



भारत सरकार

Government of India

राष्ट्रीय अनुसूचित जन जाति आयोग

National Commission for Scheduled Tribes

(A Constitutional Body set up under Art. 338A of the Constitution of India)

File No. NM/6/2016/MDEF2/SEPROM/RU-IV

Dated: 02.11.2018

To,

The Chairman & Secretary,
Defence Research & Development
Organization (DRDO),
Ministry of Defence,
DRDO Bhawan, Rajaji Marg,
New Delhi – 110 005.

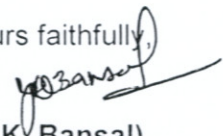
Sub: Proceedings of the sitting taken by Smt. Maya Chintamn Ivate, Hon'ble Member, National Commission for Scheduled Tribes (NCST) on 23.10.2018 in the matter of Shri N. Mangana, Sr. Stores Officer - Gr-1 Research Centre Imrat (RCI), Hyderabad regarding promotion.

Sir,

I am directed to enclose a copy of the Proceedings of the Sitting held under the Chairmanship of Smt. Maya Chintamn Ivate, Hon'ble Member, National Commission for Scheduled Tribes on 23.10.2018 on the above mentioned subject for necessary action at your end.

It is requested that action taken report in the matter may be intimated to the Commission, within one month positively for placing the same before the Hon'ble Member, NCST.

Yours faithfully,


(Y.K. Bansal)
Research Officer

Copy to:-

Shri N. Mangana,
Sr. Stores Officer-II(Retd.), DRDO,
R/o – D.No. 17-1-376/464, Santosh Nagar,
Saidabad Post, Near Sri. Kanaka Durga Temple,
Hyderabad – 500 059 (Telangana).

Copy to:- SAS, NIC, NCST.

NATIONAL COMMISSION FOR SCHEDULED TRIBES

Case File No. NM/6/2016/MDEF2/SEPROM/RU-IV

PROCEEDINGS OF SITTING HELD ON 23.10.2018 AT 12.00 NOON UNDER THE CHAIRMANSHIP OF SMT. MAYA CHINTAMN IVNATE, HON'BLE MEMBER, NATIONAL COMMISSION FOR SCHEDULED TRIBES (NCST) IN THE CASE OF SHRI N. MANGANNA, SR. STORES OFFICER-II (RETD). DRDO, HYDERABAD REGARDING DENIAL OF PROMOTION.

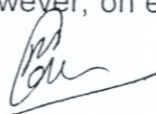
Date of Sitting: 23.10.2018

List of officers present in sitting is Annexed.

Shri N. Mangana, Sr. Store Officer Gr-II, Research Centre Imarat (RCI), Hyderabad vide representation dated 21.11.2016 had submitted the grievances of denial of promotion. He has raised the following grievances.

- (i) He was appointed as Store Keeper in NSTL, DRDO, Visakhapatnam on 10.09.1982. Thereafter he had been harassing and discriminating in the matter of promotion.
- (ii) He was due for promotion to the post of Sr. Store Keeper on 10.09.1985 and his promotion was delayed and granted after 3 years i.e. on 31.07.1998.
- (iii) He became eligible for promotion to the post of Store Superintendent on 31.08.1993 and his promotion was granted on 12.06.1995 after delay of 3 years.
- (iv) He became eligible for promotion to the post of Sr. Store Superintendent on 13.06.1998 and his promotion was granted on 15.10.2001 after delay of 3 years 4 months.
- (v) No reservation roster was followed in the promotion. Juniors were also promoted by reducing the residency period.
- (vi) There is cases wherein general category candidates promoted on time and whereas in the case of ST candidates, promotions were delayed. He alleged that his promotions in every Grade and financial loss throughout the service 1998 onwards and loss in pensionary benefits occurred. He was promoted to the post of Sr. Store Officer Gr-II w.e.f. 12.04.2012 and due to this his service period was remained short for 3 months 11 days for promotion to the post of Sr. Officer Gr-I for the panel to be drawn in December, 2016 for the year 2017. Thus he could not be promoted and Superannuated.
- (vii) He requested for consider his promotion in the cadre of Sr. Store Superintendent w.e.f. 13.06.1998, Store officer w.e.f. 13.10.2004, Sr. Store Officer-Gr-II w.e.f. 01.01.2010 and Sr. Store Officer Gr-I w.e.f. 04.04.2015.

