

File No. 17-Review (NHPC)/2014/SSW-I

National Commission for Scheduled Castes

Minutes of the Review Meeting held on 27.10.2014 to assess and monitor of implementation of reservation policy for SC in NHPC Ltd.

The National Commission for Scheduled Castes held a Review Meeting to assess the implementation of the reservation policy in NHPC Ltd. 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 NHPC Ltd. 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. Kamamma, Member and Shri Ishwar Singh, Member, NCSC conducted the review meeting on 27.10.2014 at the headquarter of NHPC Ltd. at Faridabad. The CMD and other senior office from NHPC Ltd. attended the meeting.

A list of participants is placed at Annexure-I.

Meeting with Representatives and Office Bearers of NHPC Ltd. SC/ST Employees Welfare Association.

The Commission held a meeting with the Representatives / Office Bearers of the NHPC Ltd. SC/ST Employees Association. The Association Members have welcomed the Hon'ble Commission and raised the following issues.

1. There are certain vacancies under Group C and D categories of the posts lying vacant for past several years and have not been filled up so far. The NHPC Management has failed to fill up all Group C and D reserved vacancies.
2. There are some backlog vacancies in Group A and B categories of the post which has not been filled up.
3. There is confusion about shortfall and backlog of reserved vacancies. The shortfall of SCs representation in all cadre posts should have been treated as backlog and all such vacancies should be filled up as per the DoPT guidelines.

Meeting with NHPC Ltd. Management.

In the review meeting with the NHPC Ltd. Officers, the Hon'ble Chairman, NCSC in his welcome address apprised the NHPC Ltd. about the constitutional mandate of the Commission and the need for this review meeting.

The Commission discussed the issues raised by the SC/ST Employees Welfare Association one by one with the NHPC Management and asked them to submit action taken report. The CMD, NHPC agreed to and assured for submission of action taken report within one month. Thereafter, discussion on the replies to the questionnaire was discussed.

The recommendations /findings of the Commission are as under:-

1. Maintenance of the Rosters- The Commission called for the reservation rosters for various cadre/posts maintained by the NHPC and after inspection the following observations were observed

- The reservation roster maintained for various posts /cadres has not been prepared as per the DoPT guidelines.
- There is no mention in the reservation roster about cadre strength and percentage of SCs against sanctioned strength 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 recruitment at the end of Roster.
- It is not clear as to why the SC candidates like Shri Promod Kumar, Shri Avinash Rajeev etc. under reservation roster posts of trainee officer (HR) have been shifted to other SC reserved point.
- It is, noticed that there is a gap in the points earmarked for the categories in the roster for the post of E-2 Programmer and I.T. Engineer posts. The SC candidates should have been placed against the point earmarked for SC in respective of their seniority and the candidates of SCs who promoted / recruited as per own merit should not be adjusted against reserved point and should have been shown against UR points in the Roster. No point should have also been left blank.
- At the time of inspection of the roster, the Liaison Officer for SC / ST should make sign and date with remarks if any.
- The roster may be shown on the website of the corporation.

The CMD, NHPC agreed to re-cast the roster as per the DoPT guidelines and suggestion made by the Commission and submission of report within one month.

1. Relaxation to SCs and OBC in Direct Recruitment and relaxation to SCs in promotion. – The Commission observed that the NHPC has not provided information about providing relaxation to the SCs in the promotional posts. Hence, the Commission sought information on the promotion's of SCs post/cadre-wise along with SCs promoted against reserved point and own merit basis separately for last three years. In addition, it was observed that the relaxation, given if any under promotion for Group-C and D the details of which were not provided. Similarly, the relaxations being provided to the OBCs in Direct Recruitment were not also been provided. Hence, the Commission asked the Management to provide all the requisite information to the Commission.

The CMD, NHPC agreed and submission of all requisite information within one month.

3. Representation of SCs and OBCs – The Commission observed that there was **shortfall of SC vacancies in all cadre posts i.e. Group-A,B,C &D category posts as on 2.7.1997 i.e. 82, 68 and 349 respectively, after switching over the reservation roster from vacancy based to post based roster.** There was also no information about post-wise backlog vacancies and the NHPC did not mention for action plan to fill up all backlog vacancies. The Commission viewed this anomaly seriously and asked reasons for shortfall of SC vacancies. The NHPC Management has stated that the backlog vacancies were not filled up due to surplus staff. The Hon'ble Chairman, NCSC observed that this is not a valid reason. The backlog vacancies are meant for SCs only and it should be filled up by the SCs. It was also observed

that the NHPC has not provided back-log/shortfall of SCs information post wise/cadre wise. Further, the reservation rosters for all cadre posts has not been maintained /prepared as per the DoPT guidelines and on other hand the NHPC has reported that they have Surplus Staff. So, the clarification was sought that how they did reach in the conclusion that there was shortfall /backlog of SC vacancies when there was no roster prepared /maintained. This seems to be contradictory and the NHPC may submit a clarification in this regard. Hence, the NHPC management was suggested to take immediate steps for filling up of all such backlog vacancies. NHPC may also provide information on representation of OBCs in all cadre posts (post-wise).

