

NATIONAL COMMISSION FOR SCHEDULED TRIBES

File No. HM/1/2014/MCOM5/SEHRMT/RU-IV

Proceedings of the Sitting taken by the Vice-Chairperson, NCST on 02.09.2015 in the matter of Shri Hanmanthu, Assistant, RO, Spices Board, Guntur (AP) regarding alleged harassment.

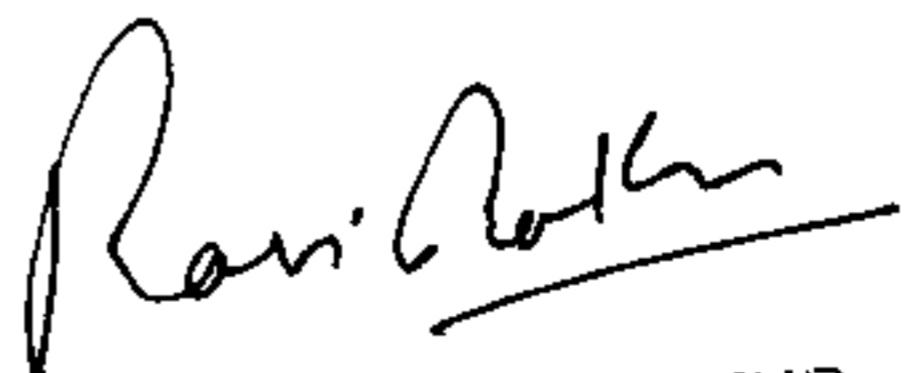
Date of sitting: 02.09.2015

List of the officers present: (Annex I)

Shri Hanmanthu, Assistant, R.O. Spices Board, Guntur (AP) sent a representation dated 19.11.2015 to the NCST regarding alleged harassment by officers of Spices Board. Vide notice dated 28.11.2014 fact of the case were invited from M/o Commerce & Industry. Vide letter dated 26.12.2014 Ministry of Commerce and Industry, Deptt. of Commerce forwarded the report of the Spices Board, Cochin in the matter (**Annex – II**). There after there had been protracted correspondence in the matter with petitioner and Ministry in this regard.

2. On 02.09.2015 Commission fixed up a Sitting to discuss the matter with Secretary, M/o Commerce & Industry and Secretary, Spices Board. On behalf of the Secretary, Additional Secretary, and Director, Spices Board appeared before the Commission on 02.09.2015.

3. Additional Secretary, informed that Committee was constituted to inquire into the allegations made by Shri Hanmanthu, the enquiry revealed "veracity of the complaints/grievances raised by Shri Hanmanthu, Assistant visited Regional Office, Guntur from 17.12.2014 to 19.12.2014 and conducted detailed inquiry verifying the documents, testifying the officials working in the office and taking details from Shri Hanmanthu, submitted an exhaustive report and the report Committee was examined critically by the Spices Board and Spices Board given necessary instructions

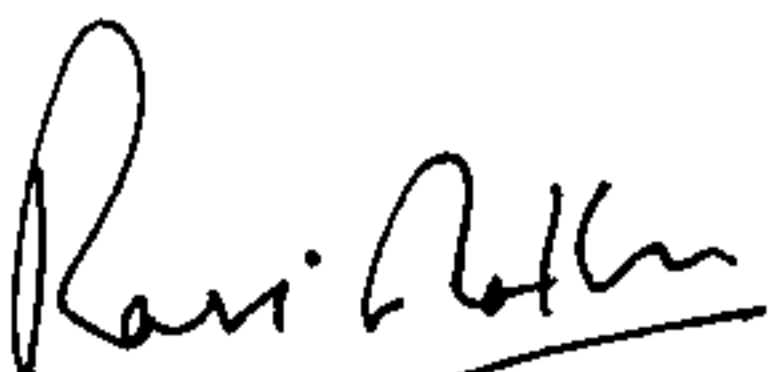

रवि ठाकुर/RAVI THAKUR
उप-अध्यक्ष/Chairperson
राष्ट्रीय आयोग/राजजाति आयोग
National Commission for Scheduled Tribes
Ministry of Tribal Affairs, Govt. of India
H-110/30, New Delhi

- 1) For keeping the attendance register in the section.
- 2) Instructions have been given to the Scientist in charge to improve her interpersonal relationship with the whole staff without sacrificing the office discipline.
- 3) The Scientist being found very strict in office discipline the committee could not find anything to the contrary.
- 4) All other allegations of Shri Hanmanthu could not be substantiated and were without any credence.

