

**I Suffered And Experienced Mental, Psychological, Emotional And Monetary Harm As A Result
Of The Commission Of Offences By STC.**

**Like rubbing salt into the wound the STC now instituted False, Malicious and Vexatious
investigation and disciplinary proceedings against me based on the complaint lodged by
Mr.Jayant for his financial benefits. Make a painful experience even more painful.**

**The STC Is Persecuting Me To No End By Subjecting Me To Various
Mental Traumas For The Last 25 Years.**

Sir Chairman and Managing Director is the supreme authority and you being the CMD having
VETO powers I request you (1) to reject grievance redressal committee report and clear all my
retrospective promotions along with my pay arrears (2) to quash the then Director (Personnel)
Mr. M.M.Sharma's memorandum to me. It is the duty of righteous to defeat evil.

**Right To Live With Dignity – A Constitutional Guarantee
Under Article 21 Of The Constitution Become A
Negation In The Hands Of STC.**

Lies, Cheatings and Treacheries – Everything Is A Big Mockery in STC. The Machiavellians Of STC
Have Surpassed Machiavelli In The Art Of Machiavellianism. The Constitution Of India And 67
Years Of Our Independence Have No Meaning In STC. See My Contemporaries' Phenomenal
Growth and My Growth. See My Contemporaries' Basic Pay and My Basic Pay. I got Just Two
Promotions in My Almost 25 Years of Service with M.Com and M. Phil Qualifications.

Messrs B.R.Dhawan, NAN Jeyakumar and Lakpa Sherpa who Were Working as Assistant
Managers when I Joined STC have Now Reached the Positions of Chief General Managers
whereas I am Stagnated as Deputy Manager.

Similarly Messrs A.K.Mahajan, D.P.Mishra, H.K.Datta, R.L.Kaushal, Vivek Mathur, Ramesh Chander Malhotra, Hari Singh and Vijay Bhushan who Were Working as Assistant Managers when I Joined STC have Reached the Positions of General Managers whereas I am Stagnated as Deputy Manager. Office Manager Post Is Just One Cadre Below The Rank of Assistant Managers. In between OM and CGM there are seven cadres. (OM-AM-DM-M-CM-DGM-JGM-GM-CGM)

“To live with human dignity free from exploitation is the fundamental right of everyone in this country”. “The right to life includes the right to live with human dignity” and “it must include the right to the basic necessities of life and also the right to carry on such functions and activities as constitute the bare minimum expression of the human self”. “This right to live with human dignity enshrined in Article 21 derives its life breath from the Directive Principles of State Policy” “No State ... has the right to take any action which will deprive a person of the enjoyment of these basic essentials” held the Supreme Court of India.

The Constitution of US states that “Life is more than mere animal existence”

Keeping me on probation almost for 11 years; denying me all my annual increment arrears after clearing my probation almost after 11 years of my service; denying me all my retrospective promotions after clearing my probation almost after 11 years of my service; Issuing offensive office order making me responsible for menial works of sweeping, garbage cleaning, gardening work etc at STC apartments; removing me from my work at will and keeping me without work sometimes for six months together all because of my non-cooperation in corrupt practices of my superiors; denying me provident fund loan while sanctioning to others when grounds are similar; carrying out physical verification for releasing every instalment of sanctioned house building advance while literally conducting no such things for others; harassing me in timely release of house building advance instalment even after carrying out physical verification; forcibly evicting me from 2BHK official accommodation and dumping in 1BHK when children’s exams were nearing; Inviting to New Delhi for four times in the name of interviews and selecting my juniors; cancelling interviews for three times in the eleventh hour; inviting to New Delhi for two times in the name of grievance redressal and sending back after fooling are certainly not the part of the duties of the public servants that are enshrined in the constitution of India. Instead of protecting the hapless innocents from suppressions they are actively playing the roles of oppressors. It reflects sad state of STC’s affairs. Do they qualify themselves to call as public servants? Do they qualify themselves to call as upholders of our constitution?

Inviting a starved person with the promise of offering food and making fun of him is an offensive, vulgar and barbaric act. It is mental illness. It is worst kind of cruelty. It is abuse of power. Only ghosts can enjoy this type of cruelty. It is a blot on our democracy. Above all I am being informed rubbish saying "Even courts do not intervene with the findings of the DPCs".

Then what is the fun of calling me to New Delhi in the name of grievance redressal.

In 2002 STC transferred me to Gandhidham and forcibly relieved when communal riots were flaring up in the entire Gujarat that too when branch manager was on tour. My request to change the place of transfer was unheard. On many occasions STC conceded others requests.

Terrifying was it asked me to vacate my official accommodation by giving one day advance notice. It created panic among our family members by sending registered and courier posts by writing "Top Most Urgent" on top of the envelop. Only on National Commission for Scheduled Castes intervention I was saved from forcible eviction. More shocking than this is Mr. D.Jayant **rated** this M.Com and M. Phil degrees-holder inferior even to 10th and 12th standard managers on the directions of corporate office. I got the 2011-12 & 2012-13 APARs through RTI. Now waiting for 2013-14 APAR to know how he spoiled this time.

The CPIO of STC in his replies to my various RTI requests is consistently holding the view that "every organization has its own policy for recruitment keeping in view the organizational requirements etc. Thus, it cannot be compared with other PSEs".

But the CPIO is forgetting the fundamentals: PSEs are neither **sovereign bodies** nor autonomous institutions nor separate entities. PSEs are units of the government and they are parts and parcel of the government. They are **LIMBS OF THE GOVERNMENTS**. They cannot hold **opposite** view of the government. Otherwise it amounts to **sedition, treason, subversion and incitement to rebellion**. How can PSEs **DISOBEY** government's **specific directives** and **Restrict the entry of SC/STs by imposing conditions upon their employments?** Did the STC receive **different** directives to give conditional appointments to SC/STs? This needs to be answered.

Against the will and spirit of the government directives which are clearly evident in the enclosed RITES, MMTC special drive notifications, the STC offered me conditional appointment to non-managerial staff cadre post of office manager (accounts) on 07.02.1990 under the Rajiv

Gandhi government launched special recruitment drive in 1989 to clear all the back-log vacancies under the relaxed standards of educational qualifications, experience and age within

the time-bound span of two months. With M.Com and M. Phil qualifications I accepted the offer. It kept me on probation almost for 11 years and cleared my probation on 20.10.2000 on the directives of National Commission for SC/STs.

