



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/13/Ordnance Factory Medak./2025/RU-III

8.12.2025

The Chief General Manager
Ordnance Factory Medak,
Yeddumailaram - 502 205,
Sangareddy District (Telangana)
Email- gm.ofmk@ord.gov.in

Sub: Tour report of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST), New Delhi to Ordnance Factory, Medak, Telangana to review the implementation of constitutional safeguards for Scheduled Tribes on 13.6.2025.

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 13.06.2025 at Ordnance Factory, Medak, Telangana 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

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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/2025/28

National Commission for Scheduled Tribes

Tour report of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST), New Delhi to Ordnance Factory, Medak, Telangana to review the implementation of Constitutional Safeguards for Scheduled Tribes on 13.6.25

Tour report of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST), New Delhi to Ordnance Factory, Medak , Telangana to review the implementation of Constitutional Safeguards on 13.6.25

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. On the basis of grievance petitions received from ST Employees Association and 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 Ordnance Factory, Medak to hear to the grievances of the ST employees, to discuss with the management and give certain recommendations for effective implementation of constitutional safeguards for the employees belonging to Scheduled Tribes.

3. Shri. SS Prasad, Chief General Manager, Shri. K.Vijaya Dat, General Manager/HR & Finance , Shri. Bolewar Babu, General Manager/OP-I, Shri. VNR Nayudu, General Manager/CARC (Armour), Shri. BN Ratna Prasad, General Manager/R&D, Shri. G. Ramdas, General Manager/ OP-II, Shri. B. Devichand, Jt. GM/QAMI (Liaison Officer for SC/ST) and Shri. KC Mohan, DGM/HR participated in the meeting.

4. Certain grievances scheduled for hearing on 16.6.25 at NCST Headquarters were heard during the interaction with ST Association prior to the discussion with the management. Shri. B.Baloji, National General Secretary, All India Defence SC/ST Employees Federation, Shri. L.Tulasi Ram, President, All India ST Employees Welfare Association (AISTEWA) and Shri. Goverdhan Rathod, General Secretary, AISTEWA & Other members of Association were present during the meeting with ST Association.

5. The Hon'ble Member, NCST has also visited the campus, garages and workshops of the Ordnance factory, witnessed the combat vehicles, tankers, ambulances etc used in the battle field, and has appreciated the work being done in Ordnance factory, Medak for the strategic interests of the Nation.



6. After the welcome by the CMD and staff, a detailed PPT is presented by Shri. SS Prasad, Chief General Manager and Shri. BN Ratna Prasad, General Manager/R&D about the performance and product details and future plans of Ordnance Factory Medak and 04 other sister Factories of Armoured Vehicles Nigam Limited (AVNL). Thereafter, Shri. K.Vijaya Dat, GM/HR & Finance briefly brought out the various aspects of HR Division and briefed about functioning of Departmental Promotion Committee (DPC) and Grievance Redressal Mechanism being followed at OFMK. Further it was brought out that classes were conducted for SC/ST employees from 25.09.2024 to 27.09.2024 by Faculty from ISTM, New Delhi on Reservation

Policy and operation of Rosters in Government services. Further, the steps taken by OFMK with regard to Corporate Social Responsibility (CSR) were also explained.



7. The Hon'ble Member gave the following general recommendations for
- a) A register or online portal may be put in place for handling of grievances of SC/ST employees.
 - b) A periodic structured meeting for hearing to grievances every month and a quarterly meeting of the CMD with ST Employees/Associations may be put in place and minutes of the same may be maintained and followed up
 - c) The safety and welfare of ST employees of OFMK may be properly addressed and employee friendly officers may be posted in HR wing in place of existing officer from metallurgical wing.
 - d) The birth anniversary of Dr. BR Ambedkar on 14th April and Bagwan Birsa Munda Jayanthy (Jan Jatiya Gaurav Diwas) on November 15th may be celebrated every year for identity and pride of Employees. Besides Sevalal Jayanthy may be celebrated every year in Febraury as many of the ST employees belong to the Banjara Community.
 - e) The demand of ST Association for construction of mandap/shed at Sevalal Mandap by 15th Feb, 2026 may be examined and actively pursued.

f) The management may provide data on CSR fund and its expenditure in ST Habitations/villages in the last 10 years

8. There after the following individual grievances were heard and the recommendations given.

i. Grievance relating to Inter factory Transfer of Shri. Dhanavat Hari JWM (Tech)

Shri. Dhanavat Hari brought-out the background of the case and described in detail the difficulties faced by him due to the transfer from OFMK to AVNL. The OFMK management mentioned that the transfer of above individual was done by AVNL CO. along with other 08 JWMs and was purely based on the functional requirement of the organisation. Further the Court case filed by Shri. Dhanavat Hari was also dismissed by Hon'ble Tribunal at Hyderabad however he has been transferred back to OFMK and also reported at OFMK.

