

By Speed Post

**Government of India
National Commission for Scheduled Tribes**

**6th floor, 'B' Wing, Loknayak Bhawan
Khan Market, New Delhi-110 003.**

File No. SS/16/2014/STGDH/SEHRNT/RU-I

Date: 20/04/2015

To

The Chief Executive Officer,
Tata Power Delhi Distribution Ltd.,
Sub-Station Building,
Hudson Lines, Kingsway Camp,
New Delhi – 110009.

Sub: Representation dated 20/08/2014 received from Shri Sukhbeer Singh, Sr. Manager (IT) Room No.120 First Floor, Centech Building, Tata Power Delhi Distribution Ltd. (TPDDL) Rohini, Sector-3 New Delhi regarding promotion.

Sir,

I am directed to enclose a copy of the minutes of the Proceedings of the Sitting held in the NCST on 13/04/2015 on the above mentioned subject for information and further necessary action.

Compliance Report may be submitted to the Commission by 20/05/2015.

Encl: as above.

Yours faithfully,



(Pramod Chand)
Deputy Secretary

Copy to:

Shri Sukhbeer Singh,
Senior Manager (IT),
Room No. – 120, First Floor, Cantech Building,
Tata Power Delhi Distribution Ltd.,
Sector – 3, Rohini,
Delhi – 110085.

Copy for information to:

1. PS to Hon'ble Chairperson, NCST
2. PS to Hon'ble Vice Chairperson, NCST
3. PPS to Joint Secretary, NCST
4. AD (Coord), NCST
5. SSA NIC (for hosting on Commission's website)

Tofc.



Govt. of India

National Commission for Scheduled Tribes

File No. SS/16/2014/STGDH/SEHRNT/RU-I

Sub: Minutes of the Sitting, under the Chairmanship of Hon'ble Vice Chairperson, in the case of Shri Sukhbeer Singh, an employee of Tata Power Delhi Distribution Limited (TPDDL) held in the National Commission for Scheduled Tribes.

1. The Sitting, under the Chairmanship of Hon'ble Vice Chairperson, National Commission for Scheduled Tribes, to discuss the case of Shri Sukhbeer Singh, took place in the Conference Room, National Commission for Scheduled Tribes at 1100 AM on 13/04/2015.
2. The list of participants in the Sitting is given at Annexure A.
3. The petitioner Shri Sukhbeer Singh expressed his grievance that the promotion was due to him retrospectively from the year 2004. He stated that the Company does not follow any rules pertaining to Reservation for SC/ST candidates. He also said that in the year 2012 an order was issued promoting him to the post of AGM which was wrongly withdrawn within 24 hours only.
4. Shri Shashi Kumar, AGM (HR), TPDDL said that the letter promoting Shri Sukhbeer Singh to the post of AGM in the year 2012 was inadvertently issued which was later on withdrawn. He further submitted that it was a selection post for which interview was held. Based on the performance of the candidates in the interview, promotion was given.
5. Shri Shashi Kumar, AGM (HR), TPDDL said that TPDDL is not a Govt. Company and various provisions relating to reservation as applicable to Govt. and Public Sector enterprises are not applicable to a Private Company. Hence, TPDDL does not maintain data on reserved community employee as there is no such requirement-statutory or otherwise. He, however, informed that Shri Sukhbeer Singh was promoted to the post of Programmer in 2006 and promoted to the post of Senior Manager (IT) in 2011.
6. After hearing both the parties, the Hon'ble Vice Chairperson, NCST advised TPDDL to review sympathetically the case of Shri Sukhbeer Singh who belongs to ST community and action taken may be intimated to the Commission.
7. The Sitting ended with vote of thanks to the Chair.

Ravi Thakur
15-4-2015
रवि ठाकुर/RAVI THAKUR
उप-अध्यक्ष/Vice Chairperson
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
भारत, नया दिल्ली/Govt. of India
नई दिल्ली/New Delhi

71/c

Annexure A

National Commission for Scheduled Tribes

File No. SS/16/2014/STGDH/SEHRNT/RU-I

Sub: Sitting held on 13/04/2015 at 1100 A.M. in the case of Shri Sukhbeer Singh, Sr. Manager (IT) Room No.120 First Floor, Centech Building, Tata Power Delhi Distribution Ltd. (TPDDL) Rohini, Sector-3 New Delhi regarding promotion.

Attendance Sheet

Sr. No. Name and Designation

I National Commission for Scheduled Tribes

1. Shri Ravi Thakur
Hon'ble Vice-Chairperson
2. Shri Mohan Das
PS to Hon'ble Vice Chairperson
3. Shri Pramod Chand
Deputy Secretary
4. Smt. S. Parathasarathy
Consultant RU-I

II Tata Power Delhi Distribution Limited.

1. Shri Shashi Kumar, Assistant General Manager (HR)

IV Petitioner

1. Shri Sukhbeer Singh