



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-1534/OR/63/2024-RO-BHUV

Dated 08.07.2025

To,

The Managing Director  
Odisha Mining Corporation (OMC)  
OMC House, Unit-V  
Bhubaneswar -751001  
District- Khordha, Odisha.  
Email Id: md@odishamining.in

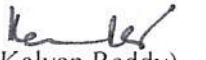
Sub: Representation bearing no.229/24, dated 24.09.2024 of Shri Jayant Kumar Bhoi, President, Samajika Naya Abhijan, Odisha, Plot No.1129/1715, Bishnu Nagar, Po- Badagada Brit Colony, Bhubaneswar- 751018 regarding alleged harassment of Shri Goutam Pradhan(ST), who is working as Driver, in the Odisha Mining Corporation in the matter of grant of revised scale of pay w.e.f. 01.04.1998.

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sittings held on 06.06.2025 at 02:10 PM under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes at New Delhi 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 Commission.

Yours faithfully,

  
(डॉ.पी.कल्याण रेड्डी/Dr. P. Kalyan Reddy)

निदेशक/Director

Telephone No. : 011-20819841

Copy for information:-

1. Shri Jayant Kumar Bhoi, President, Samajika Naya Abhijan, Odisha, Plot No.1129/1715, Bishnu Nagar, Po- Badagada Brit Colony, Bhubaneswar, Union Territory, Odisha – 751018 Mobile No:9437054567
2. PS to Hon'ble Member (JH), NCST
3. NIC, NCST for uploading on the website of the Commission.

**National Commission for Scheduled Tribes**

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 Jayant Kumar Bhoi, President, Samajika Naya Abhijan, Odisha regarding granting a revised pay scale effective from 01.04.1998

**(NCST/SER-1534/OR/63/2024-RO-BHUV)**  
**Date of the Sitting: 06/06/2025, 02:10 PM**  
**Participants in the Sitting: As per Annexure**

Shri Jayant Kumar Bhoi, President, Samajika Naya Abhijan, Odisha Bhubaneswar vide his representation dated 24.09.2024 has stated that Sri Goutam Pradhan (ST), a Driver in Odisha Mining Corporation Ltd. (OMC), Bhubaneswar has been subjected to harassment, discrimination and miscarriage of justice in the matter of granting a revised pay scale effective from 01.04.1998. While many of his counterparts belonging to the General category have received the revised pay scale, OMC authorities have willfully denied the same to Sri Pradhan, causing financial loss. The petitioner alleges that the officials of the Personnel Department of OMC exhibit an anti-ST/SC attitude and deliberately harass ST employees. When ST employees raise concerns, they are threatened with job loss and subjected to further harassment. Hence, do the justice.

2. NCST vide notice dated 25.11.2024 sought facts and comments from Managing Director, Odisha Mining Corporation within 15 days from receipt of the Notice.

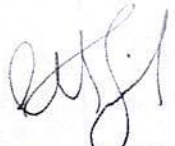
3. The Odisha Mining Corporation Ltd. (OMC), vide letter no. 21264/OMC/ Personnel/ 2024 dated 13.12.2024 has informed that a report was obtained from the Advisor (HRD), OMC, addressing all points raised. The report states that Sri Goutam Pradhan (ST), presently working as a Driver in OMC, was originally employed with ABSSOL, a subsidiary of IDCOL, which was declared sick and wound up in 2009. His salary was based on ABSSOL's last revised pay scale of 1986, which was never updated thereafter. Following the company's closure, he was deployed to IFCAL on deputation, where he was granted IFCAL's pay scale from 05.03.2008, later absorbed, and promoted accordingly. The report clarifies that the pay scales of IDCOL's subsidiaries varied, and since ABSSOL's pay scale was never revised from 01.04.1998, Sri Pradhan was not entitled to IFCAL's revised scale during his tenure at ABSSOL. The OMC authorities maintain that no discrimination has been made in granting the revised pay scale to Sri Pradhan.

4. This reply of OMC was forwarded to the petitioner for information on 01.01.2025. The Petitioner vide his rejoinder dated 04.02.2025 has expressed dissatisfaction with the OMC's reply, alleging that it is misleading and unconvincing. He asserts that Sri Goutam Pradhan has faced harassment and discrimination in the grant of a revised pay scale w.e.f. 01.04.1998. The case remains unresolved, hence, NCST decided to discuss the issue with the authority and the petitioner on 06.06.2025. Accordingly, a Sitting Notice was sent on 28.05.2025.

5. The Managing Director, OMC vide letter dated 31.5.2025 has requested for exemption and deputed Director (HR), OMC, to appear in the sitting on his behalf. In the day of sitting the MD, OMC joined through Video Conference and petitioner joined via phone. The petitioner reiterated his earlier submission and requested for justice. The MD, OMC has also reiterated their earlier submission and stated that he is not aware about the case. It would be more appropriate that the petitioner alongwith victim may meet with me for discussion in the matter.

6. After discussion with the officers of OMC and petitioner, the following recommendations were made and action taken thereon may be submitted within 30 days from receipt minutes-

- The petitioner is advised to meet the MD, OMC along with victim personally for discussing the matter and arrive at a consensus on possible action.
- The management of OMC is advised to resolve the issue on humanitarian grounds

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