As if this outcaste entered their personal fiefdom through the backdoor with the help of National Commission for SC/STs without valid educational qualifications, the STC since then started targeting me through various humiliations, harassments and persecutions. In all their correspondences with various constitutional authorities the STC invariably highlight this particular incidence of clearing my probation through National Commission purportedly either to weaken case or defeat my cause.

In their fiefdom junior stenographers, junior assistants, junior clerks like Messrs L.N.Kataria, A.K.Mahajan, Vijay Bhushan and others have reached the positions of General Managers and Chief General Managers shockingly to discharge professional duties of marketing, finance and personnel management, but this M.Com and M. Phil degrees holder who specialized in “working capital” and who submitted dissertation on “working capital trends in Indian corporate sector” could get only two promotions in almost 25 years service. In their fiefdom only their kith and kin are pre-determined to pass departmental exams, but this M.Com and M. Phil degrees holder could not pass even in elements of book-keeping, English, etc.

Needless to mention this fiefdom is now making losses with charge-sheets, departmental inquiries, CBI charge-sheets, legal cases, attending courts and others. And one of the previous chieftains in this fiefdom like **“Nero Fiddling While Rome Burns”** was busy in inducting campus recruits, promoting so many employees and other direct recruitments when STC is bleeding with its worst ever financial crisis with its existing 850 employees having no work.

Without taking Branch Manager’s Approval Mr.D.Jayant sent his complaint against me to various Directors. The STC initiated investigation against me and sent Mr.G.R.Datta ex-general manager, BHEL from New Delhi to Mumbai on 18/05/2014 to investigate on 19/05/2014 and 20/05/2014. As if it is a national issue he was sent by air by arranging hotel accommodation for three days in Mumbai. Not only that the outgoing Director (Personnel) Mr.M.M.Sharma issued me memorandum dated 20.06.2014 to submit my defense against the charges. **Now see the duplicities** in its approach towards hapless innocents.

On 24.07.2014 I filed two RTI appeals (copies enclosed) in the office of Appellate Authority who happens to be our Director (Personnel) (SKS). Filing RTI appeals is constitutional guarantee. It is constitutional right. It is fundamental right.

Within no time the branch DGM (VPK) issued circular stating “employees are sending E-Mails directly to Directors without going through proper channel. This has been viewed seriously by the management. Hence all are requested to follow protocol and route all papers through Branch Manager. For strict compliance please.” Copy of circular attached.

My point is: why no such circular was issued when Mr. D.Jayant sent his complaint directly to Directors? Why this differential treatment? How the STC acted against its own rules and protocol and accepted the complaint and initiated investigating proceedings when complaint was not routed through the branch manager? Added to this the branch manager has already sorted out the issue on 17.04.2014 at instance of corporate office instructions by calling a meeting in his chambers attended by me and Messrs V.Pal .Kishtafar, V.P.Bendre, D.Jayant. This was a dead issue sorted out by our branch manager, even then the outgoing Director (Personnel) Mr.M.M.Sharma reopened it to avenge for my filing 355 RTIs.

In the name of misbehaviour the STC initiated investigations against me against the complaint lodged by Mr. D.Jayant on 07.04.2014 by appointing Mr. G.S.Datta ex-general manager of BHEL. And the outgoing Director (Personnel) Mr.M.M.Sharma issued me memorandum on 20.06.2014 to submit my defence against the charges.

But my point is: why no such investigations were initiated when there was a literal fight on 04.04.2014 between Messrs R.Madhusudhan (DGM) and Raghvir Rudakia (DM) catch-holding each other's neck pushing each other's which was witnessed by entire branch employees. A group of managers led by then officers' association general secretary Mr.J.J.Surve attacked then Hyderabad BM Mr.A.S.Diwakar Rao when he came on official tour to Mumbai office in the presence of Mr.A.K.Mahajan, then BM of Mumbai, but no investigation was initiated.

Following two incidents will further explain travesty of justice system in STC

In STC there is no Rule of Law but only Manudharma. In the **EXIM BANK** business lapses the Director (Personnel) (MMS) charge-sheeted **ONLY** scheduled caste managers Messrs

V.P.Bendre and D.Jayant. But there was no charge-sheet against Mr. V.V.Mandovkar who is part and parcel of EXIM BANK operations and who is their marketing counterpart. Instead Mr. V.V.Mandovkar was promoted to Chief Manager by superseding many.

This is nothing but travesty of justice system in STC. Before the constitution of India every person from honorable prime minister down to the humblest peasant is equal and answerable to their actions. But the Director (Personnel) (MMS) has given new definition to the Art.14 of the constitution by fixing only chief managers and the above.

Another travesty of justice system in STC is that a scheduled caste manager from Hyderabad branch was terminated from the services for submitting bogus medical claim. But no such terminations when upper caste managers drawn TA/DA claims by submitting inflated and bogus hotel stay bills. For exposing this racket our head of Finance Mr.R.Ganesh restricted my cheque signing and NEFT authorization work of cash & banking for one working day from five.

They (STC) Have Answer For Every Wrong Whether We Accept Or Not. Our Acceptance Or No Acceptance Makes No Difference To Them. They Have Justification For Every Crime Whether We Accept Or Not. Our Acceptance Or No Acceptance Makes No Difference To Them. All These Things Are Made Possible To Them Because Of Unchecked Powers Compounded By Guiltlessness, Fearlessness, Insensitiveness And Criminal Negligence Facilitated By Absence Of Proactive Guardians. They Are Allergic To The Principles Of Democracy And Rule Of Law.

The STC Not Only Belittled The Spirit Of The “Welfare State” But Also Brought Shame And Disrespect To The Constitution Of India As Well As To The Fathers Of The Constitution.

Now It Is The Time To Review The Constitutional Safeguards To Scheduled Castes And Scheduled Tribes With Particular Reference To Their Working In STC.

Driven by Manudharma the Mantra that is followed by STC to subjugate SC/STs is: Fool them or frustrate them by talking totally irrelevant and utter non-sense and mere stupidity. Not only that these Machiavellians of STC have evolved hitherto unknown technique of using SC/STs against SC/STs by offering fringe benefits to them.

