



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)

File No: NCST/SER-1014/DL/4/2023-SSW-RU-IV

Dated:- 29.04.2024

To,

The Chairman & Managing Director,
Delhi Transco Limited,
Shakti Sadan, Kotla Marg,
New Delhi -110002
E.mail: md@dtl.gov.in
Tel. No: 01123392047

Sub:- Denial of promotion in a time bound manner causing loss of seniority to ST Employee by Delhi Transco Limited - a petition dated 25-05-2023 of Shri Kuldeep Singh Jareda, DM(Civil)-Plg, Delhi Transco Limited.

Sir,

I am directed to enclose herewith a copy of the Minutes of the sitting held on 26.03.2025 under the Chairmanship of Dr. Asha Lakra, Hon'ble Member, National Commission for Scheduled Tribes on the above mentioned subject for necessary action.

It is requested that compliance report in the matter on the recommendation may be furnished to this Commission within 15 days positively for placing the same before the Hon'ble Commission.

Encl: as above

Yours faithfully

(एच.आर.मीना/H.R.Meena)
अनुसंधान अधिकारी/Research Officer
Email ID : hari.rammeena@ncst.nic.in

Copy to:

Shri Kuldeep Singh Jareda
549/1, Bank Colony, Devli,
New Delhi - 110080
Mobile No:9999533414

PS to Hon'ble Member (Dr. Asha Lakra)
✓ NIC for uploading



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राष्ट्रीय अनुसूचित जनजाति आयोग National Commission for Scheduled Tribes

(भारत के संविधान के अनुच्छेद 338क के अंतर्गत एक संवैधानिक निकाय)
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NCST/SER-1014/DL/4/2023-SSW-RU.1V

Minutes of the Hearing held under the Chairmanship of Dr Asha Lakra, Hon'ble Member, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi, In the case of Shri Kuldeep Singh Jareda (DM (Civil) - Planning, Delhi Transco Limited), Bank Colony, Devli, New Delhi, regarding the harassment of an ST employee by Delhi Transco Limited.

Date of the hearing: 26/03/2025, 03:20 PM

Participants in the hearing - As per Annexure

Shri Kuldeep Singh Jareda, DM(Civil)-Plg at Delhi Transco Limited, in his representation dated 25-05-2023, alleged that his promotion to Assistant Manager (Civil) was unjustly delayed by a year, despite being eligible in 2012 and a vacancy available for an ST candidate, allegedly to benefit a General Category candidate (Shri Rajan Kumar). This delay, which affected his seniority, was caused by an incomplete and faulty L-shaped reservation roster for the post in 2012. The petitioner pointed out that the correction of the roster in 2022 and the delay in promotions violated the Department of Personnel and Training (DOPT) guidelines. He also accused the HR department of DTL of failing to convene timely Departmental Promotion Committees (DPCs) and emphasized the need for correcting his seniority, citing Article 16(4) of the Constitution and DOPT guidelines. He expressed dissatisfaction with the Internal Grievance Committee-ST process, calling it ineffective.

1. The Commission, in its notice dated 11.08.2023, referred the matter to the Chairman and Managing Director of Delhi Transco Ltd for facts and comments. In response, DTL submitted a reply dated 15.09.2023, stating that, according to the Recruitment Rules, 9 out of 17 JE(Civil) posts are for promotion, and a 13-point roster is followed. Shri Kuldeep Singh Jareda became eligible for promotion to AM(Civil) from 01.01.2013 after completing 3 years of service in 2012. The roster issues, including omissions, were rectified by 01.08.2021. Both Shri Jareda and Shri Rajan Kumar Thakur were promoted on 26.04.2013, following DPC consideration on 18.04.2013. Seniority was determined based on merit, as per DOPT guidelines, with no violation of rules.
2. This reply was forwarded to the petitioner, who submitted a rejoinder stating that DTL misinterpreted the Board of Directors' resolution dated 15th November 2011, using it as an excuse to deny his promotion, despite fulfilling the service requirements before 31.12.2011. The Commission, recognizing the gravity of the matter, heard it on 03.01.2024, and the minutes was forwarded to the concerned authority, but no ATR has been received.

आशा लक्रा

डॉ. आशा लक्रा/Dr Asha Lakra
सदस्य/Member
भारत सरकार/Government of India
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
नई दिल्ली/New Delhi

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3. Given the gravity of the matter, the Commission decided to hear the case again and accordingly issued a summons dated 19.03.2025 to the Chairman and Managing Director of Delhi Transco Ltd, New Delhi.
4. A letter dated 21.03.2025 was received from the Chairman and Managing Director (CMD) of Delhi Transco Limited (DTL), requesting exemption from personal appearance at the hearing due to the upcoming session of the Legislative Assembly of the NCT of Delhi. The Commission has duly considered the request of the CMD, DTL.
5. During the hearing, the General Manager (HR), DTL, and other representatives appeared before the Commission on behalf of the CMD, DTL. The petitioner was also present during the hearing.
6. After hearing both parties, the Commission recommends the following:-
 - i. DTL shall submit a certified copy of the R&P rules for the posts of AM(T) and AM(Civil) for the year 2012. Also, submit the differences in the R&P rules for the posts of AM(T) and AM(Civil) for the year 2012 in a tabulated form.
 - ii. DTL shall submit how the DTL Board Resolution dated 15.11.2011 was applicable in the year 2012 to the petitioner's eligibility, but not applicable to his batchmates who joined DTL on the post of JE (Elect.) in February and June 2009 along with him, and who were promoted to AM(T) in the year 2012.
 - iii. The matter was initially heard on 03.01.2024, during which recommendations were made. However, no Action Taken Report (ATR) has been received in response to the Commission's minutes. A second hearing was scheduled for 27.02.2025, but the concerned officer failed to appear. The Chairperson and Managing Director (CMD) of Delhi Transco Limited (DTL) was also absent during this hearing. This marks the third scheduled hearing where the CMD has been absent, raising concerns about DTL's commitment to addressing issues affecting Scheduled Tribes (STs).

आशा लकड़ा
22/04/2025
(Dr. Asha Lakra)
Member
Govt. of India
National Commission for Scheduled Tribes
New Delhi

डॉ. आशा लकड़ा / Dr. Asha Lakra
सदस्य / Member
भारत सरकार / Government of India
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
नई दिल्ली / New Delhi

Attendance Sheet
National Commission for Scheduled Tribes

NCST/SER-1014/DL/4/2023-SSW-RU-IV

Sitting to be held on **26.03.2025 at 03:20 P.M** - Denial of promotion in a time bound manner causing loss of seniority to ST Employee by Delhi Transco Limited - a petition dated 25-05-2023 of Shri Kuldeep Singh Jareda, DM(Civil)-Plg, Delhi Transco Limited.

Sl. No.	Name and Designation	Address & Phone No.	Signature
I National Commission for Scheduled Tribes			
1.	Dr. Asha Lakra Hon'ble Member	In Chair	
2.			
3	H.R. Meena Research Officer		
4.	Shri Rahul Investigator		
5.	Shri Rahul Yadav Legal Consultant		
6.			
7.			
8.			
II Officers from O/o Delhi Transco Limited			
1.	R. N. Pami	Gm(HR) 9714694903	R. N. Pami
2.	G. S. R. KUMAR	JGM-HR	G. S. R. KUMAR
3.	Chinmay Mahapatra	Asst Mgr HR	Chinmay Mahapatra
4.	PIYUSH RAJ	SO(HR)	PIYUSH RAJ
5.			
III Petitioners			
1.	Kuldeep Jareda	DM(Civil)	Kuldeep Jareda
2.			