4. Regarding promotion grievances, it was mentioned that "Shri Hanmanthu joined the services of the Board as Junior Clerk on 27.07.2000 at New Delhi and he got his first promotion as Senior Clerk on 24.12.2004. He was transferred to Guntur in his home state on 11.04.2008. Shri Hanmanthu was promoted as Assistant on 24.07.2008. Again on 25.03.2013 he was promoted as Junior Section Officer and posted to Shivagangai and he declined the promotion. The post of Junior Section Officer was re-designated as Section Officer by the Government in 2014. Shri Hanmathu was promoted twice as Section Officer on 24.06.2014 and 07.07.2015 and posted to Myladumpara. On both occasions he declined promotion. Promotion from the present location and Shri Hanmanthu was retained at Guntur after declined promotion three times but refrained from doing so.

5. The Commission noted contents of para 3 above, the other issues alleged appear to purely administrative and Government instructions are to be followed by Government employees.


6. The petitioner insistence that he had extra qualifications in Postgraduate Diploma in Intellectual Property Rights Law in 2005 and Diploma in Human Rights Law in 2006 as per obtained by Shri Hanmanthu does not require under the Recruitments Rules for promotion.


रवि ठाकुर/RAVI THAKUR
उपाध्यक्ष/Vice Chairperson
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
भारत सरकार/Govt. of India
नई दिल्ली/New Delhi

7. The Commission further advised the Ministry of Commerce & Industry and Spices Board:

- (i) To consider the case of Shri Hanmanthu as per promotion Channel and Recruitment Rules for Section Officer and Shri Hanmanthu suitably adjusted on promotion.
- (ii) Spices Board to follow the Reservation Rules/Guidelines of the Government of India to safeguard the interest of STs.

8. Additional Secretary instructed the Director, Spices Board to look into the matter of promotion as discussed above and action taken report may be sent to the Commission.



रवि ठाकुर/RAVI THAKUR
उपाध्यक्ष/Vice Chairperson
राष्ट्रीय अनुसूचित जनजाति आयोग
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NATIONAL COMMISSION FOR SCHEDULED TRIBES

Annexure-1

List of participants

NCST

1. Shri Ravi Thakur, Hon'ble Vice-Chairperson (In chair)
2. Mrs. K.D. Bhansor, Director
3. Shri S.P. Meena, Assistant Director

Officers of Spices Board, Kerala

Shri S. Kannan, Director (Marketing)

Officers of Ministry of Commerce & Industry, New Delhi

1. Shri. R.R. Rashmi, Additional Secretary,
2. Smt. Anita Karn, Director, Plantation Div.

Petitioner

1. Shri Hanmathu
2. Smt. Nedam

No. 8/8/2014-EP(Agri-V)/Plant(D)
Government of India
Ministry of Commerce and Industry
Department of Commerce

A N N G E S B E - I T

SUB 3

Udyog Bhavan, New Delhi.
Dated: 26th December, 2014

OFFICE MEMORANDUM

Sub: Petition/Complaint received by the National Commission for Scheduled Tribes from Representation received from Shri Hanmanthu, Assistant, Spices Board, Guntur(A.P.) regarding harassment.

The undersigned is directed to refer to this department's O.M. of even number dated 10.12.2014 with reference to National Commission for Scheduled Tribes' letter No. HM/1/2014/MCOM5/SEHRMT/RU-IV dated 28.11.2014 on the subject cited above and to enclose herewith a copy of the reply received from the Spices Board in the matter vide their letter dated 24.12.2014 for kind information and necessary action.

ROIV
8/11/2015

A/KOB

g-

V. Y. Yadav
26/12
(Vandana Yadav)
Director
Tel. No.23062863

National Commission for Scheduled Tribes,
6th Floor, 'B' Wing,
Lok Nayak Bhawan,
Khan Market,
New Delhi-110003.