There exists **Anarchy** only in STC. It operates "**Differential Treatment**" in place of "**Similar Treatment**". It operates "**Discrimination**" in place of "**Equality**". It operates "**Manudharma**" in place of "**Rule of Law**". It operates "**Secrecy**" in place of "**Transparency**".

**Lost Rights Are Never Regained By Appeals To The Conscience Of The Usurpers, But By
Relentless Struggle.... Goats Are Used For Sacrificial Offerings And Not Lions.
Dr.B.R.Ambedkar**

"Day in and day out we take pride in claiming that India has a 5000 year old civilization. But the way Dalits and those suppressed are being treated by the people who wield power and authority speaks volumes for the degradations of our moral structure and civilized standards."

Mr. K. R. Narayanan, ex-President of India.

To

17.07.2014

Shri Khaleel Rahim
The Honourable Chairman and Managing Director
STC of India Ltd
New Delhi – 110 001

Respected Sir,

Today I got the copy of grievance redressal committee report with a covering letter dated 10.07.2014 from Shri R.L.Kaushal, GM.

Sir since my matters are very serious and pertains to my career, life and liberty I submitted my **PRAYERS** to you with a reason and evidence **NOT** to allow the then Director (Personnel) Mr. M.M.Sharma to sit on the **JUDGEMENTS** of **EITHER** my grievance redressal committee recommendations held in corporate office on 08.05.2014 **OR** Mr.G.R. Datta's investigation report against me with reference to complaint made by Mr.D.Jayant.

But who decided what and who dictated what I do not know. Shocking is **neither** I got anything from the constitution of grievance redressal committee **nor** freed from Mr.G.R. Datta's

investigation. The outgoing Director (Personnel) Mr. M.M.Sharma issued me memorandum dated 20.06.2014 to submit my defense against the charges. Since I exposed all his misdeeds through my 355 RTI applications the outgoing Director (Personnel) Mr. M.M.Sharma took Mr.D,Jayant complaint against me to his advantage and went ahead of his evil designs.

Sir you have **created high Hopes and Aspirations** in me through your letter dated 02.09.2013 addressed to all employees which was displayed on the notice board promising to resolve employees' grievances within three working days by personally monitoring them. With this and other your initiatives I considered you as a "**game changer**" and "**the CMD with a difference**". But all my hopes and aspirations have razed to the grounds with the above two incidents. I am dismayed, shattered and really shaken. Sir what to trust and whom to trust? It's total confusion.

Sir I really fed up with this 24 years fight in STC. Sometimes I thought of giving up this cause thinking that why I should go on begging the STC. But immediately I question myself asking "do you think that those who approach legal courts with prayers are beggars". Then again I question myself asking "if you an educated person with M.Com and M.Phil qualifications living in metropolitan city of Mumbai cannot fight for your own grievances against the injustices, how can you expect illiterate villagers living in real India to fight back atrocities of parading naked Dalit women on roads, killing them at gun point". Then I realized it is my fundamental duty as enshrined in the constitution of India as a Citizen of this Nation to fight against the injustices carried out by STC on **Untouchability** basis.

Sir my humble submission is that when my grievances are legally or morally or ethically **unsustainable** what is the need of constituting the grievance redressal committee by paying Rs.60, 000/- to them and arranging to and fro air travel to me from Mumbai to New Delhi to meet them at corporate office also by incurring stay charges and others.

Sir the STC has constituted the committee for redressal of my grievances on 03.03.2014 and I was asked to submit my grievances on the following **FOUR** points:

1. Your conditional appointment as OM (A/Cs);
2. Probation clearance as OM (A/Cs) and payment of arrears from retrospective effect; and
3. Your promotion from DM (Finance) onwards.
4. Any other specific issue relating to your appointment/promotion/transfer etc.

Sir my straight question is: not even one among the above four issues are fit for redressal. If the answer is emphatically or assertively yes, then why constituted the committee? Then this government company is that much ignorant of even minimum or rudimentary law?

Very recently someone is glorifying Mr.M.M.Sharma by attributing all great positive virtues to him. It remembered me the famous proverb of "**Caesar's wife** must be **above suspicion**." He is criticizing the CMD for stripping of legal and other divisions from him reasoning he is a presidential appointee. What a nicety it is.

Sir if all presidential appointees discharge duties as **saints** we would have built heavens and have eradicated all social evils long back. The very existence of scams and widespread corruptions disprove all are saints. The very existence of CBI, CVC and other Anti Corruption Bureaus proves all are not saints. In our society good or bad / honesty or dishonesty is measured by what we get and what we don't get from the person we measure.

Sir Chairman and Managing Director is being the supreme authority and you being the CMD having **VETO** powers I request you (1) to **reject** grievance redressal committee report and **clear** all my retrospective promotions along with pay arrears (2) to **quash** the then Director (Personnel) Mr. M.M.Sharma's memorandum to me and all his other evil designs against me.

Sir I also submit the following for your kind perusal:

1. All my three juniors were promoted. Now they become due for next promotion.
2. The Grievance redressal committee report seems to maintains the stand that all DPC recommendations are **sanctimonious** that is why even courts also dare not intervene with the findings of the DPCs. Kindly refer Bokaro Steel Plant Recruitment Scam-TOI Mumbai January 29, 2014 page: 13. Sir it is incorrect to say all DPC recommendations are **scandalous-free**. Given me opportunity I prove how scandalous they are.
3. My point is sir: forget the excuses and other explanations for time being.
 - a) Let the DPC or grievance redressal committee explain to this lay person in ordinary language, who got promoted among the scheduled caste community from the interviews conducted for promotion to Manager (Finance) during the tenure of the then Director (Personnel) Mr. M.M.Sharma?
 - b) Let the DPC or grievance redressal committee establish how I am inferior to those promoted during the tenure of the then Director (Personnel) Mr. M.M.Sharma?

