



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-853/MLAB/2/2023-SSW (RU-III)

Dated:- 22.1.2026

To,

1. The Secretary,
Ministry of Labour and Employment,
Shram Shakti Bhawan, Rafi Marg,
New Delhi-110001
Email ID:- secy-labour@nic.in
Tel No. 23710265

2. The Central P.F. Commissioner,
Employees Provident Fund Organisation,
Bhawishya Nidhi Bhawan, 14, Bhikaji Place,
New Delhi-110066
Email ID:- cpfc@epfindia.gov.in
Tel No. 011-26172671

Sub:- Harassment of ST employee by the Management of EPFO:- a representation dated 19.04.2023 of Shri Nand Ram Meena Regional P.F. Commissioner-I, Zonal Office, Gujarat, Ahmedabad.

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sitting held on 5.1.2026 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 Nand Ram Meena
2nd Floor, Bhavishya Nidhi Bhawan Near RBI, Ashram Road,
Ahmedabad-380014 (Gujarat)
Mobile No:9649903796
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 New Delhi in the case of Shri Nand Ram Meena Regional P.F. Commissioner-I, Zonal Office, Gujarat, Ahmedabad regarding harassment of ST employee by the Management of EPFO.

File No.: NCST/SER-853/MLAB/2/2023-SSW

Date of the Sitting: 6.1.2026 at 5:40 PM

Participants in the Sitting: As per Annexure

Shri Nand Ram Meena, Regional PF Commissioner-I, Employees' Provident Fund Organisation, vide his representation dated 19.04.2023 has alleged prolonged harassment, injustice and discrimination by EPFO management on account of his belonging to the ST community. He has stated that he was illegally placed under suspension from 10.07.2010 to 05.04.2011, which was twice quashed by the Hon'ble CAT, Jaipur, and that he was subsequently discharged by the Hon'ble High Court of Gujarat vide order dated 29.12.2016 and finally acquitted on merits by the CBI Court, Ahmedabad vide judgment dated 29.09.2021. Despite vigilance clearance and promotion as RPFC-I vide EPFO order dated 18.03.2017, he was denied Non-Functional Selection Grade (NFSG) from the due date 22.03.2017, while similarly placed officers were granted the same vide HO order dated 31.08.2021, and his repeated representations dated 11.10.2021, 17.01.2022, 02.02.2022 and 30.05.2022 were not acted upon. He has further alleged non-regularisation of suspension period despite acquittal, non-recording of his Post Graduate Diploma in Labour Laws, continued inclusion of his name in the Officer of Doubtful Integrity (ODI) list vide letter dated 28.05.2020 contrary to HO circular dated 14.06.2022, and denial of deputation opportunities, all of which he claims reflect discriminatory and biased conduct by senior EPFO officers. The petitioner has prayed for regularisation of suspension, grant of NFSG from the due date, deletion of his name from the ODI list, recognition of his educational qualification, and a personal hearing for restoration of his honour.

2. NCST issued notice to the Secretary, Ministry of Labour and Employment, New Delhi and Central P.F. Commissioner, Employees Provident Fund Organisation on 04.05.2025 for seeking facts and comments within 15 days from receipt of the Notice.

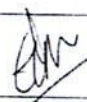
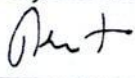
3. Employees Provident Fund Organisation vide letter no. HRM-I/A-10(166)98/Vol.I dated 06.06.2023 has furnished a detailed reply on the representation dated 19.04.2023 of Shri Nand Ram Meena, RPFC-I, EPFO, is under preparation, and meanwhile a brief status on his prayers has been submitted. It has been stated that the matter of regularisation of suspension period from 10.07.2010 to 05.04.2011 has been referred to the DAR Section, Head Office, with a request to expedite the same; that action for grant of Non-Functional Selection Grade (NFSG) from the due date 22.03.2017 is under process and a vigilance clearance request has been initiated for opening of the sealed cover adopted by the Screening Committee held on 11.08.2021 and 12.08.2021; that the officer's name does not figure in the latest Officer of Doubtful Integrity (ODI) list as provided by the Vigilance Wing and he has already been posted on a sensitive seat as RPFC-I/OIC, RO Mumbai (Dadar) vide order dated 11.05.2023; and that the educational qualification can be updated by the officer on the EPFO HR-Soft portal, and the same will be incorporated in the final RPFC-I seniority list after finalisation of the draft seniority list issued vide circular dated 21.12.2022. It has further been requested that three weeks' time may be granted for submission of a detailed reply in the matter.

4. The petitioner has requested for justice, hence, it was decided to discuss the issue with the authority and the petitioner on 06.01.2026. Accordingly, a Sitting Notice was sent on 26.12.2025. The Central P.F. Commissioner, EPFO vide letter dated 6.1.2026 has deputed Addl. CPF (HR), Head Office to attend the sitting.

5. In the sitting, the above officer and petitioner were present. The petitioner has reiterated his earlier submission and requested for justice and opening of sealed cover envelope for promotion. The officer has reiterated their earlier submission and provided a letter bearing no. HRM-I/A-10(166)98/Vol.I/921 dated 6.1.2026. In the letter, the facts and comments regarding regularization of suspension period, grant of Non-Functional Selection Grade (NFSG) from the due date 22.03.2017, Inclusion of the name petitioner in the list of Officers of Doubtful integrity and updation of Higher Education in the favor of the petitioner. Petitioner has also alleged that the "CBI Court vide its order dated 29.9.2021 has acquitted him. The department has initiated an enquiry in Jan, 2025, which is discrimination by the management". The officers of EPFO were unable to give satisfactory reply regarding action taken by the department against the petitioner, after lapse of near about four years from acquittal.



List of participants of the sitting held on 6.1.2026 at S...O... 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>Ministry of Labour and Employment</u>		
Sr. No.	Name, Designation and Address	Phone No.	Signature
III	<u>EPFO</u>		
	Sh. Saurabh Jagati Addl. CPE, EPFO/4	Addl. CPE 9868428058	
	Sh. Uma Kant DPE, EPFO, HO	9965029282	
IV	<u>Petitioner</u>		
	Dr. Navakant Meena	RPE-I, Mumbai (Dated) 9649902796	