24/12/14
2/1/15



SPICES BOARD

(Ministry of Commerce and Industry, Govt. of India)
Sugandha Bhavan
N.H. By-pass
P.B.No.2277
Palarivattom P.O.,
Cochin - 682 025, India

No: Vig-COM/0005/2014-VIGILANCE

Sri Pradeep Kumar,
Under Secretary, Department of Commerce,
Ministry of Commerce and Industry,
Udyog Bhavan, New Delhi-110011.

- Sub: Petition/Complaint received by the National Commission for Scheduled Tribes from Shri Hanmanthu, Assistant, Spices Board, Guntur, Andhra Pradesh.
- Ref:- 1. Your letter No. 8/8/2014-EP (Agri-V), Plant-D dated 8th December, 2014.
2. This office letter No: Vig-COM/0005/2014-VIGILANCE dated 9/12/14

Sir,

I am to invite your kind attention to your letter No. 8/8/2014-EP (Agri-V), Plant-D dated 8th December, 2014, forwarding therewith a notice received from Scheduled Tribe Commission dated 28th November 2014 along with representation of Sri Hanmanthu pointing out certain grievances in general as well as against the officer incharge of Guntur Lab of the Board and in its reply Board's letter dated 9/12/14.

The Committee constituted to inquire into the veracity of the complaints/grievances raised by Sri Hanumanthu, Assistant visited Regional Office, Guntur from 17/12/14 to 19/12/14 and has submitted its report which is enclosed. The report of the Inquiry Committee is quite exhaustive covering all aspects i.e. hearing Sri Hanumanthu, Officer in charge Guntur Lab and rest of the staff members.

It is quite evident from the findings of the inquiry committee based on oral statements by other staff members of Guntur Regional Office that everybody more or less concur that:-

- Smt.Padmaja Scientist-C , Officer in charge RO Guntur is strict in office matters/discipline other than this no one has pointed out any thing against her.
- The attendance register being kept in her cabin is a matter of concern to all staff.
- Nobody has seen the Scientist harassing Sri Hanumanthu based on his caste status on the contrary she is strict with everyone irrespective of their caste status.

One is forced to observe that the complaints to ST commission by Sri Hanumantu was mainly to settle scores with the Scientist on being quite strict in office discipline, allotting cash handling to the Section Officer and to a certain extent on promotion Sri Hanumantu was transferred out of his home state as per policy of the Board. There is nothing in the inquiry report by the committee or statement by other staff members to suggest that Sri Hanumanthu, Assistant was discriminated being a member of Scheduled Tribe Community.

In view of the Inquiry Report the Scientist, Officer in Charge, RO Guntur, is being directed to improve her inter personal relationship with whole staff without sacrificing the office discipline.

Encl: Inquiry Report.

Yours faithfully,


SECRETARY

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Website: www.indianspices.com

Submitted

Sub: Report on Representation from Shri Hanmantu, Assistant, Spices Board R O, Guntur (A P), sent to National Commission for Scheduled Tribes, regarding harassment.

Ref : Vig com/0005/2014- vigilance dated 9.12.2014

With reference to the above, the committee constituted by Spices Board, comprising of three officers of the Board visited Regional office Guntur on 17.12.2014 to 19.12.2014 and recorded the statements on observations of all the officers and members of the staff as regards the complaints of Sri Hanmanthu in his representation dated 19th November 2014 against the Officer in charge of Guntur RO.

