



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-1059/MOA/2/2023-SSW

Dated: 12.01.2024

To,

Prof. Rabinarayan Acharya  
Director General,  
Central Council for Research in Ayurvedic Sciences  
JLN Bhartiya Chikitsa Evam Homeopathy Anusandhan Bhavan,  
No.61-65, Institutional Area, Opp. 'D' Block, Janakpuri  
New Delhi-110058  
Email Id: dg-ccras@nic.in, Tel. No: 011-28524457


**Sub:- Reinstatement of ST Employee in Service by Central Ayurvedic Research Institute, Bhuwaneswar - a petition dated 25/08/2023 of Miss Chhabirani Nayak, Village Sananeului, Dist keonjhar, Odisha.**

महोदय,

I am directed to enclose herewith a copy of the minutes of meeting held under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, NCST on 21.12.2023 at 3:30 PM in the National Commission for Scheduled Tribes, Lok Nayak Bhawan, Khan Market, New Delhi 110003 on the above mentioned subject.

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

Yours faithfully,

  
(आर.एस.मिश्र / R.S. Misra)

अनुसंधान अधिकारी / Research Officer  
Tel:- 011-24641640

Copy to :-

Miss Chhabirani Nayak  
Village-Sananeuli Po-Badaneuli Ps-Baria  
District-Keonjhar (Odisha)- 758032  
Mobile No:8144263928

Copy for information

PS to Hon'ble Member, NCST.  
NIC, NCST for uploading on the website of the Commission.

National Commission for Scheduled Tribes

Minutes of the Meeting held under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi, in the case of Miss Chhabirani Nayak, Ex Housekeeping Staff, Central Ayurvedic Research Institute, Bhubaneswar regarding reinstatement in Service.

(F. No. NCST/SER-1059/MOA/2/2023-SSW)

Date of the Meeting: 21.12.2023, 03:30 PM

**Participants in the Meeting- As per Annexure**

Miss Chhabirani Nayak (ex Housekeeping Staff, Central Ayurvedic Research Institute, Bhubaneswar) vide her representation dated 25th August 2023, alleges unfair job termination due to caste bias by the Management of Central Ayurvedic Research Institute, Bhubaneswar.

2. NCST vide notice dated 15.09.2023 had referred the matter to Director General Central Council for Research in Ayurvedic Sciences, New Delhi and Secretary Ministry of Ayush for furnishing the facts and comments. Central Council for Research in Ayurvedic Sciences (CCRAS) vide its reply dated 29.09.2023 has stated that CCRAS is not directly involved in the process of selecting such services and the engagement of staff is purely on an outsourcing basis with no employer-employee relationship. Ministry of Ayush vide Letter dated 12/10/2023 endorsed the comments of CCRAS. The letter of CCRAS was also forwarded to the Petitioner.

3. The Petitioner vide her Rejoinder stated that she was not satisfied with the reply. The Commission thereupon decided to discuss the issue with Director General, Central Council for Research in Ayurvedic Sciences and the Petitioner on 21.12.2023 at 3:30 PM. The same was informed to the Petitioner and Authority vide NCST communication dated 11.12.2023.

4. During the meeting, the Director General, CCRAS along with other Officials were personally present while the Petitioner joined online via video conferencing. The Petitioner requested that her case be considered on humanitarian grounds and she may be reinstated into Service. She requested to save her from the atrocities committed against her. She has been removed from the job, whereas the nephew of the DG has been appointed. It requires independent and impartial investigation. The Commission observes the issue very seriously. The allegations levelled by the petitioner are disturbing in nature. A poor ST qualified girl has to face such a situation due to certain activities of the CCRAS. If the matter would not be sorted out then the Commission will be constrained to take such other actions under the provisions of law. The Director General, CCRAS reiterated that the staff was selected by Regional Offices through an outsourcing Third Party Agency. On the Commission's recommendation for considering the case favorably on humanitarian grounds, the DG assured that he will look into the case and take all possible steps to sort out the issue.

*A. Ananta Nayak*

SECRETARY  
NATIONAL COMMISSION FOR SCHEDULED TRIBES  
LOK NAYAK BHAWAN, NEW DELHI

5. After hearing both the sides, the Commission recommends that -

(i) The DG, CCRAS to reconsider the Petitioner's case for re-instatement on humanitarian grounds;

(ii) The List of outsourced and contractual staff of CCRAS Regional Office Bhubaneswar along with their qualification and community status to be furnished before the Commission for further perusal;

(iii) A separate Internal Grievance Committee for Welfare of ST Employees to be constituted in terms of the Advisory issued by NCST to all Ministries/ Departments vide Letter DO NO 18/01/NCST(IGRC)/2021-Coord dated 03-08-2021 (Copy enclosed);

(iv) Action Taken Report to be furnished within fifteen days from the receipt of the Minutes.

*A. Singh*

COMMISSION FOR ST  
WELFARE  
Bhubaneswar

Annexure

List of participants of the meeting held on 21.12.2023 at 3:30 PM under the Chairmanship of Shri Ananta Nayank, Hon'ble Member, NCST, New Delhi in the case of in the case of Miss Chhabirani Nayak, Village Sananeului, Dist Keonjhar, Odisha regarding reinstatement of ST Employee in Service by Central Ayurvedic Research Institute, Bhuwaneswar.

I	<b><u>Central Council for Research in Ayurvedic Sciences</u></b>
	Prof. Rabinarayan Acharya, Director General
II	<b><u>Petitioner</u></b>
	Miss Chhabirani Nayak (Through Online Mode)