

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

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

The STC Enforced Restrictions Upon The Entry Of Scheduled Castes And Scheduled Tribes By Imposing Conditions Upon Their Employment. Not Only Had That It Even Denied Me Opportunities By Not Conducting Departmental Exams To Fulfil The Condition Of My Appointment. It Is Breach Of Contract. It Kept Me On Probation For Eleven Years. It Is Against The Rules. Refer Ministers reply In Parliament & DoPT Rules. It Denied Me Annual Increment Arrears When It Cleared My Probation.

Four Times I Attended Interviews For The Post of Manager (Finance). In The Third And Fourth Interviews I Alone Attended Interviews But Denied Me Promotion.

Y.S.V.PRASADA RAO

M.Com and M.Phil

The STC Misleading The Constitutional Authorities By Submitting Utter Lies “It Is Submitted That The Government Directives On Reservation Policy Are Implemented In The Corporation In Letter And In Spirit. Thus The Averments Made By The Petitioner Are Denied”

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The STC Enforced Restrictions Upon The Entry Of Scheduled Castes And Scheduled Tribes By Imposing Conditions Upon Their Employment By Blatantly Violating The Rajiv Gandhi Government Launched Special Recruitment Drive Directive For SC/STs In 1989.

Not Only Had That It Even Denied Me Opportunities By Not Conducting Departmental Exams To Fulfil The Condition Of My Appointment. When Requested To Conduct Exams STC Advised Me To Try For Other Options. It Is Breach Of Contract.

It Kept Me On Probation Almost For Eleven Years. It Is Against The Rules. Kindly Refer Ministers Reply And Latest DOPT Rules. And It Denied Me Annual Increment Arrears When It Cleared My Probation Almost After Eleven Years Of My Service.

Whereas the Honourable Minister of State in the Ministry of Personnel, Public Grievances and Pensions and Minister of State in the Prime Minister's Office Dr. JITENDRA SINGH Replied in Rajya Sabha on 07.08.2014 saying "probation should not be extended for more than a year and in no circumstance an employee should be kept on probation for more than double the normal period."

If during the period of probation, a probationer has not undergone the requisite training course or passed the requisite **departmental examinations** prescribed (proficiency in Hindi, etc.), if any, the period of **probation may be extended** by such period or periods as may be necessary, **subject to the condition** that the total period of probation does not exceed **double the prescribed period** of probation. **Kindly refer** page number 5 point 15 of the attachment titled "Consolidated Instructions on Probation and Confirmation in Central Services - DoPT dated 21.07.2014".

Three times my interview dates were cancelled. The following scheduled dates of interviews were postponed 24.02.2012, 30.10.2012, 24.03.2014. Four times I attended interviews for the post of Manager (Finance). In the first interview held in 2010 two of my juniors were promoted. In the second interview held in 2011 my third junior was promoted. And in the third and fourth interviews I alone attended interviews but not selected. The STC deprived me my due promotions.

**Added To This Shamelessly And Remorselessly The STC Is Misleading
The Constitutional Authorities By Submitting Utter Lies “It Is
Submitted That The Government Directives On Reservation Policy Are
Implemented In The Corporation In Letter And In Spirit. Thus The
Averments Made By The Petitioner Are Denied”**

kindly refer STC letter dated 21.05.2012 addressed to Shri Y.K.Bansal, Research Officer, National Commission for Scheduled Castes, New Delhi in page no – 4 at point no -7.

To

20.11.2014

The Chairman
National Commission for Scheduled Castes,
5th Floor, Lok Nayak Bhawan, Khan Market,
New Delhi-110003

Honourable Chairman,

As a rule the STC practice Untouchability. Untouchability and Discrimination Co-Exists to the Naked Eyes in STC. In place of Rule of Law the STC follows Manudharma: Higher the caste lower is the punishment and lower the caste higher is the punishment. In its endeavour it liberally uses the Paid Services of SC/STs to Terminate and Persecute Their Fellow SC/STs.

For submitting bogus medical claim of Rs. 20000/- the STC terminated the services of Scheduled Caste manager Mr.Venu Babu. But for submitting bogus LTC claim of Rs. 26080/- the STC awarded simple punishment of two increments reduction to upper caste union leader Mr. P.Manoharan. Later on increments were restored. It is as good as no punishment.

See the then Personnel Director's (MMS) **amusing** judgement "He returned the LTC amount with penal interest thereon to the corporation. Further he has unblemished track record of 28 years and a small incident ought not to be made the basis for imposing harsh penalty."

The STC should have extended same logic in scheduled caste manager Mr.Venu Babu's case.

Since Mr.Manoharan helped Mr. S.K.Sarangi in his elevation as branch manager, he wanted to save him. So to divert attention from crime, he served me memo asking why I have released payment without branch manager approval and for not giving reply as per his directions my annual reports were spoiled. But he didn't serve memo to Personnel Division who recommended payment. STC follow Manudharma.

In the Mumbai branch **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 seventeen of his seniors.

This is nothing but travesty of justice system in STC. Before the constitution of India every person from honourable 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 framing charge-sheets only against the chief managers and the above. Below the level of chief managers were exempted from giving charge-sheets in consultation with Officers Association. It means they can go against the constitution of India.

