



सत्यमेव जयते

Speed Post

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)

File No. NCST/SER-501/DL/18/2022-SSW

Dated: 09.02.2023

To,

The Chief Executive Officer
BSES Rajdhani Power Ltd.
BSES Bhawan, Nehru Place
New Delhi -110019 (Delhi)
Email: ceo@bsesdelhi.com

Sub: Denial of promotion by the Management of BSES - a representation dated 08.06.2022 of Shri Manoranjan Doley, Assistant Vice-President, BSES Rajdhani Power Ltd. (A-141, 2nd floor, Shankar Garden, Vikas Puri, New Delhi-18).

Sir,

I am directed to enclose herewith a copy of the minutes of Sitting held under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, National Commission for Scheduled Tribes (NCST) on 06.02.2023 at 12:00 (Noon) at NCST, New Delhi on the above mentioned subject.

2. It is requested that the action taken/ to be taken in the matter may be submitted to NCST within stipulated time for placing it before the Hon'ble Member, NCST.

Yours faithfully,

(आर.एस.मिश्र / R.S. Misra)

अनुसंधान अधिकारी / Research Officer

Tel:- 24641640

Copy to :-

Shri Manoranjan Doley
A-141, Second Floor, Shankar Garden, Vikaspuri,
West Delhi -110018 (Delhi)
Email- Mrdoley_2005@Yahoo.Co.In , Mob No- 9350261412

Copy for information

1. PS to Hon'ble Member, NCST.
2. NIC, NCST for uploading on the website of the Commission

National Commission for Scheduled Tribes

No. NCST/SER-501/DL/18/2022-SSW

Minutes of the Sitting held under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi, in the case of Shri Manoranjan Doley, Assistant Vice-President, BSES Rajdhani Power, regarding denial of promotion to Vice President by BSES Rajadhani Power Limited.

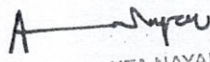
Date of the Sitting: 06/02/2023, 12:00 Noon

Participants in the Sitting - As per Annexure

Shri Manoranjan Doley, Assistant Vice-President, BSES Rajdhani Power Ltd. vide his representation dated 08.06.2022 has alleged that the Management of BSES is not considering his candidature for the post of Vice-President of the organization. He has given various representations to the authorities but the representations were not attended properly.

The matter was taken up with the BSES by the NCST vide notice dated 14.07.2022. In response thereto, the BSES Rajdhani Power Limited vide letter no. DGM(HR)/ERC/2022-23/038 dated 16.08.2022 has furnished the facts and comments in the case of Shri Manoranjan Doley and stated that the Vice President post is a selection post to be filled by conducting an interview from among the eligible Addl. V.Ps. and the selection process is done through a committee consisting of experts from outside government organisation. Shri Manoranjan Doley was called for the interview thrice and could not be selected as the committee did not find him suitable. Hence, the allegation of the discrimination levelled by Sh. Manoranjan Doley cannot be accepted. This was also communicated to the petitioner.

In response to NCST letter dated 15.09.2022 Shri Manoranjan Doley has refuted the facts submitted by the BSES and alleged that the DPC has not been convened regularly whereas as per R&P rules, the DPCs should be conveyed annually at regular intervals. Due to negligent attitude of the BSES, he is not getting promotion. The rejoinder was referred to BSES for further comments. The BSES vide letter dated 23.11.2022 has furnished the facts and reiterated that there is no discrimination with the petitioner and the matter may be closed.


अनंत नायक/ANANTA NAYAK
सदस्य/Member
राष्ट्रीय अनुसूचित जनजाति आयोग
NATIONAL COMMISSION FOR SCHEDULED TRIBES
भारत सरकार/Govt. of India
नई दिल्ली/New Delhi

The Hon'ble Member, NCST decided to discuss the issue with the CEO, BSES and the petitioner on 06.02.2023 at 12:00a.m.. Accordingly, a Summons were issued to Shri Vineet Sikka, CEO, BSES Rajadhani Power Limited on 30.01.2023. The petitioner was also informed to attend the sitting. The CEO vide letter dated 03-02-2023, has informed that he has deputed Mr Joshi to attend the sitting on his behalf and sought exemption from personal appearance. The exemption was not acceded to and but the Commission allowed the officers to explain the position.

After hearing both the sides, the Commission Recommends the BSES Rajdhani Power Limited to submit the facts and information on the following points within 15 days from the receipt of the minutes so that the next date of sitting will be decided for discussion with the CEO in person.

- Details regarding the post of Vice President, the Selection Criteria and the Current Vacancy.
- The list of candidates promoted to the post of Vice President along with their service record.
- A copy of the Tripartite agreement signed between the Company, GNCTD and the Association.
- The Composition of interview board for the selection of candidate to the post of Vice President.
- The list of DPCs that have been held since 2015 for selection of Vice President post and if not held regularly, the reason for not doing so.



अनंत नायक/ANANTA NAYAK
सदस्य/Member
राष्ट्रीय अनुसूचित जनजाति आयोग
NATIONAL COMMISSION FOR SCHEDULED TRIBES
भारत सरकार, Government of India
नई दिल्ली/New Delhi

Annexure

List of participants of the sitting held on 06th day of February, 2023 at 12:00 (Noon) under the Chairmanship of Shri Ananta Nayank, Hon'ble Member, NCST, New Delhi in the case of Shri Manoranjan Doley, Assistant Vice-President, BSES Rajdhani Power Ltd. (A-141, 2nd floor, Shankar Garden, Vikas Puri, New Delhi-18) regarding denial of promotion by the Management of BSES

I	<u>BSES</u>
1.	Shri Dinesh Chandra Joshi, Head, Employee Relation Cell
2.	Shri Ashok Gautam,
II	<u>Petitioner</u>
1.	Shri Manoranjan Doley