

**COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND  
SCHEDULED TRIBES  
(2014-2015)**

**(SIXTEENTH LOK SABHA)**

**FIRST REPORT**

**ON**

**MINISTRY OF POWER**

**Action taken by the Government on the recommendations contained in the  
Thirty Fifth Report (Fifteenth Lok Sabha) of the Committee on the Welfare  
of Scheduled Castes and Scheduled Tribes on the subject  
"Reservation for and employment of Scheduled Castes and Scheduled  
Tribes in National Thermal Power Corporation (NTPC)".**

***Presented to Lok Sabha on 19.12.2014***

***Laid in Rajya Sabha on 19.12.2014***



**LOK SABHA SECRETARIAT**

**NEW DELHI**

19 December, 2014/ 28 Agrahayana, 1936 (Saka)

## **CONTENTS**

	Page
COMPOSITION OF THE COMMITTEE.....	(iii)
INTRODUCTION.....	(v)
 CHAPTER I                      Report.....	
 CHAPTER II                    Recommendations/Observations which have been accepted by the Government.....	
 CHAPTER III                  Recommendations/Observations which the Committee do not desire to pursue in view of replies of the Government.....	
 CHAPTER IV                  Recommendations/Observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration.....	
 CHAPTER V                  Recommendations/Observations in respect of which final replies of the Government have not been received.....	

## **APPENDICES**

- I     Minutes of the sitting of the Committee held on 03.12.2015.....
- II.   Analysis of the Action Taken by the Government on  
      the Recommendations contained in the Thirty-fifth Report  
      (Fifteenth Lok Sabha).....

**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF SCHEDULED  
CASTES AND SCHEDULED TRIBES (2014-2015)**

**Shri Faggan Singh Kulaste - Chairman**

**MEMBERS - LOK SABHA**

2. Dr. Ravindra Babu
3. Shri Santokh Singh Chaudhary
4. Shri R. Dhruvanarayana
5. Shri Ramesh Jigajinagi
6. Shri Rattan Lal Katariya
7. Shri Ramashankar Kathiria
8. Dr. Virendra Kumar
9. Shri Balbhadra Majhi
10. Smt. Pratima Mondal
11. Shri Kariya Munda
12. Shri Ram Chandra Paswan
13. Smt. Kamla Patle
14. Dr. Kirit Solanki
15. Shri Kadiyam Srihari
16. Shri Ajay Tamta
17. Shri Krupal Balaji Tumane
18. Dr. P. Venugopal
19. Shri Bhanu Pratap Singh Verma
20. Shri Chintaman Navsha Wanaga

**MEMBERS – RAJYA SABHA**

21. Shri Ramdas Athawale
22. Shri D. Raja
23. Shri Ambeth Rajan
24. Dr. Vijaylaxmi Sadho
25. Dr. Anil Kumar Sahani
26. Shri Nand Kumar Sai
27. Shri J.D.Seelam
28. Smt. Wansuk Syiem
29. Shri S. Thangavelu
30. Mahant Shambhuprasadji Tundiya

## INTRODUCTION

I, the Chairperson, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee to finalise and submit the Report on their behalf, present this First Report (Sixteenth Lok Sabha) on Action Taken by the Government on the recommendations contained in their Thirty-fifth Report (Fifteenth Lok Sabha) on the Ministry of Power regarding "Reservation for Scheduled Castes and Scheduled Tribes in National Thermal Power Corporation (NTPC)".

2. The draft Report was considered and adopted by the Committee on 3rd December, 2014 (Appendix-I).
3. The Report has been divided into the following chapters:-
  - I Report
  - II Recommendations/Observations which have been accepted by the Government.
  - III Recommendations/Observations which the Committee do not desire to pursue in view of replies of the Government.
  - IV Recommendations /Observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration.
  - V Recommendations / Observations in respect of which final replies of the Government have not been received.
4. An analysis of the Action Taken by the Government on the recommendations contained in the Thirty-fifth Report (Fifteenth Lok Sabha) of the Committee is given in Appendix-II.

**NEW DELHI**  
**19 December, 2014**  
**28 Agrahayana, 1936 (Saka)**

**(FAGGAN SINGH KULASTE)**  
**Chairperson**  
**Committee on the Welfare**  
**of Scheduled Castes and**  
**Scheduled Tribes.**

## **CHAPTER I**

### **Report**

This Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes deals with the Action Taken by the Government on the recommendations contained in their Thirty-fifth Report (Fifteenth Lok Sabha) on the Ministry of Power regarding "Reservation for and Employment of Scheduled Castes and Scheduled Tribes in National Thermal power Corporation Limited (NTPC).

1.2 The Thirty Fifth Report was presented to Lok Sabha on 18<sup>th</sup> February, 2014, contained 30 observations/recommendations have been categorized as under:-

- (i) Recommendations/observations which have been accepted by the Government (Sl. No. 2, 3, 4, 5, 6, 11, 20, 25, 27 and 30)
- (ii) Recommendations/observations which the Committee do not desire to pursue in the light of the replies received from the Government (Sl. No. 8, 9, 10, 14, 16, 17, 18, 19, 21, 22, 23, 24, 26 and 29).
- (iii) Recommendations/observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration (Sl. No. 1, 7, 12, 15 and 28).
- (iv) Recommendations/observations in respect of which final replies have not been received (Sl. No. 13).

1.3 The Committee trust that utmost seriousness will be shown by the Ministry concerned while implementing the observations/recommendations accepted by the Government. In cases where it is not possible for the Ministry to implement the observations/recommendations in letter and spirit for any reason whatsoever, the matter should be reported to the Committee with reasons for non implementation.

The Committee further desire that Action Taken Notes on the

observations/recommendations contained in Chapter-I of this report should be furnished to them within three months of the presentation of this Report.

1.4 The Committee will now deal with the Action Taken by the Government on some of the recommendations which need reiteration or comments.

**Recommendation No. 1 (Para No. 1.11)**

1.5 The Committee are surprised to note that there is no representation of SC/ST member on the present Board of Directors of NTPC. The NTPC has taken a plea that there is no reservation for SCs/STs for appointment in the Board of Directors. The Committee also observe that appointments of CMD and Directors on the Board of NTPC are made by Government of India based on the recommendations of Public Enterprises Selection Board (PESB). The Committee are of the strong view that SC/ST officers are not represented in senior position of various Ministries/Departments/PSUs/Nationalised Banks because of the Government Policies pertaining to the appointments on the Board of Directors. It is a challenging problem which needs to be seriously addressed by the Government because every Departments/PSUs/National Banks so far examined by the Committee are facing the same problem and furnishing the same reply that appointments to the Board of Directors are made by the Government of India on the recommendations of PESB. Moreover, there is a Constitutional Provision under Article 16 (4A) which says that “Nothing in this article shall prevent the State from making any provision for reservation in matter of promotions to any class or classes of posts in the services under the State in favour of Scheduled Castes and Scheduled Tribes which in the opinion of the State are not adequately represented in the services under the State”. In view of the above, the Ministry of Finance in consultation of PESB should chalk out a policy including all PSUs and the NTPC should take a proactive role in the process

of appointment of SC/ST members on the Board of Directors of the Company. The Committee are of the view that there is no dearth of eligible SC/ST candidates for

appointment to the Board of Directors of PSUs provided they have proper law backing followed by a concrete policy in this regard. The Committee, therefore, urge NTPC to scout for suitable and eligible SC/ST candidate and sponsor their name to the Government for appointment on the Board of Directors of the Company. The Committee also recommend that the Government should amend the rules/regulations governing appointments to the Board of PSUs in view of the constitutional mandate so as to facilitate appointments of SC/ST member on the Board of Directors in PSUs including NTPC.

