



**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/Meeting/15/SPMCIL Hyderabad/2025-RU-III**

7.1.2026

To,

**Sh. Ramakant Dixit,**  
Chief General Manager,  
Security Printing and Minting Corporation of India Ltd (SPMCIL)  
IDA, Phase-II, HCL Post,  
Cherlapally, Hyderabad, (Telangana) - 500051, India  
Email: igm.hyderabad@spmCIL.com  
Ph- 040-27268300

**Sub: Tour report of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST), New Delhi to Security Printing and Minting Corporation of India Ltd (SPMCIL), Hyderabad to review the implementation of Constitutional Safeguards for Scheduled Tribes on 7.11.2025**

Madam/Sir,

I am directed to enclose herewith a copy of the tour report of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST) on 7.11.2025 at SPMCIL, Hyderabad on the above mentioned subject.

It is requested that the action taken/ to be taken on the suggestions/recommendations made in the tour report 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

E-mail:- chanana.garima@gov.in Ph No. 011-20819841

Copy to:-

1. PS to Hon'ble Chairperson, NCST.
2. PS to Hon'ble Member (JH), NCST.
3. Coordination Section.
4. NIC, NCST for uploading on the website of the Commission.

**File No.: TP/NCST/Member(JH)/NCST/2025/34**

**National Commission for Scheduled Tribes**

**Tour report of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST), New Delhi to Security Printing and Minting Corporation of India(SPMCIL, Hyderabad) to review the implementation of Constitutional Safeguards for Scheduled Tribes On 7.11.2025**

**Tour report of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST), New Delhi to Security Printing and Minting Corporation of India (SPMCIL, Hyderabad) to review the implementation of Constitutional Safeguards for Scheduled Tribes On 7.11.2025**

The National Commission for Scheduled Tribes (NCST) is a constitutional body set up under Article 338A of the Constitution of India to investigate and monitor all matter relating to protection, welfare and socio-economic development of Scheduled Tribes in the country. As per constitutional provisions, the Union and every State Govt. shall consult the Commission on all major policy of decisions affecting Scheduled Tribes. The Commission is required to present to the Hon'ble President of India reports upon working of those safeguards and all such reports are to be laid before each House of Parliament along with Memorandum explaining the Action Taken or propose to be taken on the recommendations relating to the Union and the reasons for non- acceptance, if any, of any of such recommendations.


2. In pursuance of the above constitutional mandate, Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes accompanied by Dr.P.Kalyan Reddy, Director, NCST, Shri Ashok Lakkarasu, PS to Hon'ble Member (JH) visited Security Printing and Minting Corporation of India (SPMCIL, Hyderabad) to review the implementation of Constitutional Safeguards for Scheduled Tribes on 7.11.2025.

3. Dr. Ramakant Dixit, Chief General Manager, IGM, Hyderabad , Shri V. Balaji, Additional General Manager(HR), Shri.S.P Gandam, Additional General Manager, Production and Maintenance, Shri G.Srinivas, Joint General Manager, Finance and Accounts and other senior officers have participated in the meeting.

4. The Brief Profile of the corporation is as follows

Security Printing and Minting Corporation of India Limited (SPMCIL), a wholly owned Schedule 'A' Miniratna Category-I company of Government of India, incorporated on 13th January, 2006. SPMCIL, though technically a new entity it has centuries-old experience in Security Printing and Minting. The management, control, maintenance and operations of the erstwhile 9 production units under Currency and Coinage division, Department of Economic Affairs, Ministry of Finance, Government of India, was transferred to SPMCIL w.e.f. February 10, 2006. The Ministry of Finance exercises its administrative control over SPMCIL through Board of Directors.