The following is the list of the committee members

1. Dr. Mary Mathew. K Scientist D, Biotechnology, Spices Board HO Kochi
2. Dr. SenthilkumaranP, Library & Information Officer, Spices Board HO Kochi
3. Dr. G. Lingappa, Dy Director (Development), Spices Board, RO Gangtok

The report consists of I). Statement of Sri. Hanmanthu, Assistant, on alleged harassment, II). Statements of the other Officers and Staff of RO Guntur III) Statement of Smt. S. Padmaja, Scientist C & Officer in charge of R O, and IV. Findings

The statements were recorded from the following members in the given order

1. Sri. Hanmanthu, Assistant
2. Sri A C Gireesh Kumar, AD (Dev)
3. Sri Etta Mohana Rao (DD Mktg)
4. Sri Vijayakumar, S O,
5. Sri Sudeesh, Junior Chemist
6. Smt S. Padmaja, Scientist C & Officer in Charge

The information and facts gathered during the inquiry proceedings are provided herewith

I. Sri. Hanmanthu, Assistant

On inquiry about Sri. Hanmanthu's complaints against Smt. S. Padmaja, he stated that he was tortured by her frequently with regard to his routine work and attendance in the office within six months of her assuming charge as Officer in charge of RO Guntur: Sri Hanmanthu stated that he was relieved from Cash book maintenance and imprest duty, on 9th September 2014 purposefully due to discrimination which he had been handling since April 2013 along with related works like preparation of reconciliation statement, monthly abstracts, remittance statement etc.

The following statements of Sri Hanmanthu as recorded are detailed below

- a) He used to carry out his duties in the office promptly without any fail, contrary to the allegation against him
- b) He has not spent any money with out the approval of Officer in charge for office expenditure, but without reason cash book handling was shifted from his custody.
- c) Officer in charge alleged that he was leaving the office premises without permission which was baseless.
- d) Officer in charge kept the attendance register in her custody not allowing him to mark attendance on time for a week (from 1st August to 7th August 2014).

- e) Even after submission of EL application through e- office on 17.11.2014 for leave on 18.11.14 to 21.11.2014 on medical grounds, A was marked in Red ink in Attendance Register.
- f) Received a memo dated 5.8.2014 for the first time in his entire 14 years of service including Delhi Office, allegedly for not maintaining Cash book and imprest account properly and other related works which were false.
- g) On 14th August 2014 he was issued another memo for alleged absence and irregularities in office work for which reply was given on the same day, copy marked to the Secretary, Spices Board, Kochi.
- h) On inquiry whether he was harrassed being an ST he reported that the 2nd memo was issued when he applied for 3 days CL on 14th August 2014 for attending an important survey due to the formation of new state Telengana.
- i) He also stated that the Officer has even commented that his category people will not improve. Due to the memo he was not having peace of mind which affected his work.
- j) When asked about her attitude towards other employees including SC/ ST category he said there was no coordinated approach towards work, not working 'together' and that she was showing 'bossism and monopoly' towards all staff.
- k) He asserted that 'council of war' was created by Smt. S. Padmaja, and that it was not his intention to quarrel, it was effecting 'intellectual property rights' and that she was creating 'disturbed admosphere', therefore was not able to disburse his duties effectively.
- l) On inquiry as to whether he has reported to SC / ST Cell in Spice Board, Cochin he stated that 'there was no support from Head Office'.
- m) Further, in a review meeting conducted by Smt. Padmaja on 27.10.2014 when he suggested for guidance he quoted Smt Padmaja as saying in the presence of all the staff 'he can give complaints to anybody I am not bothering about it'.

When inquired regarding Attendance Register issue, Sri Hanmanthu informed the committee that Smt. Padmaja had hidden the attendance register in her table shelf during the first week of August 2014 and not allowed him to sign on time. When asked whether he had informed the matter to authorities or other officers at Guntur RO, he stated that he complained to AD (Dev) and SO about his discomfort in going to officer's chamber for signing in the Register. He further said that other officers also commented about this feeling of going to Smt Padmaja's chamber for marking attendance. When asked whether or not he was aware of the office decorum and rules he asserted that it was inorder to avoid harrasment by Smt. Padmaja he was avoiding going to her office which resuted in not signing for a week. Again when asked whether he had left it without signing he informed that he signed the register when Smt Padmaja was not there in her office. He further stated that this problem arised only in the past five months ie after Smt Padmaja assumed charge as Officer of RO, Guntur. When asked about the custodian of the register in the past he replied that it was in previous DD's chamber or on previous Administration AD's table.