### **Reply of the Government**

1.6 Under Article 16(4A) of the Constitution, State can make provision for reservation in matter of promotions for SC and ST, in the services under the State. This Article is not applicable in case of CMDs/Directors of CPSUs, including NTPC, as they are not appointment by promotion from lower cadre and as they do not belong to any service/cadre under the State.

1.7 CMDs and Directors of CPSUs are selected by PESB and appointed after approval of ACC, for a contractual period of 5 years or till date of superannuation, whichever is earlier. Reservation does not apply on posts filled by deputation/contract.

1.8 Their vacancies are advertised and anyone, including SC/ST/OBC, from NTPC and other PSUs etc. can sent their application to DPE for consideration by PESB. NTPC also forwards the applications of its employees, including its SC/ST/OBC employees, to DPE/PESB. However, NTPC has no role in the selection process.

1.9 NTPC and Ministry of Power can not amend the reservation rules/regulations for reservation in appointment of Board level officers in NTPC. The competent

authority (ies) to amend the rules regarding it for all CPSUs are DoP&T, DPE and PESB.

#### **Comments of the Committee**

**1.10 The Committee are not satisfied with the reply of the Ministry of Power. The Committee have been persistently recommending the Government to chalkout a policy including PSUs and the NTPC to take a proactive role in the process of appointment of SC/ST members on the Board of Directors of the Company, but contrary to it Ministry have only expressed concerns over the constraints and procedure for board level appointment in PSUs. On perusal of the reply the Committee observe that Ministry of Power is not serious enough to implement the recommendation of the Committee. The Committee, therefore, reiterate their earlier recommendation and urge the Government to initiate action to make specific and mandatory provisions to include SC/ST members on the Board by amending the existing rules/regulation and guidelines governing appointments to the Board. The Ministry of Power should pursue the matter with highest authority of the DoP&T and PESB. Action taken in the matter should be reported to the Committee at the earliest.**

#### **Recommendation No. 7 (Para No. 2.27)**

1.11 The Committee further note that as on 1.11.2012 there was large backlog/carried forward vacancies in all the Groups of posts except 'B' category in recruitments. There were total 23 SCs and 104 STs backlog/carried forward vacancies. The Committee recommend that the NTPC should amend the recruitment rules and procedure appropriately so that all the reserved vacancies of SCs/STs are completely filled in every recruitment year through selection of the best candidates



available in the competitive examinations to clear the backlog/carried forward vacancies.

### **Reply of the Government**

1.12 It may be observed that there were carried forward vacancies of 8 SC and 12 ST in Group-A, 6 SC and 73 ST in Group-C and 23 SC and 19 ST in Group-D.

1.13 In Group-A suitable/qualified candidates in disciplines like Finance/Chemistry were not available and even after the best efforts, it remained unfilled. In Group-C and Group-D, carried forward/backlog have arisen due to the reason that those posts have been filled locally at projects/stations specially from among the eligible land oustees only where suitable qualified SC/ST candidates were not available among the land oustees.

1.14 In posts like Finance/Chemistry, the basic job description/qualification requirement are CA/ICWA/M.Sc (Chemistry) etc. which can not be relaxed. However, further efforts will be made to fill up these posts through special drive. For filling up or backlog in Group-A, notification/advertisement has already been released in 2014 and it will be completed by December, 2014.

### **Comments of the Committee**

1.15 The Committee note that there were carried forward vacancies of 8 SC and 12 ST in Group-A, 6 SC and 73 ST in Group-C and 23 SC and 19 ST in Group-D. In Group-A suitable/qualified candidates in disciplines like Finance/Chemistry were not available and even after the best efforts, it remained unfilled. In Group-C and Group-D, carried forward/backlog have arisen due to the reason that those posts have been filled locally at projects/stations specially from among the eligible land oustees only where suitable qualified SC/ST candidates were not available among the land oustees. The Committee have been given to understand that through special drive for filling up or backlog in Group-A, notification/advertisement has already been released in 2014 and it will be completed by December, 2014. The Committee are not satisfied at all

with the casual reply of the Government. The Committee had specifically recommended that the NTPC should amend the recruitment rules and procedure

appropriately so that all the reserved vacancies of SCs/STs are completely filled in every recruitment year through selection of the best candidates available in the competitive examinations to clear the backlog/carried forward vacancies. The Committee, however, are dismayed to note nothing has been done by the Ministry in this regard. The Committee in order to get the backlog vacancies filled up further direct the Ministry of Power explore possibilities to select candidate from SCs/STs communities who are suitable and qualified in discipline like finance/chemistry and equivalent course viz CA/ICWA/M.Sc(Chemistry) introduced by the universities/colleges in the recent past years. The Committee, therefore, reiterate their earlier recommendation.

#### **Recommendation No. 12 (Para No. 2.54)**

1.16 The Committee note that as on 1.11.2012 there was backlog in promotion of total 195 SCs and 203 STs in all the categories of posts. The Committee also note that the shortfall in promotion is due to non availability of candidates in feeder cadre/grade, not passing departmental exams, not possessing requisite qualifications etc. The Committee would like to know the posts for which departmental examination are held and the number of SC/ST candidates qualified the departmental examination and thus eligible for promotion to various posts during last three years. The Committee are not satisfied by the usual plea of NTPC that shortfall of SC/ST are due to non-availability of SC/ST candidate in feeder cadre. The NTPC in consultation with the Ministry of Power should take stock of this peculiar situation and accordingly amend the rules and regulations governing recruitment and promotions. The Committee may be apprised of the action taken to fill up the shortfall in promotion within three months after presentation of this report.

## Reply of the Government

1.17 The details of Departmental Examination held and SC/ST qualified thereof are given below for the year 2011, 2012 and 2013:-

Year	Discipline	Appeared (in nos.)			Qualified/Passed (in nos.)		
		Total	SC	ST	Total	SC	ST
*2011	Mechanical	352	85	58	43	11	11
	Electrical	105	12	14	17	02	03
	Civil	03	NIL	NIL	NIL	NIL	NIL
	C&I	18	04	NIL	06	02	NIL

Year	Discipline	Appeared (in nos.)			Qualified/Passed (in nos.)		
		Total	SC	ST	Total	SC	ST
*2012	Mechanical	477	105	87	81	24	17
	Electrical	131	16	18	05	NIL	03
	Civil	06	NIL	NIL	NIL	NIL	NIL
	C&I	16	03	NIL	05	01	NIL
	DEPQ (Professional)	50	01	NIL	20	NIL	NIL

Year	Discipline	Appeared (in nos.)			Qualified/Passed (in nos.)		
		Total	SC	ST	Total	SC	ST
*2013	Mechanical	323	74	62	146	33	34
	Electrical	127	09	20	30	02	07
	Civil	07	NIL	NIL	02	NIL	NIL
	C&I	15	02	NIL	06	01	NIL

- \* The above data includes the candidates who were eligible for consideration for promotion in the year 2011, 2012 and 2013 as well would also be eligible in future years as applicable under relevant policy.