- c) Sir if suppressions are that much easy to prove, suppressions would never have been taken birth. Sir even if suppressions are proved, it is very difficult to convict. Even if found guilty, it is very difficult to execute. Because of their access to power oppressors never get punished and always suppress the hapless innocents to establish their supremacy/monopoly/hegemony. Further to this the notion of commoditization made everything possible now-a-days.
4. Four times I attended the Manager (F) interview. Three times my interviews were cancelled.
5. In 2011 I was invited to New Delhi in the name of personal hearing to resolve all my grievances but sent back after fooling me. And the same is repeated in 2014 in the name of grievances redressal committee. The difference between the first and second lies in the intensity of fooling. If first one is called as Lies, Cheatings and Treacheries – Part One; this one will be known as Lies, Cheatings and Treacheries – Part Two.

In the first invitation I was asked to travel by my entitled train and in the second invitation I was asked to travel by my un-entitled air as if there was some national emergency. But what is damn clear from this national emergency is that the outgoing Director (Personnel) Mr.M.M.Sharma wanted himself to clear this case before his superannuation date of 30.06.2014 after availing leave of twenty days. The first thing he has done after resuming his duties on 20.06.2014 is signing memorandum dated June____, 2014 issued to me. The month and year is typed and date of 20 is handwritten. It is done in a planned manner.

6. Sir inviting a starved person to food and making fun of him is nothing but mental illness and cruelty. Only ghosts can enjoy this type of cruelty. Nothing is more shameful than this and nothing is crueler than this. It is really a blot on our democracy to allow such incidents. No religion or no god will appreciate this sort of barbaric act against the hapless innocent citizens. Above all I am being informed rubbish saying “Even courts do not intervene with the findings of the DPCs”. Then what is the fun of calling me in the name of grievance redressal.
7. Finally I submit sir that it is the duty of righteous to defeat the designs of evil.

Sir our constitution under Art.21 guarantees every citizen the Right to Live with Dignity. But the STC negates with this very basic foundation of our constitution.

Sir if you observe analytically there is a **definite pattern** in setting up of these personal hearing committee meetings/ grievance redressal committee meetings and interviews and their cancellations. They are meant for fooling me only. They are not serious either about the personal hearing committee or grievance redressal committee.

Sir when I boarded the train **from this side** (Mumbai) on 09/01/2012 for New Delhi for personal hearing they faxed call letters **from that side** (New Delhi) on the same day (09/01/2012) regarding interviews for the post of Manager (Finance). Again **from this side** on 11/03/2014 when I emailed my grievances brief to them they again faxed call letters **from that side** on the same day (11/03/2014) regarding interviews for the post of Manager (Finance). It is like child's play. They are just poking fun at me. Kindly see the below tabulations to know how:

Constitution of Personal Hearing Committee - Lies, Cheatings and Treacheries – Part One

| Sr. No | Date of intimation regarding constitution of Personal hearing committee | Date of boarding the train to New Delhi to attend personal hearing committee. | Date of Faxing interview call letters for the post of Manager (Finance). | Date of interview for the post of Manager (Finance). | Date of personal hearing meeting held at New Delhi's corporate office | Date of faxing regarding the cancellation of interviews for the post of Manager (Finance). |
|--------|---|---|--|--|---|--|
| 1 | 22.11.2011 | 09.01.2012 | 09.01.2012 | 24.02.2012 | 10.01.2012 | 21.02.2012 |

Constitution of Grievance Redressal Committee - Lies, Cheatings and Treacheries – Part Two

| Sr. No | Date of intimation regarding constitution of Grievances redressal committee. | Date of sending grievance brief through email to GM (RLK) | Date of Faxing interview call letters for the post of Manager (Finance). | Date of interview for the post of Manager (Finance). | Date of grievance redressal committee meeting held at New Delhi's corporate office | Date of faxing regarding the cancellation of interviews for the post of Manager (Finance). |
|--------|--|---|--|--|--|--|
| 1 | 22.11.2014 | 11.03.2014 | 11.03.2014 | 24.03.2014 | 08.05.2014 | 21.03.2014 |

A few words on Mr.D.Jayant's complaint against me and STC investigation

Art.16 of the Constitution bars Discrimination not only in the matters of Initial Appointment but also of Promotion and Termination of the Service Itself. But discrimination knows no bounds in STC. Discrimination permeates beneath everything in STC.

There exists **Anarchy** only in STC. It operates "**Differential Treatment**" in place of "**Similar Treatment**". It operates "**Discrimination**" in place of "**Equality**". It operates "**Manudharma**" in place of "**Rule of Law**". It operates "**Secrecy**" in place of "**Transparency**".

1. Sir first of all, Am I an insane person to abuse Mr.D.Jayant without any provocation? For that matter no sane person will abuse any person without any provocation. What happened between me and him was a heated argument regarding the work which was conveniently converted into charge of entering into chambers and started abusing him.
2. That day he was repeatedly using the words of "When I have given work to you" Still I can't understand the meaning of this phrase. Sir first of all I am not his peon to accept his words of "When I have given work to you" There is a division of work in STC. Every employee has specific allotted work through office orders. Only to the peons there is unspecified work. **I know my duties and responsibilities better than him.** Kindly see page number 19 to know my achievements in Kandla and Mumbai branches. I never and ever work against the interests of STC. All my RTIs are in the interest of STC only.
3. He is my contemporary as Assistant Manager as well as Deputy Manager. Since I am stagnated as Deputy Manager he became my boss by default. Actually I am senior to him in STC. I put up more than 24 years in STC.
4. When I said I am not his **servant** to behave without any respect he says incongruently and incoherently "you are a public servant".
5. When I said "why you are repeatedly asking me when Mr.V.P.Bendre is not responding journals and kept the work pending", he replied saying "**TUM KO NAI TO TUMHARA PARIVAR KO PUCHOO KYA**". This insulting, arrogant and highhandedness attitude against me has no meaning and no relevance to STC authorities. Just they want to fix me at any cost and nothing else.
6. Without taking Branch Manager's Approval Mr.D.Jayant sent his complaint against me to various Directors. The STC initiated investigation against me and sent Mr.G.R.Datta

on 18/05/2014 to investigate on 19/05/2014 and 20/05/2014. Not only that the outgoing Director (Personnel) Mr.M.M.Sharma issued me memorandum to submit my defense against the charges.