To prove his credibility that he had infact worked during the said week and that it was not as alleged in the memo about his frequent absence, Sri Hanmanthu had produced copies of reconciliation statements prepared by him and signed by Smt Padmaja on 4th August 2014. It could be seen from this that he has worked in the office on 4th August 2014 despite his claim about his inability to sign timely in the register. However, the Bank statement date was 05/08/14 and when asked how it happened that prior to bank statement he has prepared all other statements on 4th August and taken signature from Smt Padmaja on 4th itself, he couldnot give a satisfactory reply.

As per records he was instructed to hand over the Cash book and related files to Sri. K. Vijayakumar, Section Officer, RO, Guntur on 9th September 2014 and on 27/10/14 he was allotted with the work of dealing all the general papers related to office, and assisting Section Officer for preparing the statements related to Cash book, processing of TA / DA of staff of the Guntur Office etc.

II . a. Shri. A.C Girish Kumar, Assistant Director (Development)

Sri Girish Kumar was requested to comment on his observations about harassment to Sri Hanumanth if any, particularly being an ST, by Smt Padmaja. Sri Girish Kumar said that Smt Padmaja was overburdened with work and responsibilities because of which she might be behaving in a different way to all the employees of RO. She was only trying to extract some work from Sri. Hanmanthu as he was the only administrative staff member available in the Office before the S. O joined. He expressed that the Attendance Register being kept in Smt. Padmaja chamber has in a way created an uncomfortable feeling especially whenever Smt. Padmaja was not in her Office. When asked whether Sri Girish Kumar had heard about the issue of 'hiding the attendance register' he said that he was not aware of that and that he did not get any such complaint from Hanmanthu. He also reported that Sri Hanmanthu was reporting in Development section earlier, so he was not probably reconciled or acclimatized with the change of in Charge of RO Guntur.

Regarding the review meeting on 27/10/14 he commented that all the officers had infact advised Sri Hanmanthu on his adverse attitude towards shifting of cash book from his custody to S O. The AD informed that he used to advice Sri Hanmanthu on Office decorum.

On request for his comments on Shri Hanmanthu's complaint against Sri Padmaja to ST Commission, Sri Girish Kumar said that it was most unfortunate as the problem could have been solved in the Spices Board itself about which he had mentioned to Hanmanthu. On the memo issued to Sri Hanmanthu, Sri Girish Kumar said that he advised him to ignore the memo so that time will heal.

On asking about Sri. Hanmanthu's routine work and his attendance, Sri Girish stated that Hanmanthu used to come to office around 10.30 am and never used report to Smt. Padmaja when he left the office during office hours which was frequent but at times he would report to AD.

When further queried about harassment, Sr Girish Kumar expressed that at times in general, it was difficult when Smt Padmaja would show some restriction in sanctioning official tour related taxi bills without prior approval which was irritating to a certain extent. He further expressed that though Finance and related issues such as imprest, TA approvals etc in RO are streamlined and disbursed with out much delay, the requirement of a separate administrative officer or a separate imprest for Development could help to alleviate such issues to some extent considering the heavy work load of Smt. S. Padmaja.

b. Sri. Etta Mohana Rao (Deputy Director Mktg)

Sr. Etta Mohana Rao was asked to express his views on harassment if any as alleged by Sri Hanmanthu by Smt S. Padmaja. He expressed that the attendance Register being kept in Smt. Padmaja's chamber has created an uncomfortable situation, she being a lady and especially when she was not in her office. He stated that in a review meeting on 27/10/14 he has seen Sri. Hanmanthu asking Smt. Padmaja not to disturb him. Her reply was that she was not disturbing him, but a request to carry out whatever work was assigned to him on time. Sri Rao also said that he himself being an ST never noted any harrasment by Smt Padmaja towards Sri Hanmanthu. He also informed that he did not have any complaints about Sri Hanmanthu as well.

Whenever Sri Mohana Rao was on tour or leave he never used to desist from informing Smt Padmaja about the same. He also stated that Smt Padmaja's attitude towards all the staff was good though she happened to be very strict. He has not noted any misbehavieir towards staff members including Sri Hanmanthu. Moreover Marketing Division since had separate imprest, no direct

procedural dealings was required with Smt. Padmaja.

c. Mr. P.S. Sudheesh, Jr. Chemist.

