



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)

Date : 17.02.2026

File No.- NCST/SER-2711/MHRD/53/2025-RU-IV

To,

The Director,
Indian Institute of Technology (IIT),
Hyderabad
Admin Block - 501, Kandi,
Hyderabad, Telangana 502284
Email ID : director@iith.ac.in

Sub: Petition regarding discrimination in service and denial of consequential benefits including notional promotion despite the orders of the Hon'ble High Court of Telangana- letter dated 23.09.2025 of Shri Mudavath Bahusingh, Executive Assistant, IIT Hyderabad, Telangana

Sir,

I am directed to enclose herewith a copy of the Minutes of the sitting held on 22.01.2026 under the Chairmanship of Dr. Asha Lakra, Hon'ble Member, National Commission for Scheduled Tribes on the above mentioned subject for necessary action.

It is requested that compliance report in the matter on the recommendation may be furnished to this Commission within 30 days positively for placing the same before the Hon'ble Commission.

Yours faithfully

यो. प्र. यादव / Y. P. Yadav

उप सचिव / Deputy Secretary

E.mail ID: rahul.1424@ncst.nic.in

Copy to:-

Shri Mudavath Bahusingh,
Staff Towers-1, 17E3,
IIT Hyderabad Campus,
Kandi At Sangareddy,
Telangana - 502285
bavsinghnaik@gmail.com
Mobile No:8978569446

PS to Hon'ble Member (Dr. Asha Lakra)
NHC for uploading



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National Commission for Scheduled Tribes

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F. No. NCST/SER-2711/MHRD/53/2025-RU-IV

Minutes for the Sitting held under the Chairmanship of Dr. Asha Lakra, Hon'ble Member, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi in the case of petitioner Shri MudavathBahusingh, Executive Assistant, IIT Hyderabad, Telangana regarding discrimination in service and denial of consequential benefits including notional promotion despite the orders of the Hon'ble High Court of Telangana.

Date of hearing: 22.01.2026

Participants Present in the Hearing: As per Annexure – I

Shri MudavathBahusingh (ST-Lambadi), Executive Assistant, IIT Hyderabad, Telangana, vide his letter, dated 23rd September, 2025, has requested the Commission to intervene in his service matter regarding discrimination in service and denial of consequential benefits including notional promotion despite the orders of the Hon'ble High Court of Telangana dated 04.12.2023. Shri MudavathBahusingh joined as Executive Assistant on 01.11.2012 but was illegally terminated on 07.10.2013 without notice or enquiry, before completion of probation. High Court of Telangana vide their Order dated 04.12.2023 and 14.02.2024, quashed the termination and gave directions for his reinstatement. He was reinstated vide IIT Hyderabad Office Order dated 14.03.2024, but only with prospective effect and probation period was reimposed. The petitioner has requested for continuity in service from retrospective effect, and to implement the Hon'ble High Court's orders dated 04.12.2023 and 14.02.2024, by granting him continuity of service from 01.11.2012, grant of notional promotions under RPR-2017, simultaneously with his batchmates, without arrears of pay, protection of seniority in higher cadres, in parity with contemporaries, restoration of pension, gratuity, leave and other service benefits with continuity.

2. In the matter, the Commission issued a Notice dated 06.10.2025 to The Director, IIT Hyderabad, for facts and comments within 15 days.

3. Through Reply dated 31.10.2025, the concerned authorities of IIT Hyderabad, submitted factual report on the matter of Sh. Bahusingh M, Executive Assistant, IIT Hyderabad stating that through judgment dated 04.12.2023, the Hon'ble Single Bench directed IIT Hyderabad to reinstate him with all consequential benefits, while expressly denying any monetary benefits, on the ground that the termination during probation was effected without notice or opportunity of hearing. IIT Hyderabad's Writ Appeals Nos. 1199 and 1200 of 2023 were dismissed by the Hon'ble Division Bench on 14.02.2024, confirming the reinstatement order. In compliance, IIT Hyderabad reinstated him on 14.02.2024 and granted consequential benefits in accordance with CCS (CCA) Rules. As the original termination was during probation, Shri Bahusingh was required to undergo a fresh six-month

31/01/2026

probation, which he successfully completed, leading to his confirmation as Executive Assistant with effect from 14.09.2024

4. The petitioner submitted a rejoinder dated 22.12.2025 stating his dis-satisfaction with the facts and reply submitted by the concerned authorities.

5. The Commission, based on rejoinder received from the petitioner, issued a Sitting Notice dated 13.01.2026 to the Director, IIT Hyderabad.

