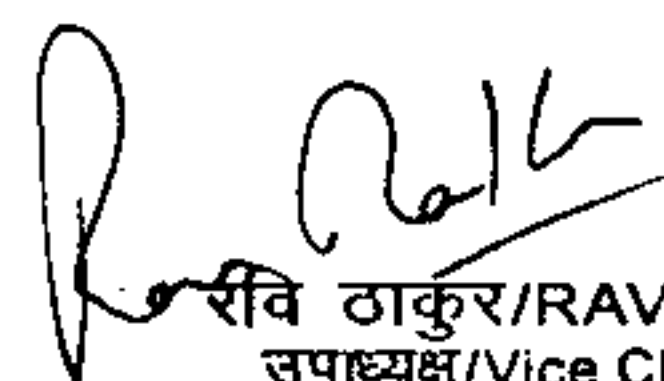


NATIONAL COMMISSION FOR SCHEDULED TRIBES
NEW DELHI

File No. KKV/1/2014/MCVLI/SEPROM/RUIII

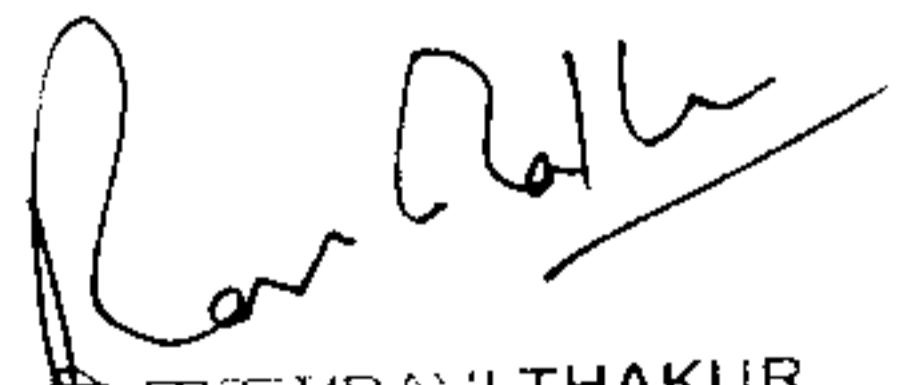
Subject: Proceeding of the sitting taken by Shri Ravi Thakur Honorable Vice Chairperson , NCST, held on 22/9/2014 in the matter of grant of promotion to Dr KK Verma, from the rank of Sr. AGM to DGM (Medical) , an employee of Air India Ltd .

- 1) Date of sitting : 22/9/2014
- 2) List of participants : Attached.
- 3) During the investigation of the matter, from the details of representation dated 3/3/2014 of Dr K K Verma and hearing of the matter , the Commission noted that anomaly in the system adopted by Air India existed in consideration of promotions to others and ignoring the Shri K K Verma as is evident from the following;
 - i) Dr K K Verma in his representation furnished the extracts of Justice Dharmadhikari Committee report which interalia including recommendation about (a) Cut Off date (ii) fixation of inter se Seniority on the basis of cut of dated of 1/4/2007 , any employee belonging to either erstwhile Company has suffered in promotion , he would be granted Performa promotion

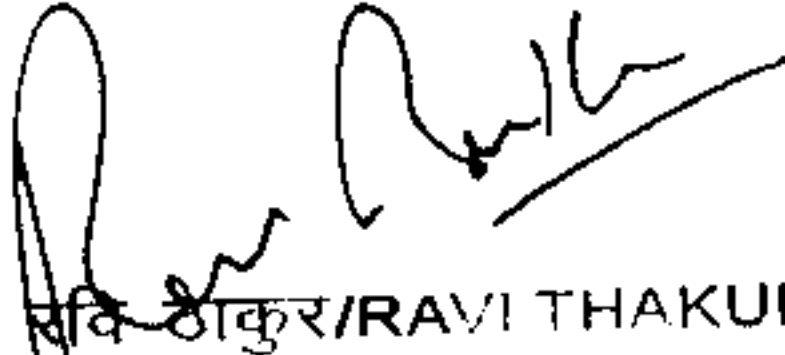


w.r.t his Junior after assessing his suitability so that the Senior is not put to disadvantage vis a vis his junior.

- ii) Air India and Indian Airlines were merged on 01/04/2007. But, both the Air Lines continued independent policy for grant of promotions till 2012 which resulted in anomalies in granting of promotions during the period 2007-2012. as is outlined in the Justice Dharmadhikari Committee report.
- iii) Justice Dharmadhikari Committee report did not prescribe any criteria for conducting Interview for granting Performa promotions and accordingly a large number of promotions were given by the Air India (merged company) .
- iv) Dr. Arte was junior to Dr K .K. Verma as on 1.4.2007 but became Senior to him upon granting of promotion to Dr Arte.
- v) Dr. Arte was granted promotion without conducting any interview whereas Dr K K Verma was subjected to interview despite the fact that no such criteria was prescribed by the Justice Dharmadhikari Committee thus discrimination has been caused to Dr K K. Verma , which is also against the law of equity .



रवि ठाकुर/RAVI THAKUR
उपाध्यक्ष/Chairperson
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
भारत सरकार/Govt. of India
नई दिल्ली/New Delhi

- vi) As per the petition of Dr K K. Verma, which was forwarded by this Commission to Air India , he (Dr Verma) was given overall outstanding ratings in the APAs ,however for the same factors the Interview Committee rated Dr Verma below average thus he was deprived of the due Proforma promotion on account of lower marks discretionary awarded to him by the Interview Committee which is in gross violation of the criteria followed in majority of other Proforma Promotion cases .
- vii) Commission observed that Dr K K Verma , an officer belonging to Schedule Tribe has been evidently discriminated by adopting a different criteria by subjecting him to an interview and giving him below average ratings /marks in the interview which is contradictory to the ratings awarded to him by the reporting and reviewing officers for the same /similar factors in the APAs for the last three years (relevant period) , which is a serious lapse on the part of Air India.
- 4) The Commission asked the General Manager Air India to furnish the information to the Commission as to how many officers /employees were granted Proforma Promotions by following the criteria prescribed by Justice Dharmadhikari Committee without subjecting the officers /employees to any interview and also as to how many employees were subjected to interviews and thus denied Proforma promotion and number of SCs and STs amongst them .


रवि ठाकुर/RAVI THAKUR
उपाध्यक्ष/Vice Chairperson
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- 5) The Commission also asked the representative of Air India to intimate the Commission as when and why the process and system of granting Proforma Promotion on the basis of Seniority and annual performance appraisal was changed and element of interview was introduced, reasons therefor. Whether approval of the changed procedure was obtained from the Ministry of Civil Aviation for changing the criteria which included Interviewing the officers /employees.
- 6) The Commission advised the representative of Air India to review the case of Dr K K Verma for granting him Proforma promotion thereby removing the anomaly. The General Manager present, Air India present in the sitting, assured the Commission on the above.
- 7) The Commission advised Air India to submit action taken report on the matter within three weeks of issue proceedings of the sitting.

Sitting ended with the above proceedings.


रवि ठाकुर/RAVI THAKUR
उपध्यक्ष/Vice Chairperson
राष्ट्रीय अनुसूचित जनजाति आयोग
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