitted by CMTI vide letter dated 1.12.2025, but he was unable to explain about the holding of interview for junior level posts in the Institute.

6. After discussion with officers of CMTI 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.

- A copy of composition of DPC (with category of Member) for such posts may be furnished. If there is no ST member, the same may be nominated.
- The clarification for holding the interview regarding promotions to the Junior level posts may also be provided.
- In Aug, 2021, the NCST had advised to all Ministries/ Departments to constitute an Internal Grievance Committee in the organisation to look after the grievances of ST employees. A copy of composition of Internal Grievance Committee set up by the CMTI may be furnished, if there is no nomination of ST employees in the committee the same may be included.
- The petitioner is advised to cooperate with the management of the Institute.
- The TA and Special Leave may be reimbursed/ granted in favour of the petitioner, as per his entitlement and rule.
- The petitioner is advised to submit the detailed proposal separately regarding the service related issues faced by the ST employees in the Institute to facilitate a detailed review by NCST.

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

F. No NCST/SER-2818/MIIP/1/2025-RU-III

List of participants of the sitting held on 17.12.2025 at ..7-26.... 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>Central Manufacturing Technology Institute, Bangalore</u>		
Sr. No.	Name and Designation	Phone No.	Signature
	KENKATACHANDRA Chief Administrative Officer	94884637	[Signature]
III	<u>Petitioner</u>		
	Sandeepa KR Technical Assistant	9731315976 [Signature]	[Signature]