



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)

F.No NCST-246/19/SER-123/106/2021-RO-BHUV (RU-III)

Dated:- 09.4.2025

To,

The Director
Indian Association for the Cultivation of Science,
2A & B Raja S C Mullick Road,
Kolkata- 700032 (West Bengal)


Sub:- Complaint against forceully deduction of salary for Rs.25,000/- of Sri Sajal Barua since October, 2020 - regarding.

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sitting held on 4.3.2025 under the Chairmanship of Shri J. Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST) at NCST HQ, 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 taking appropriate action.

Yours faithfully,


(Dr. P. Kalyan Reddy)
Director
Tel No. - 24641640

Copy for information to:-

1. Debatosh majhi
president, sc/st-obc forum, IACS, Jadavpur
Kolkata (West Bengal)-700032
Email- sc.st.obc.forum.iacs@gamil.com , Mob No- 9432332872
2. PS to Hon'ble Member (JH), NCST
3. ✓ NIC, NCST for uploading on the website of the Commission.

NATIONAL COMMISSION FOR SCHEDULED TRIBES
NCST-246/19/SER-123/106/2021-RO-BHUV

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 Debatosh Majhi, President, SC,ST & OBC Forum IACS, Jadavpur, Kolkata regarding deduction of salary of Shri Sajal Barua.

Date of the sitting: 04.03.2025 at 5:10 PM
Participants in the Sitting - As per Annexure

President, Employees Forum of SC, ST & OBC of IACS, Jadavpur, Kolkata, vide his representation dated 13.09.2021 has alleged that the IACS administration has forcefully deducted an amount of Rs.25000 from salary of Sh. Sajal Barua (Wash Boy cum Bearer, School of Chemical Sciences, IACS) w.e.f. October, 2020, without providing him pre-fixation rules or an OM.


2. In this matter, two sittings were convened on 06.04.2022 and 16.10.2024. In the last sitting held on 16.10.2024, the following recommendations were made and the minutes of the sitting was sent to all concerned on 29.11.2024.

- Copy of the letter of ICAS by which the recommendations of the sitting of NCST held on 6.4.2022 sent to DST, may be provided.
- Copy of orders of Department of Science and Technology, Ministry of Science and Technology, by which the salary had been deducted of Shri Barua (after recommendations of NCST) may be provided.
- Rosters for various posts of ICAS should be made available online.
- Recruitment for backlog vacancies for Scheduled Tribes may be initiated.
- TA and Special Leave may be reimbursed/granted in favour of petitioners for attending the sitting at NCST.

3. The action taken report was not received, hence, NCST has again decided to discuss the issue with the authority and the petitioner on 12.02.2025. The authority was not present hence, the sitting was postponed. Consequently, another sitting was fixed on 4.03.2025.

4. In the sitting, the Director, IACS alongwith other officials and victim alongwith petitioner were present. The petitioner reiterated his earlier submission and requested for refunding the deducted salary in favor of victim (Sh. Sajal Barua, Wash Boy cum Bearer, School of Chemical Sciences, IACS). The Director, IACS handed over their letter bearing no. 1.2/DA/AB/049 dated 3.3.2025 alongwith annexures. In the letter, it has been informed that the deduction of salary happened for all the technical and administrative employees, who were drawing inadmissible salaries against ineligible services condition and violating the RRs sanctioned strength approved by the DST, GoI. It was also informed that in the related matters, the WP(C) No. 8608 of 2022 before the Hon'ble High Court of Delhi and WPA 9986 of 2024 before the Hon'ble High Court of Kolkata are pending.

5. The petitioner has informed that the said court cases are not directly related to their issue. Further there were some employees whose salaries had not been deducted. The names of these employees were shared with the Director and other officers of IACS during the meeting. Further the petitioner has informed that the DST had formed a high power committee to implement GOO; but it has been implemented without approval and it was supposed to be applicable to employees at officers grade but has been applied for group C & group D staff also.


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

6. After discussion with Director, IACS alongwith other officials and petitioner alongwith victim, the following are recommended with compliance and Action taken report from the authority within 10 days from the receipt of the Minutes.

- a. Copy of orders of Department of Science and Technology, Ministry of Science and Technology, by which the salary of Shri Barua had been deducted may be provided. The details of the Court cases pending on the issue may be provided to NCST.
- b. IACS may examine/enquire the cases of other employees whose salaries has not been deducted, as pointed out by the petitioner in the sitting and submit the outcome of the enquiry to NCST.
- c. If discrimination is noticed, steps may be taken immediately by the IACS Authority for restoration of salary & promotions with 7th CPC benefits in respect of Shri Sajal Barua and 3 other ST employees.
- d. TA and Special Leave may be reimbursed/granted in favor of victim (Shri Sajal Barua) for attending the sitting at NCST
- e. Up-to-date reservation roster of Faculty and Non-faculty positions (both recruitment & promotion) may be verified as per rule and be submitted to the Commission.
- f. Positive action to be initiated for recruitment of backlog ST vacancies and to be filled up through a "Special Recruitment Drive".
- g. As it is informed that acting Director is not empowered to implement the recommendations, the Chairperson, Governing Council of IACS Kolkata may look into the matter and take necessary action for immediate implementation.

(Jatothu Hussain)

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

F. No. NCST-246/19/SER-123/106/2021-RO-BHUV (RU-III)

List of participants of the sitting held on 4.3.2025 at 5:10 PM under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, NCST in the case of Complaint against forcefully deduction of salary for Rs.25,000/- of Sri Sajal Barua since October, 2020 - regarding.

Sr. No.	Name and Designation	Address & Phone No.	Signature
I	<u>National Commission for Scheduled Tribes</u>		
1.	Dr. P.K Reddy Director		
2.	NCST Officials		
II	<u>IACS</u>		
Sr. No.	Name and Designation	Address & Phone No.	Signature
1.	Prof Arindam Banerjee	IACS, Kolkata	A-Banerjee 05.03.2025
2.	Ms. Sarbani Saha	IACS, Kolkata Mobile: 9831416402	Sarbani Saha 4/3/2025
3.	SUHRIT GHOSH	IACS, Kolkata 9903456859	Suhrat Ghosh 4.3.25
III	<u>Petitioner</u>		
	DEBATOSH MATHI	Debat IAS 9432332872	Debatosh Mathi
	Sajal Barua	90516028	Sajal Barua