7. On 24.07.2014 I filed two RTI appeals (copies enclosed) in the office of Appellate Authority who happens to be our Director (Personnel) (SKS). Filing RTI appeals is constitutional guarantee. It is constitutional right. It is fundamental right.
8. Within no time the branch DGM (VPK) issued circular stating “employees are sending E-Mails directly to Directors without going through proper channel. This has been viewed seriously by the management. Hence all are requested to follow protocol and route all papers through Branch Manager. For strict compliance please.”
9. **See the striking disparities and brazen discriminations:**
 - a) When Mr.D.Jayant sent his complaint **directly** without proper channel and protocol against me to various Directors there were no hues and cries. Instead it is welcomed and initiated investigation by appointing Mr.G.R.Datta ex-GM of BHEL. It is fully exploited by the outgoing Director (Personnel) Mr.M.M.Sharma.
 - b) But when I exercised my constitutional right and filed RTI appeals in Director (Personnel) office seeking information the management viewed it very seriously and issued circular. Fortunate enough is that they have not initiated another investigation for not following proper channel and protocol. Luckily thanks to them they satisfied with issuing circular.
 - c) When a malicious email was sent to STC top officials, President of India, Prime Minister of India and others **in my name** abusing several STC officials by creating new email id, STC has not initiated any investigation despite of my requests.
10. Since the joining of Mumbai branch as branch manager Mr.A.K.Mahajan was not drawing conveyance reimbursement as he was not entitled as he was using office vehicle for commuting between office and residence till the payment of cafeteria based perks. It was in the records.

By oversight my subordinates calculated his arrears by including conveyance as if he was not paid. When it came to my notice I recovered it in installments in consultation with HOF Mr.R.Ganesh. But he & HOF got the amount drawn back after my removable from

the divisions. This was really a horrifying incident. Where the Rule of Law is working in STC? Why no investigation is initiated by the then Director (Personnel) Mr.M.M.Sharma.

11. Why the then Director (Personnel) Mr.M.M.Sharma has not initiated any investigation on the bogus inflated hotel bills which I exposed through RTI applications though he was aware.
12. I can add to this list many more if needed.

Grievance Redressal Committee Report:

1. The way the Scheduled Caste member introduced himself to me saying that he also had faced so many problems like me in his career: by assuring me that they were there to help me come out from the problems made me so ease and I literally surrendered to them thinking that they were solving all my perennial problems. The way they dictating the note to stenographer made me so happy that they are literally have solved all my grievances and only formal office order was pending. The woman committee member complemented me saying that I am very intelligent and I should not only work for SC/STs but also OBCs. When everything was over the third member asked me to wait till the note was typed for which SC member interjected saying not necessary and advised me to leave the place. I was in a festive mood with abundance of faith in them left the place to share my joy with my family in Mumbai. But the bitter truth was revealed in three installments:
 - a) One on 19/05/2014 when I was called into the cabin occupied by Mr.G.R.Datta, the STC appointed investigator against the complaint lodged against me. I was really shaken and shattered. It was a great memorable lesson on human beings
 - b) Second on 24/06/2014 when I was called into the chambers of the branch manager to acknowledge memorandum issued by the outgoing Director (Personnel) Mr.M.M.Sharma.
 - c) Third on 17/07/2014 when I received the copy of Grievance redressal committee report from GM (RLK) which is orchestrated and tailor made breaking all fake promises and fake assurances.

2. Sir can the STC furnish documentary evidence against serial number (i) page 1 of GM (RLK) letter which says “it is in line with the instructions issued by the DoPT according to which qualifying standards can be relaxed for SC/STs but not the educational qualifications”? **I want to see the instructions** issued by the DoPT to STC. **Simply I want to know on whose directions/basis STC issued employment notification in news papers under special recruitment drive under which I joined STC.**
3. Let the learned gentlemen/gentlewomen of STC and grievance redressal committee **enlighten this scheduled caste intellectual pygmy** why they consciously missed to mention about MMTC and RITES in their report. Whether MMTC and RITES relaxed educational qualifications on their own or on the directions of DoPT. How these learned gentlemen/gentlewomen of STC and grievance redressal committee failed to mention **Mr. DIPANKAR CHAKRABORTY** who with B.Com qualifications joined STC as Manager (Marketing) on 16.08.07 and **Mr. RAJESH KUMAR PRASAD** who joined STC as Assistant Manager (Finance) with M.Com and ICWA (Inter) on 23.12.96.
4. At serial number (ii & iv) page 1 of GM (RLK) letter it says “promotions could not be considered without probation clearance”. Sir from which statute book this statement/phrase is picked out. Kindly furnish the copy of this statement from which statute book it is picked up. Sir when the above rules from those statute books which they must be referring are crystal clear why these learned gentlemen/gentlewomen of STC and grievance redressal committee took **FOUR** meetings by wasting public money. My grievances could have rejected by seeing them at the very first instance itself.
5. Sir whenever an employee is promoted in STC he/she is **kept on probation for a period of one year** and only after successful completion of probation the employee concerned is confirmed in the promoted post. There are many occasions wherein probations are extended due to unsatisfactory performances in the promoted post.
6. “A person is **appointed on probation** in order to **assess his suitability** for absorption in the service to which he has been appointed. Probation should not, therefore, be treated as a mere formality.” Refer Consolidated Instructions on Probation and Confirmation in Central Services - DoPT dated 21.07.2014”.
7. Sir the outgoing Director (Personnel) Mr.M.M.Sharma promoted many managers who were at the verge of retirement left with no more than one month service. He even promoted a corporate office **local cadre** deputy manager to the post of Manager who left with no more than one month service after **converting** him into All-India cadre. **Now**

my point is: how and when these **promotees** will clear one year **mandatory** probation when they were left with no more than one month service. How the STC **assess their suitability** when left with no more than one month service. I want explanation from the learned gentlemen/gentlewomen of STC and grievance redressal committee. These are **justifiable Noble actions** from these learned gentlemen/gentlewomen point of view. "Even courts do not intervene with the findings of the DPCs".

