



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-550/MPNG/1/2022-SSW

Dated: 12.11.2024

To,

The Chairman  
Indian Oil Corporation Ltd  
3079/3-Sadiq Nagar, J.B Tito Marg  
New Delhi – 110049  
Phone – 26260101, Email:- [iocl.cocc@indianoil.in](mailto:iocl.cocc@indianoil.in)

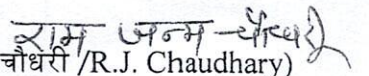
**Sub:- Injustice to ST employees recruited in Special Recruitment Drive in 2018 in Gujarat refinery, IOCL, Vadodara- a representation dated July,2022 of President, Gujrefin Reserved (SC/ST/SEBC) Employees Welfare Association (Grewa), Gujarat.**

महोदय/ महोदया,

I am directed to enclose herewith a copy of the minutes of the sitting held on 16.10.2024 at 5:40 PM under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes, Lok Nayak Bhawan, Khan Market, New Delhi 110003 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,

  
(राम जन्म चौधरी /R.J. Chaudhary)  
सहायक निदेशक /Assistant Director  
Tel:- 011-24641640

Copy for information:-

1. Shri Manoj R Sutaria  
President  
Gujrefin Reserved (SC/ST/SEBC) Employees Welfare Association  
Qtr No. 7/108 Gujarat Refinery Township, PO- Jawaharnagar,  
District- Vadodara 391320 (Gujarat) (Mob:- 9879034828)
2. PS to Hon'ble Member (J.H), 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 Manoj R. Sutaria, President, GUJREFIN Reserved (SC/ST/SEBC) Employees Welfare Association (GREWA) regarding injustice with ST Employees recruited by IOCL through special recruitment drive in 2017-2018.

File No.: NCST/SER-550/MPNG/1/2022-SSW

Date of the sitting: 16/10/2024, 05:40 PM

Participants in the Sitting - As per Annexure

Shri Manoj R Sutaria, President, GUJREFIN Reserved (SC/ST/SEBC) Employees Welfare Association (GREWA), Gujarat vide representation dated July, 2022 has alleged that the IOCL is not doing justice with the ST employees who were selected in the Special Recruitment Drive in 2017-2018 because of introduction of one year training period which was mandatory for ST employees. This delayed the date of joining, as well as date of promotion in future and caused financial loss. The Association raised the issue and it was discussed with Chairman, Parliamentary Committee on Welfare of SC and ST on 11.09.2018 and IOCL were directed to take necessary action (as stated by the petitioner). Further, it was informed by the petitioner that IOCL informed that their appointments would be from date of joining of training and not date of completion of training. But this has not been done in reality and petitioner alleges intentional delay which caused 4 months or later date of joining. This has caused loss of promotion on time and financial loss as well.

The Commission held a sitting on 20.03.2023 where it recommended the following –

“After hearing both the sides, the Commission recommends the following points and report to be submitted by IOCL within 7 days of receipt of minutes. The Commission will decide further course of action after perusing the reports. –

1. The joining date of all the ST Candidates along with the date when they were moved to regular pay scale.
2. The details regarding the visit of Parliamentary Committee on Welfare SCs and STs to IOCL on 11.09.2018(as referred by the petitioner) and a copy of orders/directions, if any.
3. The IOCL Management may consider the cut off date in June 2018 for confirmation of the ST candidates (after completion of training)”.  
IOCL vide its letter dated 06.04.2023 submitted Action Taken Report, which was forwarded to petitioner on 26.04.2023. The petitioner vide his rejoinder dated 05.05.2023 has reiterated his submissions and requested for justice.

NCST decided to discuss the issue with the authorities and petitioner on 16.10.2024. Accordingly, sitting notice was issued to Chairman, Indian Oil Corporation Limited, New Delhi and petitioner was also informed.

The Chairman, IOCL deputed Executive Director, (HR), IOCL to appear before the Commission on his behalf. Executive Director, (HR), IOCL along with other officials and petitioners were present in the Sitting. The officials of IOCL reiterated that their earlier submissions. The petitioners stated that IOCL had already regularized them before completion of one year, hence, the date of joining may be declared from June, 2018.

The NCST observed that IOCL has reduced the joining period from one year to nine months in favour of the ST candidate recruited under Special Recruitment Drive (SRD). NCST discussed the issue with the officers and petitioners in the Sitting held on 20.03.2023. The reply submitted by IOCL was not satisfactory for NCST in the interest of ST employees, who performed well.

जाटोलु हुसेन / Jatothu Hussain  
सदस्य / Member  
भारत सरकार / Government of India  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes

After hearing both the sides, the following was recommended and suggested to submit the Action Taken Report within 30 days from the receipt of the minutes –

1. The petitioners (Total Nine (09) ST candidates of Gujarat Refinery who have been recruited through SRD) may be regularized from considering the date of June, 2018. This will encourage the ST candidates to perform well in the interest of organisation.
2. TA and Special Leave may be reimbursed/granted in favour of all candidates who attended the Sitting.
3. The composition Internal Grievance Committee setup in IOCL (as suggested by NCST in August, 2021 to all ministries/departments) for look after the problems of ST employees, may be provided.

**(Jatothu Hussain)**  
**Member**  
**National Commission for Scheduled Tribes**  
**New Delhi**

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

List of participants of the sitting held on 16.10.2024 at 5:40 PM under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, NCST in the case of Shri Manoj R. Sutaria, President, Gajrefin Reserved (SC/ST/SEBC) Employees Welfare Association (Grewa), Gujarat regarding injustice to ST employees recruited in Special Recruitment Drive in 2018 in Gujarat refinery, IOCL, Vadodara.

I			
<u>National Commission for Scheduled Tribes</u>			
1.			
2.	Shri Surat Singh Director		X
3.			
4.	Shri Akash Tripathy Sr. Investigator		
5.	Shri Mukesh Investigator		
6.	Shri Neelmani Thakur Consultant - Legal		
7.	Shri Ajay Andley, Consultant		
II			
<u>IOCL</u>			
Sr. No.	Name and Designation	Address & Phone No.	Signature
1.	TK PATTANAYAK	ED (HR), IOCL 8763547444	
2.	RASHMI TIRU	CM (HR), IOCL 9354320125	
3.	Vibhas	GM (HR), IOCL 9431029121	
III			
<u>Petitioner</u>			
1.	C. P. Prajapati General Secretary, Grewa, IOCL	Vadodara Mo: 9726024303	
2.	M. R. Suthanda President Grewa	Mo. 9079034828	
3.	Piyushkumar Vavva	Mo. 9998661327 Vadodara	
4.	Maulin B. Prajapati Grewa - Treasurer, IOCL	Mo 9998238141 Vadodara	
5.			
6.			