Mr P. S. Sudheesh stated that Smt Padmaja's behaviour was good and she was cordial with all the staff and that he has not observed any misconduct with Sri. Hanmanthu. He further said that he has not observed any unpleasant exchange between Madam and Hanmanthu. He was not having difficulty with marking attendance at her office chamber and the register was always kept on top of the file cabinet. He has not heard of attendance register being hidden in the drawer compartment of her table. Mr. Sudheesh also told that she was liberal only to a certain extent and work wise she was very strict. Moreover he stressed that he didnot have time to observe such issues due to the exigency of analysis work in the laboratory.

d. Sri. K. Vijayakumar, Section Officer

Sri Vijayakumar when asked about the harassment issue, expressed that the Attendance Register being kept in Smt. Padmaja's chamber has created an uncomfortable situation especially when she was not there. On questioning about the frequency of her absence he informed that she used to come by 9.30 – 10 am. When inquiries were made about cash book handling, Sri Vijayakumar informed that he had taken over charge of the same on 9th September 2014 following a circular issued. He also stated that cash book was tallying and all entries done satisfactorily. However, even after several repeated requests Sri Hanmanthu had not divulged with the details of reconciliation statements, Smt. Padmaja had sent Sri Vijayakumar to HO Kochi for clarifications as Sri Hanmanthu was not cooperating.

Sri Vijayakumar further stated that he has not observed any harassment from Smt Padmaja but she often mentioned that Sri Hanmanthu's work to be not satisfactory. He also said that Sri. Hanmanthu was sending cheque leaf through Shri. D. Prasad, (Daily wages Group D) for Smt Padmaja to sign without showing the cash balance. He informed that he had heard Smt. Padmaja and Sri Hanmanthu were in good terms earlier and that he was not aware of what had happened in the course of time.

When asked about Sri. Hanmanth's attitude towards work Shri. Vijayakumar said that Hanmanth always said he was attending AD's (Development) work which when inquired with AD was found to be incorrect. As stated by Sri Vijayakumar, Sri Hanmanthu used to come and leave office as per his will without informing to anyone saying Madam came to Office around 10.00 am and left as she pleased. According to Sri Vijayakumar, on assigning some urgent duty Sri Hanmanthu would attend the same only as per his convenience and that might be the reason he was relieved from cash book duty which was extremely important. He has also heard that water bill was not paid on time. No officer has complained about such incidences. But he heard that Sri. Hanmanthu used to frequently abscond during office hours.

About any other harassment from Smt Padmaja, Sri Vijayakumar said that during procurement of spirit for the lab, she had stated that their category (as Assistant & SO) were not entitled to travel by taxi which he felt offensive.

In the review meeting he recalled that Sri Hanmanthu was not present in the first half and when he came he requested her to reccommend his transfer to Warangal which Smt. Padmaja declined to forward stating that he himself had to represent the matter to HO. Immediately he was seen to ask why she was torturing him and spoiling his ACR etc.

Sri Vijayakumar stated that Smt. Padmaja's attitude was not that of a friendly nature in general and

she was very serious dealing with all staff members and that he has not seen any discriminatory attitude towards Sri Hanmanthu. He also stated that he was not aware of memos being issued to Sri Hanmanthu. However, in the review meeting he was seen being advised by Sri Girish Kumar to be more cooperative towards work.

III. Smt. S. Padmaja , Scientist - C & In charge Regional Office, Guntur

When inquired about whether Smt. S. Padmaja was aware about Sri Hanmanthu's had sent complaints against her to National ST commission, she informed that she came to know about the matter when Secretary, Spices Board sent a letter regarding this to her. When asked to give her explanation about the matter she started with facing problems in office administration after assuming charge of RO Guntur in July 2014. Smt Padmaja explained about the working of the office and analysis of the samples and how much each and every staff member had to cooperate with sending the analysis reports on time which was a reflection of our country's produce for exports. She has stated that basically she was not a person to issue memos to any subordinates in the office. She explained that for the last 5 months she has not seen Sri Hanmanthu attending work promptly. She also said Sri Hanmanthu is an innocent person but very ambitious and expects Director / Chairman level higher post suitable for his qualification in Intellectual Property Rights (IPR). The reason for his non cooperative attitude might be due to promotion issues. She was not able to make use of his service effectively. Initially she thought he was slow and could not comprehend the work, but then she came to know that in his personal and official matters he was very prompt showing example of Claiming Medical Bills.

