



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)

F.No NCST/SER-1813/AP/111/2024-RO-BHUV/RU-III

Dated:- 7.1.2026

To,

The Chairman-Cum-Managing Director  
Corporate Office,  
Hindustan Shipyard Ltd,  
Visakhapatnam (Andhra Pradesh)- 530000


**Sub: Representation dated 02.11.2024 received from Shri K.Appala Konda, President, Hindustan Shipyard SC/ST Employees Welfare Association, Visakhapatnam regarding regularization of pay scales and cadres pending since 2011.**

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sitting held on 4.12.2025 under the chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST) at New Delhi on the above mentioned subject.

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

Yours faithfully,

  
(Dr. P. Kalyan Reddy)  
Director  
Ph No. 011-20819841

Copy for information:-

1. Shri K. Appala Konda,  
President,  
Hindustan Shipyard SC/ST Employees Welfare Association,  
Gandhigram, Visakhapatnam-530005 (Andhra Pradesh)
2. PS to Hon'ble Member (JI), 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 K.Appala Konda, President, Hindustan Shipyard SC/ST Employees Welfare Association, Visakhapatnam regarding regularization of pay scales and cadres pending since 2011.

**NCST/SER-1813/AP/111/2024-RO-BHUV/RU-III**

**Date of the Sitting: 4.12.2025, 3:50 PM**

**Participants in the Sitting: As per Annexure**

Shri K. Appala Konda, President, Hindustan Shipyard SC/ST Employees Welfare Association, Visakhapatnam, vide their petition dated 02 Sep 2024, has stated that three ST backlog employees who joined Hindustan Shipyard Limited on 05 Aug 2011 were not granted the revised pay scales implemented in May 2011, and instead were placed in intermediate pay scales far below the eligible scales. Despite repeated representations over the past 13 years, the HSL management has not resolved the anomaly, even though similarly placed Draughtsman who approached the Hon'ble High Court of AP received favourable orders that were implemented retrospectively. The petitioner submits that the affected employees come from humble financial backgrounds and have been denied their rightful pay, and therefore seeks intervention and directions to HSL management for implementing the correct revised pay scales as per eligibility.

2. NCST vide notice dated 27.12.2024 sought facts and comments from the Chairman-cum-Managing Director, Hindustan Shipyard Ltd within 30 days from receipt of the Notice. The General Manager (HR-AC) vide his letter no. HR/ES/3100/2/2025 dated 13 Feb 2025 has informed the Commission that Hindustan Shipyard Limited had conducted a special recruitment drive in December 2010 for backlog posts of Supervisor Trainee, Assistant Supervisor Trainee and Junior Typist in pay scales S11, S9 and S6. He stated that a wage revision was approved by the Ministry of Defence vide letter dated 24 Apr 2011, after which an MoS was signed on 18 May 2011, extending revised pay scales only to those already in service on that date. The three employees who joined after the MoS were placed in newly introduced entry-level scales, and their written willingness for the revised structure was obtained at the time of joining. It has been submitted that these employees did not suffer any monetary loss as they were paid more than the notified scales, and corresponding designations were assigned as per MoS. The authority has therefore requested that the grievance may be treated as disposed of. This was sent to the petitioner vide NCST letter dated 20.02.2025.

4. The petitioner, Shri K. Appala Konda, President, Hindustan Shipyard SC/ST Employees Welfare Association, Visakhapatnam, vide rejoinder dated 19 Mar 2025 has refuted the facts and requested for justice. This was sent to the authority vide NCST letter dated 01.04.2025. The Hindustan Shipyard Ltd vide letter no. HR/ES/3100/03/2025 dated 21.5.2025 has furnished the point wise clarification and stated that the petitioners are claiming for retrospective pay scales which are not covered under the rules. This was sent to petitioner for information. Thereafter, the petitioner has submitted a rejoinder, which was also referred to authority.

5. The issue was not resolved, hence, NCST decided to discuss the issue with the authority and the petitioner on 04.12.2025. Accordingly, a Sitting Notice was sent on 26.11.2025.