Sir 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.

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 with Just Two Promotions In My 25 Years Service. 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)

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 with Just Two Promotions In My 25 Years Service.

When confidential reports of upper caste manager Mr. Prakash Jobanputra were spoiled by the scheduled caste Gandhidham branch manager Mr. **Rati Ram**, they were re-written and promoted with retrospective effect after holding special meetings in New Delhi at the instance of officers association. There was **thriving cronyism** between the then Director (Personnel) Mr.M.M.Sharma & officers association. It is not me but records speak on its own.

My contention is that when it is possible to reopen Mr. Prakash Jobanputra's case, why it is impossible in my case. I was told during personal hearing meeting in New Delhi by the then CGM (Pers) (SKS) who is the present Director (Personnel) that my past cannot be reopened.

All my Prayers and Petitions were Unheard in STC. Even If they were heard they were heard Only to Fool Me In The name Of Setting up of Personal Hearing Committees (in 2011) or Grievance Redressal Committees (in 2014). Cruel and barbaric is instead of redressing any of my grievances they have **instituted** a False, Malicious and Vexatious Investigations and Disciplinary Proceedings against me based on the complaint lodged by a Rs. 725 crore EXIM BANK losses charge-sheeted person for his financial benefits.

A heated argument between me and my superior regarding the work which was taken place in the head of finance cabin was conveniently converted into charge of entering into chambers and started abusing him.

Sir humble 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.

In Another incident a group of managers led by then officers' association general secretary Mr.J.J.Surve attacked the then Scheduled Caste Hyderabad Branch Manager 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 why no investigation was initiated.

Since I filed 355 RTI applications till his superannuation date of 30.06.2014 against all his corrupt practices the then Director (Personnel) Mr. M.M.Sharma issued me memorandum dated 20.06.2014 while leaving STC to avenge my exposing his misdeeds. Despite of my repeated prayers and petitions our CMD refused to interfere in these persecutions.

My humble submission is "Wrongs are Wrongs, and Wrongs are to be corrected at any point of time". Acceptance of Wrongs cannot become Rights. Wrongs cannot become Rights over

a period of times. We have corrected many historical blunders of Barbarian age. We have abolished the Untouchability. We have abolished the Sati system. We have abolished the Child marriages. We have amended the constitution of India for around hundred times.

Sir in 25 years of service I was given only 2 promotions. In normal course there should have been at least five to six promotions. It must be considered from genuineness of my case.

Employees who were working as Assistant Managers when I joined STC have now reached the positions of Joint General Managers, General Managers and Chief General Managers. I have joined STC as Office Manager on 19-02-1990. Peons, Junior assistants and junior stenographers who have become Office Managers on promotion AFTER my joining STC have NOW reached the positions of either as Chief Managers or minimum of Managers and they are now shortly going to be promoted as Deputy General Managers and Chief Managers respectively. There are more than SIXTY employees who have surpassed me in this manner.

1. Conditional Appointment as OM (A/Cs):

1. The STC offered me conditional appointment to the staff cadre non-managerial post of Office Manager (Accounts) by equating my qualifications of M.Com and M.Phil with B.Com under the Rajiv Gandhi government launched special recruitment drive on 07.02.1990. **The STC enforced restrictions upon the entry of scheduled castes by imposing conditions upon their employment.**
2. But the STC recruited just an ordinary B.Com graduate **Mr. DIPANKAR CHAKRABORTY** as Manager (Marketing) on 16.08.07. **It is three cadres above the cadre of Office Manager.**
3. In the second incidence a B.Com graduate **Mr. SUBROTO MUKHERJEE** is inducted as Office Manager (General) on 04.12.87. Whether it is Office Manager (Accounts) or Office Manager (General) the pay scale are same in STC. Both are same cadre and both are supervisory in nature.

My point is when STC can inducts Office Manager (General) with B.Com qualifications, how it is impossible to STC to give Office Manager (Accounts) post to a scheduled caste with M.Com and M.Phil qualifications that too under the government launched special recruitment drive which was intended to clear all the backlogs under relaxed standards of age, qualifications and experience. **Instead it restricted the entry of SC/STs by imposing conditions upon their appointment.**

4. The STC inducted **Mr. RAJESH KUMAR PRASAD,** Chief Manager (Finance) as Assistant Manager (Finance) on 23.12.96 with M.Com and ICWA (Inter). **My Fundamental and**

Basic Question to STC is, how can be the prescribed qualifications for managerial post of Assistant Manager (Finance) and staff cadre non-managerial post of Office Manager (Accounts) are one and the same as ICWA (Inter). The STC needs to clarify.

The Rajiv Gandhi government has launched a special recruitment drive in 1989 to clear all the back-log vacancies under the relaxed standards of age, qualifications and experience with the time-bound plan of two months. Kindly refer enclosed **RITES** reply as a proof. **MMTC** offered unconditional appointments for the same post to M.Com candidates.