When asked whether she has advised him, she informed that she fed up of advising him and that all other staff members and officers have done the same but he was always commenting on his posting issues and IPR and other irrelevant issues which she admitted to not have followed. She also said that she didnot have any problems with any other members. She informed us to have conducted a review meeting on 27.10.2014 in which she requested Sri Hanmanthu to submit the cash book atleast once in a month for verification. Smt Padmaja said he replied that he would not report since he was the authority in RO regarding the Cash book. On her request to open e-office since he received training in Head Office, she stated that neither he replied properly nor assisted her. In the review meeting the officers were seen to advise him stating that the advice was for his benefit that he should be regular in disbursing his official duties. Smt Padmaja stressed on how difficult it was to manage the office if no contribution is there from the few members of administrative staff.

Regarding Sri Hanmanthu's noncooperation and irregularities in the attendance she communicated to the Secretary over phone and based on his advice, she issued a memo on 5th August 2014 and thereafter on 14th August 2014. On asking to clarify on the situation to issue memo immediately after submission of leave on 14th August, Smt Padmaja said that leave application was submitted after memo was issued and reply received. The leave was also sanctioned.

Regarding a complaint on hiding the attendance register she denied having kept it inside the shelf, and she stated that if somebody would take responsibility she was ready to hand over because at one time Attendance register was missing. She also explained that if as alleged the attendance register was inside the shelf, why it was not brought to her notice by any person in the office or even Hanmanthu. She has also produced the copy of the attendance register which revealed that he had not signed from 1st to 7th August 2014 and she said she was not aware when he had signed it after that, for which also she submitted a copy.

When observed that she had put question mark in Hanmanthu's column in the register and questioned about why she has not put a question mark for Shri. Girish Kumar, Assistant Director, which was also blank, during the first week of August 2014 she replied that he used to get approval

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for his tour or leave from Director (Development) with a copy marked to her and that he has marked tour after he returned. A copy in this regard was also submitted.

Regarding official duties she said that she cannot compromise on ethics and morality in the office so she was strict in the office. As an example she also said that the RO is not a small office, it has a lab with lot of materials including explosive and inflammable chemicals and that being a responsible officer she never allowed any person to smoke in the office premises, be it staff or visitors. She added that she was responsible and it was her duty to safe guard the staff and office.

On 17th November 2014 she had sent a letter to Head Office, Kochi regarding Sri. Hanmanthu's irregular attendence and other issues, before which she had asked staff members as to whether they had any suggestions. Smt Padmaja asserted that not a single official objected to her sending a letter to Chairman regarding the issue but supported her by saying that she could take a decision as per her authority.

On Hanmanthu's allegation that Smt Padmaja had even commented on 'your category people wont improve', she replied that she had never made such comments and it was not in her nature to say so. She added that any person can make such allegations and there are other SC & ST persons in the office who have not had a single complaint in that regard. Smt Padmaja asked us whether asking about coming to office regularly, asking about files and related information and asking about cash balance would amount to harassment or discrimination as ST. She also stated that Shri. Hanmanthu would go to any extent since, he blamed her for gate crash issue which happened in November. He used to come to office without reporting to any officers on holidays and she didnot know what his activities were in the office as in working days he never cared to attend to work so what he was doing on holidays. Another example was when he tried to prove that he had come on 04/08/14 by producing a bank statement as signed by her on 04/08/14, when it was actually signed on 14/08/14 and sent to HO. (Since the Bank statement date was on 05/08/14 and when asked how it happened that prior to bank statement he had prepared all other statements on 4th August and taken signature from Smt Padmaja on 4th itself, he couldnot give a satisfactory reply).