8. At serial number (iii) page 2 of GM (RLK) letter it says "Even courts do not intervene with the findings of the DPCs". God only can save the hapless people from these saints.
9. Please refer page no -5 point number -9 of the grievance redressal committee report wherein it mentioned "He appeared in the examinations held in 1994 and 1997 but could not clear the examinations". **It is nothing but character assassination.** What evidence they have to say I appeared in 1997 examinations and failed. **It is shame on STC's part to furnish false information.** Though I applied for two times for examinations, only once I appeared for examination. Since I failed in all the four papers I realized no point in appearing in the examinations for the second time. People who copied in front of me with union leaders help passed the examinations and become Manager (Finance) now. Many a times I explained this but STC still maintains that I appeared examinations for two times & failed both the times which is blatant utter lie.

Cost for following Constitutional-path in STC

1. The RTI is enacted through an act of parliament in 2005 to empower the common man and to bring about total transparency in administration to contain corruption.
2. And the Vigilance Awareness Week is observed every year with a pledge to eradicate corruption in all spheres of life.
3. But see what is happening in STC for exercising constitutional guarantee of RTI and for executing the pledge of Vigilance Awareness Week.
4. I am being persecuted and witch-hunted leading to a memorandum to hold an inquiry against me by the outgoing Director (Personnel).

Let me take this opportunity to quote three important observations made on RTI:

1. "Delivering his 10th Independence Day speech from the ramparts of the historic 17th-century built Red Fort, Prime Minister Dr. Manmohan Singh on Thursday said: Through

the RTI Act, the common man now gets more information than ever before about the work of the government. This legislation is being used on a large scale at all levels. The Act frequently brings to light irregularities and corruption and opens the door for improvements, said Dr. Singh. I am sure that the RTI will lead to further improvements in the way the government functions, he added". By ANI | ANI – Thu 15 Aug, 2013. RTI Act Will Help End Corruption In India, Says PM.

2. "The basic aim of the RTI act is to empower the citizens, promote transparency and accountability in the working of government, contain corruption and make our democracy work." - says the Ministry of human resource development in a letter to the CIC. Kindly refer Times of India 4th page of August 31, 2012.
3. Justice Ajit Prakash Shah, former chief justice of the Delhi high court says "Perhaps the biggest contribution of our Parliament towards promoting greater accountability in independent India is the enactment of the Right to Information (RTI) ACT, 2005. If, as they say, information is power, then the RTI Act has been a veritable 'Brahmastra' in the hands of the Indian public"

"RTI is a powerful tool that serves to bridge the democratic deficit created by increasing inequality and differences in access to opportunities. Countless Indians are now able to check the status of their ration cards, BPL cards, passports, application for public schemes etc. The RTI has made the state machinery more accessible and easier to manage, especially for the poor and vulnerable sections of society".

Kindly refer TOI Mumbai edition dated 27.10.2012 centre page article "Don't Kill the RTI" by Justice Ajit Prakash Shah, former chief justice of the Delhi high court.

We celebrate Vigilance Awareness Week every year with the following Pledge:

WE, THE PUBLIC SERVANTS OF INDIA, DO HEREBY SOLEMNLY PLEDGE THAT WE SHALL CONTINUOUSLY STRIVE TO BRING ABOUT INTEGRITY AND TRANSPERENCY IN ALLL SPHERES OF OUR ACTIVITIES. WE ALSO PLEDGE THAT WE SHALL WORK UNSTINTINGLY FOR ERADICATION OF CORRUPTION IN ALL SPHRES OF LIFE. WE SHALL REMAIN VIGILANT AND WORK TOWARDS THE GROWTH AND REPUTATION OF OUR ORGANISATION. THROUGH OUR COLLECTIVE EFFORTS, WE SHALL BRING PRIDE TO OUR ORGANISATIONS AND PROVIDE VALUE BASED SERVICE TO OUR COUNTRYMEN. WE SHALL DO OUR DUTY CONSCIENTIOUSLY AND ACT WITHOUT FEAR OR FAVOUR.

I filed around 355 RTI applications so far on promotions, promotion policies, campus recruitments and other direct recruitments. My point is when STC is bleeding with its worst-ever financial crisis with its existing 850 plus employees with no work, what is the need of the then Director (Personnel) (MMS) inducting campus recruits with fast-track promotions for every two years to them. Not only had that what is the need of further directly recruiting the personnel when existing employees have no work.

I have submitted volumes on how I am being selectively persecuted, harassed and witch-hunted in my earlier petitions.

Finally a word on Special Recruitment Drive and offer of Conditional Appointments by STC

1. The CPIO of STC in his replies to my various RTI requests is consistently holding the view that “every organization has its own policy for recruitment keeping in view the organizational requirements etc. Thus, it cannot be compared with other PSEs”.

Sir my humble submission is that: STC can have their own personal agenda/policy to suppress the hapless humanity in the normal course **BUT** when none other than the Government of India directed them with specifics to clear the backlog under relaxed standards how can they **DISOBEY** the specific directives and **Restrict the entry of SC/STs by imposing conditions upon their employments?** This is my point.

PSEs are neither **sovereign bodies** nor separate entities. PSEs are units of the government and they are parts and parcel of the government. They are **LIMBS OF THE GOVERNMENTS**. They cannot hold opposite view of the government. Otherwise it amounts to **sedition, treason, subversion and incitement to rebellion**.

2. Sir even popularly elected state governments can be dissolved by the central government under Art. 356 when they act against the constitution of India. Likewise there should be stringent mechanism to hold the errant PSEs answerable when failed to implement government directives pertaining SC/ST people. No law, no act, no ordinance works automatically on its own without teeth and fear of punishment.
3. The offer of conditional appointment by the STC to the posts of Office Manager (Accounts) is **NOT** something new that is exclusively invented to clear the backlogs under the Rajiv Gandhi government launched special recruitment drive. It is there from the times immemorial. It is **“old wine in a new bottle”** and nothing new in it.

My point is: what and where, how and where the STC relaxed the standards of educational qualifications under this drive? The STC used to recruit SC/ST people with this condition and make their life hell and miserable.

My point is: recruiting SC/ST people in this manner and throwing them to **LURCH** without extending any help and conducting departmental exams as per STCs whims and fancies is cruelty. Recruit SC/STs after conducting exams and **NOT** vice a versa.

When it wanted the STC recruited even unprofessional ordinary degree-holders at managerial levels as MTs through competitive entrance exams. Examples are Mr.D.N.Pandey & others.

