



Fl. No.12/1/2024-RU/RM/OMCL

Government of India

National Commission for Scheduled Castes

(A Constitutional Body set up under Article 338 of the Constitution of India)

{Jurisdiction: West Bengal, Odisha, Sikkim & A&N Islands}

Minutes of the Review Meeting held on 20.11.2024 on the implementation of Reservation Policy for Scheduled Castes by the Odisha Mining Corporation Limited (OMCL), Bhubaneswar.

A Review Meeting was held on 20.11.2024, at 1500 hours, at ITC, Bhubaneswar on the implementation of Reservation Policy for Scheduled Castes by the Odisha Mining Corporation Limited, Bhubaneswar.

2. The meeting was attended by the Chairman and Senior Officers of the Odisha Mining Corporation Limited, Bhubaneswar and SC Employees of the Odisha Mining Corporation Limited, Bhubaneswar. The list of the participants is enclosed as **Annexure I**.

3. There was no Scheduled Castes Welfare Association in OMCL. The Hon'ble Member, National Commission for Scheduled Castes, held a meeting with the SC employees of the Odisha Mining Corporation Limited, Bhubaneswar, on 20.11.2024 at 1500 Hrs. The SC employees briefed the Hon'ble Member that they are not presently having any grievances against the Management with regard to implementation of reservation policies or any form of caste based discrimination. The Hon'ble Member suggested and recommended to the SC employees to form SC Welfare Association keeping in mind that in future, issues and problems may arise and creation of an Association will be useful to put forth their grievances before the Management. The Association will be able to ensure that the rights of the SC employees are safeguarded and protected. He also suggested that the Association may hold periodical meetings with the Management for resolving the issues/grievances, if any.

4. The Hon'ble Member, National Commission for Scheduled Castes, held a meeting with the Chairman and Senior Officers of Odisha Mining Corporation Limited, Bhubaneswar, on 20.11.2024 at 1530 Hrs. The Odisha Mining Corporation Limited, Bhubaneswar, made a presentation before the Commission about the reply to the Commission's Questionnaire for review of PSUs (copy enclosed as **Annexure II**).

5. The Commission gave the directions/recommendations on the following issues/points:

Point No. as per the Questionnaire	Details as per the Questionnaire	Directions/Recommendations of the Commission
2	Please give the composition of Board of Directors indicating whether any of the members belong to Scheduled Castes	OMCL to submit whether any of the members belong to Scheduled Castes or not.
9	Please furnish a statement showing level-wise staff strength as on the date when reservation were enforced in the Ministry/Deptt/Organization/PSUs/Banks and on 31.3.2022, 31.3.2023, 31.3.2024 thus indicating the progress achieved in the following Performa separately.	As on 31.03.2024, percentage of SCs is 14.60% as per data submitted. OMCL to submit reasons for the shortfall and state remedial measures.
12	Please furnish a statement in the following Performa showing the total number of employees promoted and the number and percentage of Scheduled Castes. Respectively among them during each of the last three years in respect of various levels / categories of posts separately.	As on 31.03.2024, percentage of SCs in Grade B is 7.5% as per data submitted. OMCL to submit reasons/clarifications for the shortfall.
17	While taking the persons for work on contractual/outsourced basis does the Bank / PSUs etc. follow the rule of ensuring that the requisite percentages of persons belonging to the SCs are there? What is the systemic check to ensure these provisions?	As per the data submitted, percentage of SC persons is 12%. OMCL to submit reasons/clarification in this regard.
19 (d)	Has a Scheduled Castes Cell been set-up under the direct control of Liaison - Officer? If so, please indicate the position of this cell and details of the staff attached to it.	As per the DOPT O.M. No. 43011/153/2010-Estt.(Res), dated 4.1.2013 and O.M. No. DOPT-1670494514912 dated 08.12.2022, OMCL may consider for setting up a Scheduled Castes Cell.



19 (g)	<p>Does the Ministry/ Deptt./ Organization hold periodical meetings with Scheduled Castes employees to sort out their problems and grievances? The details of periodical meetings held for the last three years i.e. 2016, 2017 & 2018 and issues raised and copy of Action Taken Report may be furnished.</p> <table><tr><td>Year</td><td>Date of Periodical Meetings</td><td>Issues Raised</td><td>Action Taken Report</td></tr><tr><td></td><td></td><td></td><td></td></tr></table>	Year	Date of Periodical Meetings	Issues Raised	Action Taken Report					Information to be furnished as per the format.
Year	Date of Periodical Meetings	Issues Raised	Action Taken Report							
27	<p>Please give the number of employees sent for specialized training abroad during the last three years and the number of Scheduled Castes employees among them in each year.</p>	<p>Adequate representation of SCs in specialized training abroad may be ensured by OMCL.</p>								

6. OMCL had brought to the notice of the Commission following three issues in which they require clarity from the Central Government:

- a. Own Merit Principle - needs to be clearly defined in Central Government Circulars/Orders.
- b. Replacement Principle — clarity is required from the Central Government in this regard.
- c. Catch up Principle — There is a misinterpretation that catch up principle is applicable only for UR. However, it should be applicable for all whether UR or reserved.

7. The Commission has requested OMCL to submit the above issues to the Commission so that it can be taken as a matter of policy by the Commission.

8. The Commission has directed that an Action Taken Report is to be submitted by the Department within 15 days.


 (Love Kush Kumar)
 Member

Annexure I

Officers of NCSC:

1. Ms. Sonali Dutta, Director, NCSC, State Office, Kolkata
2. Shri Sharad Kumar Garg, PS to Hon'ble Member, NCSC, Hqrs., New Delhi
3. Mrs. Puloma Basu, Senior Investigator, NCSC, State Office, Kolkata
4. Shri Ramesh Kumar, LDC, NCSC, State Office, Kolkata

Officers of Odisha Mining Corporation Limited, Bhubaneswar:

Sl. No.	Name	Designation
1.	Sh. Surendra Kumar	Chairman
2.	Sh. Balwant Singh	Managing Director
3.	Sh.Alok Kumar Pal	Director (HR)
4.	Sh.Sabyasachi Mohanty	Director (Ops)
5.	Sh.Ashok Kumar Behera	ED (P&A)
6.	Sh.Malay Ranjan Kar	GM
7.	Mohd.Talat Aafreen	Spl Officer & Head CSR
8.	Sh.A. Nanda	DGM (Personnel)
9.	Sh.Sandeep Sethi	DGM (PR)
10.	Sh. Saroj Kumar Nayak	-
11.	Sh.Sumit Sahoo	AGM (Personnel)
12.	Sh.B.B. Paui	DF

SC Employees of Odisha Mining Corporation Limited, Bhubaneswar:

Sl. No.	Name	Designation
1.	Sh. Baishnab Charan Mallick	Dy. G.M (Mining)
2.	Ms. Latika Dei	Sr. Nurse
3.	Ms. Bishnupriya Mallick	Drawing Superintendent
4.	Ms.Harapriya Dalei	Sr. Executive Asst.
5.	Sh. Saroj Kumar Behera	G.M (Mech)
6.	Sh.Ashok Ranjan Bhoi	GM (Electrical)
7.	Ms.Rakhal Kumar Sethy	Asst. Manager (Sports)
8.	Sh.Santosh Kumar Behera	Manager (IT)
9.	Sh.Sambit Prasad Sethy	Manager (Personnel)
10.	Sh.Sandip Kumar Behera	Manager (C&P)