



By Hand

# Government of India National Commission for Scheduled Tribes

6<sup>th</sup> floor, 'B' Wing, Loknayak Bhawan  
Khan market, New Delhi-110 003.

File No. DO/4/2012/MURD2/SEOTH/RU-II

Date: 17/09/2013

To

The Secretary to the,  
Government of India.,  
Ministry of Housing & Poverty Alleviation,  
Nirman Bhawan  
New Delhi

Sub: Record of Proceedings of the sitting taken by Shri. Bheru Lal Meena, Member, NCST on 11/09/2013 at 1230 Hrs in the NCST with officers of Ministry of Housing & Urban Poverty Alleviation and Hindustan Pre-feb Ltd. on the representation dated 01/05/2013 of Shri. Dhanna Oraon, Token Attendant, Hindustan Prefeb Ltd., Janpura, New Delhi regarding anomaly in pay fixation.

Sir,

I am directed to refer to this Commission's letter of even number dated 04/09/2013 on the subject mentioned above and to enclose herewith a copy of records of proceedings of the Sitting taken by Shri. Bheru Lal Meena, Member, NCST on 11/09/2013 at 1230Hrs in the NCST with officers of Ministry of Housing & Urban Poverty Alleviation and Hindustan Pre-feb Ltd on the representation dated 01/05/2013 of Shri. Dhanna Oraon, Token Attendant, Hindustan Prefeb Ltd., Janpura, New Delhi.

It is, requested that an action taken report on the points raised in the record of proceedings of the Sitting may please be furnished to this Commission within 30 days.

Yours faithfully,

(M.S.Chopra)  
Director

Copy alongwith a copy of proceedings is forwarded for information & necessary action to :-

1. The Chairman cum-Managing Director, Hindustan Prefab Ltd., Jangpura, New Delhi
2. Shri. Dhanna Oraon , Token Attendant Hindustan Pre-Feb Ltd., Janpura, New Delhi

Noo

- 1) PPS to Member (BLM)
- 2) SSA (NIC)
- 3) AD (Coord)

(M.S.Chopra)  
Director

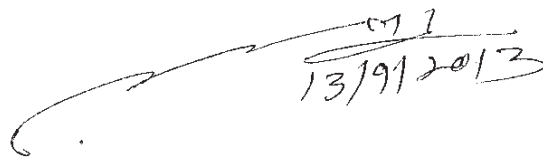
Minutes, D.O. No. 11092013 - RU2.pdf

**NATIONAL COMMISSION FOR SCHEDULED TRIBES**

F.No. DO/4/2012/MURD2/SEOTH/RU-II

**Record of Proceedings of the Sitting taken by Shri Bheru Lal Meena, Member, NCST on 11/09/2013 at 1230 Hrs in the NCST with officers of Ministry of Housing & Urban Poverty Alleviation and Hindustan Pre-feb Ltd. on the representation dated 01/05/2013 of Shri Dhanna Oraon, Token Attendant, Hindustan Prefeb Ltd., Jangpura, New Delhi regarding anomaly in pay fixation.**

1. A Sitting was held in the National Commission for Scheduled Tribes on 11/09/2013 with officers of Ministry of Housing & Urban Poverty Alleviation and Hindustan Prefeb Ltd. on the representation of Shri Dhanna Oraon, Token Attendant, Hindustan Pre-feb Ltd.(HPL), Jangpura, New Delhi regarding anomaly in pay fixation.
2. Shri BL Meena, Member National Commission for Scheduled Tribes chaired the Sitting. The list of participants is annexed.
3. As per discussion in the Sitting held in the National Commission for Scheduled Tribes on 12/08/2013, Joint Secretary, Ministry of Housing & Urban Poverty Alleviation and officers of HPL presented the relevant record, rules and details of pay fixation of the petitioner and other two employees of HPL viz Shri Rewar Ram Meena and Shri Kishan Lal Sholia.
4. Hon'ble Membe, National Commission for Scheduled Tribes asked the petitioner to explain his grievance. Shri Dhanna Oraon submitted that he is working as Token Attendant in Hindustan Pre-feb Ltd., Jangpura, New Delhi since last 16 years. He is being paid less salary vis a vis his junior employees. He joined HPL on 07/12/1995 and his date of increment was 07/12/1996. Shri Kishan Lal Sholia, Store Attendant, joined on 08/12/1995 and his date of increment was 01/03/1997. Similarly, Shri Rewar Ram Meena, Store Attendant joined HPL on 26/12/1995 and his date of increment was 01/01/1997. Both Shri Kishan Lal Sholia and Shri Rewar Ram Meena are junior to him but they are getting more salary to him. From 1996 to 2008 he was given increment before the above two employees. However, after revision of pay in 2009, the above employees are given increment before him. As per CDA Rules, the Store Attendant-II has been kept in Group 'D' unskilled category and Token Attendant-II has been kept in skilled category. At the time of fixation of pay in 2009, no option of pay fixation was taken. He submitted that although he is senior to the above mentioned two employees but is given one increment less to them and requested to remove the anomaly.