Sir my submission is that the condition on my employment is illegal. The argument of STC that I cannot compare STC with others as STC is different from MMTC and RITES is illogical and unconstitutional. Difference should be based on performance and not on suppression. All PSUs are part of the government. All PSUs should obey directives of the government. **How can STC restrict the entry of SC/STs by imposing conditions upon their employment?**

Sir My Submissions Are Based On the following Reasons:

1. Bonded Labour is illegal and punishable act even when agreement is entered with the mutual consent.
 2. Child Labour is illegal and punishable act even when agreement is entered with the mutual consent.
 3. Sexual intercourse with minors is illegal and punishable act even when agreement is entered with the mutual consent.
 4. An illegal contract cannot be enforced. With their Might the British ruled India for about 200 years. But that didn't prevent our freedom fighters to fight for freedom.
 5. Did the Father of the Nation not broke the law of British, disobeyed the British Rule and questioned the British Suzerainty for the cause of Indian Independence?
 6. Sir how it looks if British hypothetically asking our freedom fighters in this way: After having accepted British suzerainty for about 200 years, how you are now asking *purna swaraj* / independence?
- 2. Probation Clearance as OM (A/Cs) and Payment of Arrears as well as Promotions With Retrospective Effect:**

The STC kept me on probation for eleven years to create a new Guinness World Record for maximum number of years on probation. Sir 11 year's service is too big to forgo. Sir 11 year's annual increments arrears are too big to forgo easily. My request may please be considered sympathetically to pay my annual increment Arrears as well as Promotions with retrospective effect.

1. Under the conditional appointment I was given the options of acquiring CA (inter)/ ICWA (inter) or a pass in the departmental exams to clear the condition.
2. When I requested to conduct departmental exams the STC has replied me in writing to try for the other options of CA (inter)/ ICWA (inter). The STC has also mentioned that departmental exams are not conducted regularly but only on need basis.
3. Finally the STC conducted departmental exams on 29th, 30th & 1st December 1994 nearly after FOUR years of my joining STC,
4. My submission is as the STC refused to fulfil its part of contractual obligations within the stipulated period of two years the condition on my employment STANDS CANCELLED.
5. If a particular option is not feasible how STC can throw departmental exams as an option to clear the condition. Sir, without article ship a person is not allowed to take CA (inter) exams. Article ship is a full-time job. Without knowing the intricacies /subject the STC has added CA (inter) as one of the options to clear the condition.

Sir it is said that the British parliament is more sovereign compared to others. It is also said that "British parliament can do anything but make a man a woman". It is also said that "***British parliament can do everything that is not naturally impossible***".

Sir but my observation is that our STC is more sovereign than any other institution in the world. "***The STC can do everything even that is naturally impossible***". It can make a Junior Typist a Chief General Manager. It can make a Junior Stenographer a Chief General Manager. It can make a Junior Assistant a Chief General Manager. It can make junior clerk a Chief General Manager to discharge professional duties which the giant of management philosophy Peter F. Drucker should have learned from the STC.

3. Denied me Manager (Finance) promotion by promoting all my three juniors:

1. While the Honourable Supreme Court says an eligible candidate has a fundamental right to be considered for promotion against the available vacancy, the STC says

“mere fulfilment of eligibility criteria will not confer any right for consideration for promotion”. Kindly refer STC New Promotion Policy and TOI 12.01.14.

2. Three times my interview dates were cancelled. The following scheduled dates of interviews were postponed 24.02.2012, 30.10.2012, 24.03.2014. Four times I attended interviews for the post of Manager (Finance). In the first interview held in 2010 two of my juniors were promoted. In the second interview held in 2011 my third junior was promoted. And in the third and fourth interviews I alone attended interviews but not selected. The STC deprived me my due promotions.
3. Like railways have the system of waitlist and RAC, the STC invented empanelling the interviewed candidates for future vacancies. The STC converted **influential** local cadre Deputy Manager in New Delhi into all-India cadre and offered promotion to the post of Manager **when he left with no more than one month service**. And when he was retired on superannuation exactly after one month the STC filled this vacancy with waitlisted/RAC candidate without any interview as a gratitude for service rendered in Mumbai's CMD camp-house.
4. On 24.06.2013 interviews were conducted for promotions to the post of Manager (General/Finance) at corporate office, New Delhi. From Mumbai the undersigned, Mr S.A.Pawar and Mrs Suman Sathe attended the interviews. The results were declared on 02.07.2013. None of our three names were there in the list. That time Mr S.A.Pawar's name was not there in the list.
5. Then on what basis Mr S.A.Pawar, Deputy Manager from Mumbai branch of STC got promoted as Manager? The promotion orders were issued on 02.08.2013. Almost all the four times so far I have attended the interviews the much sought out answer is “what is your contribution for the last two years”. In this background what is Mr. S.A.Pawar contribution for the last two years? What he contributed other than making arrangements to the guests in the CMD camp house at STC's cost? Costly foods and costly drinks **at public money**. Arranging office vehicles to Shirdi Sai Baba pilgrimage fetched good dividends.
6. The STC in its letter dated 21.05.2012 addressed to Shri Y.K.Bansal, Research Officer, National Commission for Scheduled Castes, New Delhi has stated in the page no – 4 at point no -7 “It is submitted that the Government Directives on Reservation Policy are implemented in the corporation in letter and in spirit. Thus the averments made by the petitioner are denied”.

