



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-838/MDEF/15/2023-SSW

03.12.2024

To,

Shri D. Banerjee,
Chairman-Cum-Managing Director,
Munitions India Ltd.,
Nyati Unitree, 2Nd Floor
Nagar Road, Yerawada,
Pune (Maharashtra) - 410006
(Ph No. 020-6708041) ; Email Id: mil-pune@munitionsindia.in

Sub: Harassment of ST employee by the management of Ordnance Factory Varangaon - a online rep. dated 21.03.2023 of Shri Nilesh Sharad Mahale, District-Jalgaon (Maharashtra).

Sir,

I am directed to enclose herewith a copy of the minutes of the sitting held under the Chairmanship of Shri Antar Singh Arya, Hon'ble Chairperson, National Commission for Scheduled Tribes (NCST) on 04.11.2024 at NCST, New Delhi on the above mentioned subject.

It is requested that the action taken/ to be taken in the matter may be submitted to NCST within stipulated time from receipt of the letter, for placing it before Hon'ble Commission.

Yours faithfully,

(एच.आर. मीना/H.R.Meena)
अनुसंधान अधिकारी/Research Officer
Telephone No. : 011-24641640

Copy for information:-

Sh. Nilesh Sharad Mahale,
Ordnance Factory Varangaon,
Jalgaon (Maharashtra) - 425308
(Mobile No:9422578754) (Email: nileshmah14@gmail.com)

Copy to :-

1. PS to Hon'ble Chairperson, NCST
2. 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 Antar Singh Arya, Hon'ble Chairperson, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi in the case of Shri N. S. Mahale, Works Manager, Ordnance factory, Varangaon regarding allocation of duties as per rules.

(F. No. NCST/SER-838/MDEF/15/2023-SSW)

Date of the sitting: 04.11.2024, 02:00 PM

Participants in the Sitting - As per Annexure

Shri N. S. Mahale, Works Manager, Ordnance Factory, Varangaon has stated in his online communication dated 21.03.2023 that he is working at Munitions India Limited (MIL) in Varangaon, Maharashtra. He was transferred from Pune to OF Varangaon due to a functional requirement for a Civil Engineer at the Ordnance Factory Varangaon unit. He has raised concerns about discriminatory treatment in duty allocation at Ordnance Factory Varangaon. Despite being a Civil Engineer with 20 years of expertise, he faced difficulties in securing the role of Engineering In Charge for civil works. Mahale emphasizes the need for duty allocation in line with standard operating procedures. He approached the General Manager to request being assigned as the Engineer In Charge, citing his 20 years of expertise as a civil engineer for careful execution of the civil works. In response, the General Manager issued an advisory note, using threatening language and implying potential damage to Mr. Mahale's APAR.

2. NCST had made various correspondences with the MIL and petitioner to resolve the issue. In this connection, a sitting was also convened on 29.11.2023 at NCST. In the sitting, following recommendations were made and forwarded to authority for submission of ATR on 27.12.2023-

- An authenticated copy of the "Manual on Organization Restructuring" of Munitions India Ltd and a copy of the letter by which the same was adopted
- The Organogram of the concerned section where petitioner is posted along with pay scales and
- Allocation of duties with regards to EIC(Engineer in Charge) post in Varangaon and other Ordnance Factories

Thereafter the Commission will determine the further course of action."

3. MIL vide letter dated 25.01.2024 has furnished the ATR, which was forwarded to the petitioner on 27.03.2024. The petitioner vide letter dated 27.06.2024 has reiterated its earlier submission and alleged that the MIL management are not allocating the duties as per rules and requested for justice. The Commission decided to discuss the issue again with the concerned authorities and the petitioner on 04.11.2024. The sitting notice was issued on 24.09.2024.

4. The C&MD(Addl. Charge), MIL vide his letter dated 16.10.2024 has sought the exemption and deputed the General Manager and Joint General Manager, OFC, Varangaon to attend the sitting.

अंतर सिंह आर्या/Antar Singh Arya
अध्यक्ष/Chairperson
भारत सरकार/Government of India
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
नई दिल्ली/New Delhi

5. The Officers of MIL and petitioner were present in the sitting. The petitioner reiterated his earlier submission and requested for allocating the duties as per rules. The officers of MIL has also reiterated its earlier submission and informed that a committee was constituted which had submitted its report wherein no substance in the allegations raised by the petitioner were found.

6. After discussion with the officers of MIL and petitioner, the following recommendations were made and suggested that the ATR may be submitted within 30 days for deciding further course of action by the Commission.

- (i) Reasons for withdrawing the charge of the various sections from the petitioner, as discussed in the sitting.
- (ii) Reasons for posting of JE(JWM) (Shri Ganesh Tiwari) in the same section since last twenty two years.
- (iii) Details of show cause notices/ advisory notes issued to petitioner by the OF Varangaon.
- (iv) The Travel Allowance and Special Leave may be reimbursed / granted in favour of the petitioner as per entitlement and rules.


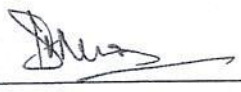


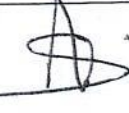

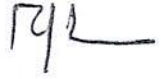
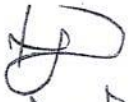
अंतर सिंह अर्य/ Antar Singh Arya
अध्यक्ष/ Chairperson
भारत सरकार/ Government of India
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
नई दिल्ली/ New Delhi

(Antar Singh Arya)
Chairperson
Govt. of India
National Commission for Scheduled Tribe
New Delhi

अंतर सिंह अर्य/ Antar Singh Arya
अध्यक्ष/ Chairperson
भारत सरकार/ Government of India
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National Commission for Scheduled Tribes
नई दिल्ली/ New Delhi

Antar Singh Arya
26-11-2024

List of participants of the ^{meeting} ~~sitting~~ held on 29.11.2023 at 04:30 PM under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, NCST in the case of Shri Nilesh Sharad Mahale, District-Jalgaon, Maharashtra regarding harassment of ST employee by the management of Ordnance Factory Varangaon.

Sr. No.	Name and Designation	Address & Phone No.	Signature
I	<u>National Commission for Scheduled Tribes</u>		
1.	Mrs. Miranda Ingudam Director		
2	Sh. J.J. Sarode, Director		
3.	Shri R. S Misra Research Officer		
3.4	Shri R. K Tripathy Spl. Rapporteur		
4.5	Shri Neelmani Thakur JLRC		
HC	<u>Ordnance Factory Varangaon</u>		
1.	AJAY KUMAR SINGH GM/ord Fy Varangaon	9453042675	
2.	Avinash Tarhawadekar GM/HR MEL Pune	9423582160	
3.	Prakash Shinde JGM/OFV	8885848282	
4.			
III	<u>Petitioner</u>		
1.	N S Mahale	9422578754	
2.			