



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-1492/MSTL/10/2024-SSW

03.12.2024

To,

Shri Ajit Kumar Saxena,
Chairman & Managing Director,
Rashtriya Ispat Nigam Ltd,
Administrative Building,
Visakhapatnam Steel Plant,
Visakhapatnam(Andhra Pradesh)- 530031
Tel. No: 08912518301 ; Email: cmd@vizagsteel.com

Sub: Denial from promotion to the ST employees for the post of executive from E1 to E4 by the Management of RINL- a representation dated 20.07.2024 of President, Steel Executives Association, Sector-5, Visakhapatnam.

Sir,

I am directed to enclose herewith a copy of the minutes of the sitting held under the Chairmanship of Shri Jathothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST) on 25.11.2024 at NCST, New Delhi on the above mentioned subject.

It is requested that the action taken/ to be taken in the matter may be submit 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:-

Shri Katam SS Chandra Rao,
President
Steel Executives Association,
SEA Bhavan, Sector -5, Ukkunagaram,
Visakhapatnam(Andhra Pradesh)- 530031
Mobile No:8330931066

Copy to :-

1. PS to Hon'ble Member (Shri Jathothu Hussain), NCST
2. NIC, NCST for uploading on the website of the Commission.

NATIONAL COMMISSION FOR SCHEDULED TRIBES
NCST/SER-1492/MSTL/10/2024-SSW

Minutes of the sitting held under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes at LokNayakBhawan, New Delhi, in the case of Shri Katam SS Chandra Rao, President, Steel Executives Association, Sector-5, Visakhapatnam regarding halting of promotions since Mid 2021.

(NCST/SER-1492/MSTL/10/2024-SSW)

Date of the sitting: 25.11.2024, 04:20 PM

Participants in the Sitting - As per Annexure

Shri Katam SS Chandra Rao, President, Steel Executives Association, Sector-5, Visakhapatnam vide representation dated 20.07.2024 alleges that RINL management has harassed ST employees by withholding promotions, with no action on executive promotions since 2020. Interviews for E-5 and E-6 grade promotions were conducted in June 2021, but no promotions were granted. Time-bound promotions for E-1 to E-4 grades were issued until mid-2021, but further updates have stalled. Despite repeated representations, 233 ST executives and other reserved category employees have been denied promotions for over three years. Promotions were halted due to a policy review by the Ministry of Steel, but the new policy remains unimplemented. This delay has led to over 300 resignations, including professionals from premier institutions, and left key leadership posts, such as 15 Executive Director (E-9) positions and 200 General Manager (E-7) positions, vacant, severely impacting organizational efficiency and morale.

NCST vide Notice dated 25.08.2024 had referred the matter to Chairman & Managing Director, Rashtriyaspat Nigam Ltd and requested to furnish the action taken/ to be taken within 30 days.

In response to NCST Notice dated 25.08.2024, RINL vide letter vide letter no. HR/SC&ST/196 dated 25.09.2024 has furnished the facts and comments and stated that "the promotion policy for Executives including time bound promotions is under review. Ministry of Steel has suggested systemic improvements in promotion policy and the proposed promotion policy is for review of the total Policy (E-1 to E8) comprehensively. Pending approval of the revised Executive Promotion Policy, promotions have not been effected in Executive cadre including the time bound promotions"

NCST has decided to discuss the issue with the authority and the petitioner on 25.11.2024 at 4:20 PM. Accordingly, a Sitting Notice was sent to CMD, RINL and petitioner on 18.11.2024.

In the sitting, the CMD, RINL along with other officials was personally present. The petitioner was also present. The officials from RINL reiterated their earlier comments and informed that the new policy is currently under review and needs to be approved by the Board of Directors. They stated that no promotions have been granted to any employee since mid-2021 and highlighted RINL's bad financial

जाटोतु हुसेन / Jatothu Hussain
सदस्य / Member
भारत सरकार / Government of India
राष्ट्रीय अनुसूचित जनजाति आयोग
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नई दिल्ली / New Delhi



condition. The Ministry of Steel is considering these factors and working on implementing the new policy. They emphasized that no discrimination has been done with ST employees, as the issue affects all employees.

The petitioner stated that certain higher-level promotions were granted in 2021 with retrospective effect. He further stated that the career progression of ST employees has been adversely affected, leading to stagnation, and urged the Commission to intervene.

The Commission observed that since the matter is already under consideration with the Ministry of Steel and the Board of Directors of RINL, it would not be appropriate to issue any directions at this stage. However, the CMD of RINL is to expedite the process for promotion to the deserving employee within one quarter, as and when the new policy approved.

After discussion with the CMD, RINL and petitioner, the following recommendations were made and suggested to submit the Action Taken Report in the matter within 30 days from receipt of the minutes.

- Copy of the Promotion Policy for Executive and Non Executive of the RINL may be provided
- Details of criteria adopted for promotion to the post of Executive may be provided.
- Travelling Allowance may be paid to petitioner for attending the sitting at NCST.

(JATOTHU HUSSAIN)

MEMBER

Govt. of India

National Commission for Scheduled Tribes

New Delhi

जाटोतु हुसैन / Jatothu Hussain

सदस्य / Member

भारत सरकार / Government of India

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