7. **Now my point is:** Who are selected among the SC/STs under the Normal Channel in the interviews held for the Manager (Finance) posts on 30.08.2010, 31.01.2011, 17.12.2012 and 24.06.2013?

4. Denied Promotions with retrospective effect after 11 years of clearing my probation:

1. Sir my point is when pay can be fixed with retrospective effect by taking annual increments notionally, what is wrong in giving me promotions with retrospective effect on similar lines. When STC considered notional increments to fix my pay, how it failed to consider my promotions?
2. When STC can consider retrospective promotions of four to five years to local cadre Assistant Managers how it can deny similar treatment to me. How the STC can deny similar treatment saying that is different and mine is different.
3. Sir if my case is not fit to reopen for correcting the wrongs then how the STC reopened the case of Shri Prakash Jobanputra manager (marketing)? How the STC re-written his confidential files, held special meetings at New Delhi and promoted him with retrospective effect at the instance of Officers Association? It means Shri Prakash Jobanputra's case is infallible and surmountable and my case is fallible and insurmountable to reopen from STC's point of view?

5. STC invited me to New Delhi in the name of personal hearing only to fool me:

1. By constituting a Committee consisting of CGM (Personnel), Liaison officer of SC/STs and a representative of STCOA, the STC invited me to New Delhi in the name of personal hearing to resolve all my pending issues. Kindly see the attached fax message dated 22.11.2011. Then the STC asked me to send list of my Grievances. Kindly see the attached fax message dated 03.01.2012. Accordingly I sent my grievances and attended personal hearing meeting on 10.01.2012 at New Delhi.
2. Instead of showing seriousness and discussing the grievances for which i was invited to New Delhi the meeting went on discussing their experiences and their families' background. Not only had that i was asked to share me and my family background. It is total insensitivity to the problems of SC/STs. it is like inviting a starving person to food and making fun of him by discussing unwanted and totally irrelevant and irritating things without giving food.

3. It is nothing but cheating, insulting, ill-treating and fooling the scheduled caste manager in the name of personal hearing. it is done intentionally, consciously, calculatedly with pre-determined ill-will and criminal intent.
4. The mastermind to this treachery was the then Director (Personnel) Mr.M.M.Sharma against whom I filed around 450 RTI applications on his corrupt induction and promotion policies, details on CSR and Chennai and Bangalore office building constructions and denial of my provident fund loan to finance my flat.
5. See the treachery, when the so-called personal hearing meeting was taking place at odd hours of 4.00 pm in the then CGM (Personnel) Shri S.K.Sharma's chambers (presently he is Director (Personnel) attended by Messrs B.K.Tuli (CGM), R.L.Kaushal and Hari Singh, a person entered the chambers saying the then Director (Personnel) Mr.M.M.Sharma wants to see the then CGM (Personnel) Shri S.K.Sharma immediately. The meeting was abruptly ended there. And i was asked to come next day at the same time of 4.00 pm to have another cup of tea. Did i travel to New Delhi to have a cup of tea? Did the meetings of aggrieved scheduled caste employee take place in the evening tea break hours? If this was not pre-planned and pre-meditated to insult and ill-treat me how it happens like this.

6. STC invited me to New Delhi in the name of grievance redressal meeting to fool me:

1. The STC constituted a Committee to redress my Grievance on 03.03.2014. And it asked me to submit my grievances. Accordingly I submitted enclosed 10 page grievances dated 10.03.2014 along with two addendums dated 17.03.2014 and 22.03.2014. Afterwards it called me to New Delhi on 08.05.2014 by arranging to and fro Air tickets from Mumbai to New Delhi and vice a versa. Seeing their seriousness I dreamt of end to all my miseries. But I realised their cruel fun of fooling me for second time only after receiving their reply after two months. I feel ashamed on commenting on that reply. Anything is possible in this world.
2. Why i took serious of this particular grievance redressal committee is that it is backed by the assurances given by none other than our honourable Chairman and Managing Director Shri Kaleel Rahim. Kindly see the attached CMD letter dated 02.09.2013 and Shri Vijay Bhushan, General Manager (Personnel) & Director (Public Grievances) letter dated 02.01.2014.

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.

My submission is that when any of the above grievances are legally or morally or ethically **unsustainable** what is the need of STC 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 to me. Did this government company is that much ignorant of even minimum or rudimentary law?

Still i do not understand why the Chairman and Managing Director whom I considered as a **"game changer"** and **"the CMD with a difference"** have given false & fake promises by creating hopes and aspirations through his letter dated 02.09.2013. These hopes and aspirations were further **confirmed** through Shri Vijay Bhushan, General Manager (Personnel) & Director (Public Grievances) letter dated 02.01.2014.