1.18 It is submitted that there is no other provisions in NTPC Promotion Policy to fill up the backlog in promotion except from the feeder grade. In every DPC, backlog of SC/ST is taken into account within the available post-wise vacancy as per roster points and then it is filled-up. It will take some more time to clear the backlog.

## Comments of the Committee

1.19 The Committee are surprised to note that there is no other provisions in NTPC Promotion Policy to fill up the backlog in promotion except from the feeder grade. In every DPC, backlog of SC/ST is taken into account within the available post-wise vacancy as per roster points and then it is filled-up. It will

take some more time to clear the backlog. The Committee has specifically recommended that NTPC in consultation<sup>12</sup> with the Ministry of Power should take stock of this peculiar situation and accordingly amend the rules and

regulations governing recruitment and promotion. The Committee, therefore, reiterate their earlier recommendation.

### **Recommendation No. 13 (Para No. 3.11)**

1.20 The Committee are shocked to note that neither Liaison Officer nor staff working in SCT Cell in the Ministry of Power belongs to SC/ST categories. The rosters maintained by NTPC were inspected on 13.06.2007 by the Liaison Officer of the Ministry of Power. The Committee recommend that Liaison Officer and Officials belonging to SC/ST communities should be posted in the SCT Cell to protect the interest of SC/ST in PSUs including NTPC under the Ministry of Power. The Committee also feel that Ministry of Power should draw a schedule for all PSUs under the Ministry so that Liaison Officer with the assistance of officials of the Ministry should inspect the rosters maintained by PSUs including NTPC once in a year. The Committee therefore, recommend that the Liaison Officer of the Ministry should visits NTPC annually so that the purpose of checking of rosters and implementation of reservation may not be defeated.

### **Reply of the Government**

1.21 The SC/ST Cell in Ministry of Power has the following two SC/ST officers:

- (a) Shri B.M. Mondal, Under Secretary (SC).
- (b) Shri K.N. Bhutia, Section Officer (ST).

1.22 For a proper and effective inspection of rosters, it is necessary to have in-depth knowledge of rules/regulations regarding reservation in services, maintenance

of rosters, “Post-based roster”, Court’s Directive (if any) and the recruitment procedure of PSUs/organizations and any special conditions/environment covering them. This was carried out in 2013. In 2013, a Questionnaire (similar to Questionnaire issued by the National Commission for Scheduled Tribes) regarding

SC/ST/OBC/PH was issued to all PSUs and Organisations under Ministry of Power, to get the necessary inputs regarding SC/ST/OBC/PH. After study of their reply, it was also discussed individually with the PSUs/Organisations and necessary clarifications/directions, if required, were issued. Simultaneously, an in-depth study of the rules & regulations regarding SC/ST/OBC/PH was carried out, especially regarding maintenance of rosters and “post based rosters”. General directions were also issued to clear all backlog vacancies.

1.23 In 2014, all PSUs and Organisations under Ministry of Power will be visited by Liaison Officers and SC/ST Cell officials, to inspect their reservation rosters and to meet their SC/ST officials regarding their grievances, if any. Since February, 2014, after the Parliament Session, the inspection has already started. In May 2014, inspection of NTPC Corporative Office, NTPC (Dadri), NHPC and PGCIL will be carried out. Thereafter, inspection of other PSUs will be taken up and discrepancies, if any, will be rectified. Effort will also be made to clear their concepts regarding “post based rosters”.

#### **Comments of the Committee**

**1.24 The Committee would like to be apprised about the outcome of the inspection of NTPC Corporative office, NTPC (Dadri) held in May, 2014.**

#### **Recommendation No. 14 (Para No. 3.12)**

1.25 The Committee note that SCT Cells are functioning at corporate centre (Head Office) and also in all the units/regional office of NTPC. The composition of SC/ST

Cell at corporate centre includes one DGM, Manager (HR) and Assistant. There are about 20 Liaison Officers posted at various projects/offices/regional offices of NTPC. All the Liaison Officers are duly supported by subordinate staff. The Liaison Officer looks after SC/ST matters along with other work/jobs assigned to them by the

department. The Committee feel that Liaison Officer should meet as an institution in itself to watch the interest and welfare of SCs/STs. The Committee are of the view that since the Liaison Officer is appointed to ensure due compliances of orders and instructions pertaining to reservation policies in favour of SCs/STs, the officer should not be overburden with other official responsibilities.

#### **Recommendation No. 15 (Para No. 3.13)**

1.26 The Committee also recommend that Liaison Officer should be appointed from amongst the SC/ST officers working in the NTPC.

#### **Reply of the Government (Para 3.12 and 3.13)**

1.27 There are proper set up of Liaison Officer (SC/ST) at NTPC's Project/Regional Office and at Corporate Centre. They are primarily engaged to look after the jobs of Liaison Cell. Due to work requirement of the organisation and overall exposure in various jobs required for their career development, Liaison Officers are also given additional responsibilities along with the jobs of the Liaison Cell.

1.28 It is always in the priority of NTPC's endeavour to appoint Liaison Officer from among the availability SC/ST Officer. However, in some places, other than SC/ST Officers have also been appointed as Liaison Officer due to non-availability of SC/ST officer.

#### **Comments of the Committee**

1.29 The Committee take a serious view to note that in some places, other than SC/ST officers have also been appointed as Liaison Officer due to non-

availability of SC/ST officer. The reply of the Government is not convincing to the Committee at all. There is no scarcity of SC/ST officers. The Committee therefore, strongly desire that NTPC should make earnest effort to appoint SC/ST Liaison Officer among the available SC/ST officers only to safeguard to

interest of SC/ST staff/officials in the concerned unit/project/office of NTPC. The Committee would like to apprised of the progress made in this regard.

#### **Recommendation No. 28 (Para No. 4.14)**

1.30 The Committee also recommend that NTPC should take a decision to insert a separate clause in the contract agreement with contractors whereby the contractors are obliged to follow the Government Directives on reservation while engaging workforce.

#### **Reply of the Government**

1.31 It is submitted that the matter of following reservation policy by contractor/other agency does not fall under the purview of NTPC.

#### **Comments of the Committee**

1.32 The Committee specifically recommended that NTPC should take a decision to insert a separate clause in the contract agreement with the contractors whereby the contractors are obliged to follow the Government Directions on reservation while engaging work force. The recommendation of the Committee has been casually responded by the Government stating that matter of following reservation policy by contractor/other agency does not fall under the purview of NTPC. The Committee has taken serious view of the casual reply submitted by the Government and therefore, reiterate their earlier recommendation that to insert a separate clause in the contract agreement with the contractor is follow the Government Directives on reservation while

engaging workforce. For the propose if necessary, Ministry may take approval of the Competent authority in this regard.



