



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-2826/MSTL/1/2025-RU-II

Dated:- 03.02.2026

To,

The Chairman-cum-Managing Director  
MOIL Limited (MOIL Bhawan),  
1A, Katol Road,  
Nagpur, Maharashtra – 440013

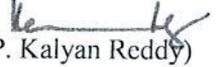
**Sub: Representation of Shri Srinivas Ramavath, AGM (Finance), regarding alleged discrimination and harassment of an ST officer in matters of pay protection, promotion, and postings in MOIL Limited, Nagpur.**

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sitting held on 20.1.2026 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 Srinivas Ramavath,  
Plot No. 143 A, Shiv Nagar, Zingabai Takli Nagpur,  
Nagpur, Maharashtra - 440030  
([ramavath.sri@gmail.com](mailto:ramavath.sri@gmail.com), Mobile No:9404311319)
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 of Shri Srinivas Ramavath, AGM (Finance), regarding alleged discrimination and harassment of an ST officer in matters of pay protection, promotion, and postings in MOIL Limited, Nagpur.

**F. No. NCST/SER-2826/MSTL/1/2025-RU-II**  
**Date of the Sitting: 20.1.2026, 6:10 PM**  
**Participants in the Sitting: As per Annexure**

Shri Srinivas Ramavath, presently working as Assistant General Manager (Finance), MOIL Limited, Nagpur vide his representation dated 12.10.2025 has informed the Commission that despite his appointment in MOIL on 26.09.2013 against a backlog ST vacancy through proper channel from DVC and his higher last basic pay there, his pay was fixed at a lower stage ignoring DoPT OM dated 30.03.2010 and DPE OM dated 14.12.2012 on pay protection, while a similarly placed officer, Shri D.V. Raju, was granted the benefit. He has further alleged that after he raised grievance with the Ministry of Steel in July 2022, MOIL management started retaliatory frequent and punitive transfers including to Ukwa Mine (a hardship/remote posting), downgraded his 2024-25 APAR grading from "Excellent" to "Very Good" contrary to DPE SPARROW/Bell Curve guidelines, delayed his promotions vis-à-vis peers, did not maintain proper SC/ST promotion rosters, and subjected him to continuous harassment despite his significant contributions in finance, SAP, digital payments and vigilance reforms.

2. NCST vide notice dated 08.12.2025 sought facts and comments from the CMD, MOIL within 30 days from receipt of the Notice. The reply was not received, hence, NCST has decided to discuss the issue with the authority and the petitioner on 5.1.2026. But the sitting was postponed on the request of concerned authority and re-fixed on 20.1.2026. Accordingly, a Sitting Notice was sent on 09.01.2026.

3. In the sitting, the GM (Pers.) and AGM (Pers.) were present on behalf of CMD, MOIL. The petitioner was also present. The petitioner has reiterated his earlier submission and requested for justice. He has also informed that the MOIL is not filling the backlog vacancy in various posts, the rosters are also not maintained and other relaxation / rules for implementation of reservation for ST has not been implemented. The officers from MOIL has informed the pay of the petitioner has been protected, as per rules. The petitioner has accepted the offer of appointment where basic pay for the said post was pointed out.

4. During discussion it was observed that the MOIL is not implementing the provisions of reservation for STs of the organisation. The case of the petitioner is requires to be re-examined and consult the M/o Steel for protection of his pay.

5. After discussion with the officers of MOIL and petitioner, the following recommendations were made and action taken may be submitted to NCST within 30 days from receipt of the Minutes.

- The management of MOIL is requested to reexamine the case of the petitioner and refer the matter to M/o Steel regarding Pay protection.
- The Roster for various posts may be made online.
- The details of backlog vacancies for various posts may be furnished to NCST.
- The Liaison officer for SCs and STs of MOIL may be sent for training regarding rosters and other reservations issues.
- TA and Special Leave may be reimbursed / granted in favor of the petitioner.
- The Ex. GM(Pers.),MOIL along with CMD, MOIL may attend to the next scheduled date of hearing.

**(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

List of participants of the sitting held on 20.01.2026 at G.H.O.... under the chairmanship of Shri Jatothu Hussain, Hon'ble Member, NCST at New Delhi.

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		
<b>II</b> <u>MOIL Ltd</u>			
Sr. No.	Name and Designation	Phone No.	Signature
①	NCT'n Paapnis Gm (PER)	8600400473	
②	G-Rohini Kumar	9960440991	
<b>III</b> <u>Petitioner</u>			
	SRI NIVAS RAMAIAH		9404311319