See the treachery of the then Director (Personnel) Mr.M.M.Sharma. He appointed Mr.G.S.Datta ex-general manager BHEL to investigate complaint lodged by my scheduled caste superior against me. The detailed itinerary Mr. G.R.Datta regarding his Air Travel, stay arrangements and arrangement of staff car for pick and drop and local travel came on 16.05.2014 in the form of fax message. He reached Mumbai on 18.05.2014 and visited office on 19.05.2014 and 20.05.2014. Before attending Grievance Redressal Committee meeting on 08.05.2014 I happen to meet some senior and top executives on that day. **But either by mistake or by slip of tongue also I was not told about the impending investigation against me on 19.05.2014 and 20.05.2014.** The intervening period between the two is one week.

When the grievance committee members were showering their emotions and affections saying that they were sitting there for 'what best they can give to me' i was literally overwhelmed completely and surrendered to them. SC member who introduced himself to me consoled me saying he also suffered like me in his career. One member was praising my intelligence and asking to fight for the cause of OBCs also. But drastic reverse has happened.

It is nothing but cheating, insulting, ill-treating and fooling the scheduled caste manager. It is done intentionally, consciously, calculatedly with pre-determined ill-will and criminal intent.

7. Others

1. With M.Com and M.Phil qualifications I am being **evaluated inferior** even to SSCs and Inters (12th class) **by my superior** in the 2011-12 and 2012-13 APARs. While

giving "Very Good" rating to them he is spoiling my annual reports by giving lower ratings with adverse and unacceptable remarks. They got performance related pay for both the years but I am not. Now the SSC person is promoted as deputy manager. It means the values of my M.Com and M.Phil degrees are less than SSC in STC.

2. Since my scheduled caste superior is spoiling my reports continuously for the last two years I requested the then head of finance Shri R.Ganesh either to relieve me from him or give independent work. Shockingly his reply is "you cannot demand with whom to report". It shows it is a calculated action to spoil my reports through my scheduled caste superior.
3. It is very difficult and dangerous also to attack the corrupt practices of superiors. Since the joining of Mumbai branch as branch manager Shri.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. **His monthly pay slips tells the truth.** We never paid to **ANY** branch managers when they were using office vehicles. It is on the records.

While calculating cafeteria based perks arrears my subordinates by oversight calculated Shri.A.K.Mahajan's arrears by including conveyance as if he was not paid. When it came to our notice I recovered the excess paid amount to him in instalments in consultation with our head of finance Shri.R.Ganesh.

Secondly when Shri.A.K.Mahajan was on long leave, Shri.R.Ganesh started using office vehicle for personal use of commuting between office and residence. As he was not entitled to use office vehicle after drawing full amount of cafeteria based perks i recovered proportionate amount from his salary.

Afterwards the combine of Shri.A.K.Mahajan and Shri.R.Ganesh removed me from both the divisions of A&E and GAD and got their recovered amount drawn back even before my handing over the charge and dumped me in cash & banking division literally with no specific work. Branch Vigilance officer kept stoic silence.

Since then their ill-treatments knows no bounds. All joined together. Whenever I ask work they find some problem areas. I was posted in Insurance division as helping hand to the existing officials. They were in some insurance problems with Rs. 725 crore EXIM Bank losses. Now I am posted in sales tax division. It is full of problems. When I can't follow Hindi, how i can follow Marathi. Sales tax authorities/consultants talk in Marathi only with our people. I mutely watch them. No dignity and no respect are attached to me. They don't give regular work. They monopolise entire work.

There is no proper work distribution among the officials. Added to this they spread false propaganda against me saying I am not showing interest in the work.

4. One day Shri.A.K.Mahajan was praising me saying that like me there is one Shri Sukhdev Singh at corporate office who do not leave even the CMD when the question of rules comes into the picture. He was sharing the incident of Shri Sukhdev Singh returning back the TA/DA claim application of some previous CMD.
5. Not once or twice but many a times i was removed from my work and kept idle without work sometimes for six months. All these are caused by my non-cooperation in corrupt practices. Added to this we take pledge on vigilance week to weed out corruption. There can be no greater joke than this. This is heart-killing joke.
6. In Mumbai we celebrate Hindi workshops with pomp and show with budgetary allocation of lakhs of rupees. We invite paid guests to deliver lectures on Hindi. We arrange snacks, tea and coffees and sometimes lunch during these Hindi workshops. We conduct essay competitions in Hindi, general knowledge competitions in Hindi, elocutions in Hindi. And we distribute prizes to the winners in these competitions and also give complementary prizes to others. Entire office work comes to standstill during these Hindi workshops. I appreciate these efforts.
7. But whereas during Vigilance Week except administering the pledge and pasting some computer print outs of 'corruption is a social evil' on the walls of office nothing takes place in Mumbai. No budgetary allocations. No lectures and no seminars, no paid guests, no coffees and teas, no snacks and no lunches, no prizes and no complementary prizes. Above all no work comes to standstill except two minutes of pledge taking. As usual I always find it difficult to comprehend what social evil is.

8. Planned Persecutions – No Constitutional Guarantees Works For SC/STs in STC

Art.15 **prohibits discrimination**: it says that no citizen shall on grounds only of religion, race, caste, sex, place of birth or any of them be subject to any disability, liability, restriction, or condition with regard to access to (employment). It simply says that no person of a particular religion, caste, etc., shall be treated unfavourably by the state.