SPMCIL is engaged in the manufacture/ production of Currency and Bank Notes,

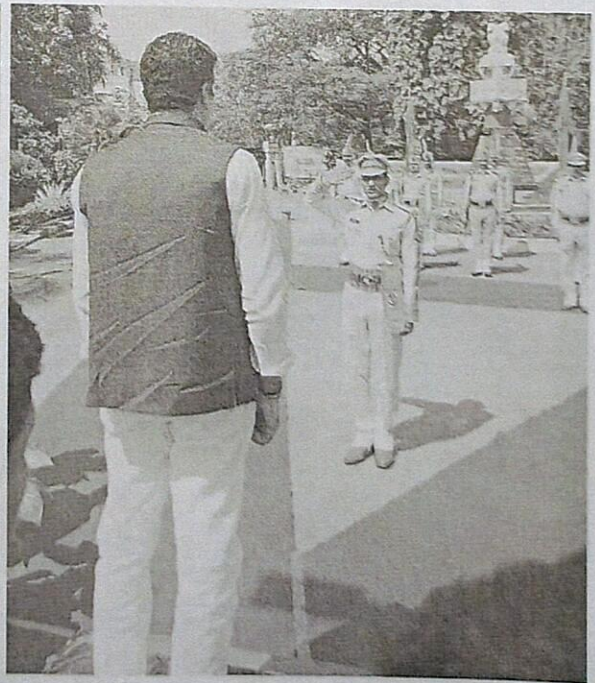
  
जाटोतु हुसेन / Jatothu Hussain  
सदस्य / Member  
भारत सरकार / Government of India  
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National Commission for Scheduled Tribes  
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Security Paper, Non-Judicial Stamp Papers, Postal Stamps & Stationery, Travel Documents viz. Passport and Visa, Security certificates, Cheques, Bonds, Warrant, Special Certificates with security features, Security Inks, Circulation & Commemorative Coins, Medallions, Refining of Gold & Silver, and Assay of Precious Metals.

India Government Mint, Hyderabad (IGM Hyderabad), a unit of Security Printing And Minting Corporation of India Limited ('SPMCIL) is one of the four Mints that is engaged in the manufacture and supply of coins to Reserve Bank of India for the purpose of circulation. It is an ISO 9001:2015 and ISO 14001:2004 certified unit.

The mint was originally established in 1803 as the Royal Mint to serve as the mint for the Nizam of Hyderabad. In 1950, the mint was taken over by the Government of India, and Mint was inaugurated on 28th August 1997 at Cherlapally where the Mint at Saifabad was completely shifted on 1st November 2001, and it started operation fully. It is equipped with modern machinery supplied by world's leading OEMs. IGM Hyderabad manufactures coins of Rs.10, Rs.5, Rs. 2 and Rs.1 denominations.

IGM Hyderabad is engaged in end-to-end processes for coin production – melting, rolling, blanking, annealing, pickling & polishing and stamping.



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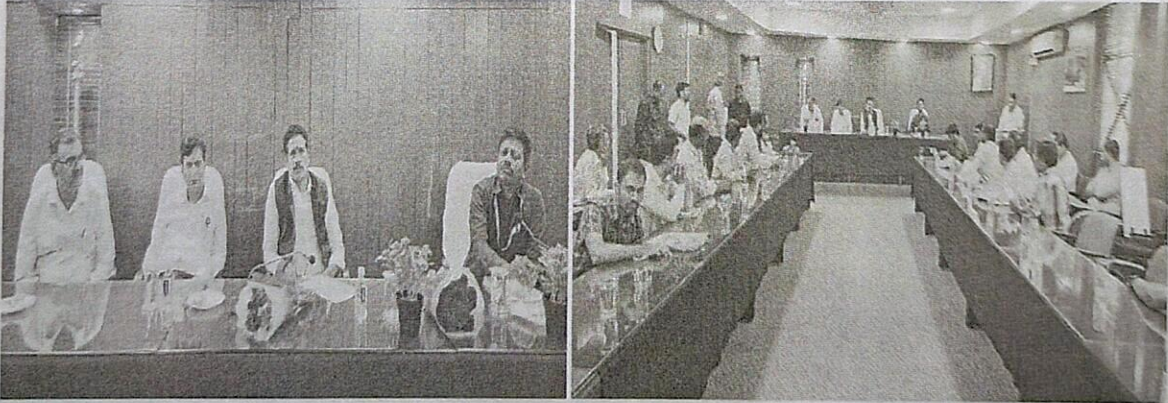
## 5. Meeting with SC/ST Employees Association and ST Employees

During the meeting with the ST Employees prior to the structured review meeting the following issues are raised by the ST Employees.