6. During the hearing held on 22.01.2026, Registrar, IIT Hyderabad; Jr Registrar, IIT Hyderabad and concerned petitioners were present. Director, IIT Hyderabad, vide his letter 20.01.2026, sought exemption from personal appearance due to prior meeting at IIT Kharagpur.

7. During the hearing, the petitioner submitted that the Court directions of "consequential benefits" has been misinterpreted by the authorities. He is not seeking arrears, but as the dismissal was without him at fault, he has requested, notional pay fixation, seniority as per his batch mates, benefits of notional promotion to post of Section Officer, Assistant Registrar and Senior Assistant Registrar, counting of service for NPS pension benefits and accrual of leave during the period. The authorities submitted that consequential benefits as per CCS Rules has been paid to the petitioner, including notional pay fixation, restoration of seniority and continuity of service, eligibility for service-linked benefits, and allotment of residential quarters. The Institute rejected the request on 15.01.2025, citing non-fulfilment of eligibility conditions under the IIT Hyderabad Recruitment Rules, 2021. Representations by the Liaison Officer (SC/ST) were considered, and the matter was placed before the Board of Governors in its 50th Meeting held on 08.07.2025, which did not approve promotion. IIT Hyderabad maintains that it has fully complied with the High Court's directions, that promotion is not an automatic consequential benefit, and that allegations of caste-based discrimination or misrepresentation are unfounded

8. **Based on the Observations of facts and documents presented by both the parties during its hearing dated 22.01.2026, the Commission recommends the following:**

- i. The Commission is of the considered view that the petitioner has suffered prolonged hardship on account of his illegal termination from service, effected without assigning reasons and without adherence to due process of law, and the consequent delay in redressal, despite clear judicial directions. The petitioner was constrained to approach the Hon'ble High Court of Telangana and succeeded in securing relief in his favour. The Commission, therefore, recommends that the directions contained in the judgments of the Hon'ble High Court of Telangana dated 04.12.2023 and 14.02.2024 be implemented in letter and spirit, without any further delay.
- ii. The Commission observes that the reliance placed by IIT Hyderabad on a legal opinion obtained from a private entity cannot override or dilute the binding effect of judicial pronouncements. Accordingly, such interpretation cannot be treated as conclusive or authoritative for restricting the scope of "consequential benefits" granted by the Hon'ble High Court. The Commission further recommends that reinstatement, in the absence of an express restriction by the adjudicating court, ordinarily carries continuity of service along with all consequential service benefits, including seniority, eligibility for promotion, and reckoning of qualifying service for statutory purposes.
- iii. In view of the above, IIT Hyderabad is recommended to convene a Special Review / Departmental Promotion Committee (DPC) to consider the petitioner for promotion to the posts of Section Officer, Assistant Registrar, and Senior Assistant Registrar, strictly in accordance with applicable rules. The intervening period between termination and reinstatement may be treated as continuous service for qualifying, non-monetary, and statutory purposes, including seniority, pensionary benefits, and eligibility for promotion, without payment of arrears.

10/02/2026
(Dr. Asha Lakra)

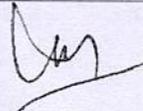
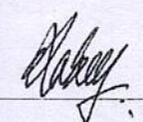
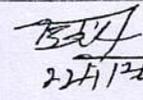
National Commission for Scheduled Tribes

भारत सरकार / Government of India
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
नई दिल्ली / New Delhi

Attendance Sheet
National Commission for Scheduled Tribes

NCST/SER-2711/MHRD/53/2025-RU-IV

Sitting to be held on 22.01.2026 at 02.20 P.M - Petition regarding discrimination in service and denial of consequential benefits including notional promotion despite the orders of the Hon'ble High Court of Telangana- letter dated 23.09.2025 of Shri Mudavath Bahusinh, Executive Assistant, IIT Hyderabad, Telangana

Sl. No.	Name and Designation	Address & Phone No.	Signature
I National Commission for Scheduled Tribes			
1.	Dr. Asha Lakra Hon'ble Member	In Chair	P
2.	Shri Yogendra Prasad Yadav Deputy Secretary		-
3.	Shri H.R. Meena Consultant		P
4.	Mrs. Sonal Raj Sr. Investigator		P
5.	Shri Rahul Investigator		P
6.	Ms. Riya Investigator		P
7.	Shri Rahul Yadav Legal Consultant		P
8.			
9.			
II Officers from O/o Director, Indian Institute of Technology (IIT), Hyderabad			
1.	V. Venkat Rao	9491040830	
2.	S.A. Sabers, JR	8331036060	
3.			
4.			
5.			
6.			
III Petitioners			
1.	M. BAHU SINGH EXECUTIVE ASSISTANT IIT HYDERABAD	8978569446	 22/1/26
2.			