



भारत सरकार

Government of India

राष्ट्रीय अनुसूचित जनजाति आयोग

National Commission for Scheduled Tribes

(A Constitutional body set up under Article 338A of the Constitution of India)

6<sup>th</sup> floor, 'B' Wing, Loknaya Bhawan  
Khan Market, New Delhi-110 003

Dated: 26/11/2019

File No. RLM/1/2017/MPNG1/SEHRMT/RU-I

To,

The Chairmancum- Managing Director,  
Oil & Natural Gas Corporation Ltd.,  
Pandit Deendayal Upadhyaya Urja Bhawan,  
5A, Nelson Mandela Marg,  
Vasant Kunj, New Delhi – 110070.  
Tel: 26129001 / 26129011.  
Fax: 26129021 / 26129041.

**Sub:** Representation dated 22.12.2016 received from Shri R. L. Meena, Chief Manager (Finance), Agartala (Tripura) now in Jodhpur, (Rajasthan) regarding Harassment and injustice by ONGC Management.

Sir,

I am directed to refer to the subject cited above and to enclose a copy of the minutes of Sitting held in the Headquarters of National Commission for Scheduled Tribes on 13/11/2019 at 12:30 PM under the Chairmanship of Dr. Nand Kumar Sai, Hon'ble Chairperson, National Commission for Scheduled Tribes in the matter.

It is, therefore, requested that action taken on the suggestions / recommendations of the Commission may please be sent to the NCST at the earliest.

Encl: As above.

Yours faithfully,

(Rajeshwar Kumar/ राजेश्वर कुमार)

Assistant Director/ सहायक निदेशक

Ph: 24641640

Copy to:

Shri R. L. Meena,  
C.M. (F&A)  
KDM Complex, ONGC, Mandore Road,  
Jodhpur – 342036.  
(Mob: 9485136645)

Copy for information to:

1. PS to Hon'ble Chairperson, NCST
2. PS to Hon'ble Member (HCV)
3. NIC (please upload on the Commission website)

Government of India  
National Commission for Scheduled Tribes

File No. RLM/1/2017/MPNG1/SEHRMT/RU-I

Minutes of sitting held in the Commission on 13/11/2019 at 12:30 P.M. under the Chairmanship of Dr Nand Kumar Sai, Hon'ble Chairperson, NCST in the case of Shri R. L. Meena, Chief Manager (Finance), ONGC at Agartala (Tripura) now in Jodhpur (Rajasthan) regarding harassment and injustice by ONGC Management.

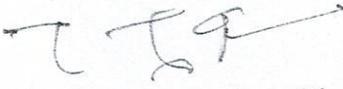
List of participants is annexed.

A representation dated 22/12/2016 was received from Shri R. L. Meena, Chief Manager (Finance), ONGC regarding harassment and injustice by ONGC Management. It was alleged that on baseless complaint of a bidder the ONGC management started to harass him and after completion of enquiry he has been panelised and deprived of the next promotion.

The matter was discussed in the sitting(s) held in the NCST on 08/06/2017, 30/06/2017, 08/03/2018, 27/8/2018 (meeting dated 05.9.2018) and 11.6.2019. In the last sitting of the Commission held on 11.6.2019, after detailed discussions with the Chief Vigilance Officer, Director (HR) and other Senior officers of ONGC and petitioner, the Commission recommended that ONGC should consider the case of promotion of Shri R.L. Meena (being ST candidate) in next DPC. Since, he had already faced the punishment due to non- granting promotion from 2016 and working under the juniors.

The minutes of sitting was communicated to ONGC on 09.7.2019 with request to submit the action taken report on the suggestion/recommendations of the Commission at the earliest. The ONGC vide letter No. 11(34)/RP-C/2019/NCST/RLM dated 31.7.2019 has furnished the facts and comments and stated that "all the promotions in the ONGC are effective from 1<sup>st</sup> January of particular year. Meetings of DPC are generally held in the month of December of the proceeding year of promotion. Shri R.L. Meena will be considered for promotion to E-6 level w.e.f. 01.1.2020 as an when DPC is convened for the said promotions.