2. As per procedure, the Notice was issued to the Secretary, Department of Defence R&D, DRDO, New Delhi on 16.12.2016 and 25.01.2017 and sought a report. Accordingly, the Ministry of Defence, Defence Res & Dev. Orgn. (DRDO) vide letter dated 10.02.2017 reported to the Commission that "the matter requires examination of old records from 1985 onwards both at Lab level and HQ level which is very exhaustive and a time consuming, as the individual served at various placed during this period. The factual position of the case is being collected from concerned labs and zonal DPC Secretariats. However, on examination of the case prima facie it is



Smt. Maya Chintamn Ivnate
Member
National Commission for Scheduled Tribes
Govt. of India, New Delhi

seen that no junior to Shri Mangana has got promotion prior to him. Moreover, completing the residency period for promotion to the higher grade does not mean that the individual should be promoted. The promotion can be given only on availability of number of vacancies." Representation dated 16.03.2017 received from Shri N. Manganna, meanwhile, M/o Defence vide letter dated 06.04.2017 was furnished its detailed report (reference letter dated 10.02.2017 of M/o Defence) it is submitted that "inputs received from different DRDO labs has been perused and it is found that no discrimination in promotion has ever been made to Shri N. Mangana. It is reaffirmed that Shri Mangana has never been superseded by any of his juniors at any time during his service. None of the individuals stated at para 13 of the representation is promoted by relaxation qualifying service. Hence, no discrimination has been caused to him while considering his case of promotions. As regards his request for considering his case by relaxation of qualifying service, the same is being examined by this office."

4. A Sitting was earlier held on 17.05.2017 under the Chairmanship of Hon'ble Member, Smt. Maya Chintamn Ivnate in the Commission. The Commission recommended in the matter that

- (i) The DRDO authority may submit copy of reservation roster relating to petitioner's promotion from the year 1998 to till date.
- (ii) An action taken report on the petitioner's representation dated 16.03.2017 be provided.

In response to the Commission's recommendation, the DRDO vide its letter dated 05.06.2017 has submitted action taken report on the petitioner's grievances raised in the representation dated 16.03.2017 wherein he has submitted the following.

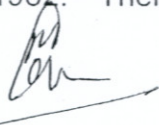
- (i) No de-reservation was made during the years 1983, 1984 and 1985. However, one carried forward ST vacancy of the year 1977 was filled up in 1984 from one ST candidate.
- (ii) No ST point was available till 1988 and the petitioner Shri Manganna was promoted against unreserved vacancy.
- (iii) No ST point was remained unutilized as per reservation roster for the year 2001-02.
- (iv) No ad-hoc promotion was issued to any officials.
- (v) No relaxation in qualifying service was given to the Juniors.

5. The Department's report was found to be unsatisfactory and therefore, a Sitting under the Chairmanship of Hon'ble Member, Smt. Maya Chintamn Ivnate was held on 23.10.2018 in the Commission.

6. During the Sitting, the Director of Personnel and other Senior Officers from DRDO appeared. The petitioner was also present.

7. The petitioner has submitted grievances of delay in issuing of promotion, de-reservation of ST vacancy and giving promotion to the Juniors.

8. During the Sitting, the Director of Personnel, DRDO has submitted an action taken report on the petitioner's grievances. He was stated that the petitioner was recruited in DRDO in the year 1982. Thereafter he got 4 promotions as per his


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eligibility. No ST vacancy was de-reserved. Further, no promotion was given to the petitioner's juniors. In addition, the petitioner's promotion to the post of Senior Store Superintendent Grade-1 could not be considered due to non having qualifying service i.e. 5 years of residency period on 01.01.2017 that is the crucial date for consideration for DPC year, 2017. He will be eligible for promotion in DPC for the year 2018. But the petitioner has been superannuated on 30.06.2017.

9. Both the parties heard in detail. The Commission observed that the issues raised by the petitioner in the representation and his contention for denial of promotion to him in due time were not clarified by the DRDO authority. Hence, the Commission recommends that the Director of Personnel, DRDO and the Liaison Officer for SC/ST, DRDO should hear the petitioner's grievances in person and should clarify all the issues raised by him by providing requisite documents. If also, there is any grievances, the same should be resolved positively. At the same time, the petitioner is advised to meet both authorities for redressal of his grievances. A Department's report will be provided to the to the petitioner by the Commission for his perusal and comments, if any. A line of action taken should be intimated to the Commission by the DRDO authority.



Smt. Maya Chintam Ivrate
Member
National Commission for Scheduled Tribes
Govt. of India, New Delhi

(File No. NM/6/2016/MDEF2/SEPROM/RU-IV)

List of participants

NCST

1. Smt. Maya Chintamn Ivnate, Hon'ble Member(In chair)
2. Shri P.T. Jameskutty, Deputy Secretary
3. Shri Y.K. Bansal, Research Officer
4. Shri S.K.Atram, PS to Hon'ble Member
5. Shri H.R. Meena, Sr. Investigator

Officers of DRDO

1. Shri A.K. Pattanaik, Joint Director
2. Shri Raja Rao, SAO-I, NSTL, DRDO
3. Shri T. Sandeep, JD/JO, DOP.

Petitioner

Shri N. Mangana