6. In the sitting, Director (CP & P) and GM (HR) of Hindustan Shipyard Ltd and petitioners were present. The petitioners has reiterated their earlier submission and requested for granting pay scale in the SR 11. The officers of Hindustan Shipyard Ltd has provided the letter no. HR/ES/3100/07/2025 dated 4.12.2025 alongwith supporting documents. In the letter at Para 4 it has been mentioned that "The pay scales were revised as per Circular dated 21.05.2011 and the scale of Rs. 6450-195-11323 was placed in the pay scale of Rs. 12400-32140 and also created new payscales of SR1, SR2, SR3 and SR4. Although the 4 new pay scales were introduced in MOS, it was not been spelled out in the MOS the posts to which these scales are applicable. The appointment order issued to petitioners on 25.7.2011.

7. During discussion it was observed that there is no clarity on the new pay scales of the petitioners posts i.e. Supervisor, Assistant Supervisor and Typist.

जातोथु हुसैन / Jatothu Hussain  
सदस्य / Member  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
भारत सरकार / Govt. of India  
नई दिल्ली / New Delhi



8. After discussion with the above officers of HSL and petitioners, the following observations/recommendations were made and action taken there on may be submitted to NCST within 30 days from receipt of the minutes.

- The three complainants were recruited through notification dated 31 January 2011 against backlog vacancies reserved for ST/SC categories in the posts of Supervisor (S-11), Assistant Supervisor (S-9), and Junior Typist (S-6). These are permanently sanctioned posts that existed in the cadre structure of HSL. Hence they should have retained their character and associated benefits regardless of who occupies them. When the pre-revised pay scales (S-11, S-9, S-6) were revised to SR-15, SR-13, and SR-10 respectively by the Wage Revision Settlement of 18 May 2011, those revised scales automatically should have applied to those posts and their future occupants.
- The four entry-level scales (SR-1 to SR-4) were formally operationalized through the Memorandum of Settlement dated 06 February 2014. This is 3 years AFTER the three complainants were regularized on 05 August 2012. Hence it appears that the Cadre and Designation Degradation in July 2015 is not appropriate.
- Based on the differential pay scales over 13+ years of service from 05 August 2011 till to date the total Estimated Loss Per Employee may be between Fifteen to Twenty Lakhs besides stagnation. Hence re-fixation of pay scales and payment of arrears may be examined to effectuate the employee-protective intent.
- The Comparison with other Ship yards may reveal the facts. Hence the management of HSL is advised to re-examine the pay scales of Supervisor, Assistant Supervisor and Typist with the other Shipyards under the jurisdiction of M/o Defence.
- The petitioners are advised to submit the chronological details about pay scales of their posts and the loss incurred so far to HSL Management.
- TA and Special leave may be reimbursed / granted in favour of victims (Employees) as per their entitlement and rules.

(Jatohu Hussain)  
जाटोतु हुसैन / Jatohu Hussain  
सदस्य / Member  
राष्ट्रीय अनुसूचित जातजाति आयोग  
National Commission for Scheduled Tribes  
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List of participants of the sitting held on 4.12.2025 at B.S.C... under the chairmanship of Shri Jatothu Hussain, Hon'ble Member, NCST at New Delhi.

Sr. No.	Name and Designation	Address & Phone No.	Signature
<b>I</b>			
<u>National Commission for Scheduled Tribes</u>			
1.	Dr. P.Kalyan Reddy Director		
2.	NCST Officials		
<b>II</b>			
<u>Hindustan Shipyard Ltd. District - Visakhapatnam</u>			
Sr. No.	Name and Designation	Phone No.	Signature
01.	CHIDE RAKESH PRASAD (RETD), + D (CPZP)	9869856439	Rundhar
02	R. Raghavaram Gen. HR AC)	7708002574	R. Raju
<b>III</b>			
<u>Petitioner</u>			
01	C. Raghavaram	9441622900	Raj