



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-639/DL/30/2022-SSW

Dated: 19.01.2024

To,

Shri Shurbir Singh
Chairman & Managing Director,
Delhi Transco Limited,
Shakti Sadan, Kotla Marg,
New Delhi -110002
Email:- cmd@dtl.gov.in, Tel No: 011-23392047

Sub:- Harassment of ST employee by the Sr. Officer of Delhi Transco Ltd. - a rep. dated 14.09.2022 of Shri Hemant Kumar, (Manager (T), Emp. No. 40286, DTL), Sanskriti Apartment, New Delhi.

महोदय,

I am directed to enclose herewith a copy of the minutes of meeting held under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, NCST on 03.01.2024 at 10:30 AM in the National Commission for Scheduled Tribes, Lok Nayak Bhawan, Khan Market, New Delhi 110003 on the above mentioned subject.

It is requested that the action taken/ to be taken in the matter may be intimated to NCST within stipulated time from receipt of the letter for placing it before the Hon'ble Member.

Yours faithfully,

(आर.एस.मिश्र / R.S. Misra)

अनुसंधान अधिकारी / Research Officer

Tel:- 011-24641640

Copy to :-

Shri Hemant Kumar
Flat No 247, Sanskriti Apartments,
Sector 19-B, Dwarka-110075
Mob No- 9911270101

Copy for information

1. PS to Hon'ble Member, NCST.
2. NIC, NCST for uploading on the website of the Commission.

National Commission for Scheduled Tribes

Minutes of the meeting held under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi, in the case of Shri Hemant Kumar, (Manager (T), Emp. No. 40286 regarding discrimination at workplace.

(F. No. NCST/SER-639/DL/30/2022-SSW)
Date of the Meeting: 03.01.2024, 10:30 AM

Participants in the Meeting- As per Annexure

The petitioner, Shri Hemant Kumar, (Manager (T), Emp. No. 40286, DTL), alleges harassment by his reporting officer(DGM(T), SLDC). He states that the above official is intentionally spoiling his APAR which will hinder his career progression. Prior to 2019, all his APARS are outstanding.

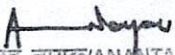
NCST vide notice dated 04.01.2023 had referred the matter to Chairman and Managing Director, Delhi Transco Ltd for furnishing the facts and comments. Delhi Transco Ltd vide its reply dated 07.03.2023 informed that – "In this connection the Up-gradation of APAR for the period 01.04.2020 to 31.03.2021 was sent to competent Authority for Up-gradation. But the Reporting Officer for the Assessment/Score, stated that the same cannot be upgraded. However, the same can be improved in future on the basis of his performance." The reply was forwarded to the petitioner vide Commission letter dated 27/03/2023. The petitioner vide his rejoinder dated 14.04.2023, reiterated his earlier submissions that his APAR was spoiled only after this particular officer was made his reporting officer. He also stated that DTL has not resolved his issue.

The Commission decided to discuss the issue with Chairman and Managing Director, Delhi Transco Ltd and the petitioner on 03.01.2024.

In the meeting, the Director, HR(DTL) was present on behalf of the CMD, DTL. The petitioner was also present. The petitioner reiterated his grievances and stated that he is still working under the same officer about whom he had complained. He also stated that his APARS for 2020 and 2021 were not given to him on time. The Director, HR assured that he will look into the matter and post the petitioner with other officer.

After hearing both the sides, the Commission recommends the following and suggested that ATR may be submitted within 30 days from receipt of the minutes–

- The Petitioner may be posted with another officer, as discussed in the meeting
- A mechanism may be developed to disclose the APAR of the ST Employees within specific time frame
- A copy of the performa of the APAR of the petitioner may be sent to the Commission
- An Internal Grievance Committee for STs may be setup in the DTL(as suggested by the NCST in August 2021 to all Chief Secretaries of the States and UTs)


अनंत नायक/ANANTA NAYAK
सदस्य/Member
राष्ट्रीय अनुसूचित जनजाति आयोग
NATIONAL COMMISSION FOR SCHEDULED TRIBES
भारत सरकार/Govt. of India
नई दिल्ली/New Delhi

Annexure

List of participants of the meeting held on 03.01.2024 at 10:30 AM under the Chairmanship of Shri Ananta Nayank, Hon'ble Member, NCST, New Delhi in the case of Shri Hemant Kumar, (Manager (T), Emp. No. 40286, DTL), Sanskriti Apartment, New Delhi regarding harassment of ST employee by the Sr. Officer of Delhi Transco Ltd.

I	<u>Delhi Transco Ltd</u>
	Shri Ravi Dhawan, Director (HR)
II	<u>Petitioner</u>
	Shri Hemant Kumar