See the way the public servants in STC write about its SC/STs colleagues

1. See the STCs humiliating communication to me dated 25.07.1994 “your services were **liable to have been terminated** after two years of your appointment. However this was not done and instead your probation has not been cleared for want of this”. **(Kindly refer attachment)**
2. See how the STC used demeaning and denigrating words against me in its reply dated September 20, 2012 addressed to Shri Murari Lal, Under Secretary, National Commission for Scheduled Castes, New Delhi "**with sole objective of extracting un-due favour from STC** through National Commission for SC/ST". **(Kindly refer attachment)**

But records speak volume who extracted undue favors from STC. With M.Com and M.Phil qualifications with a stamp of scheduled caste on my forehead I got just two promotions and reached the position of deputy manager with my relentless 25 years fight of **prayers and petitions**.

But stenographers in STC who are **trained in the profession of taking dictation and typing letters** have reached the positions of General Managers and Chief General Managers to discharge the professional duties of Finance, Marketing, and Personnel. It is really a slap on the face of the Management Guru **Peter F Drucker**.

3. See how the STC in its letter dated 21.05.2012 addressed to Shri Y.K.Bansal, Research Officer has stated in the page no – 3 at point no - 4 “The corporation **could have discharged him from service** on his not achieving the requisite qualifications, but

extended maximum flexibility to him after taking a sympathetic view as Sh. Prasada Rao belonged to SC community". **(Kindly refer attachment)**

What is objectionable and what is not acceptable is the way the STC treats this Scheduled Caste. It treats me as a charity-seeker. There is no value to the life and liberty of this scheduled caste in STC.

4. See the STCs RTI reply dated 21.08.2013 at Page No – 4 to know how the public servants are serving the public. **It Reads:** "He has in most of the cases endorsed copies of his various communications to outside authorities without obtaining prior approval from STC". "The action on the part of Shri Rao to write directly to any constitutional authority, where specific approval of competent authority in STC is required, **warrants action**" (Kindly refer attachment)

Some of my achievements in Kandla and Mumbai Branches

My achievements during my tenure at the Kandla Branch

1. I have stopped illegitimate payment of Rs.1.62 crores to a party which was recommended by the corporate office and which was duly endorsed by the Ahmadabad Branch Manager and Ahmadabad Head of Finance when I was working at the Kandla branch of STC.
2. I have refused to accept the Bank Guarantee of Rs.1.60 crores which was issued by the SBI for Mumbai branch Edible Oil operations. And the party finally made payment to such an extent for Kandla Edible Oil operations as a guarantee.
3. I have refused to sign the "C" form even when I was pressurised to do so by a team from Delhi.
4. I refused to contingent liability provision of around Rs 1.5 crores to Bangladesh operations without documentary evidence.
5. For my closing of accounts work at Kandla branch I was given appreciation letter by none other than the then Finance Director.

6. During my two years tenure at Kandla I never have drawn any out of pocket expenses. I felt every work including closing of accounts work is part of our work and salary covers everything.
7. Our Kandla auditors at that time sit in the Bhavnagar. At the instance of the then Director (Finance), I left in the middle of night along with my team to get the accounts audited and signed by our auditors. For this tour also I have not drawn anything.
8. Though the then Director (F) has given me the blanket approval to hire a private vehicle to go to the Bhavnagar, I managed with our office car thereby saving around Rs.30000/-.
9. The audited accounts during those two years show how I have reduced expenses on auditors when compared to previous years. From the lakhs, I have reduced the expenses to few thousands.
10. For working in the interest of STC even my family members received threatening calls.

My achievements during my tenure at the Mumbai Branch

1. From the financial year 2002-03 the tax on non-monetary perquisites is to be borne by the employees themselves. Only a rebate in the form of average tax is available, which is to be borne by the STC. When I have taken over the charge of Salary Division in September 2004 I have calculated income-tax accordingly despite of strong protest from employees. Earlier, ignorantly my predecessor Mr. D.Jayant had been paying STC money on behalf of employees. In this way I have saved STC's money.
2. I have never drawn STC's money in the form of bogus motor car conveyance.
3. For refusing to give reply as per the directions of Shri S.K.Sarangi the then branch manager in the bogus LTC claim of Union leader, my annual reports were spoiled. I stood by values rather than the benefits.
4. For implementing the corporate office framed Dormitory rules to Ms. Valarie D' Silva, she spoiled my annual reports when taken over the charge of branch manager ship.
5. Though approval was given by the corporate office for reimbursing mobile telephone expenses with immediate effect to Ms. Valarie D' Silva, Shri S.K.Sarangi the then branch

manager has approved reimbursement with effect from date of her joining the branch. For taking objection, my relations were further spoiled.

6. For not showing favouritism and for strictly implementing the existing LTC rules to the claim of our Head of Finance, my annual reports were spoiled by him.
7. Again for not showing favouritism and for strict implementation of existing medical rules to the claim of our Head of Finance, again my annual reports were spoiled by him.
8. I have exposed the wrongs in performance related pay calculations for which I was appreciated. Of course later on they have removed me from that division.
9. I have highlighted the non-payment of VAT. As a penalty we have paid around Rs.100000/- for delayed payment. Had I not highlighted we would have attracted more penalty.

Thanking you

Yours faithfully

Y.S.V.Prasada Rao

Address

Flat no – 14, Ratnadeep Apartment,
Juhu Tara Road, Juhu,
Mumbai - 400049

Enclosures:

1. Submission of Grievances to Chief Grievance Officer

1. Constitution of Chief Grievance Officer dated 24.07.2014.
2. Prayer to CMD dated 17.07.2014.
3. DGM (VPK) RTI reply dated 16.07.2014.
4. RTI Appeal to Director (Personnel) (SKS) – 1
5. RTI Appeal to Director (Personnel) (SKS) – 2
6. DGM (VPK) Circular dated 24.07.2014 displayed on notice board.
7. Offensive Office Order making me In-charge of Menial works at Apartments.