The petitioner Shri. Dhanavat Hari also putforth before the commission that he faced issues with HOS/IT Shri.PC Panda and regular arguments used to take place in IT Section between him and HOS/IT. In reply, the management submitted that a complaint dated: 04.03.2024 was received from Shri. PC Panda, HOS/IT against Shri. D.Hari, JWM/IT. A Show-cause Notice dated: 07.03.2024 was issued to Shri. D.Hari, JWM/IT. In reply to Show-cause Notice, Shri. D.Hari, JWM/IT submitted a representation dated: 22.03.2024. A Board of Inquiry dated: 16.05.2024 was constituted to inquire into the allegations made against each other. The Inquiry Officer had submitted the report on 19.06.2024. The Competent Authority observed that due procedure for conducting BOI was not followed in the case. Therefore, the case was dropped and ordered a fresh BOI on 22.08.2024. The BOI report has been submitted on 28.02.2025 and the same is pending with GM/HR & Finance.

It is recommended that all such issues of disciplinary action may be discussed with the ST Association before taking any action the BOI report may soon be concluded without further delay and also submitted to NCST.

**ii. The Grievance of Smt. Prameela Sabavath, Fitter (Electronics) Skilled/
T.No.3320-6**

Smt. Prameela Sabavath brought out that she had requested the management for providing Creche facilities for her child. She alleged that Creche facility was not immediately provided in her case and only after her protest at Admin Gate, the facility was provided by the management.

The management explained that since it is very essential to appoint experienced Caretakers to ensure the safety of the children, the case of appointing Caretakers took some time as the case was under process through GeM Portal. There was no intention to deny the facility to the women employees. Meanwhile, the management permitted Smt. Prameela Sabavath to go to her residence during duty hours to take care of her child. However, immediately after finalising the case through GeM, the Caretakers for Creche were appointed and thereafter the Creche is functioning smoothly.

It is recommended that care may be taken that no such incidences occur in future especially with regard to the women employees and ensure that they are treated with respect.

iii. Grievance of Shri. Ravinder Rathod, JWM/T, P. No. 888764:

The petitioner informed that on 02.07.2024, Shri B.N. Ratna Prasad, GM/QA and R&D scolded him in front of his juniors and section employees for the quality issues reported in the manufacturing of castings (in-house). He further stated that he is feeling very demoralized and not able to extract work from his juniors. He also expressed his desire for shifting to any other Section.

The management replied that Shri Ratna Prasad did not use any un-parliamentary language nor showed discrimination against Shri. Ravinder Rathod. It was further clarified that being a senior official concerned with the poor quality of castings, Shri Ratna Prasad, GM expressed his anguish at the lack of Quality concern among the Foundry Officials. There was nothing personal intended against any one including Shri Ravinder Rathod. It was further clarified that the matter has now been settled amicably.

It is recommended that the employees shall keep in mind that they are working for the strategic interests of the country and ensure the highest quality in the products they make. However the management may consider the request of Shri. Ravinder Rathod, JWM/T for intersectional transfer as it would not be appropriate to continue him in the same place as it would downgrade his morale.

iv. Grievance of Shri. K.Lachi Ram, JWM(SG)/918749 :

The petitioner claimed that management denied the Hostel Subsidy for his son studying in class XII at Sri Chaitanya Junior Kalashala located at Bowrampet, Medchal District.

