



भारत सरकार

राष्ट्रीय अनुसूचित जनजाति आयोग  
GOVERNMENT OF INDIA  
NATIONAL COMMISSION FOR SCHEDULED TRIBES

File No. BM/1/2016/MIHIP3/SEOTH/RU-III

छठी मंजिल, 'बी' विंग, लोक नायक भवन  
खान मार्केट, नई दिल्ली -110003  
6<sup>th</sup> floor, 'B' Wing Loknaya Bhawan,  
Khan Market, New Delhi-110003  
दिनांक /Dated: 15.12.2016  
21

To,

The Chairman cum Managing Director,  
Bharat Heavy Electricals Limited, Power Sector,  
BHEL House, Siri Fort,  
New Delhi-110049

Sub: Representation dated 15.08.2016 of Shri Biraj Minz, Scheduled Tribes welfare and Care Association, Q-138, Phase-3, Shivlik Nagar, BHEL, Ranipur, Hardwar regarding ST employees in BHEL Hardwar problems.

Sir,

I am directed to enclose a copy of Proceedings of the Sitting taken by Hon'ble Vice-Chairperson, NCST, on 11.11.2016 for necessary action and to send the action taken report to the Commission urgently.

Yours faithfully,

(V.P. Shahi)

**Assistant Director**

Copy to:

1. The General Manager, Bharat Heavy Electricals Limited, HEEP, Ranipur, Hardwar- 249 403, Uttaranchal.
2. Shri Biraj Minz, Scheduled Tribes welfare and Care Association, Q-138, Phase-3, Shivlik Nagar, BHEL, Ranipur, Hardwar-1334-231109.
3. All Units in NCST.
- ✓ 4. SSA, NIC, NCST 573

## NATIONAL COMMISSION FOR SCHEDULED TRIBES

File No. BM/1/2016/MIHIP3/SEOTH/RU-III

Proceedings of the sitting taken by Hon'ble Vice-Chairperson who was also holding the charge of Hon'ble Chairperson, NCST on 11.11.2016 at 5.00 p.m. in the petition filed by Shri Biraj Minz, General Secretary, Scheduled Tribes Welfare and Care Association, Q-138 Phase-3, Shivalik Nagar, BHEL, Ranipur, Haridwar, Uttarakhand regarding issues of tribal officers in BHEL, Haridwar.

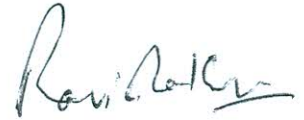
Date of Sitting: 11.11.2016

List of officers present in the sitting is at Annexure-I.

A representation dated 15-08-2016 was received from Shri Biraj Minz, General Secretary, Scheduled Tribes Welfare and Care Association, BHEL Hardwar, Uttarakhand regarding the following issues:

- (i) No Scheduled Tribe Officer has been promoted to the grade of General Manager in the last 50 years of BHEL,
- (ii) Non sanctioning of Scheduled Tribe candidates in the ratio of 2:1 in the annual training / workshop exclusively for SCs & STs conducted by BHEL; and
- (iii) No Liaison Officer has been appointed exclusively for Scheduled Tribe officers working in the BHEL to watch the interest of the Tribals.

2. They have also requested the Commission to have a visit of BHEL Hardwar and review the safeguards available to the Scheduled Tribes as enshrined in the Constitution of India. Accordingly, the matter was taken up with Chairman-cum-Managing Director, BHEL, New Delhi vide this Commission's letter dated 20-09-2016. BHEL vide their reply letter dated 12-10-2016, BHEL has submitted that BHEL Hardwar



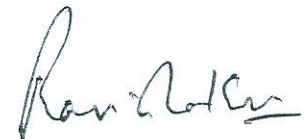
रवि ठाकुर/RAV THAKUR  
उपाध्यक्ष/Vice Chairperson  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
भारत सरकार/Govt. of India  
नई दिल्ली/New Delhi

is a small unit where the requirement of General Manager is only one or sometimes two, based on business requirement, whereas promotion to General Manager, being a very senior level position is considered taking into account all the eligible candidates across the company irrespective of where they are posted. It is not a unit wise promotion post, but officers of entire BHEL is considered for promotion, who are eligible. More over there is no reservation or concession for SC/ST at this level and in the past ST candidates were promoted to General Manager grade.