## CHAPTER II

**Recommendations/observations which have been accepted by the Government.**

### **Recommendation No. 2 (Para No. 2.5)**

**2.1 The Committee note that in NTPC reservation for SCs/STs are applicable to all the categories of posts i.e. Group A, B, C and D posts and for promotion upto the lowest rung of Group A, Group B, C and D posts. The Presidential Directions and other instructions issued by the Government of India in the matter from time to time are being followed.**

### **Recommendation No. 3 (Para No. 2.6)**

**2.2 Also the Ministry of Power keeps all the accounts/checks pertaining to proper implementation of reservation policy for SCs/STs in NTPC by maintaining periodic rosters, cross checking the details, bi-monthly proper reports for special recruitment drives, holding review meetings with Liaison Officers etc. the Ministry of Power has a nominated Liaison Officer who oversees implementation part and also issues instructions to NTPC for deficiency, if any. Liaison Officer of the Ministry of Power also visit NTPC corporate office/projects/stations from time to time to inspect reservation rosters, conduct meetings with SC/ST Welfare Association and take accounts of the grievances of SC/ST, if any. The Committee are of the view that the Government as well as NTPC should maintain this moto in letter and spirit in future also. The Committee suggest that since NTPC fall under the Ministry of Power and it monitor various aspects relating to the implementation of SC/ST reservation policies, roster, rules, etc. the Ministry of Power should play more active and aggressive role in implementation of policies, rules etc. through**

**their Liaison Offices/Officers in such a manner that the stipulated reservation benefits should reach to the genuine SC/ST candidates.**

#### **Reply of the Government**

Recommendation No. 2 and 3 (Para Nos. 2.5 and 2.6)

2.3 It is submitted that the Ministry of Power always monitor and advice all aspects of reservations as per Government guidelines. However, it is assured that Ministry of Power along with NTPC will continue to play active role for proper implementation of reservation policy as recommended by the Hon'ble Committee.

#### **Recommendation No. 4 (Para No. 2.8)**

2.4 The Committee observe that only 10% relaxation/concessions is given to SC/ST employees in written test and interview. The Committee are dissatisfied to note that reserved vacancies are not filled up due to scarcity of suitable qualified candidates. The Committee feel that standard of relaxation/concessions should be reviewed and enhanced suitably, so that more & more SC/ST candidates can qualify the examination/interview thereby the reserved vacancies could be filled.

#### **Reply of the Government**

2.5 The provision of relaxations as per Government guidelines and also as built-in NTPC Recruitment Rules are being extended as mentioned in the reply. However, in certain occasion, beyond the prescribed relaxation parameters has also been provided to accommodate SC/ST candidates. It is assured that concern of the Committee shall be taken care of if need arises.

#### **Recommendation No. 5 (Para No. 2.25)**

2.6 The Committee observe that copies of the vacancy notification are invariably sent to SC/ST Welfare Association for filling up of posts, asking

for nomination. Also SC/ST candidates are interviewed on separate date or in separate blocks depending upon the number of candidates and minimum period of notice is given to all candidates including SC/ST candidates for appearing in written test/interview is not less than 10 clear days and for joining after selection one month period is given. The Committee are of the view that since most SC/ST candidates hail from backward and remote areas with little means of communication 10 days for appearing in written test/interview and one month for joining after selection is slightly insufficient. The Committee, therefore, recommend that at the expiring of one month a reminder should be issued to find out whether the earlier communication had actually been received by candidate and if need be, efforts should be made to make personnel contact with the candidates to confirm his willingness to accept/reject the offer of appointment.

#### **Reply of the Government**

2.7 It is submitted that as per NTPC Recruitment Rules, minimum period of notice is given to all candidates including SC/ST candidates for appearing in written test/interview is not less than 10 clear days. However, as a practice, we are sending interview call letters to candidates by giving minimum of 15 days or more period of notice. In addition to that, the results are displayed on NTPC's website and also sending call letters by e-mails to shortlisted candidates. In case of written test, the date of test is notified in the advertisement issued for recruitment itself. The minimum notice period given to all candidates including SC/ST candidates for joining is not less than 30 clear days. In addition to that the final result is displayed on NTPC's website and also e-mail are sent to all selected candidates. As a part of joining formalities, an undertaking and acceptance are

taken from the candidates to join NTPC within 15 days of issuance of offer of appointment. In case of non-receipt of undertaking & acceptance to join, reminders are also sent by post, e-mail and making telephonic calls to such selected candidates. However, as recommended by the Committee, special attention will be given to SC/ST candidates for better materialization of offer of appointment in future.

**Recommendation No. 6 (Para No. 2.26)**

**2.8 The Committee, however, surprised to note that the vacancies reserved for SCs/STs are not advertised through All India Radio/Doordarshan. The Committee recommend that copies of the advertisement of SC/ST vacancies should be made available to All India Radio/Doordarshan for wide publicity.**

**Reply of the Government**

**2.9** It is to submit that for wide publicity, advertisement/employment notification are being published in national newspaper (both Hindi & English), Employment News and is also being displayed in NTPC's Website. However, in future, the advertisement will also be circulated through All India Radio/Doordarshan as recommended by the Committee.

**Recommendation No. 11 (Para No. 2.34)**

**2.10 The Committee note that as on 1.1.2011 there were shortfall of 426 in SC and 461 in ST categories in Group A. Also there are 25 STs shortfall in Group B and 30 in Group C category posts. The Committee, therefore, recommend that the NTPC should ensure that all SC/ST vacancies are filled up within a time frame of one year and the recruiting agencies should also be strictly advised about the urgency of filling up SC/ST vacancies on priority basis. The Committee would like to know the action taken by NTPC in this regard. A copy**

of the advertisement for SRD for SCs and STs may also be sent to the Committee for giving wider publicity.

#### **Reply of the Government**

2.11 In 2014, backlog vacancies in Group-A has been advertised along with current vacancies and a copy of the advertisement is placed as Annexure-3. In Group-C & D, the vacancies were being filled through local recruitment from among the land oustees in which backlog has arisen, no SRD was launched since it was not a general recruitment. However, the recommendation of the Committee would be implemented and Special Recruitment Drive would be launched wherever required/general recruitment takes place and a copy of notification would be sent to the Committee.

#### **Recommendation No. 20 (Para No. 3.28)**

2.12 The Committee are of the view that rosters are the only mechanism to watch the proper implementation of reservation policy for Scheduled Castes and Scheduled Tribes in services as per the points reserved for them in the rosters and these would cease to have any significance if these are not maintained properly. The Committee would like to emphasize that the rosters should be maintained by authorities concerned in accordance with the existing orders on the subject and checked regularly by competent authorities. Discrepancies noticed during inspection of rosters should be rectified immediately and also brought to the notice of the Head of the Department.

#### **Reply of the Government**

2.13 It is submitted that the Rosters are maintained as per Government guidelines and inspected by the designated Liaison Officer. Discrepancy, if any are observed by

the Liaison Officer are brought to the notice of HOD/Competent authority and the same is also rectified. It is also assured that the recommendation of the Committee will also be circulated among the all units/offices for proper implementation.