Art.16 guarantees **Right to equality of opportunity in public employment**: it says that there shall be equality of opportunity for all citizens in matters relating to employment or appointment. It also bars discrimination not only in the matters of initial appointments but also of promotions and terminations of the services itself.

Art.17 **abolition of untouchability**: it says that untouchability is abolished and its practice in any form is forbidden. The enforcement of any disability arising out of untouchability, insulting a member of a scheduled caste on the grounds untouchability shall be an offence punishable in accordance with law.

Art.21 guarantees **protection of life and personal liberty**: it safeguards the individual against arbitrary or illegal action on the part of the executive.

Art.22 guarantees **Right against exploitation**: it prevents exploitation of the weaker sections of the society by unscrupulous individuals or even by the state.

1. Four times I attended interviews for the post of Manager (Finance). In the first interview held on 30.08.2010 two of my juniors were promoted. In the second interview held on 31.01.2011 my third junior who acquired qualifying period of four years by this time was promoted. In the third interview held on 17.02.2012, I alone attended but I was not selected. And In the fourth interview held on 24.06.2013, again I alone attended but I was not selected.
2. Three times interviews cancelled on the eleventh hour. **First incidence is:** on 09.01.2012, corporate office intimated the branch manager to depute me, Ms. Mrinalini Nag and Ms. Shubham Sharma to attend interviews on 24.02.2012. But on 21.02.2012 corporate office intimated the branch manager regarding postponement of interviews. And within one week both Ms. Mrinalini Nag and Ms. Shubham Sharma were intimated changed dates and promoted as Deputy Manager w.e.f. 01.01.2012.
3. Second incidence of postponement is: on 18.09.2012 corporate office intimated the branch manager to depute me, Ms. Suman Sathe and Mr. S. A. Pawar to attend interviews on 30.10.2012. But on 19.10.2012 corporate office intimated the branch manager regarding postponement of interviews.
4. Third incidence of postponement is: on 11.03.2014 corporate office intimated the branch manager to depute me, Mr. Pramod Kumavat, Ms. Suman Sathe, and Mr. Raghuvir Rudakia to attend interviews on 24.03.2014. But on 21.03.2014 corporate office intimated the branch manager regarding postponement of interviews over phone in the evening hours.
5. STC sent fax on 22.11.2011 inviting me to New Delhi in the name of personal hearing to redress my grievances. Again on 03.01.2012 STC sent another message asking me to furnish list of my grievances. Accordingly I reached New Delhi on 10.01.2012 and attended the meeting on the same day in CGM (Personnel) (SKS) chambers attended

by Messrs S.K.Sharma Chief General Manager, B.K.Tuli Chief General Manager, R.L.Kaushal Joint General Manager and Hari Singh Joint General Manager. But came back disappointed. It is a great lesson in my life.

6. I have received letter on 25.04.2014 from corporate office asking me to attend grievance redressal committee meeting on 30.04.2014 at corporate office. On 28.05.2012 our branch manager received communication from corporate office regarding postponement of said meeting to 08.06.2014 which he informed me. Accordingly on 08.06.2014 I attended the said meeting at corporate office.
7. Even before the joy of attending the grievance redressal committee meeting on 08.06.2014 faded away within 10 days the STC appointed Mr. G.R.Datta reached Mumbai on 18.05.2014 from New Delhi to investigate the complaint lodged against me by Mr.D.Jayant. Mr. G.R.Datta was in our office on 19.06.2014 & 20.06.2014. See the speed on which STC acted upon to appoint the investigator. **It means the Director (Personnel) Mr.M.M.Sharma wants to take action against me before his leaving STC as a revenge for my filing more than 355 RTI applications.** To redress my grievances STC took eight months to hold its redressal committee meeting.

9. Government Company (STC) Misleading the Constitutional Authorities by Furnishing False Declaration:

“It is submitted that the Government Directives on Reservation Policy are implemented in the corporation in letter and in spirit. Thus the averments made by the petitioner are denied”

-- says the STC in its letter dated 21.05.2012 addressed to Shri Y.K.Bansal, Research Officer, National Commission for Scheduled Castes, New Delhi in page no – 4 at point no -7.

Based on the above Proclamation the STC now has to clarify following my points:

1. Who are selected among the Scheduled Castes under the **Normal Channel** in the interviews held for the Manager (Finance) posts on 30.08.2010, 31.01.2011, 17.12.2012 and 24.06.2013?
2. In reality **none were selected**. Among the four Deputy Managers (Finance) I am the only one scheduled caste manager under **Normal Channel**. But I am not selected.
3. How STC and Government of India have not initiated any action against this official for furnishing false information under the oath to the constitutional authorities.

RTI, Vigilance Week and Ambedkar Jayanti Celebrations are Jokes of STC. They are meant for fooling the nation. They are confined to magazines and personal benefits. They do not Practice what they Preach. For highlighting the frauds I am being punished and traumatized. It is said it uses its loyal SC/ST people to write letters to SC/ST commissions glorifying STC. The STC mastered the Art of Fooling, Cheating and Treachery. Everything is A Big Mockery in STC. The Machiavellians of STC have Surpassed Machiavelli in the Art of Machiavellianism.