3. As regards nominations for training / workshop conducted by the BHEL is concerned it has been submitted that there no guidelines for organising workshop on reservation policy on annual basis. BHEL is organising common workshop for the Liaison Officers and representatives of SC/ST/OBC Associations every year with the objective to educate them on the subject and facilitate open discussion on the issues / demands of SC/ST/OBC Associations with a view to resolve the issues mutually. BHEL is a multi-location company and there are 25 units / regions / offices from where the participants are invited. However, in order to address the objectives all units / regions have been advised by corporate Office to organise workshop at unit level so that more number of SC/ST/OBC employees of the Unit can participate and benefit. As regards providing separate Liaison Officers for SCs and STs, it has been replied that as per the existing guidelines of Department of Personnel & Training, BHEL is following the said guidelines.

4. To discuss these issues, Hon'ble Vice Chairperson, who was also holding the charge of Hon'ble Chairperson of the Commission in the rank of Union Cabinet Minister has decided to hold a hearing in this case on 11-11-2016. Accordingly, a hearing was convened.

5. During the hearing the applicant has further stated that whenever some information is sought from the BHEL administration the same is not provided to ST employees and no regular quarterly meetings are being convened to discuss the grievances of Scheduled Tribe officers and officials.

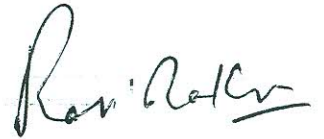


रावे ठाकुर/RAVI THAKUR  
उपाध्यक्ष/Vice Chairperson  
राष्ट्रीय अनुसूचित जनजाति आयोग  
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6. After detailed discussion the management of BHEL has agreed to do the following:

- (1) Requisite information will be made available to the Scheduled Tribe officers and officials as and when requisitioned for.
- (2) Regular quarterly meeting shall be conducted to redress the Scheduled Tribe officers and officials.
- (3) All circulars and notices when ever issued shall be made available to the Scheduled Tribe Association and also to all the ST officers and officials.
- (4) Unit level workshop / training session shall be conducted to give more number of participation of Scheduled Tribe officers and officials.
- (5) Rotation of participating individuals shall be made whenever nominated for training / workshop in India and abroad.
- (6) Separate Liaison Officer shall be allowed for Scheduled Tribe officers and officials to take up and redress the grievances of STs in BHEL as advised by the Commission at the level of AGM.
- (7) The matter shall also be taken up with the Department of Personnel & Training for regular appointment of separate Liaison Officer for SC/ST/OBCs.
- (8) The management of BHEL will review the safeguards available to STs in the Organisation by themselves and intimate the position to the Commission and further action will be taken by the Commission, if the position doesn't improve.

It is advised accordingly.



रवि ठाकुर/RAVI THAKUR  
उपाध्यक्ष/Vice Chairperson  
राष्ट्रीय अनुसूचित जनजाति आयोग  
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**NATIONAL COMMISSION FOR SCHEDULED TRIBES**

Annexure-1

File No. BM/1/2016/MIHIP3/SEOTH/RU-III

**List of participants**

**NCST**

Shri Ravi Thakur, Hon'ble Vice Chairperson - In chair

Smt. K. D. Bhansor, Director

Shri V. P. Shahi, Assistant Director

Shri P. V. Mohandas, PS to VC & CP, NCST

**Officers of Bharat Heavy Electricals Limited**

1. Shri Anil Kapoor, General Manager (In-charge)
2. Shri Sunil Kumar, Additional General Manager
3. Shri Sanjay Sinha, AGM, HR
4. Ms. Rachna Shekhar, DGM

**Petitioner**

Shri Biraj Minz