#### **Recommendation No. 25 (Para No. 4.7)**

**2.14 The Committee note that three persons securing employment on the basis of false caste certificates have come to the notice of the NTPC Management during the year 2008-2011. The employees have been dismissed from service after conducting an enquiry. One case of false caste certificate is pending and is being investigated by Vigilance Department. The Committee also note some cases are pending for a very long time for more than five/ten years. Some cases are pending for more than a year/six months. The Committee also concerned to note that no FIR was lodged by NTPC against guilty persons who secured job on production of false castes certificates. The Committee desire that NTPC should take all pre-cautionary measures at entry level itself by training the officials dealing with recruitment procedure to be extra vigilant while examining the caste certificate. Invariably the certificates should be got verified from appropriate authorities within specified time. The Committee recommend that guilty person should not only be removed from the service but also FIR should be registered against him/her so that legal proceedings can be initiated. The Committee earnestly desire that for the propose the Government should bring suitable legislation for awarding stringent punishment to those who found guilty of false caste certificate.**

#### **Reply of the Government**

**2.15** It is submitted that at the time of recruitment, the certificate of SC/ST candidates are not verified. However, as per Government guidelines, a explicitly a

stipulation is written/mentioned that “the appointment is provisional and is subject to caste/tribe certificate being verified. If the verification reveals that the claim of the candidate to belong to SC/ST, as the case may be, is false, the services will be terminated without assigning any further reasons”. In all cases, SC/ST Certificates are sent to concerned district authorities for verification only after joining by the candidates. The Officer looking after the recruitment are well aware of rules relating to verification of SC/ST certificates and are also given training on SC/ST matters. In all cass of false certificate, FIR will be lodged as per Government guidelines.

**Recommendation No. 27 (Para No. 4.13)**

**2.16 The Committee are distressed to note that no reservation policy exists while engaging persons on contract. Equal opportunities are provided for all participating agencies including SCs/STs. The job contracts are awarded to contractors. They engage workforce of their own. SC/ST workers are also engaged by the contractor. The Contracts for various jobs/services are awarded in accordance with the established and laid down tendering process. The Committee are of the view that NTPC should instruct the contractors to engage SCs/STs. The Committee are happy to note that NTPC has issued circulars for awarding of Petty Contract Jobs to Registered Co-operative Society formed by SC/ST community provided the society is interested and capable and has experience/expertise and fulfills the qualifying requirement. The Committee recommend that NTPC should give widespread publicity to their decision so that the SC/ST people are further encouraged to form Co-operative Societies for being eligible to get the job contracts. The Committee would like to be apprised how many SC/ST workers are engaged by the**

**contractors and details of petty contracts job awarded to Registered Co-operative Society formed by SC/ST community as per circular issued by NTPC.**

#### **Reply of the Government**

2.17 It is once again submitted that the NTPC engages/awards jobs on contract basis to contractors/contracting agency only and not the contractor's workers. The contractor/contracting agency being the employer of the workers engaged by them, the role of NTPC is to ensure statutory compliances in respect of workers engaged by contracting agencies against the work awarded by NTPC as mandated under relevant statutes. Since the details of contractor's workers are not maintained by NTPC, the exact number therefore is not available. The various jobs/contracts given to local SC/ST contractors and Co-operative Societies formed by local SCs/STs are Replacement of CGI Sheet, Hiring of vehicles, Grass Cutting, Roofing of partial length of ESP, roofs gutter, structural steel works, rain water for pipes, supply of stationery items/book binding etc. and an estimated contract value was Rs.205.00 Lacs (approx) during last three years. For awarding contracts/petty jobs to Co-operative Societies of SCs/STs, it has further been advised to all our projects/units for vide circulations as recommended by the Committee.

#### **Recommendation No. 30 (Para No. 4.28)**

2.18 **The Committee note with satisfaction that Board of Directors of NTPC takes the annual review on implementation of Government directives regarding reservation policy of SCs/STs and have not found any discrepancy in implementation of reservation orders in favour of SC/ST in the Annual Review. The Committee recommend that Board of Directors should cover more areas relating to the welfare of SCs/STs and broaden the scope of CSR in its annual review in letter and spirit in future.**



**Reply of the Government**

2.19 We would like to assure the Hon'ble Parliamentary Committee that the recommendations and advises given to NTPC would be complied with in affirmative.

### CHAPTER III

**Recommendations/observations which the Committee do not desire to pursue in view of the replies of the Government.**

#### **Recommendation No. 8 (Para No. 2.28)**

**3.1 The Committee note that SC/ST candidates who are selected for postings in remote areas usually resign or not join after selection due to non-availability of extra benefits/facilities. The Committee feel that some additional benefits/facilities should be provided to SC/ST candidates working in remote areas to keep them working in these areas and are discouraged to leave the jobs.**

#### **Reply of the Government**

**3.2 NTPC is being a PSU, it is guided by rules/policy guidelines framed by the Government of India/DPE with reference to payment of various. Allowances, benefits and facilities. Generally, all allowances, benefits and facilities are common to all employees and it is being extended uniformly to all category of employees including SCs/STs. A list of benefits/facilities as being provided to NTPC employees posted in remote location is placed at Annexure-1.**

#### **Recommendation No. 9 (Para No. 2.32)**

**3.3 The Committee note that there are shortfall of Scheduled Castes which has happened due to the reason that NTPC had taken over three projects (Two in Uttar Pradesh and one in Odisha) from other organisations and employees working with them had been transferred to NTPC. Since the representation of Scheduled Castes among the employees of taken over projects were less than the prescribed percentage, the same had created shortfall of Scheduled Castes in NTPC. Secondly, prior to 1.4.1989 de-reservation was allowed in**

recruitment. Therefore, the posts which were reserved for Scheduled Castes were de-reserved with proper approval of the competent authority on the ground of non-availability of suitable candidates and the same were filled up with the candidates other than Scheduled Castes. In recent past many employees have superannuated/left/resigned/expired but those posts are not filled immediately due to shortage of sanctioned physical vacancies in induction level. Scarcity of suitably qualified persons even after providing relaxations in standard are also one of the cause for not getting required number of SC/ST candidates. Also NTPC's projects are located in different states and the percentage of reservation for SC/ST are not same in all the States whereas the staff strength in Groups B, C & D are recruited locally in different States where the project is located.

**Recommendation No. 10 (Para No. and 2.33)**

**3.4** The Committee are of the view that the NTPC must bridge the existing shortfall and recruit SC/ST candidates in every feeder grades through Special Recruitment Drive (SRD) for SCs and STs so as to avoid recurrence of backlog vacancies/shortfall year after year.

**Reply of the Government**

Recommendation No. 9 and 10 (Para Nos. 2.32 and 2.33)

**3.5** It is to submit that during the evidence before the Hon'ble Committee, it was informed that during the period of 1989 to 2009, about 13 Nos. Special Recruitment Drives were launched in which 845 SCs and 419 STs have been recruited which was also appreciated by the Committee. The possible reasons for shortfall have also been submitted earlier in our reply. It has also been submitted that in every recruitment, the backlog/carried forward vacancies are always taken care of shortfall

can not be treated as exact number of backlog/carried forward vacancies. However, in future the shortfall will be wiped out when physical vacancies arises and recruitment takes place.

