



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-555/MMIN/1/2022-SSW

Dated: 09.03.2023

To,

Shri Sridhar Patra
Chairman-Cum-Managing Director
National Aluminium Company Ltd.
NALCO Bhawan
P/1, Nayapalli
Bhubaneswar -751013 (Odisha)
Email: cmd@nalcoindia.co.in

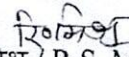
Sub: Pay Disparity/Pay Protection in rationalized basic before implementation 5th Long Term Wage Settlement - a representation dated 18.08.2022 of Shri Linus Kujur, Employee of NALCO, Distt-Koraput (Odisha).

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 16.02.2023 at 04:30 PM in 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:- 011-24641640

Copy to:-

Shri Linus Kujur
Jo (Sectl), Matls, Deptt.,
Nalco M & R Complex,
P.O-Damanjodi
Koraput-763008(Odisha)
Mob No- 8763347582

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-555/MMIN/1/2022-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 Linus Kujur, retired employee of NALCO regarding disparity in basic pay fixation and subsequent discrimination.

Date of the sitting: 16/02/2023, 04:30 PM

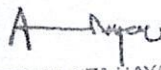
Participants in the Sitting - As per Annexure

Shri Linus Kujur, the then employee of NALCO, Odisha, vide his representation dated 18.08.2022 has alleged that the department has not taken corrective measures in disparity of fixation of his pay before implementation of 5th Long Term Wage Management. He has furnished the salary slips of other employees of the NALCO for comparison. He states that employees 3 years junior to him have basic pay higher than him which is causing grave injustice with him.

The matter was referred to Shri Sridhar Patra, Chairman-Cum-Managing Director, National Aluminium Company Ltd for facts and comments vide NCST notice dated 01.09.2022. No reply was received from the authority.

Since no reply was filed by the NALCO, Summons was issued to the CMD and Director, HR of NALCO which was deferred on the request of CMD, NALCO and re-fixed for 16.02.2023 at 04:30 PM. The petitioner was also informed to attend the sitting. Shri Sridhar Patra, Chairman-Cum- Managing Director, and Shri Radhashyam Mahapatra, Director, HR, National Aluminium Company Ltd. and the petitioner appeared before the Commission.

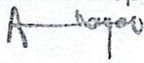
During the hearing the petitioner reiterated his allegations. He also produced certain documents in his favour. From the perusal of the documents it appears that the petitioner has been running from Pillar to post seeking justice. He also has been approaching the NCST for a reasonable long time. He also appraised his earlier submissions before the NCST years back. The Authorities have not been paying any attention to his grievances.


अन्ता नायक ANANTA NAYAK
Member
राष्ट्रीय आयोग अनुसूचित जातों
NATIONAL COMMISSION FOR SCHEDULED TRIBES
दिल्ली
16/02/2023

The Commission asked the CMD, NALCO as to why the grievance of the petitioner could not be addressed for such a long time despite cognizance of the Commission, he could not provide satisfactory reply. However, he assured the Commission to personally look into the matter and ensure redressal of the grievance of the petitioner by all possible means.

After hearing both the sides, the Commission recommends the CMD, National Aluminium Company Ltd to submit the facts and information on the following points to the petitioner within 15 days of the receipt of the minutes-

- A statement enumerating and comparing the basic pay of the petitioner to the three other junior employees as mentioned in the petition.
- The statement shall provide an explanation for all instances where the basic pay of the petitioner is found to be lower than his junior(s).
- The statement shall be forwarded to the petitioner. After taking his comments and objections if any, the original statement along with the objections of the petitioner and justification/remarks shall be submitted to the Commission by NALCO.
- The actual travelling expenses incurred by the petitioner for attending the sitting on 16.02.2023 to be reimbursed by NALCO.
- An Internal Grievance Cell for redressing the grievances of ST employees of the company may be constituted by NALCO, as this has been advised by the NCST to all central ministries/departments, State/UT Administrations.


अनंता नायक ANANTA NAYAK
सदस्य/Member
राष्ट्रीय आदिवासी आयोग
NATIONAL COMMISSION FOR SCHEDULED TRIBES
Ministry of Tribal Affairs, Government of India
New Delhi

Annexure

List of participants of the sitting held on 16th day of February, 2023 at 4:30 PM under the Chairmanship of Shri Ananta Nayank, Hon'ble Member, NCST, New Delhi in the case of Shri Linus Kujur, retired employee of NALCO regarding disparity in basic pay fixation and subsequent discrimination.

I	<u>Exim Bank</u>
1.	Shri Sridhar Patra, CMD
2.	Shri R. S Mahapatro, Director (HR)
II	<u>Petitioner</u>
1.	Shri Linus Kujur