



भारत सरकार

राष्ट्रीय अनुसूचित जनजाति आयोग  
GOVERNMENT OF INDIA  
NATIONAL COMMISSION FOR SCHEDULED TRIBES

File No. KKV/1/2014/MCVL1/SEPROM/RU-III

छठी मंजिल, 'बी' विंग, लोक नायक भवन  
खान मार्केट, नई दिल्ली-110003  
6<sup>th</sup> Floor, 'B' Wing, Lok Nayak Bhawan  
Khan Market, New Delhi-110003

To

दिनांक/ Dated: 06/02/2015

Shri Rohit Nandan,  
Chairman cum Managing Director,  
Air India, Airlines House,  
113 Gurudwara Rakabganj,  
New Delhi – 110001

2. The Secretary,  
Govt. of India,  
Ministry of Civil Aviation,  
Rajiv Gandhi Bhawan, Safdarjung  
Airport,  
New Delhi - 110003

Sub: Representation dated 03/03/2014 received from DR K.K. Verma, Sr. AGM, Air India Ltd. regarding promotion to the post of DGM (Medical).

Sir,

I am directed to enclose a copy of the proceedings of the Sitting taken by Shri Ravi Thakur, Hon'ble Vice-Chairperson, National Commission for Scheduled Tribes on 16/01/2015 for taking necessary action.

Yours faithfully

(S.P. Meena)  
Assistant Director

Copy for information:-

Dr K.K. Verma  
F – 17, Vikaspuri,  
New Delhi - 110018

Copy to:-

Assistant Director (C.Cell), NCST

SSA NIC, National Commission for Scheduled Tribes for upload website.

Proceedings of the Sitting taken by Shri Ravi Thakur, Hon'ble Vice-Chairperson, National Commission for Scheduled Tribes on 16/01/2015 in the matter of Dr K.K. Verma, Sr. AGM (Medical) for promotion to the post of DGM (Medical).

Date of Sitting: - 16/01/2015

List of officers Present: - (Annexure – I)

In pursuance to proceedings of Sitting held on 22/09/2015 and Sitting held today on 16/01/2015, Chairman-cum-Managing Director, Air India and Joint Secretary, Ministry of Civil Aviation appeared before the Commission for discussion in the matter.

The CMD, Air India stated that Air India has taken action as per recommendations made by Justice Dharmadhikari Committee for harmonization and rationalization of integration of erstwhile Air India and Indian Airlines. According to the recommendations by Dharmadhikari Committee, the draft was prepared and merged seniority in respect of various Departments and Cadres/Levels of both erstwhile companies, under clause 3.19 was taken into consideration about Proforma Promotion.

2. In brief the CMD mentioned that Justice Dharamadhikari Committee recommendations were approved by the Government and made applicable w.e.f. 01/07/2012. The merged seniority list as on 01/01/2012 were issued. The guidelines carried out for Proforma Promotion was made effective on 29/10/2012 wherein all the incumbents eligible for Proforma Promotion at the level of

  
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नई दिल्ली/New Delhi

Manager & above, subject to personal interviews by duly constituted Selection Board. The policy which was followed in case of Dy. GM (Medical) uniformly applied in all departments.

3. The Commission pointed out that Air India in reply to proceedings dated 22/09/2014 had only replied vide letter dated 15/12/2014, that there was no prejudice caused to Dr. Verma and that the selection carried out in a fair and just manner. At present there is no scope of appointing Dr. Verma to the post of Dy. General Manager (Medical) from the Selection Proceeding approved by the Competent Authority in January, 2014 and Air India may schedule the interview to consider Dr. Verma for promotion to the post of Dy. General Manager (Medical) in subsequent exercise subject to Dr. Verma meeting with the criteria and being found suitable by the Selection Committee. But Air India has not furnished the point wise information to the Commission as per Proceedings of the Sitting held on 22/09/2014.

4. The petitioner submitted that Dr. Arte was junior to Dr. K.K. Verma but became senior and Dr. Arte was not subjected to Interview. Moreover the petitioner was discriminated in the hands of Dr. Naqwa who was alleged to be not a Scheduled Tribe and



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was prejudiced with him because Dr. K.K. Verma integrated the medical setup with Air India and Indian Airlines at Palam.

5. Air India also explained that Dr. Arte was promoted to the post of Dy. GM (Medical) after being subjected to Personal Interview by three member Committee of which one member is of Reserved Category. About APA and qualifying marks in Interview Dr. K.K. Verma was not selected in interview since he secured 67.8% marks.

6. The CMD, Air India regretted and assured to furnish the point wise reply and said that Air India will ensure that no injustice is done to Dr. Verma.

7. The Commission said that case will be examined in the light of rules on Proforma Promotion and accordingly advice the Air India on the subject.

  
रवि ठाकुर/RAVI THAKUR  
उपाध्यक्ष/Vice Chairperson  
राष्ट्रीय अनुसूचित जनजाति आयोग  
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## NATIONAL COMMISSION FOR SCHEDULED TRIBES

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List of participants in the Sitting held on 16/01/2015 at 04:30 pm Hrs in the National Commission for Scheduled Tribes, HQ, New Delhi.

SL. No.	Name & Designation
<b>National Commission for Scheduled Tribes</b>	
1.	Shri Ravi Thakur, Hon'ble Vice-Chairperson
2.	Smt K.D. Bhansor, Director
3.	Shri H.R. Meena, Senior Investigator
<b>MINISTRY OF CIVIL AVIATION</b>	
1.	Shri B.S. Bhullar, Joint Secretary
<b>OFFICIALS OF AIR INDIA LTD</b>	
1.	Shri Rohit Nandan, CMD
2.	Shri Nikhil Kumar Jain
3.	Ms Deepa Mahajan
4.	Shri Ajay Thakur, GM -P
<b>PETITIONER</b>	
1.	Dr. K.K. Verma