

GOVERNMENT OF INDIA  
MINISTRY OF STEEL

**RAJYA SABHA**  
**UNSTARRED QUESTION NO.2712**  
FOR ANSWER ON 11/12/2019

**IRREGULARITIES IN FIXING OF SENIORITY IN SAIL**

2712. SHRI DHIRAJ PRASAD SAHU:

Will the Minister of STEEL be pleased to state:

- (a) whether Government has received any complaint regarding irregularities in fixing the order of seniority in Steel Authority of India Limited (SAIL), if so, the details thereof;
- (b) the details of procedure of fixing the seniority; and
- (c) whether any action has been taken by Government in this regard?

**ANSWER**

THE MINISTER OF STEEL

(SHRI DHARMENDRA PRADHAN)

(a) During the Calendar Years 2017, 2018 and 2019 (till November 2019), two such complaints have been received in SAIL Vigilance Wing. One complaint was with respect to giving notional seniority. This had been examined by SAIL Bokaro Steel Plant in the past in pursuance of observation made by Hon'ble Jharkhand High Court vide its Order dated 25/02/2003 in CWJC No. 4445 of 2000. The other complaint was about wrongful denial of seniority to two employees for which SAIL has taken action.

(b) In SAIL, the Procedure for fixing the seniority for employees of Plant/Unit is as follows: -

- For Non-Executive employees, seniority is reckoned on the basis of his / her entry into the grade/cluster, in his/her line of promotion.
- For Executive employees, seniority is determined by the date of entry into a scale of pay/ grade.

(c) For below Board level officers/employees, SAIL is competent to decide personnel matters.

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