**Recommendation No. 14 (Para No. 3.12)**

**3.6 The Committee note that SCT Cells are functioning at corporate centre (Head Office) and also in all the units/regional office of NTPC. The composition of SC/ST Cell at corporate centre includes one DGM, Manager (HR) and Assistant. There are about 20 Liaison Officers posted at various projects/offices/regional offices of NTPC. All the Liaison Officer are duly supported by subordinate staff. The Liaison Officer looks after SC/ST matters alongwith other work/jobs assigned to them by the department. The Committee feel that Liaison Officer should met as an institution in itself to watch the interest and welfare of SCs/STs. The Committee are of the view that since the Liaison Officer is appointed to ensure due compliances of orders and instructions pertaining to reservation policies in favour of SCs/STs, the officer should not be overburden with other official responsibilities.**

**Reply of the Government**

**Recommendation No. 14 (Para Nos. 3.12)**

**3.7 There are proper set up of Liaison Officer (SC/ST) at NTPC's Project/Regional Office and at Corp Centre. They are primarily engaged to look after the jobs of Liaison Cell Due to work requirement of the organisation and overall exposure in various jobs required for their career development, Liaison Officers are also given additional responsibilities alongwith the jobs of the Liaison Cell. It is always in the priority of NTPC's endeavour to appoint Liaison Officer from among the availability**

SC/ST Officer. However, in some places, other than SC/ST Officers have also been appointed as Liaison Officer due to non-availability of SC/ST officer.

**Recommendation No. 16 (Para No. 3.19)**

**3.8 The Committee are surprised to note that in 2011 no special recruitment drive was launched. However, all the carry forward vacancies of previous years have been included in the notification/advertisement alongwith current vacancies as a separate distinct group. The Committee find that in case of Group-C and D posts, the carry forward vacancies are being filled through local recruitment of Land Oustees. In the first attempt, suitable SC/ST candidates from amongst the Land Oustees were not available and hence, it remained unfilled. However, further efforts are being made to fill these posts from Land Oustees SC/ST only.**

**Recommendation No. 17 (Para No. 3.20)**

**3.9 The Committee would like to know the latest status of the posts which were supposed to be filled up from SC/ST Land Oustees only. The Committee would also like to be apprised about the details of Special Recruitment Drive launched by NTPC during 2012-2013 (till date) and the efforts made by NTPC to fill all posts in Group A, B, C and D.**

**Reply of the Government**

**Recommendation No. 16 and 17 (Para Nos. 3.19 and 3.20)**

**3.10 It is submitted that in Group-A, 02 SC and 01 ST backlog vacancy have been filled. In Group-C, 02 SC and 01 ST backlog vacancies have been filled from among the available Land Oustees during the year 2013. In Group-D, the vacancy have been notified for the land oustees at local/project level. Since backlog vacancies are less in number in Group-A posts, advertisement has been released alongwith current**

vacancies in 2014. Copy of the advertisement is placed as Annexure-3. However, record of backlog vacancies is maintained in the roster and records of NTPC.

**Recommendation No. 18 (Para No. 3.26)**

**3.11 The Committee note that representative of the Ministry of Power and Liaison Officer (SC/ST/OBC) had visited one of their plant, NTPC-Dadri and during the meeting with representatives of SC/ST, held on 05.09.2009, they also inspected the rosters. The observation made by the Liaison Officer (SC/ST) during the inspection has been complied with.**

**Recommendation No. 19 (Para No. 3.27)**

**3.12 However, the Committee would like to be apprised about details of inspection of rosters maintained by NTPC carried out by the Government during the last three years.**

**Reply of the Government**

Recommendation No. 18 and 19 (Para Nos. 3.26 and 3.27)

3.13 For a proper and effective inspection of rosters, it is necessary to have in-depth knowledge of rules/regulations regarding reservation in services, maintenance of rosters, "Post-based roster", Court's Directive (if any) and the recruitment procedure of PSUs/organizations and any special conditions/environment covering them. This was carried out in 2013. In 2013, a Questionnaire (similar to Questionnaire issued by the National Commission for Scheduled Tribes) regarding SC/ST/OBC/PH was issued to all PSUs and Organisations under Ministry of Power, to get the necessary inputs regarding SC/ST/OBC/PH. After study of their reply, it was also discussed individually with the PSUs/Organisations and necessary clarifications/directions, if required, were issued. Simultaneously, an in-depth study of the rules & regulations regarding SC/ST/OBC/PH was carried out, especially

regarding maintenance of rosters and “post based rosters”. General directions were also issued to clear all backlog vacancies. In 2014, all PSUs and Organisations under Ministry of Power will be visited by Liaison Officers and SC/ST Cell officials, to inspect their reservation rosters and to meet their SC/ST officials regarding their grievances, if any. Since February, 2014, after the Parliament Session, the inspection has already started. In May 2014, inspection of NTPC Corporate Office, NTPC (Dadri), NHPC and PGCIL will be carried out. Thereafter, inspection of other PSUs will be taken up and discrepancies, if any, will be rectified. Effort will also be made to clear their concepts regarding “post based rosters”.

#### **Recommendation No. 21 (Para No.3.36)**

**3.14 The Committee note with satisfaction that NTPC management believes in the philosophy of an open door policy in the matter of grievances. There is prescribed grievance procedure in NTPC for employees in executive and non-executive cadre to redress the grievances. These are applicable to SCs/STs also. As per the procedure, within the prescribed time limit the grievances are redressed/resolved. However, the Committee note with concerned that in the recent past complaints of two cases regarding promotion were received through Government authorities. The Committee would like to know the present status of those two cases. The Committee would also like to know the present status of the pending grievances of SCs/STs in NTPC and the time by when these would be disposed off.**

#### **Reply of the Government**

**3.15 It is submitted that both the cases have been resolved.**

**Recommendation No. 22 (Para No. 3.40)**

**3.16 The Committee are happy to note that NTPC hold periodical meetings with SC/ST employees and their association at each project/regional office including corporate centre in New Delhi and records of note are prepared and shared within the SC/ST employees associations. The Committee express its happiness over the work culture being maintained by the NTPC in this regard. The Committee however would like to have a copy of the Minutes of the last sitting held by the NTPC Ltd. with SC/ST Employees Welfare Association on 15.03.2012 for perusal.**

**Reply of the Government**

**3.17 A copy of minutes of meeting held on 15.03.2012 is placed at Annexure-2 for kind perusal of the Committee.**

**Recommendation No. 23 (Para No. 3.44)**

**3.18 The Committee are dismayed to note that during the years 2008, 2009, 2010 and 2011 no SC/ST post were filled up on deputation in NTPC from other Government organisation. However, in 2010 out of 54 only 4 post held by SCs/STs. The Committee are also dismayed to note that 18 employees sent by NTPC for deputation to other Government departments none of them belongs to SC/ST categories. The Committee are shocked to note that while notifications for deputation to outside organisations were issued, the application/willingness from SC/ST candidates were not received with respect to such notifications and therefore no SC/ST candidate could be sent. The Committee therefore recommend that the NTPC should encourage SC/ST employees for deputation by offering them some kinds of incentives so that more and more employees of these communities could be attracted for**



**deputations. These incentive would encourage them to gain their knowledge and skill on deputations as well as their exposure.**

### **Reply of the Government**

3.19 It is submitted that the endeavour of NTPC to keep balance among all category. The names of willing-eligible employees are always sponsored including SC/ST. The employees joining on deputation from other organisation are paid allowances and benefits as per prescribed rules on NTPC/DPE which are common to all employees including SCs/STs. The employees who are going to other organisation, there incentives etc. are decided by the borrowing organisation.

