



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-501/DL/18/2022-SSW

Dated: 06.06.2023

To,

The Chief Executive Officer
BSES Rajdhani Power Ltd.
BSES Bhawan, Nehru Place
New Delhi - 110019 (Delhi)
Email: ceo@bsesdelhi.com

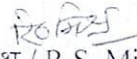
Sub: Denial of promotion by the Management of BSES - a representation dated 08.06.2022 of Shri Manoranjan Doley, Assistant Vice-President, BSES Rajdhani Power Ltd. (A-141, 2nd floor, Shankar Garden, Vikas Puri, New Delhi-18).

Sir,

I am directed to enclose herewith a copy of the minutes of Sitting held under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, National Commission for Scheduled Tribes (NCST) on 01.06.2023 at 10:30 AM at NCST, New Delhi on the above mentioned subject.

2. It is requested that the action taken/ to be taken in the matter may be submitted to NCST within stipulated time for placing it before the Hon'ble Member, NCST.

Yours faithfully,


(आर.एस.मिश्र / R.S. Misra)
अनुसंधान अधिकारी / Research Officer
Tel:- 24641640

Copy to :-

Shri Manoranjan Doley
A-141, Second Floor, Shankar Garden, Vikaspuri,
West Delhi - 110018 (Delhi)
Email- Mrdoley_2005@Yahoo.Co.In , Mob No- 9350261412

Copy for information

1. PS to Hon'ble Member, NCST.
2. NIC, NCST for uploading on the website of the Commission

National Commission for Scheduled Tribes

No. NCST/SER-501/DL/18/2022-SSW

Minutes of the Sitting held under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi, in the case of Shri Manoranjan Doley, Assistant Vice-President, BSES Rajdhani Power, regarding denial of promotion to Vice President by BSES Rajdhani Power Limited.

Date of the Sitting: 01/06/2023, 10:30 AM

Participants in the Sitting - As per Annexure

Shri Manoranjan Doley, Assistant Vice-President, BSES Rajdhani Power Ltd. vide his representation dated 08.06.2022 has alleged that the Management of BSES is not considering his candidature for the post of Vice-President of the organization. After correspondences with the BSES and petitioner, the Commission had convened a sitting on 06/02/2023 with the officers of BSES and the petitioner. In the Sitting held on 06/02/2023, the Commission had recommended the following: -

- Details regarding the post of Vice President, the selection criteria and the current vacancy.
- The list of candidates promoted to the post of Vice President along with their service record
- A copy of the Tripartite agreement signed between the Company, GNCTD and the Association.
- The Composition of interview board for the selection of candidate to the post of Vice President.
- The list of DPCs that have been held since 2015 for selection of VP post and if not held regularly, the reason for not doing so.

The minutes were forwarded to the BSES Rajdhani Power Ltd vide NCST letter dated 09/02/2023. BSES Rajdhani Power Ltd sent compliance report vide letter dated 28/02/2023. The petitioner vide letter dated 12/04/2023 has stated that the BSES management is not submitting the facts regarding the post of VPs. Hence he requested for another Sitting.

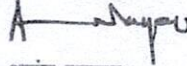


अनंत नायक/ANANTA NAYAK
सदस्य/Member
राष्ट्रीय अनुसूचित जनजाति आयोग
NATIONAL COMMISSION FOR SCHEDULED TRIBES
भारत सरकार/Govt. of India
नई दिल्ली/New Delhi

The Hon'ble Member, NCST decided to discuss the issue with the CEO, BSES and petitioner on 22.05.2023 which was postponed on the request of CEO, BSES. Subsequently, Summons was issued to CEO, BSES Rajdhani Power Limited on 25/05/2023 for Sitting on 01/06/2023. The petitioner was also informed to attend the sitting. The CEO vide letter dated 31/05/2023, has deputed Mr Joshi, HR Head to attend the sitting on his behalf and sought exemption from personal appearance. The HR Head and CHRO of BSES appeared before the Commission and the petitioner was also present.

After hearing both the sides, the Commission recommends the CEO, BSES Rajdhani Power Limited to submit the facts and information on the following points within 20 days of the receipt of the minutes: –

- The grading of the APAR of petitioner for preceding 5 years which was considered by the DPC in 2018 and the APARS of the other candidates, especially, juniors of the petitioner, selected for the post
- The comparative statement indicating the grading of the petitioner and other candidates who were selected in the subsequent DPCs conducted by the BSES for the post of VPs
- The grading of APARs and other criteria adopted in respect of the candidates including the petitioner for promotion to the post of Assistant VP in the year 2012-2014
- It is also suggested that a member from SC/ST community may be appointment/nominated in the subsequent DPCs.



अनंत नायक/ANANTA NAYAK
सदस्य/Member
राष्ट्रीय अनुसूचित जनजाति आयोग
NATIONAL COMMISSION FOR SCHEDULED TRIBES
भारत सरकार/Govt. of India
नई दिल्ली/New Delhi

Annexure

List of participants of the sitting held on 01st day of June, 2023 at 10:30 AM under the Chairmanship of Shri Ananta Nayank, Hon'ble Member, NCST, New Delhi in the case of Shri Manoranjan Doley, Assistant Vice-President, BSES Rajdhani Power Ltd. (A-141, 2nd floor, Shankar Garden, Vikas Puri, New Delhi-18) regarding denial of promotion by the Management of BSES

I	<u>BSES Rajdhani Power Ltd</u>
	Shri Dinesh Chandra Joshi, Head HR
II	<u>Petitioner</u>
	Shri Manoranjan Doley