

National Commission for Scheduled Castes

Minutes of the Review Meeting under taken by the National Commission for Scheduled Castes on 17.11.2014 to assess and monitor of implementation of reservation policy for SC in Telecommunication Consultants India Limited (TCIL).

The National Commission for Scheduled Castes held a Review Meeting to assess the implementation of the reservation policy in Telecommunication Consultant India Limited (TCIL) as per the mandate given under Article 338 of the Constitution of India. Prior to holding of the Review meeting, the Commission sought replies from the Telecommunication Consultant India Limited (TCIL) on a detailed Questionnaire and after receipt of the requisite information / reply, the full Hon'ble Commission under the Chairmanship of Dr. P.L. Punia, Chairman along with Dr. Raj Kumar Verka, Vice-Chairman, Shri Raju Parmar, Member, Smt. P.M. Kamalamma, Member and Shri Ishwar Singh, Member, NCSC conducted the review meeting on 17.11.2014 at the headquarter of Telecommunication Consultant India Limited (TCIL) at TCIL Bhawan, Grater Class-1, New Delhi. The CMD and other senior office from Telecommunication Consultant India Limited (TCIL) attended the meeting.

A list of the participants are at Annexure-I

A: Meeting with the Staff Association:

It was informed by the Telecommunication Consultant India Limited (TCIL) Management that there is no recognized SC/ST Employees Welfare Association in DMRC to watch the interest of the Scheduled Castes. However, a few employees of the Corporation belonging to the Scheduled Castes met the Commission and made their submission on the implementation of reservation policy and welfare activities undertaken by the Telecommunication Consultant India Limited (TCIL). During the inter-action, the officials belonging to SC category of Telecommunication Consultant India Limited (TCIL) have informed the Commission that they were getting the due benefits of the reservation policy and at present they have no problems. However, the Commission assured the officials of the SC category that if any issue relating to violation of reservation policy is arisen and then they may approach to the Commission directly and the Management was directed to have a recognized SC Employees Association so that they work and consider themselves more fearless.

B. Meeting with the TCIL Management:

Shri Vimal Wakhlu, CMD, Telecommunication Consultant India Limited (TCIL) welcomed the Commission and apprised about the activities undertaken by the Corporation including the implementation of the reservation policy in the Corporation. Thereafter, the Hon'ble Chairman, in his opening remarks', appraised the mandate of the Commission. Thereafter, the point-wise discussion held according to the replies to the Questionnaire was held. After detailed discussion on the data/information provided by TCIL, the Commission made the following recommendations:

1. Maintenance of Roster:

The Commission has observed that the TCIL has not maintained reservation rosters for various cadre posts as per the DoPT guidelines. Further, during the inspection /verification of the rosters submitted by the TCIL the following discrepancies were observed.

- The reservation roster on post based basis is applicable since, 2-7-1997 as per the DoPT guidelines. Prior to Post Based roster, there was vacancy based roster. However, it is observed that the TCIL has implemented post based roster since, 2000 only. Hence, the TCIL Management may clarify as to why the reservation rosters prior to 2000 have not been maintained.
- It was also observed that the no reservation rosters under promotion quota for various cadre / posts has been maintained/prepared. This is violation of DoPT guidelines /OM dated 2.9.1997 on maintenance of reservation rosters. Therefore, the TCIL should maintain the reservation rosters for various posts / cadres (each post-wise) separately as per the DoPT guidelines.
- The rosters maintained for various post under direct recruitment, the reserved points earmarked for SCs/STs/OBCs have left blank. As per the guidelines, the roster should have been maintained in running way after consuming the point by any of the category of incumbents. If any SC incumbent is promoted as per their own merit, it should not be mentioned against the earmarked SC point and SC point should not be filled up by the incumbents of other category.
- The rosters should be shown on the website of the TCIL.
- The TCIL Management was accordingly, advised to re-cast the reservation roster for Direct Recruitment and prepare /maintain the reservation roster under promotion quota, for each post-wise separately as per the DoPT guidelines immediately.

When these observations pointed out to the TCIL Management during the discussion, the CMD, TCIL agreed to look into the matter and rectified the discrepancies. He also assured for re-casting of reservation rosters and maintaining of rosters under promotion for various cadre posts as per the DoPT guidelines with the submission of report within one month.

2. Representation of SCs The Commission noticed that there was no clarity whether the reservation of 16.66% is applicable for all cadre posts i.e. group-A,B,C & D posts. Moreover, the representation of SCs in executive category posts was below the prescribed percentage of reservation i.e. 15%. Hence, the Commission asked the TCIL Management to fulfill the adequate representation of SCs in all cadre posts. The TCIL may also provide post-wise cadre strength, number of SCs and percentage of SCs for last three years from 2012-2014 along with clarification on applicability of reservation to the Commission.

The CMD, TCIL Ltd agreed to look into the matter and submit the requisite information along with action taken within one month.

3. Representation of OBCs The Commission observed that the representation of OBCs has not been provided by the TCIL. Hence, it was suggested that the TCIL may provide representation of OBCs in all cadre posts with post-wise /cadre-wise along with percentage of representation for the last three years i.e. 2012 to 2014 to the Commission.

