

**No. 26/Review-NTPC/2014/SSW-I**

**National Commission for Scheduled Castes**

**Minutes of the Review Meeting under taken by the National Commission for Scheduled Castes on 12.01.2015 to assess and monitor of implementation of reservation policy for SC in National Thermal Power Corporation Limited, New Delhi.**

A list of participants in the meeting is at Annexure A.

The National Commission for SCs first held a meeting with office bearers of the NTPC SC/ST Employees Welfare Association. The Associations presented a memorandum before the Commission highlighting the following issues/points:-

6. Employees acquiring professional qualification (like MBA, LLB) are not getting the benefit of higher qualification during the service tenure. They compete with the open market candidates for higher Posts.
7. NTPC has system of administering test during promotion from Non Exec to Executive cadre. It was suggested that employees nearing retirement may be exempted from such test.

**Meeting with the Management**

The CMD NTPC welcomed Dr. P.L. Punia, Chairman along with Dr. Raj Kumar Verka, Vice-Chairman, Shri Raju Parmar, Member, Dr. Vinod Aggarwal, Secretary and Dr. Smita S. Chaudhri, Joint Secretary and other Officers of NCSC. Thereafter CMD NTPC gave a brief presentation about NTPC and its efforts towards development and upliftment for Scheduled castes.

The Hon'ble Chairman, NCSC in his welcome address apprised the NTPC Ltd. about the constitutional mandate of the Commission and the need for this review meeting. He informed NTPC management that SC employees in general are satisfied in NTPC and that is good sign.

The issues raised by the SC/ST Employees Welfare Association were raised one by one and explained to management which promised to resolve the same within policy framework. Thereafter, the replies given by the NTPC Management on the questionnaire of the NCSC were also discussed.

The Chairman, NCSC express his concern that representative of SC employees welfare Association, NTPC Limited has brought to his notice that employees acquiring higher professional qualification like MBA, LLB etc. during their service tenure are not getting benefit for selection in higher posts. They have to compete with the open market candidates. The Chairman advised the CMD, NTPC to explore the possibility of the same so that the company and employee can get the benefit of higher education qualification acquired by the employees.

The Chairman brought to the notice of CMD that NTPC is not providing reservation in promotion in Group A. However, NTPC submitted that relaxation is being provided to SCs and OBCs in promotion in Group A. CMD agreed to provide detailed information in this regard within one month.

The Chairman, NCSC stated that promotion percentage is less in Group A. Reasons for less promotion percentage may be informed and data for Promotion in Group A in 2014 may also be provided. The CMD informed that non availability of candidates in feeder grade is one of the major reasons apart from non qualifying trade test/interview. Data for 2014 promotions will be provided within one month.

The Commission observed that there is less representation of SC and OBC in Group A. Reason for less representation of SC and OBC may be provided. Shortfall may be filled on priority. CMD informed that there is shortfall of nine posts in Group A at the end of year 2013. Data with regard to recruitment done during the year 2014 will also be submitted. He assured that NTPC will take all necessary steps to clear the shortfall including Special Recruitment Drive.

The Commission observed that NTPC has not provided details with regard to relaxation provided to OBC in recruitment and also pointed out the less representation of OBC. The CMD, NTPC agreed to provide the information within one month.

The Commission enquired about the backlog vacancies available prior to switching over the vacancy based roster as NTPC has not mentioned that out of total vacancies, how many were backlog SC vacancies as per vacancy based roster in all category prior to 01.01.1997?. Further Commission also enquired about the shortfall of SC vacancies as on 02.02.1997 switching over to post based roster. The CMD, NTPC assured to provide detailed information in this regard within one month.

The Commission pointed out that there is no cadre strength and percentage of SCs against sanctioned strength shown in the Rosters maintained for all Cadre Posts under DR/promotion. The Cadre strength and percentage of SC representation should be shown and summary should be prepared accordingly at every cadre at the end of Roster. At the time of inspection of the roster, the Liaison Officer for SC / ST should sign and add date with remarks if any. DOPT guidelines should be adhered to during roster maintenance. The CMD informed that NTPC is following post based rosters as per Govt. guidelines issued in this regard, however changes /corrections as suggested as per DOPT guideline will be implemented report sent to NCSC within one month.