The R.L. Meena vide representation dated 07.9.2019 has demanded for promotion w.e.f. 01.1.2016 and requested for justice., Hon'ble Chairperson, NCST had decided to fixed the sitting for 13.11.2019 at 12:30 PM. Accordingly, the summons for CMD, ONGC was issued on 31.10.2019 to appear before the Commission in person for discussion to resolve the

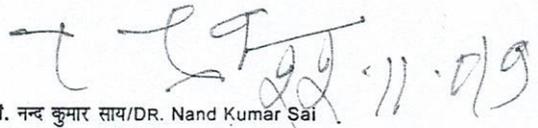
  
डॉ. नन्द कुमार साय/DR. Nand Kumar Sai  
अध्यक्ष/Chairperson  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
भारत सरकार/Govt. of India  
नई दिल्ली/New Delhi

issue. The CMD, ONGC vide letter No. CMD/03 dated 13.11.2019 intimated that due to urgent meeting with Hon'ble Minister of Petroleum & Natural Gas will not be able to appear in the Commission in person and deputed Senior Officer(s) of the ONGC to appear before the Commission.

In the sitting, Director (Human Resource), Chief Vigilance Officer and other senior officers appeared on behalf of the CMD, ONGC. The petitioner was also present. The Hon'ble Chairperson asked the petitioner to explain the grievances and problems. The petitioner reiterated his problems and demanded for promotion w.e.f 01.1.2016. The Hon'ble Chairperson asked the representative of the ONGC to explain the action taken/to be taken by them in the matter. The representative of ONGC reiterated the views/comments submitted before the NCST in the sitting held on 11.6.2019. The Director (HR) ONGC explained the criteria for promotion being adopted by the ONGC for consideration of the promotion to E-6 level. She had also referred facts submitted by ONGC to the Commission vide its letter No. 11(34)/RP-C/2019/NCST/RLM dated 31.7.2019. It was also appraised that Shri R.L. Meena could not achieve the required bench mark/cut off marks decided during the DPCs for the previous years. The next meeting of DPC is to be scheduled very soon as per the guidelines of ONGC.

After detailed discussions with the Director (HR), Chief Vigilance Officer and other Senior officers of ONGC and petitioner, the Commission recommends that ONGC should consider the case of promotion of Shri R.L. Meena (being ST candidate) in next DPC from the year 2018 on sympathetic ground, as he had already faced the punishment due to non-granting promotion from 2016 and working under the juniors. The total No. of employees and ST employees working in corporate level in the ONGC should be sent to the NCST.

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डॉ. नन्द कुमार साय/DR. Nand Kumar Sai  
अध्यक्ष/Chairperson  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
भारत सरकार/Govt. of India  
नई दिल्ली/New Delhi

Government of India  
National Commission for Scheduled Tribes

ANNEXURE

(F. No. RLM/1/2017/MPNG1/SEHRMT/RU-I)

List of participants of the sitting held on 13/11/2019 at 12:30 PM under the Chairmanship of Dr. Nand Kumar Sai, Hon'ble Chairperson, NCST in the case of Shri R. L. Meena, Chief Manager (Finance), Agartala (Tripura) now in Jodhpur, (Rajasthan) regarding Harassment and injustice by ONGC Management.

**I National Commission for Scheduled Tribes**

1. Dr. Nand Kumar Sai, Hon'ble Chairperson In Chair
2. Shri H.K. Damor, Hon'ble Member
3. Shri A.K. Singh, Secretary
4. Shri K. Touthang, Joint Secretary
5. Dr. Lalit Latta, Director
6. Shri R.S. Misra, Senior Investigator

**II ONGC**

1. Ms. Alka Mittal, Director, (HR)
2. Shri Rajeev Chandra Joshi, CVO
3. Shri K. Ambedkar, CGM (HR) CLO
4. Shri N.S. Negi, CGM (JE), Chief HQ
5. Shri S.K. Wadhvani, CGM, Chief ER
6. Shri A.P. Singh, CGM (HR)
7. Shri Saket Gupta CGM (HR)

**III Petitioner**

Shri R.L. Meena