2. Personal Hearing - Lies, Cheatings and Treacheries – Part One

1. Shri R.L.Kaushal, JGM fax message dated 22.11.2011 inviting me to New Delhi for personal hearing on the grievances.
2. Shri R.L.Kaushal, JGM fax message dated 03.01.2012 to submit list of grievances for meaningful personal hearing in brief.
3. Lies, Cheatings And Treacheries. Everything Is A Big Mockery In STC. The Machiavellians Of STC Have Surpassed Machiavelli In The Art Of Machiavellianism.
4. STCs Special Recruitment Drive Employment Notification without relaxing educational qualifications.
5. MMTCs Special Recruitment Drive Employment Notification with **proof of relaxed educational qualifications.**
6. RITES reply dated 17.11.1989 as **proof of relaxing educational qualifications** under the Rajiv Gandhi government launched special recruitment drive even to managerial post.

3. Grievance Redressal Committee - Lies, Cheatings and Treacheries – Part Two

1. CMD letter dated 02.09.2013.
2. Mr. Vijay Bhushan's Public Grievances reply dated 02.01.2014
3. Constitution of a Committee for redressal of your grievances.
4. Submission of Grievances to the committee constituted for redressal of my grievances.
5. Addendum to grievances submitted to the committee constituted for redressal of my grievances.
6. Addendum - II to grievances submitted to the committee constituted for redressal of my grievances.
7. Grievance Committee meeting on 30.04.2014.
8. Grievance Redressal Committee - Report dated 10.07.2014.

4. DJ complaint - GRD investigation - MMS memorandum

1. Letter given to STC appointed investigation officer addressed to branch manager.
2. Memorandum dated June 20, 2014 issued by Mr.M.M.Sharma, disciplinary authority.
3. Prayer to CMD dated 14.07.2014.
4. STC men caused Rs.725 crore loss.

5. Malicious email

2. Prayer to CMD dated 16.04.2014.

3. Malicious email copy received through RTI from CGM (SKS) dated 03.06.2014.
4. Vijay Bhushan-STC asking confirmation for letter written to President of India.

6. Prayers to CMD

1. Prayer to CMD to quash Inquiry Proceedings Initiated by the outgoing Director (Personnel) Mr.M.M.Sharma. dated 27.06.2014
2. Most urgent Prayer to CMD regarding-RG-DJ-PG harassing dated 19-09-2013.
3. Most urgent Prayer to CMD regarding-RG-DJ-PG harassing dated 20-09-2013.
4. Most urgent prayer to CMD regarding DJ harassing attitude dated 07-04-2014.
5. NCSC letter to CMD dated 03.02.2014.
6. Prayer to CMD not to allow Director (Personnel) MMS to sit on my judgements.
7. Prayer to CMD to furnish copy of RTI - DOCOM-R-2014-80105 dated 09-05-2014.
8. Prayer to quash the persecuting investigation initiated against me dated 20.05.2014.

7. Request to Branch Manager to relieve me from DJ

1. Email to branch manager regarding my work- 11.11.2013.
2. Email from branch manager regarding my work- 11.11.2013.
3. Email to branch manager regarding my work- 12.11.2013.
4. Email to branch manager regarding my work- 09.01.2014.
5. Email to branch manager regarding DJ shouting- 10.04.2014.
6. Email to branch manager regarding investigation - 20.05.2014.
7. Email to branch manager regarding investigation - 20.05.2014.
8. Email to branch manager regarding investigation - 20.05.2014.

8. Appreciations

1. Director (F) - Appreciation letter dated 11.08.2003.
2. "Excellent idea" Compliment to me by Shri R.Ganesh, Head of Finance to my proposal to release Medical through NEFT.
3. Bank guarantee – Gandhidham. Dated 28.04.2003.
4. Rs. 1.60 crore payments cancelled at Gandhidham dated 19.12.2003.

9. Harassments & Humiliations

1. BM - Car use – recovery.

2. STC officials pronouncing judgments on their own crimes. Conveyance released to BM & HOF even before my handing over work even before clarification from Delhi.
3. 19.09.2011- Removal Order for non-cooperation.
4. How officials misusing POs by force. Mr. Manish's request to handover my work.
5. The manner of handing over work by junior most Mr.Pramod.
6. APAR - 2011-12.
7. APAR - 2012-13.
8. CM (F) (DJ) refused to sign unless format is changed. See how he strikes down the Funds position report and asked me to change format.
9. Is this really the Life the Fathers of Our Constitution Expected to give to the Scheduled Castes and the Scheduled Tribes of This Nation?

10. Letters to constitutional authorities

1. Revival of STC to its golden past. To the President of India-20.03.2011.
2. Now It Is The Time To Review The Constitutional Safeguards
3. Prime Minister of India dated 10/07/2013.
4. President-13.09.2010-Intensified Atrocities Despite of Your Excellency's kind intervention.
5. Major Impediments to the Dalits Growth.

11. Humiliating Replies from STC

1. STCs humiliating communication dated 25.07.1994 your services were liable to have been terminated after two years of your appointment. However this was not.
2. STCs Humiliating reply dated 20.09.2002 to NCSC - New Delhi.
3. STCs Humiliating reply dated 21.05.2012 to NCSC - New Delhi.
4. STCs Humiliating reply dated 21.08.2013 against the RTI filed in PMO.

12. Important RTIs.

1. How the Government of India is giving **freehand** to the **OUTGOING** STC Director (Personnel) Mr. M.M.Sharma to promote those many managers under his **extended** tenures.
2. In what way the RTI Empowers the Common Man. And where I am Empowered through RTI. RTI dated 10/02/2014.
3. RTI - 13. Promotions Through Selections Is A Corrupt Practice.

4. RTI - 80 - How The Chairman And Managing Director Shri N.K.Mathur And Director (Personnel) Shri M.M.Sharma Subjecting This Scheduled Caste Manager And His Dependent Family Members To Mental Traumas For The Last Three Years.
5. On what merits Mr. M.M.Sharma, Director (Personnel), got another three months extension.
6. RTI- 170. The Director (Personnel) Shri M.M.Sharma Is Subjecting Me And My Dependent Family Members To Various Mental Traumas Since 2009.
7. RTI - 177. Brutality and Brutal Suppression! The STC Spoiled And Devastated My Career.
8. RTI - 180. Threats of Severe Repercussions For Asking Information –
9. As my CAREER, LIFE and LIBERTY are at stake, kindly furnish following information from STC under RTI act 2005.
10. SKS dated 10.06.2014.