### **Recommendation No. 24 (Para No. 3.48)**

**3.20 The Committee note that as per policy, the management provide employment to one dependent of a regular employee in the workmen cadre, who die or become permanently disabled as a result of accident while on duty. Also no case for appointments on compassionate ground is pending. The Committee, however, desire to know the number of appointments made on compassionate grounds during the last two years. The Committee would also like to know the other facilities being provided to the next kin of deceased of SC/ST employees apart from providing employment.**

### **Reply of the Government**

3.21 Details of compassionate appoint made for the year 2012 & 2013 are given below:-

<b>Year</b>	<b>No. of appointment made</b>		
	<b>General</b>	<b>SC</b>	<b>ST</b>
2012	NIL	NIL	NIL
2013	06	NIL	NIL

3.22 As on date, after the death of an employee during his employment in NTPC, his/her nominee as per statutes/rules are paid/provided the following:-

3.23 Provident Fund, Gratuity, Balance Leave Encashment (Earned Leave & Half Pay Leave), Group Insurance, Group Personal Accident Insurance (if applicable), Settlement of Houses Building Advance through HBA Group Insurance (if applicable), Death Relief Scheme, Family Economic Rehabilitation Scheme in lieu of Compassionate Appointment, Funeral Expenses, Contributory Medical Benefit for spouse only, Pension i.e., NTPC Pension & Pension under EPS-95. All these are paid/provided subject to observance of detailed guidelines/policy under various statute/rules of each of the payments/benefits.

#### **Recommendation No. 26 (Para No. 4.8)**

**3.24 The Committee would also like to be apprised about the status of one pending case of false certificate with the vigilance department. The Committee also like to have details of present cases of false caste certificates detected during the years 2012 and 2013 (till date).**

#### **Reply of the Government**

3.25 The status of the pending case is that after verification by the Vigilance Department, the matter was further referred to State High Level Scrutiny Committee i.e. The Principal Secretary Government of Madhya Pradesh. Scheduled Tribe Development Department, Bhopal, Madhya Pradesh by the District Collector, Anuppur, Madhya Pradesh. During 2012 and 2013 (till date) no other case of false certificate has come to our notice.

#### **Recommendation No. 29 (Para No. 4.25)**

**3.26 The Committee appreciate the efforts made by NTPC by giving special focus on SC/ST category Project Affected Persons (PAPs) in the resettlement**

and rehabilitation programmes since its inception. Apart from the provision of providing job and other economic rehabilitation opportunities to the SCs/STs as per the Government guidelines provisions for tribals have been kept in the R&R Policy. The Company has also formulated a policy called 'NTPC Corporate Social Responsibility – Community Development (CSR-CD) Policy' under which it has been addressing the issue of community development in the neighborhood area of its stations, administered primarily as a part of resettlement and rehabilitation efforts which inter-alia takes care of interest of SCs and STs. The Committee also happy to note that total 113 (84-SC and 29-ST) land outtees given employment during the last three years. The Committee would like to encourage NTPC to keep up their noble activities for the socio-economic benefit and development of downtrodden and recommend that NTPC should adopt SC/ST inhabited areas for development. The Committee would like to know the details of R&R Plan and the status of its implementations.

#### **Reply of the Government**

3.27 As per the provisions of NTPC of Rehabilitation and Resettlement (R&R) Policy-10, R&R activities in the are initiated at NTPC projects by undertaking need based community development activities in the area of health, education, water, capacity building, infrastructure etc. by formulating a 'Initial Community Development (ICD) Plan' in consultation with concerned Panchayat, district administration and opinion makers of locality. This follows conduction of detailed Socio-economic Survey (SES) by a professional agency for creating a baseline data of Project Affected Persons (PAPs) including that of SC/ST population. Further after adequate consultation with stakeholders in 'Village Development Advisory Committee (VDAC)' which comprises representatives of PAPs, Gram Panchyats, SC/ST representatives,

NTPC and District Administration, an R&R Plan comprising of measures related to rehabilitation, resettlement and community development and special need of SC/ST and other needy-weaker communities is formulated as per the provisions of extant R&R Policies/guidelines. The R&R plan is approved by the District Administration/State Government before implementation.

## **CHAPTER IV**

**Recommendations/observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration.**

### **Recommendation No. 1 (Para No. 1.11)**

**4.1 The Committee are surprised to note that there is no representation of SC/ST member on the present Board of Directors of NTPC. The NTPC has taken a plea that there is no reservation for SCs/STs for appointment in the Board of Directors. The Committee also observe that appointments of CMD and Directors on the Board of NTPC are made by Government of India based on the recommendations of Public Enterprises Selection Board (PESB). The Committee are of the strong view that SC/ST officers are not represented in senior position of various Ministries/Departments/PSUs/Nationalised Banks because of the Government Policies pertaining to the appointments on the Board of Directors. It is a challenging problem which needs to be seriously addressed by the Government because every Departments/PSUs/National Banks so far examined by the Committee are facing the same problem and furnishing the same reply that appointments to the Board of Directors are made by the Government of India on the recommendations of PESB. Moreover, there is a Constitutional Provision under Article 16 (4A) which says that “Nothing in this article shall prevent the State from making any provision for reservation in matter of promotions to any class or classes of posts in the services under the State in favour of Scheduled Castes and Scheduled Tribes which in the opinion of the State are not adequately represented in the services under the State”. In view of the above, the Ministry of Finance in consultation of PESB should chalk out a policy including all PSUs and the NTPC should take**

a proactive role in the process of appointment of SC/ST members on the Board of Directors of the Company. The Committee are of the view that there is no dearth of eligible SC/ST candidates for appointment to the Board of Directors of PSUs provided they have proper law backing followed by a concrete policy in this regard. The Committee, therefore, urge NTPC to scout for suitable and eligible SC/ST candidate and sponsor their name to the Government for appointment on the Board of Directors of the Company. The Committee also recommend that the Government should amend the rules/regulations governing appointments to the Board of PSUs in view of the constitutional mandate so as to facilitate appointments of SC/ST member on the Board of Directors in PSUs including NTPC.

#### **Reply of the Government**

4.2 Under Article 16(4A) of the Constitution, State can make provision for reservation in matter of promotions for SC and ST, in the services under the State. This Article is not applicable in case of CMDs/Directors of CPSUs, including NTPC, as they are not appointment by promotion from lower cadre and as they do not belong to any service/cadre under the State. CMDs and Directors of CPSUs are selected by PESB and appointed after approval of ACC, for a contractual period of 5 years or till date of superannuation, whichever is earlier. Reservation does not apply on posts filled by deputation/contract. Their vacancies are advertised and anyone, including SC/ST/OBC, from NTPC and other PSUs etc. can sent their application to DPE for consideration by PESB. NTPC also forwards the applications of its employees, including its SC/ST/OBC employees, to DPE/PESB. However, NTPC has no role in the selection process. NTPC and Ministry of Power can amend the reservation rules/regulations for reservation in appointment of Board level officers in

NTPC. The competent authority (ies) to amend the rules regarding it for all CPSUs are DoP&T, DPE and PESB.