- a. The recruitment got down due to the digital currency
- b. Large scale attrition is seen. Last 2 years ago though 50 technicians are recruited 25 of them left when they got opportunity outside.
- c. There is no liaison officer for STs to bring the grievances of the employees to the notice of the management
- d. The minutes of the grievance redressal meetings are not maintained
- e. Shri Dhanaji, Supervisor (Engineering maintenance) has raised allegation with regard to the harassment and discrimination in service by posting him to an irrelevant department of IT where he had no expertise thereby jeopardize his KPA Rating affecting his promotion and sabotaging his career. He claimed that he is further harassed by blocking his official email ID.

## 6. Review Meeting with the Administration and Management

A review with the administration is taken up by the Hon'ble member on the issues raised by the Employee Associations and the SC ST Employees with regard to the service safeguards. Besides the CGM, IGM, Hyderabad has presented the staff position and the representation of ST Employees in the unit.



S. No	Category	Male	Female	Total	UR	SC	ST	OBC	Total
1	Executives	21	1	22	13	1	1	7	22
2	Supervisor	52	6	58	21	10	4	23	58
3	Ind.Workmen	134	7	141	49	27	9	56	141
	Total	207	14	221	83	38	14	86	221

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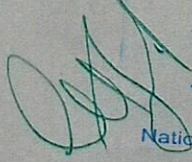
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## 7. Recommendations

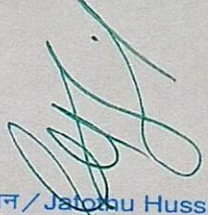
- a) An Internal Grievance Redressal Committee for STs may be constituted. (as advised by NCST in August, 2021 to All Central Ministries/Department for setting in the PSUs/subordinate offices, copy of the composition of the committee is enclosed). Grievance redressal meetings may be organized every quarter and the issues may be sorted out at the earliest.
- b) A separate ST Association may be recognized for the ST Employees for early disposal of grievances.
- c) The segregated data of employees of all categories (Group A, B, C) of the unit may be maintained separately ie, on own merit and on reservation/non-merit basis for a more comprehensible understanding of compliance of the reservation policy.
- d) Special training / programmes for enhancing their skills for betterment and promotion to the higher posts may be arranged / imparted to ST employees besides the training on reservation policy, rosters etc.
- e) A separate online Grievance Redressal Portal may be launched for time-bound disposal of problems faced by the ST Employees.
- f) A detailed enquiry may be caused afresh by a committee composing of atleast one ST member on the grievances raised by Shri K.Dhanaji and a report may be submitted to NCST to examine if there is any willful harassment and discrimination against him.

Besides the following recommendations are made for the efficiency and effective functioning of the Unit

- a. Apprenticeship for the ITI Students may be facilitated to transfer the expertise of the skilled trades to the young generation.
- b. As the recruitment is centralized and many of the non locals who got recruited are leaving, the scope of giving preference to localities may be explored.
- c. The preference may be given to the STs in the outsourcing jobs.
- d. As the cost of minting is going up the more efficient lowcost durable metals and alloys may be explored and certain forecast on the inflationary trends of value of such material may be made for advance procurement of the material.
- e. The Mint museum at Saifabad may be facelifted and upgraded for generating the interest for the visitors on the numismatics and mint.

  
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National Commission for Scheduled  
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- f. The state of the art National Accreditation Board for Testing and Calibration Lab (NABL) in the unit may offer accreditation and reliable testing facilities for the required agencies.
8. The Commission desires that the CGM, IGM, Hyderabad disposes off the grievances highlighted in a time bound manner. The NCST will continue to provide support in addressing these challenges.
9. The Action Taken report may be submitted in 30 days from the receipt of the minutes.

  
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