It was also, noticed that there were carried forward vacancies in Group-A and Group-B cadres during the year 2012, 2013 and 2014. Moreover, there was increasing trend in the carried forward of SC vacancies in group-A post during the year 2014. Therefore, the NHPC Management was asked to fill up all the carried forward vacancies immediately by launching of Special Recruitment Drive.

The CMD, NHPC Limited agreed to look into the matter and submit action taken report within one month.

4. Below representation of SCs in promotion,- The Commission noticed that the number of promotion given to SCs against the total number of promotion made is below the prescribed percentage of reservation i.e. 15%. In addition the NHPC has not given the break-up about number of promotion made under own merit basis and made against reservation roster separately. So, it was not clear that how many SCs were considered against own merit basis and how many SCs were considered for promotion against reserved points.

5. Pre-recruitment training for SCs and OBCs and Pre-promotion training to SCs- The Commission observed that the NHPC does not have provision of providing pre-recruitment training to the SCs and OBCs at the time of recruitment and pre-promotion training to the SCs. Further, during the discussion the Hon'ble Member, Shri Raju Parmar, of the Commission advised to the NHPC Management that they explore the possibilities about making a policy for all power companies to provide pre-training to the SCs and OBCs at the time of Direct Recruitment and pre-promotion training to the SCs so that the eligible SCs and OBCs could be available and reserved post may not remain vacant.

The CMD, NHPC agreed to look into the suggestion made by the Commission and assured to take necessary steps with submission of action taken report within one month.

6. Contractual appointment – The Commission observed that the NHPC did not provide information on Contractual appointment of SC person. Further, during the discussion the Commission suggested that at the time of appointment of contractual labour, the clause of applicability of reservation and providing PF, Medical facilities, Wages as per the Government Rules may also be mentioned and the Contractor may be asked to follow all the rules of the Government of India

The CMD, NHPC agreed to look into the suggestion made by the Commission and assured to take necessary steps with submission of action taken report within one month.

7. Maintenance of Grievances Register for SCs- It was noticed that the NHPC has not maintained separate grievances register for SCs. Hence, it was suggested that the

separate grievances register should be maintained and all the pending grievances may be resolved in positive way.

The CMD, NHPC agreed to look into the matter and submission of action taken report within one month.

8. Non-allocation of Funds to the SC beneficiaries under CSR Schemes. – It was noticed that the NHPC did not provide information about allocation made and expenditure incurred towards the schemes meant for SCs under CSR scheme. During the discussion, the Hon'ble Member, Shri Raju Parmar, of the Commission asked to provide a copy of the guidelines issued by the Govt. of India on the CSR Scheme and allocation of funds. It was also suggested that the NHPC may explore for framing a scheme exclusively for the welfare of SCs under the CSR Scheme.

The CMD, NHPC agreed to look into the suggestion made by the Commission and assured to take necessary steps with submission of action taken report within one month.

The meeting ended with the thanks to the Chair.

NATIONAL COMMISSION FOR SCHEDULED CASTES

List of Participants from NCSC

11. Dr. P.L. Punia, Chairman
12. Dr. Raj Kumar Verka, Vice Chairman,
13. Shri Raju Parmar, Member
14. Smt. P.M. Kamalamma, Member
15. Shri Ishwar Singh, Member
16. Smt. Smita S. Chaudhary, Joint Secretary
17. Shri Kanhaiya Lal, Director
18. Shri G.K. Baurai, Deputy Secretary
19. Shri M.R. Bali, Consultant
20. Shri S.K. Dubey, Under Secretary
21. Shri Y.K. Bansal, Research Officer

NHPC Ltd Officers

9. Shri R.S.T. Sai, CMD
10. Shri R.S. Mina, Director (Personel)
11. Shri A.K. Gupta, Executive Director (HR)
12. Shri T.K. Mohanty, Executive Director (Law)
13. Shri Avinash Kumar, General Manager (HR)
14. Shri Ranjit Singh, General Manager, (HR),
15. Shri I. Boral, Chief (HR)
16. Shri Lucas Guria, Chief (HR)
17. Shri Ekramul Haque, Chief (HR)
18. Shri M.K. Paulose, Chief (HR)

The Representatives of NHPC Ltd. SC/ST Employees Welfare Association.

7. Shri Narender Kumar, President,
8. Shri Narayan Singh, Vice-President
9. Smt. Hem Lata, General Secretary,
10. Shri Madan Pal, Treasurer,
11. Shri Surender Kumar, Joint Secretary,
12. Shri Binachal Kumar,
13. Smt. Kamlesh, Org. Secretary.