



Government of India
National Commission for Scheduled Tribes
 (A Constitutional Body under Article 338A of the Constitution of India)

6th floor, 'B' Wing,
 Loknaya Bhawan, Khan market,
 New Delhi-110 003.

No. CT/1/2017/MFIN8/SEFCC/RU-IV

Dated: 28.05.2018

To,

The Chairman & Managing Director,
National Insurance Company Limited.
 3, Middleton Street,
 Kolkata 700071, (West Bengal)

The General Manager,
National Insurance Company Limited.
 4th Floor, Appolo Tower,
 2-M.G. Road, Indore (MP)

Sub: Representation received from Shri C. Tirkey, Vice Chairman, Beema Sangham Employees Welfare Assoc. for SC/ST, Indore regarding verification of ST caste certificate and reinstatement into services of Miss Shreyanshi Hansda, Assistant, NICL, Mandsaur Branch under Indore Regional Office.

Sir,

I am directed to refer to the subject mentioned above and to enclose herewith a copy of proceedings of sitting held on 24.05.2018 before Hon'ble Vice-Chairperson, NCST for necessary action at your end.

It is therefore requested that an action taken report on the Commission's recommendations may be sent to this Commission within 30 days for placing the same before the Hon'ble Vice Chairperson NCST.

Yours faithfully

(Signature)
 (Y.K. BANSAL)
 Research Officer

(Encl. As above)

Copy to:

Miss Shrenyanshi Hansda,
 A-2, Padmathi Nagar,
 Mandsaur -458001 (Madhya Pradesh)

Copy to: SAS, NIEC, NCST.

NATIONAL COMMISSION FOR SCHEDULED TRIBES

File No. CT/1/2017/MFIN8/SEFCC/RU-IV

Proceeding of the sitting held on 24.05.2018 before Miss. Anusuiya Uike, Hon'ble Chairperson, NCST in the matter of representation of Ms. Shreyanshi Hansda, A-2, Padmathi Nagar, Mandasaur, Madhya Pradesh regarding denial of appointment to the post of Assistant, in the NICL.

Sitting Date: on 24.05.2018 at 12.30 P.M.

A list of Officers and Petitioner: Annexure-I

1. During the sitting, the petitioner Ms. Shreyanshi Hansda, A-2, Padmathi Nagar, Mandasaur, has submitted before the Commission that she was selected to the post of Assistant in National Insurance Company Ltd., Branch at Mandasaur. She had a Scheduled Tribe Caste Certificate No. 356 dated 26.05.2009 issued by the SDO, Chaibasa, Jharkhand. During the selection process, the Company management had provided a Performa of caste certificate and asked her to submit the caste certificate. Accordingly, she had submitted that certificate signed by the Deputy Collector, Mandasaur. At the time of interview, she also submitted her caste certificate issued by the SDO, Chaibasa. The company management than issued an appointment order in her favor on 12.11.2015 However, her services were terminated on 13.06.2017, on the basis of the report of the Deputy Collector, Mandasaur, But the fact was that she had submitted the original ST caste certificate issued by the SDO, Chaibasa and the same was not verified by the Company management. The Company has only verified the certificate issued by the Deputy Collector, Mandasaur. The Deputy Collector, Mandasaur, has also issued the caste certificate on the basis of the ST caste certificate issued by the SDO, Chaibasa. She had also again submitted verified ST caste certificate issued by SDO, Chaibasa, Jharkhand after seeking explanation by the NICL management. She has requested the Commission to intervene in the matter and reinstate in services.
2. The Deputy General Manager, NICL, has submitted before the Commission that, Ms. Shreyanshi Hansda was appointed as Assistant in NICL Mandasaur Branch Office under Indore Regional Office on 23.11.2015 under ST category.


सुश्री अनुसुईया उइके/Miss Anusuiya Uikey
उपाध्यक्ष/Vice Chairperson
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
भारत सरकार/Govt. of India
नई दिल्ली/New Delhi

As per the norms prior to her confirmation as Assistant, the caste certificate dated 21.07.2015 submitted by her at the time of her appointment was sent for verification to the issuing Authority vide letter dated 08.06.2016 by Mandsaur Branch Office. The Joint Collector, Distt. Mandsaur vide his letter dated 13.06.2016 sent a copy of the same to "Anuvibhagiya Adhikari" Subsection Mandsaur for attestation. The Deputy Collector, Distt. Mandsaur vide his letter dated 04.08.2016 confirmed that the said Caste Certificate was not issued by the Office of "Anuvibhagiya Ashikari" and also forwarded a copy of letter dated 22.06.2016 of "Anuvibhagiya Adhikari" confirming the same. Since Concerned Authority has not issued the caste certificate submitted by Ms. Hansda during the time of appointment, Company cancelled appointment of Ms. Hansda from the post of Assistant vide letter dated 13.06.2017 and discharging her services from the Company with immediate effect.

3. The case was discussed in detail. The Commission observed that the petitioner Ms. Hansda had submitted original ST caste certificate issued by the SDO, Sadar, Chaibasa, Jharkhand at the time of her appointment and the same was not deliberately verified by the NICL management. Hence it appears that the Mandsaur branch, of the NICL has carelessly delt the matter. In addition, after receiving the explanation from the company side, the petitioner has again submitted verified ST caste certificate, issued from the SDO, Chaibasa, Jharkhand and the same was not considered. It is a clear discrimination with the Scheduled Tribe woman applicant.
4. The Commission recommends that the National Insurance Company Ltd. may review the case by re-verifying the ST caste certificate issued by SDO, Chaibasa, to Ms. Shreyanshi Hansda. The petitioner may also be reinstated in services w.e.f 13.06.2017 i.e date of termination with all consequential benefits and seniority.
5. An action taken report in the case may be submitted within 30 days to the Commission.


सुश्री अनुसुईया उईके/Miss Anusulya Uikey
उपाध्यक्ष/Vice Chairperson
राष्ट्रीय अनुसूचित जनजाति आयोग
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ATTENDANCE SHEET
NATIONAL COMMISSION FOR SCHEDULED TRIBES

Sitting held on 24/05/2018 at 12.00 noon under the Chairmanship of Miss Anusuiya Uike, Hon'ble Chairperson, NCST to discuss the issues in following cases /files: -

1. CT/1/2017/MFIN8/SEFCC/RU-IV

NCST

1. Miss Anusuiya Uike Hon'ble Vice Chairperson
2. Shri Y.K. Bansal, Research Officer
3. Shri Gaurav Kumar PS to Hon'ble VC
4. Shri H.R. Meena, Senior Investigator

Chairman and Managing Director, NICL

1. V.Natarajan, DGM
2. A.K.Singh, DGM
3. R.K.Jena, CM & CLO

Petitioner

1. Shreyanshi Hansda