The CMD, TCIL Ltd agreed to and submit the requisite information along with action taken within one month.

4. **Backlog /shortfall vacancies.** The Commission observed that as on 30.9.2014, there was one carried forward vacancy meant for SCs in E-1 cadre. The TCIL did not give reasons and action plan for filling up of the carried forward/shortfall vacancies. During the discussion, the Hon'ble Vice-Chairman, NCSC observed that during the year 2012 five SCs were selected through open advertisement/campus interview in ET level posts but, they did not join in 2013. However, as per the TCIL report the number of SC posts remained as 04. This was not correct information. The Commission was of view that if four candidates in 2013 had not joined against SC vacancies including the backlog of 2012, it would be 08. The TCIL may re-look the matter and submit correct information on backlog vacancies. Hence, the Commission advised the TCIL Management to fill up the all backlog reserved vacancy immediately by conducting special Recruitment Drive. Similarly, the information about backlog vacancy /shortfall on the Recruitment of OBCs may also be provided.

The CMD, TCIL Ltd agreed to and submit the requisite information along with action taken within one month.

5. **Inspection of Rosters by the Liaison Officer.** It was observed that TCIL has not given details of inspections carried out on the rosters by the Liaison Officer of the TCIL with their remarks, if any. Hence, the Commission recommended that the date-wise inspection carried out name of the Liaison Officer who inspected the roster, their remarks, if any etc. may be provided to the Commission.

The CMD, TCIL Ltd agreed to and submit the requisite information along with action taken within one month.

6. **Non-implementation of circulars issued by DoPT on the implementation of reservation policy.** The Commission observed that various circulars issued by the DoPT on reservation policies were not implemented. Hence, the Commission advised the TCIL to implement all the DoPT guidelines/circulars on the reservation policy in true spirit.

The CMD, TCIL Ltd agreed to and take necessary action in this regard with submission of action taken within one month.

7. **Contractual Appointments.** During the discussion, the Hon'ble Member Shri Raju Parmar of the Commission raised the issue of reservation and that of the wages which were being paid to the contractual employees, their medical facilities, payment of P.F. and other facilities. The TCIL Management did not submit any reply in the matter. Therefore, the TCIL Management was advised to consider the applicability of reservation at least 20% in Group-C posts and 50% in Group-D posts i.e. Safai Karamchari, providing age relaxation in appointment for SC candidates, incorporating relevant clauses at the time of appointment of Contractual person in terms and conditions while, awarding tender to the contractor.

The CMD, TCIL Ltd agreed to look into the matter and submit the action taken within one month.

8. **SC Cell and maintenance of grievances register.** The Commission observed that no SC Cell has been set up in the TCIL and no separate complaint registers for SCs was being maintained. This is violation of DoPT instructions. The Commission recommended that the TCIL may set up a SC Cell along with maintenance of separate grievance register in the corporation.

The CMD, TCIL Ltd agreed to and submit the requisite information along with action taken within one month.

9. Appointment and nomination of SCs in various selection of the DPC committees. The TCIL was advised to submit details of all selection /DPC Committee with name of SC members from the TCIL.

The CMD, TCIL Ltd agreed to and submit the requisite information along with action taken within one month.

10. Separate Interview for Selection. It was observed that the TCIL did not take interview of SCs separately. Therefore, the Commission recommended that the TCIL may conduct the interviews of SCs in recruitment separately.

The CMD, TCIL Ltd agreed to and submit the requisite information along with action taken within one month.

11. Details about various scheme/activities under taken by the organization for the Welfare and Socio-Economic Development of SCs under SCP and CSR schemes. The TCIL may submit details of expenditure incurred, allocation of funds, number of beneficiaries under SCP schemes under CSR scheme. It was also suggested that the STC Management may explore the possibilities for framing a scheme exclusively for SCs under CSR schemes.

The CMD, TCIL Ltd agreed to and submit the requisite information along with action taken within one month.

At the end of the meeting, the CMD, TCIL gave concluding speech and also assured to the Commission that the recommendations/suggestions given by the Commission will be considered and appropriate action would be taken by submission of action taken report in stipulated time.

The meeting ended with vote of thanks to the Chair.

NATIONAL COMMISSION FOR SCHEDULED CASTES

List of Participants from NCSC

6. Dr. P.L. Punia, Chairman
7. Dr. Raj Kumar Verka, Vice Chairman,
8. Shri Raju Parmar, Member
9. Smt. P.M. Kamalamma, Member
10. Shri Ishwar Singh, Member
11. Dr. Vinod Aggarwal, Secretary
12. Shri Kanhaiya Lal, Director
13. Shri Y.K. Bansal, Research Officer

Officers of TCIL

10. Shri Vimal Wakhlu, CMD, TCIL
11. Shri Rajiv Gupta, ED (HRD)
12. Shri Rajesh Kapoor, Director (Tech.)
13. Shri M.K. Yadav, GGM (HRD)

The SC officials of TCIL

10. Shri Sarika Kain, JGM, (IT)
11. Shri Rajesh Singh JGM, (NW)