The management replied that the demand of Shri. K.Lachi Ram could not be considered as his case is not covered as per DOPT OM No.A-27012/02/2017-Estt(AL), Dated: 16/17.07.2018. As per the above OM, the Hostel subsidy is applicable only in respect of a child studying in a residential educational institution located at least 50 kilometres from the residence of the Government servant. However, in the case of above individual, the distance from residence to the college is only 33.8 kilometres by car whereas the individual had claimed that by public transport route, the distance comes out to 51.6 kilometres. The contention of Shri. K.Lachi Ram is not acceptable because as per Supplementary Rules the shortest and direct practicable route between two places has to be considered and hence, the above individual was not eligible for Hostel subsidy. The individual filed OA No.21/2310/2024 in Hon'ble CAT, Hyderabad against the denial order of OFMK. The Hon'ble CAT, Hyderabad directed OFMK to consider the representation dated: 26.08.2024 given by the individual and dispose it of within a period of two months. Accordingly, OFMK issued a speaking order on the representation of Shri. K.Lachi Ram vide order dated: 13.03.2025. Subsequent to the disposal of his representation, Shri. K.Lachi Ram filed a contempt petition against the department and the same was disposed of by Hon'ble CAT, Hyderabad after imposing a fine on the petitioner.

It is concluded that it would not be appropriate to hear the cases which are in sub-judice.

v. Grievance of Shri. B.Baloji, Fitter/T.No.1758-2 :

Shri. B. Baloji, Fitter, T.No.1758-2, HMS Section complained that Jt. GM / H&T deliberately raised objection to his bonafide presence along with Shri. G. Ramulu, Fitter Electric, T.No.1995-7, HMS Section during the visit of Dy. Chief Inspector of Factories to H&T Section on 28.12.2023. He alleged that he was issued with a Chargesheet under rule-14 on the allegation that they gave wrong information to Factories Inspector and defamed OFMK image.

The GM/HR & Finance stated that the Court of Inquiry has been completed and Inquiry Report has been served on the individual for his reply statement.

The Hon'ble Member asked why a Chargesheet was given to a person who, in the capacity of representative of the ST Association, is required to meet fellow employees to hear their problems. The Hon'ble Member further noted that issuing Chargesheet will hamper his career progression. Instead, Shri. B.Baloji could have been advised personally rather than serving a Chargesheet. In reply, GM/HR & Finance respectfully submitted to Hon'ble Member that the disciplinary matters are not under the purview CGM.

It is recommended that OFMK management may drop the Rule 14 charge sheet against B. Baloji without further delay, as there was no complaint from the Deputy Chief Inspector of Factories and it is his responsibility of him to visit N. Raju after his accident being a representative of the ST Association.

vi. Grievance of Shri. Heera Singh, CM/T, P. No. 919210 :

Shri Heera Singh stated that he had obtained Technical Diploma from AP-SBTET and his certificates have been verified, however the management did not grant him promotion to the post of JWM (Tech).

The management replied that the course certificates obtained from SBTET are not approved by AICTE. Further, the Office of DoO (C&S)/Kolkata vide letter dated 30.12.2022 directed to withhold the promotion orders of JWM

(Tech) in respect of those Chargeman (Tech) who were appointed through DR or promoted through LDCE to Chargeman on the basis of qualification in Technical/Engineering discipline acquired through Open Distance Learning (ODL) mode till further orders. In compliance with the above order, the promotion of Shri Heera Singh along with 5 others were kept in abeyance. Meanwhile, Shri Heera Singh along with two other employees had filed OA No.743 of 2023 in Hon'ble CAT, Hyderabad and the case is now sub-judice. Further, it was respectfully clarified that grievance of the individual is purely administrative in nature and there is no iota of discrimination as alleged.

It is recommended that the case may be pursued by GM/HR & Finance, OFMK with the Cadre Controlling Authority at DoO (C&S)/ Kolkata and ensure that Hira Singh CM/PNO 919210 may be given promotion as per the CCC model.

Vii. Grievance of Shri. K.Madhu, Fitter (Gen)/T.No.1753-8 :

Shri K.Madhu stated that his MACP date was illegally extended by 03 days from the date of eligibility. According to him, initially 01 day was regularised as EOLWP and the MACP date was pre-poned by 01 day. Later, the strike period of 2 days was regularised as he got the payment also for the regularisation, and therefore he is eligible for MACP from the date of eligibility. Whereas, the management extended the MACP date by 2 days.

The management explained that the payment for the 02 days which the individual is claiming actually pertains to DA arrears and ACP arrears and not regularisation of strike period as claimed. It is further submitted that till the strike period of many other employees, including that of Shri K.Madhu, is regularised, the period will not be counted in the service for grant of MACP.