She then informed that after her taking charge, only on repeated requests he has handed over the diesel register on 31st July 2014. When she asked about files he never replied to the queries and he always said irrelevant things which was hard to understand. To settle the issues she had to send the SO all the way to Kochi HO only due to non cooperation from Hanmanthu. Smt Padmaja then said that she issued a second memo to which he replied within minutes. She also commented that if this interest was shown in the work it would have been so helpful.


When asked about our observation that cash book was maintained in a proper way as could be seen, she replied that there was no misappropriation, but Sri Hanmanthu was always late in payment for eg water bills and never used to inform cash balance while sending cheque for signing. Likewise he never used to take approval for purchases.

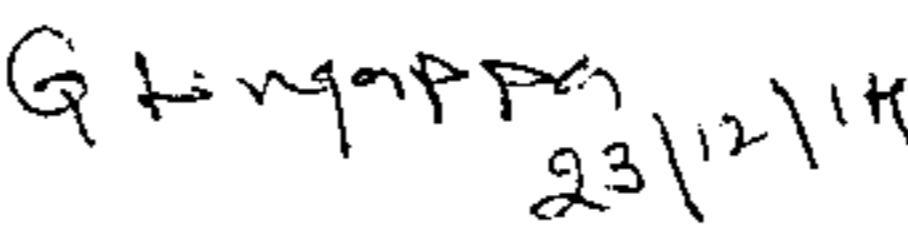
On enquiring as to why 'A' was marked in the register aginst Shri. Hanmanthu's attendance on 18.11.2014 to 24.11.2014, inspite of submission of an application through e office on 17.11.2014, she replied that she was also on leave from 18.11.2014 to 21.11.2014. On return to office on 24th November 2014 when she inquired with other officers about Hanmanthu's whereabouts and seeing that they were unaware about his absence, she marked "A" in the register. Soon after, she realized her mistake on opening e office where she saw that he had already applied leave on medical grounds on 17.11.2014 itself and immediately rectified it by marking CML.

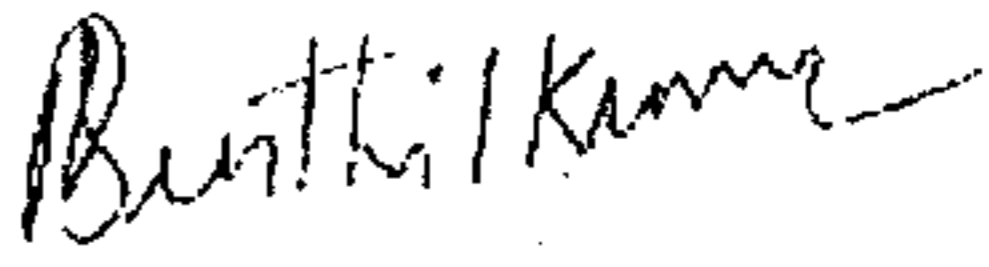
The committee completed recording of statements and other observations on 19/12/14 at 6 pm.

Findings*

1. No evidence was there to prove that Shri. Hanmanthu was harassed by Smt S. Padmaja because of his ST status.
2. Smt. S. Padmaja was understood to be very strict in her approach to all the officers and members of staff alike.
3. It could be seen that there was a clear cut lack of coordination/ understanding between Smt S Padmaja and Sri Hanmanthu in maintaining office decorum.
4. It is understood that Sri Hanmanthu has not come to terms with present system of reporting to Smt. S. Padmaja, Officer in Charge since he felt he should be working with Officers of Development Section
5. Notwithstanding these facts, it could be seen that he has maintained cash book satisfactorily before handing over charge to S O. However it may be noted that details of reconciliation statements were not given because of which S O had to be sent to HO Kochi for clarifications.
6. Sri Hanmanthu tried to mislead the committee by producing wrong evidence on reconciliation statements as mentioned in page 2 and para 4 of page 6 against Smt S. Padmaja. When he was asked to explain the point he made irrelevant statements relating it to IPR which was hard to follow.
7. Sri Hanuanthu was observed to complain regarding his request not being considered by H O for retaining him at his native place on promotion. He also complained about not being given a suitable post by Spices Board as per his qualifications.


23/12/14
Dr. Mary Mathew K


23/12/14
Dr. G. Lingappa


Dr Senthil Kumar