



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/DEV-173/OR/21/2021-ESDW

Dated: 25.07.2023

To,

The Collector & District Magistrate,
District Keonjhar,
Collectorate, Keonjhar
Odisha - 758001
E-Mail: dm-keonjhar@nic.in

The Managing Director,
Serajuddin & Co. Pvt. Ltd.,
Balda Block Iron Ore Mines,
At-Po-Balda, PS-Bamebari,
District-Keonjhar, Odisha-758034.
E-Mail: info@serajuddinmines.com

Sub: Minutes of the Sitting taken by Shri Ananta Nayak, Hon'ble Member, NCST, New Delhi on 23.05.2023 at 10:30 AM Representation dated nil of Shri Suresh Kumar Naik & Others At-Podarimala, PO-Badaneuli, Via-Ukhunda, District-Keonjhar-758032, Odisha regarding redressal of employment issue with Serajuddin and Co. Pvt. Ltd., Odisha.


Sir/Madam,

I am directed to enclose herewith a copy of Minutes of the Sitting taken by Shri Ananta Nayak, Hon'ble Member, NCST, New Delhi on 23.05.2023 at 10:30 AM on the above mentioned subject for information and necessary action.

2. You are requested to send the Action Taken Report (ATR) on the recommendations of the Commission **within 30 days** from the date of receiving of the Minutes.

Encl: as Above.

Yours faithfully,


(H.R. Meena)
Research Officer

Copy for information to: -

Shri Suresh Kumar Naik,
At-Podarimala, PO-Badaneuli,
Via-Ukhunda,
District-Keonjhar-758032,
Odisha

✓ NIC Cell for upload in Website.

National Commission for Scheduled Tribes

No. NCST/DEV-173/OR/21/2021-ESDW

Minutes of the Sitting held under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, NCST, regarding the industrial dispute between the petitioners Suresh Kumar Naik and Others and the Management of M/s Serajuddin & Co.

Date of the Sitting : 23.05.2023

Participants in the Sitting: As per Annexure

The Commission received a Representation, dated 18.11.2021, from Shri Suresh Kumar Naik, Podasinil, Badaneuli, Ukhunuli, Keonjhar regarding industrial dispute between the petitioner and the management of Balda Block Iron Ore Mines of M/s Serajuddin & Co. over illegal retrenchment from service. The Petitioner Shri Suresh Kumar Naik alleged that they had been given VRS even if they did not apply for it and were not convinced.

The Commission after considering the representation issued notice to the District Collector, Keonjhar and Managing Director, M/S Serajuddin & Co. Odisha seeking reply within 15 days. Reply to the notice was not submitted by the Authorities within the time limit.

The company vide its reply dated 02.06.2022 stated that the employees opted for the Voluntary Retirement Scheme which was floated by the company in 2011 and had given a written request to the management. Hence the company had followed due procedure.

After careful examination of the contents of the petition and the reply of the Authorities, the Commission decided to issue Summons to the Collector and District Magistrate, Keonjhar and Managing Director, M/S Serajuddin, Odisha for Sitting on 27.07.2022.

A letter Received from Managing Director, M/S Serajuddin & Co., Odisha for exemption from the appearing for Sitting before the Commission was considered. Thereafter the Sitting was rescheduled multiple times and was finally held on 23-05-2023.



अनंत नायक/ANANTA NAYAK
सदस्य/Member

राष्ट्रीय अनुसूचित जनजाति आयोग
NATIONAL COMMISSION FOR SCHEDULED TRIBES
भारत सरकार/Govt. of India
नई दिल्ली/New Delhi

In the sitting, the petitioner reiterated their contentions and asked to be reinstated in service. The Company stated that there has been a long gap since the petitioner took VRS. There is no scope for providing service in the Company.

After hearing both the sides, the Commission recommends the followings –

- The Company to reconsider the case of the petitioners on humanitarian grounds and consider them for reinstatement into service.

The Managing Director, M/S Serajuddin & Co. is required to send an Action Taken Report (ATR) within 30 days of receipt of minutes.



अनंत नायक/ANANTA NAYAK

सदस्य/Member

राष्ट्रीय अनुसूचित जनजाति आयोग

NATIONAL COMMISSION FOR SCHEDULED TRIBES

भारत सरकार/Govt. of India

नई दिल्ली/New Delhi

(ANNEXURE)

F. No. NCST/DEV-173/OR/21/2021-ESDW

LIST OF PARTICIPANTS:-

National Commission for Scheduled Tribes		
S. No.	Name	Designation
1.	Shri Ananta Nayak	Hon'ble Member
2.	Dr. Jayant Sarode	Director
3.	Shri H.R. Meena	Research Officer
The Collector & District Magistrate, District Keonjhar, Government of Odisha		
S. No.	Name	Designation
1.	Not Present	
The Managing Director, Serajuddin & Co. Pvt. Ltd., Odisha		
1.	Shri Prafulla Kumar Patil	Agent (Mines)
2.	Shri Anjan Kumar Sahoo	Mines-Manager
Petitioner		
S. No.	Name	Designation
1.	Shri Suresh Kumar Naik	Petitioner
2.	Mohd. Moqeen Ansari	Petitioner