It is recommended that the issue may be addressed as per the guidelines in vogue.

viii. Grievance of Shri. N.Laxman Raju, Sub.Durwan/P.No.512062 :

Shri N.Laxman Raju stated that his name was approved by DPC for promotion from Subedar Durwan to Supervisor (NT/OTS) in the year 2021 and he was granted promotion w.e.f. 05.10.2021. Subsequently, he was reverted back to the post of Subedar Durwan in the year 2024.

The Management informed that Shri N. Laxman Raju was erroneously granted promotion and the same was cancelled and reverted to the post of Subedar Durwan based on the directives of DFUAV (DoO/C&S Field Unit, Avadi) . The decision to revert him is well within the rules and there was no discrimination as alleged by the individual. It is also submitted that DFUAV has written to all units under its jurisdiction to review such cases. Meanwhile, the individual filed OA No.31 of 2025 in Hon'ble CAT, Hyderabad and the matter is subjudice.

It is concluded that it would not be appropriate to hear the cases which are in sub-judice however the management is suggested not to revert promotions after considerable time in that position.

ix. Grievance of Shri. Bhikshapathi, Fitter(Auto-Electric)/HS-II, T. No. 2442-6:

The petitioner claimed that he was not granted promotion even though a SC vacancy is available in the promotion post.

The GM/HR & Finance informed that the individual hasn't approached the management so far .

It is recommended that the grievance may be examined by the management and addressed as per existing rules and procedure.

x. Grievance of Shri. Manoj Kumar Kanu, Fitter (Gen) HS-II and Shri. Shubham Kumar, Fitter (Gen)

The ST Association requested to consider the Inter DPSU transfer cases of HS-II from OFMK to OF Nalanda.

The management informed that the cases were already considered by OFMK and are pending at OF Nalanda. The OFMK management would take-up once again with the of Nalanda.

It is recommended that OFMK management may followup and see that the issue gets resolved. The Commission assured that the matter will also be taken-up with OF Nalanda.

9. The following are the generic issues raised by the ST Employees Association and following recommendations were given

a. Promotions

The Association alleged that while granting promotions, the ST candidates are not granted promotions immediately after an ST candidate is retired or promoted to higher grade which is violation of provisions of reservation roster.

The Management stated that there is no violation of reservation rules while granting promotions to ST candidates. All the guidelines and rules governing the reservation and maintenance of Roster issued by DoP&T are being followed scrupulously. It is further clarified that, as per the DOPT guidelines, the ST candidates would be benefitted due to own merit concept, as some ST candidates may be promoted due to own merit while some may get promotion against ST quota. The GM/ HR & Finance stated that he would once again explain the concept of reservation and clarify their doubts on inter-se seniority to the members of Association at the earliest.

It is recommended that the Associations/Management may submit a detailed report requiring on the issues requiring policy decision at DoPT so that it can be taken up by NCST with the DoPT.

b. Promotion issues in Chargeman cadre :

The Association stated that while processing promotions in Chargeman (Tech) cadre, the rota-quota directions are not implemented correctly. Shri. K.Vijaya Dat, GM/HR & Finance submitted to the Commission that OFMK is following the rules and regulations pertaining to rota-quota Roster. The Association members have been assured that a separate meeting will be held to clarify their doubts regarding post based rosters/vacancy based rosters for each mode of entry (DR/Promotion/LDCE).

c. Issue regarding compassionate appointment :

The ST Association stated that while conducting enquiries by Evaluation Committee for grant of compassionate appointment, there are no representatives from the Association in the committee. Hence, they requested that one representative from Association may be permitted during the evaluation process. Further, it was claimed that in some of the cases the marks which were given to the dependents of deceased employees were less than the entitled marks.

The GM/HR & Finance informed that there is no such provision to associate members of any Association with the evaluation committee. The constitution of the committee and criteria of assessment is done as per the Government guidelines and there is no scope for any deviation.

It is recommended that the data on compassionate appointments made in last 10 years may be provided to NCST and to examine the feasibility of engaging the dependents of the deceased ST employees in the existing GeM contracts till the compassionate cases are decided.

10.The Commission desires that the CGM, Ordnance Factory Medak disposes off the grievances highlighted in a time bound manner. The NCST will continue to provide support in addressing these challenges.

11.The Action Taken report may be submitted in 30 days from the receipt of the minutes.