The Commission brought to the notice of CMD that NTPC has not submitted any de-reservation proposal to NCSC during last three years. As per DoPT guidelines before de-reservation of any vacancy, the approval/permission of NCSC is necessary. The CMD informed that No vacancies reserved for Scheduled Castes (SCs) have been de-reserved in NTPC in last three years in direct Recruitment. However, in case of Promotion, the number of SC posts filled by general candidates in last three years are being collected from all projects/ station of NTPC and same will be put up for approval of Competent authority for post facto approval. Details will be forwarded to NCSC for information.

The Chairman NCSC informed that in last three years NTPC has sent 410 employees for abroad training whereas only 24 SC employees are sent for training abroad in last three years and that is very less figure. The CMD agreed to the suggestion and informed that NTPC will take all necessary steps to increase the numbers of SC employees for foreign training.

The Hon'ble Member Shri Raju Parmar raised the issue regarding non providing of pre-recruitment training to the SC candidates. He suggested that NTPC should explore the possibility of providing pre-recruitment training to the SC candidates in their own training institute so that prospective candidates get familiarized with NTPC jobs. The CMD agreed to the suggestion made and to take necessary steps in this regard.

The Vice-Chairman, NCSC inquired about the SC specific schemes being implementing by the NTPC for the welfare of scheduled castes under CSR activities. In this regards, CMD informed that NTPC has been doing lot of CSR activities in project surrounding areas. However data with regard to expenditure on SC under CSR activities will be separately informed. Girl's hostels made by NTPC shall also have provision for boundary wall. The CMD, NTPC Ltd. agreed to suggestions and assured that information sought will be provided within one month.

The Commission pointed out that there are no sweepers in NTPC. In this regard, CMD, NTPC informed that all housekeeping jobs are

outsourced. However, NTPC is strongly ensuring that all workers engaged by contractors are getting all social security benefits (like PF, ESI) minimum wages, salary directly to Bank Account, Health benefits etc. The Chairman suggested that NTPC should give priority to SC Co-operatives while awarding such contracts. The CMD, assured to give priority in awarding such contracts to SC Co-operatives.

The Hon'ble Member Shri Raju Parmar informed that there is no SC/ST Member in present Board of Directors. It was informed that CMDs & Directors of CPSUs are selected by PESB. However there are SC employees at Executive Director level in NTPC.

The Chairman NCSC provided status of 09 grievances received/pending at NCSC during the meeting and advised NTPC to resolve the grievances on priority. The CMD informed that all the grievances have been suitably examined and replied from NTPC side. Out of these nine cases, three cases have been successful which they could not mention. One grievance is pending for reply (from Auraiya), they have requested for data from concerned unit and after examination reply will be submitted by NTPC.

The meeting ended with the vote of thanks to the Chair.

## **ANNEXURE-I**

### **NATIONAL COMMISSION FOR SCHEDULED CASTES**

#### **List of Participants from NCSC**

9. Dr. P.L. Punia, Chairman in Chair
10. Dr. Raj Kumar Verka, Vice Chairman,
11. Shri Raju Parmar, Member
12. Shri Vinod Aggarwal Secretary
13. Smt. Smita S. Chaudhary, Joint Secretary
14. Shri Kanhaiya Lal, Director
15. Shri A.P. Gautam, Research Officer

#### **List of Participants from NTPC**

10. Dr. Arup Roy Choudhury, CMD
11. Shri U P Pani, Director (HR)
12. Shri Subhasis Ghosh Executive Director (HR)
13. Shri Upendra Lal, General Manager(HR)
14. Shri S P Singh , General Manager (HR)
15. Shri D S Rao, General Manager, (HR),
16. Shri Ashok Swarup,AGM(HR)
17. Ms Malancha Mathew ,AGM(HR)& LO(SC/ST)
18. Shri Uttam Lal, AGM (HR)
19. Shri S R Sahoo,Sr.Manager(HR)
20. Shri Bhupesh Kashyap,Manager(HR)

#### **The Representatives of NTPC Ltd. SC/ST Employees Welfare Association.**

10. Shri Ganga Saran, President,
11. Shri G D Rajora, Vice-President
12. Shri Ashok Kumar Sagar , General Secretary,
13. Shri Ashok Kumar, Jt, Secretary ,
14. Shri Vinod Kumar, Treasurer
15. Shri Rajbir Singh,Asstt. Treasurer
16. Shri Rambir Singh, Office Secretary
17. Shri Vijay Raj Singh
18. Shri Shishu Paul, Adviser
19. Shri T.C. Kanaujia
20. Shri Krishan Kumar