While all my juniors got promoted as Managers (Finance) within four years of their service as Deputy Manager (Finance), I couldn't get promoted even after completing more than eight years of service as Deputy Manager (Finance). Since 16.06.2006 I am working as Deputy Manager (Finance). Not only had that I just got only two promotions in my 25 years of service. Hence I should get back all my promotions retrospectively.

Therefore (1) action should be initiated against STC to work as deterrent for misleading the constitutional authorities by submitting false information and (2) I should be given back all my promotions with retrospective effect by taking my 25 years service and the amount of unending traumas I and my family underwent all these years in perpetuity.

Justice Is Sought Based On the "THE SCHEDULED CASTES AND SCHEDULED TRIBES (PREVENTION OF ATROCITIES) AMENDMENT ORDINANCE, 2014".

Justice Is Sought Based on the Honourable Minister of State in the Ministry of Personnel, Public Grievances and Pensions and Minister of State in the Prime Minister's Office Dr. JITENDRA SINGH Reply in Rajya Sabha dated 07.08.2014.

10. Minister's reply in RAJYA SABHA.

1. Under Rule 23 of Central Civil Services (Classification, Control & Appeals) Rules, 1965, an employee has the right to appeal against any Order which denies or varies to his disadvantage his pay, allowances, pension or other conditions of service as regulated by rules or by the service agreement.

Kindly refer (c) in the answers part of attachment titled "Confirmation of Government employees – Minister of State in the Ministry of Personnel, Public Grievances and Pensions and Minister of State in the Prime Minister's Office (Dr. JITENDRA SINGH) **Reply in Rajya Sabha**" dated 07.08.2014".

2. As per extant instructions save for exceptional reasons, **probation should not be extended for more than a year and in no circumstance an employee should be kept on probation for more than double the normal period.**

Kindly refer (d) in the answers part of attachment titled "Confirmation of Government employees – Minister of State in the Ministry of Personnel, Public Grievances and Pensions and Minister of State in the Prime Minister's Office (Dr. JITENDRA SINGH) **Reply in Rajya Sabha**" dated 07.08.2014".

11. Consolidated Instructions on Probation / Confirmation in Central Services - DoPT dated 21.07.2014 SAYS: (kindly refer attachment)

1. It is, however, **not desirable** that a Government servant should be kept on probation for long periods. **Kindly refer** page number 2 point 2 of the attachment titled "Consolidated Instructions on Probation and Confirmation in Central Services - DoPT dated 21.07.2014".
2. Save for exceptional reasons, probation **should not be extended** for more than a year and in no circumstance an employee should be kept on probation for more than **double the normal** period. **Kindly refer** page number 4 point 2 of the attachment titled "Consolidated Instructions on Probation and Confirmation in Central Services - DoPT dated 21.07.2014".
3. If during the period of probation, a probationer has not undergone the requisite training course or passed the requisite **departmental examinations** prescribed (proficiency in Hindi, etc.), if any, the period of **probation may be extended** by such period or periods as may be necessary, **subject to the condition** that the total period of probation does not exceed **double the prescribed period** of probation. **Kindly refer** page number 5 point 15 of the attachment titled "Consolidated Instructions on Probation and Confirmation in Central Services - DoPT dated 21.07.2014".
4. The **Appointing Authority** may, if it so thinks fit, extend the period of probation of a Government servant by a specified period **but the total period of probation does not exceed double the normal period**. In such cases, **periodic reviews** should be done and extensions should not be done for a long period at one time. **Kindly refer** page number 5 point 16 of the attachment titled "Consolidated Instructions on Probation and Confirmation in Central Services - DoPT dated 21.07.2014".

12. Finally a word on Special Recruitment Drive and offer of Conditional Appointments:

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.

13. 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 undue 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)

14. The agony and the amount of mental traumas I underwent should not go unnoticed and the perpetrators should not be left unpunished:

1. For strictly implementing cafeteria based perks the combine of Messrs A.K.Mahajan (branch manager) and R.Ganesh (head of finance) removed me from the two divisions of salary and general administration and dumped me in cash & banking division literally with no allotted work.

Forget the clarification sought from the corporate office by the chief manager-cum-vigilance officer, they got their money back even before my handing over the work. Strange is the chief manager-cum-vigilance officer mutely watching. Not only that they put up note in the name of newly joined probationary officer to handover work. Kindly refer enclosures 23, 24, 25 and 26.

For exposing the frauds of inflated bogus hotel stay bills my work in cash & banking division was reduced to one working day by Mr. R.Ganesh (head of finance) to avoid these bills coming to my knowledge. Kindly refer enclosure 27.

2. After keeping my application pending for 45 days and after seeking all clarifications from my side I was denied provident fund loan. This is a punishable act. After 4 months 20 days the STC released my loan finally. In case of my colleague Ms Zulekha STC granted loan within a week's time. The STC taught me and made me understand what is meant by nightmares during this time. For my complaining to National commission in this regard the Director (Pers) started harassing me.
3. For giving my provident fund whatever accumulated in my account as a loan to purchase my flat every segment of STCs administration is scrutinizing the applications through a magnifying glass one after the other. But **why the same enthusiasm is missing totally when looting of** several thousand crores of STCs money takes place in open daylight in the name of dubious and murkier business transactions running into several years as reported in major newspapers.
4. For sanctioning my housing loan I was harassed in the name of NOCs from the builder. They made me to run to the builder three times to bring revised NOCs one after the other.