  
13/9/2013

श्रीकृष्ण बरु लाल मीना / SHRI BHERU LAL MEENA  
अध्यक्ष, न.स.स.त.  
राष्ट्रीय आयोग / राष्ट्रीय आयोग  
National Commission for Scheduled Tribes  
आंध्र प्रदेश / Andhra Pradesh  
नई दिल्ली / New Delhi

W

5. Shri KBS Sindhu, Jt Secretary, Ministry of Housing & Urban Poverty Alleviation submitted that the pay of the petitioner and all other employees was fixed as per rules/instructions on the subject. The pay structures of the unionized staff in the HPL as on 01/01/2007 have not yet been finalized. However, pending finalization their pay was fixed on the basis of pre-revised basics of 1997 pay scales as on 31/12/2006. The revised basic pay of the petitioner and other two employees was fixed at the same stage of Rs.11,470/-. However, the increment of Shri Rever Ram Meena fell due on 01/01/2007 and his pay was raised to 11,820/- from that day. The increment of Shri Kishan Lal Sholia was due of 01/02/2007 and his pay was raised to Rs.11,820/- from that day. In the case of Shri Dhanna Oran, his increment became due from 07/12/2007 and his pay was raised to Rs 11,820/- from that day. The pay of Shri Dhanna Oran could not be stepped up w.e.f. 01/02/2007 to make equal to Shri KL Sholia because their cadres are different.. The pay fixation of Shri Dhanna Oraon and others has been done as per existing rules/instructions.

6 Hon'ble Member National Commission for Scheduled Tribes questioned whether pay of the employees was fixed as per CDA or IDA pay scales and any option of pay fixation was called for. The Director, HPL submitted that pay of all the HPL employees was fixed as per IDA pay scales and no option of pay fixation was taken from the employees. Joint Secretary, Ministry of HUPA submitted that if the petitioner feels that he could be benefitted on re-fixation of his pay after giving option of pay fixation, he may apply for the same to the Management of HPL and his pay will be re-fixed. The petitioner agreed with the suggestion.

7. Hon'ble Member National Commission for Scheduled Tribes advised the petitioner to submit an application to the Management of HPL for re-fixation of his pay. He may also give option of pay fixation. Hon'ble Member also advised the officers of Ministry of HUPA and HPL to co-operate the petitioner in re-fixation of his pay so that anomaly, if any, could be removed. An action taken report in the matter may be submitted to the Commission within a month.

8. The Sitting ended with vote of thanks to the Chair.

13/9/2013

श्री कबीर सिंह / SHRI K. B. SINDHU  
जुनियर सिक्रेटरी  
राष्ट्रीय आवास एवं शहरी गरीबों के कल्याण  
National Commission for Scheduled Tribes  
राष्ट्रीय आवास एवं शहरी गरीबों के कल्याण  
नई दिल्ली / New Delhi

**NATIONAL COMMISSION FOR SCHEDULED TRIBES**

**Attendance Sheet**

**Date: 11/09/2013**

**Sitting taken by Shri Bheru Lal Meena, Hon'ble Member, NCST on 11/09/2013 at 1230 Hrs in the NCST with officers of Ministry of Housing & Urban Poverty Alliviation and Hindustan Pre-feb Ltd. on the representation of Shri Dhanna Oraon, Token Attendant, Hindustan Prefeb Ltd., Jangpura, New Delhi regarding anomaly in pay fixation.**

**NCST**

Shri Bheru Lal Meena, Hon'ble Member  
Shri M.S. Chopra, Director

**Ministry of Housing & Urban Poverty Alleviation**

Shri KBS Sindhu, Joint Secretary  
Shri Angna Ram, Dy Secretary

**Hindustan Pre-Feb Ltd**

Shri SK Gupta, Director Technical  
Shri Desh Raj, Head Assistant

**Petitioners**

Shri Dhanna Oraon