



सत्यमेव जयते

## 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/SER-403/MFIN/16/2022-SSW

Dated: 12.11.2024

To,

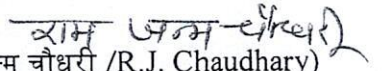
The Chairman-Cum-Managing Director,  
National Insurance Co. Ltd (NICL),  
3, Middleton Street, Prafulla Chandra Sen Sarani,  
Kolkata -700071 (West Bengal)  
Email: cmd@nic.co.in, Ph No. 033-22831705

**Sub:- Injustice with ST employee by reduction his basic pay by Nine stages by the Management of National Insurance Co. Ltd- a representation dated 07.04.2022 from Shri Bhairon Singh Meena, (Employee No. 24243), AO, National Insurance Co., Jaipur (Raj).**

महोदय/ महोदया,

I am directed to enclose herewith a copy of the minutes of the sitting held on 16.10.2024 at 4:20 PM under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes, Lok Nayak Bhawan, Khan Market, New Delhi 110003 on the above mentioned subject, for information.

Yours faithfully,

  
(राम जन्म चौधरी /R.J. Chaudhary)  
सहायक निदेशक /Assistant Director  
Tel:- 011-24641640

Copy for information:-

1. Shri Bhairon Singh Meena  
Saket Colony, Mohan Nagar, Behind Government Hospital  
Hindustan City, District -Karauli - 322230 (Rajasthan)  
Jaipur-302001 (Rajasthan) (Mob No- 7665013595)
2. PS to Hon'ble Member (J.H), NCST.
3. NIC, NCST for uploading on the website of the Commission.



**National Commission for Scheduled Tribes**

Minutes of the sitting held under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi, regarding imposition of penalty by reduction in his basic pay by 9 stages of Shri Bhairon Singh Meena (Employee No. 24243 retired on 28.02.2023), National Insurance Co. Jaipur (Rajasthan).

**File No.:** NCST/SER-403/MFIN/16/2022-SSW

**Date of the sitting:** 16/10/2024, 04:20 PM

**Participants in the Sitting** - As per Annexure

Shri Bhairon Singh Meena, (Employee No. 24243 retired on 28.02.2023) National Insurance Co., Jaipur (Raj) vide his representation dated 07.04.2022 has alleged that the Management of National Insurance Co. Ltd. has imposed the major penalty by reducing basic pay by nine stage i.e Rs. 32795 in scale-1 and the Administration has imposed lighter penalty on other non-ST employees.

In the sitting held on 14.03.2023, the Commission had recommended the following -

"NICL to submit a report regarding the petitioner's contribution to NICL in the last 10 years including details about his place of posting and the amount of premium collected by him or collected through the people under him."

The details regarding the employees against whom disciplinary proceedings had been initiated in the last 10 years and the result of those proceedings and penalty imposed thereon.

The NICL may consider the memorial dated 09-09-2022 of the petitioner by reducing the penalty in reduction of three stages permanently on his basic pay on sympathetic ground as he has already retired from the service"

NICL vide letter dated 02.08.2023 informed that CMD had issued order dated 13.07.2023 on his memorial dated 09.09.2022. The penalty has been reduced from 9 increments to 6 increments of pay reduction. The petitioner vide letter dated 08.08.2023 informed that he is not satisfied with the result.

NCST decided to discuss the issue with the authority and the petitioner on 16.10.2024. Accordingly, a Sitting Notice was sent to concerned authority and the petitioner on 07.10.2024.





Chairman cum Managing Director, NICL vide letter dated 14.10.2024 deputed GM, NICL and other officials of NICL to appear on her behalf. GM, NICL and other officials of NICL and petitioner were present in the Sitting. The officials of NICL reiterated their earlier submission and stated that as per recommendation of NCST, NICL has reduced the penalty of the petitioner. NICL has taken the corrective action and no action is warranted in the case.

After hearing both the parties, it was decided that there is no further action required in the case on part of NCST. The case may be closed.

**(Jatothu Hussain)**  
**Member**  
**National Commission for Scheduled Tribes**  
**New Delhi**

जाटोतु हुसैन / Jatothu Hussain  
सदस्य / Member  
भारत सरकार / Government of India  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
नई दिल्ली / New Delhi

List of participants of the sitting held on 16.10.2024 at 4:20 PM under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, NCST Hon'ble Member, NCST in case of Shri Bhairon Singh Meena, (Employee No. 24243), AO, NICL, Jaipur (Raj) regarding injustice with ST employee by reduction of his basic pay by nine stages by the Management of National Insurance Co. Ltd.

<u>I</u> National Commission for Scheduled Tribes			
1.			
2.	Shri Surat Singh Director		X
3.	Sh. P.K. Reddy, Director		
4.	Shri Akash Tripathy Sr. Investigator		
5.	Shri Mukesh Investigator		
6.	Shri Neelmani Thakur Consultant - Legal		
7.	Shri Ajay Andley, Consultant		
<u>II</u> NICL			
Sr. No.	Name and Designation	Address & Phone No.	Signature
1.	Mini George, CM	NIC, 8589985414	
2.	Priyadarshini Saha DGM	NIC, Head office Kolkata 8335080137	
3.	RAVINDRA BOLLAL CHIEF MANAGER	966900587 NIC, KLEGA	
<u>III</u> Petitioner			
1.	Bhairon Singh Meena Red. AO		
2.			
3.			