Even for releasing HBA the STC harassed me. Even after getting my house building advance sanctioned I had to face **humiliation** and harassment at every instalment is released. The release of first instalment was withheld by Shri Pawan Gupta on flimsy grounds. Last instalment was also withheld irritatingly by Shri R.Ganesh which forced me to complain to CMD and Director (Finance).

5. But the same STC released instalments' to other employee without physical verification at every instalment is released. This is the dual standards of STC.
6. Made adverse remarks in my annual reports for two consecutive years merely because of my non-cooperation in the corrupt practices of my superior Mr.Pawan Gupta and others. Kindly see the enclosure no's 19 and 20 for correlation.

7. Again Mr.D.Jayant is spoiling my APARs for the last two years and now throwing challenge to spoil further.
8. So far I was served four memos for fictitious and baseless allegations. Sir for releasing the personnel division recommended bogus LTC claim of a Union leader I was served a memo by the then branch manager Shri S.K.Saranghi. And for not giving reply as per his wishes he made adverse remarks in my annual reports while retiring from his services. The STC has fabricated all these memos falsely and intentionally to cause harm to my life by way of harassment and intimidation.
9. Deducted 14 earned leave in the pretext of late coming to office. These deductions were not made for the current months but for previous months. These were the repercussions of my refusal to release the wrongly calculated and wrongly recommended **PRP payment**.
10. The combine of Messrs S.K.Saranghi and Pawan Gupta arranged offensive office order making me responsible for **menial works** of sweeping, garbage cleaning, gardening work etc at STC apartments. Action should be initiated for arranging such offensive office order.
11. In the name of demolishing the existing residential apartment and construction of new office building in its place the STC forcibly evicted me from my 2BHK official accommodation on 17.10.2012. Till date it is not demolished. In the name of seniority my allocated 2BHK flat was re-allocated to new applicant and dumped me in the 1BHK flat as a revenge for my strictly implementing **cafeteria based perks** rules which resulted in monetary losses to my superiors.

I was threatened recovery of market rent of Rs.120000/- per month if I failed to vacate my flat. First of all how can a head of finance Mr. R.Ganesh allot flats to employees over telephonic oral instructions of branch manager who was on long leave in Delhi? Was there any National Emergency?
12. I was forcefully relieved from the branch in 2002 by the then acting branch manager Shri Amit Raha when the branch manager was on tour to New Delhi.
13. I was asked to vacate my family accommodation by giving one day advance notice by the trio of Messrs Amit Raha, S.K.Saranghi and R.M.Parate. They made me and my family sleepless by sending courier and registered post letters with the captions of **'Top Most Urgent'** on the envelopes.

14. The **cruelty** is that this trio were staying in the same building where I am staying, but even by slip of tongue also they have not divulged about these impending courier and registered letters to me.
15. Sir even municipal authorities give one month notice before demolishing the unauthorised structures. Sir STC does not have even curtsy towards its own colleague. Sir how the public servants of STCs stature can nurture cruelty of this sort towards a scheduled caste colleague.
16. Finally at the intervention of the National Commission for Scheduled Castes the STC has dropped the action.
17. In less than two years time I was removed from my work two times. I was removed from my work of two divisions in February 2010 and kept without work for six months. Then again I was given the same work back towards the end of 2010. Again in the September 2011 I was removed from the two divisions.
18. Finally my humble request to STC is: Kindly don't insult, ill-treat, discriminate, punish, suppress, persecute and annihilate the SC/STs. They are socially, culturally, economically and politically disadvantaged sections of our society. They have been deprived from everything for centuries together. We can't change the history and historical blunders over night. Allow them to take whatever is guaranteed to them and whatever is legitimate to them. They are our citizen only. When Law of the Land recognised them and made arrangements to uplift them what legal and moral rights the STC have to obstruct them?
19. Sir lies, cheatings and treacheries are not acceptable in a democratic set-up. Why STC should stoop down to such an extent to suppress our own humanity in the name of outcastes, untouchables and scheduled castes. Kindly introspect.

The real salvation to the SC/STs lies more in the transparency of their work. The valuable contribution of the SC/STs is always going unnoticed. There is no proper recognition to their work. They are the victims of false propaganda by the upper castes. They are the victims of caste prejudices. They are the victims of open and day light discriminations. They are the victims of divisive politics. They are the victims of high-handedness. They are voiceless and speechless victims of caste brutalities.

Therefore the need of the hour is: The STC should open the portal of their entire employee's in their official website to know what each one is doing. This should be made the basis for employee ratings, performance related pay and promotions. Otherwise the

ruse of intimidating the SC/STs in the name of merit and other preponderant virtues will go unabated.

Thanking you

Yours faithfully

Y.S.V.Prasada Rao

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