### **Comments of the Committee**

4.3 Please see Para No. 1.10 of Chapter I.

### **Recommendation No. 7 (Para No. 2.27)**

4.4 The Committee further note that as on 1.11.2012 there was large backlog/carried forward vacancies in all the Groups of posts except 'B' category in recruitments. There were total 23 SCs and 104 STs backlog/carried forward vacancies. The Committee recommend that the NTPC should amend the recruitment rules and procedure appropriately so that all the reserved vacancies of SCs/STs are completely filled in every recruitment year through selection of the best candidates available in the competitive examinations to clear the backlog/carried forward vacancies.

### **Reply of the Government**

4.5 It may be observed that there were carried forward vacancies of 8 ST and 12 ST in Group-A, 6 SC and 73 ST in Group-C and 23 SC and 19 ST in Group-D. In Group-A suitable/qualified candidates in disciplines like Finance/Chemistry were not available and even after the best efforts, it remained unfilled. In Group-C and Group-D, carried forward/backlog have arisen due to the reason that those posts have been filled locally at projects/stations specially from among the eligible land oustees only where suitable qualified SC/ST candidates were not available among the land oustees. In posts like Finance/Chemistry, the basic job description/qualification requirement are CA/ICWA/M.Sc (Chemistry) etc. which can not be relaxed. However, further efforts will be made to fill up these posts through special drive. For filling up or backlog in Group-A, notification/advertisement has already been released in 2014 and it will be completed by December, 2014 a copy of the advertisement is placed as Annexure III.

### Comments of the Committee

4.6 Please see Para No. 1.15 of Chapter I.

#### Recommendation No. 12 (Para No. 2.54)

4.7 The Committee note that as on 1.11.2012 there was backlog in promotion of total 195 SCs and 203 STs in all the categories of posts. The Committee also note that the shortfall in promotion is due to non availability of candidates in feeder cadre/grade, not passing departmental exams, not possessing requisite qualifications etc. The Committee would like to know the posts for which departmental examination are held and the number of SC/ST candidates qualified the departmental examination and thus eligible for promotion to various post during last three years. The Committee are not satisfied by the usual plea of NTPC that shortfall of SC/ST are due to non-availability of SC/ST candidate in feeder cadre. The NTPC in consultation with the Ministry of Power should take stock of this peculiar situation and accordingly amend the rules and regulations governing recruitment and promotions. The Committee may be apprised of the action taken to fill up the shortfall in promotion within three months after presentation of this report.

#### Reply of the Government

4.8 The details of Departmental Examination held and SC/ST qualified thereof are given below for the year 2011, 2012 and 2013:-

Year	Discipline	Appeared (in nos.)			Qualified/Passed (in nos.)		
		Total	SC	ST	Total	SC	ST
*2011	Mechanical	352	85	58	43	11	11
	Electrical	105	12	14	17	02	03
	Civil	03	NIL	NIL	NIL	NIL	NIL
	C&I	18	04	NIL	06	02	NIL



Year	Discipline	Appeared (in nos.)			Qualified/Passed (in nos.)		
		Total	SC	ST	Total	SC	ST
*2012	Mechanical	477	105	87	81	24	17
	Electrical	131	16	18	05	NIL	03
	Civil	06	NIL	NIL	NIL	NIL	NIL
	C&I	16	03	NIL	05	01	NIL
	DEPQ (Professional)	50	01	NIL	20	NIL	NIL

Year	Discipline	Appeared (in nos.)			Qualified/Passed (in nos.)		
		Total	SC	ST	Total	SC	ST
*2013	Mechanical	323	74	62	146	33	34
	Electrical	127	09	20	30	02	07
	Civil	07	NIL	NIL	02	NIL	NIL
	C&I	15	02	NIL	06	01	NIL

\* The above data includes the candidates who were eligible for consideration for promotion in the year 2011, 2012 and 2013 as well would also be eligible in future years as applicable under relevant policy.

4.9 It is submitted that there is no other provisions in NTPC Promotion Policy to fill up the backlog in promotion expect from the feeder grade. In every DPC, backlog of SC/ST is taken into account within the available post-wise vacancy as per roster points and then it is filled-up. It will take some more time to clear the backlog.

#### **Comments of the Committee**

4.10 Please see Para No. 1.19 of Chapter I.

#### **Recommendation No. 15 (Para No. 3.13)**

4.11 The Committee also recommend that Liaison Officer should be appointed from amongst the SC/ST officers working in the NTPC.

#### **Reply of the Government (Para 3.12 and 3.13)**

4.12 There are proper set up of Liaison Officer (SC/ST) at NTPC's Project/Regional Office and at Corporate Centre. They are primarily engaged to look after the jobs of Liaison Cell. Due to work requirement of the organisation and overall exposure in

various jobs required for their career development, Liaison Officers are also given additional responsibilities alongwith the jobs of the Liaison Cell.

4.13 It is always in the priority of NTPC's endeavour to appoint Liaison Officer from among the availability SC/ST Officer. However, in some places, other than SC/ST Officers have also been appointed as Liaison Officer due to non-availability of SC/ST officer.

#### **Comments of the Committee**

4.14 Please see Para No. 1.29 of Chapter I.

#### **Recommendation No. 28 (Para No. 4.14)**

**4.15 The Committee also recommend that NTPC should take a decision to insert a separate clause in the contract agreement with contractors whereby the contractors are obliged to follow the Government Directives on reservation while engaging workforce.**

#### **Reply of the Government**

4.17 It is submitted that the matter of following reservation policy by contractor/other agency does not fall under the purview of NTPC.

#### **Comments of the Committee**

4.18 Please see Para No. 1.32 of Chapter I.

## **CHAPTER V**

### **Recommendations/observations in respect of which final replies of the Government have not been received.**

#### **Recommendation No. 13 (Para No. 3.11)**

5.1 The Committee are shocked to note that neither Liaison Officer nor staff working in SCT Cell in the Ministry of Power belongs to SC/ST categories. The rosters maintained by NTPC were inspected on 13.06.2007 by the Liaison Officer of the Ministry of Power. The Committee recommend that Liaison Officer and Officials belonging to SC/ST communities should be posted in the SCT Cell to protect the interest of SC/ST in PSUs including NTPC under the Ministry of Power. The Committee also feel that Ministry of Power should draw a schedule for all PSUs under the Ministry so that Liaison Officer with the assistance of officials of the Ministry should inspect the rosters maintained by PSUs including NTPC once in a year. The Committee therefore, recommend that the Liaison Officer of the Ministry should visit NTPC annually so that the purpose of checking of rosters and implementation of reservation may not be defeated.

#### **Reply of the Government**

5.2 The SC/ST Cell in Ministry of Power has the following two SC/ST officers:

- (a) Shri B.M. Mondal, Under Secretary (SC).
- (b) Shri K.N. Bhutia, Section Officer (ST).

5.3 For a proper and effective inspection of rosters, it is necessary to have in-depth knowledge of rules/regulations regarding reservation in services, maintenance of rosters, "Post-based roster", Court's Directive (if any) and the recruitment procedure of PSUs/organizations and any special conditions/environment covering them. This was carried out in 2013. In 2013, a Questionnaire (similar to Questionnaire issued by the National Commission for Scheduled Tribes) regarding

SC/ST/OBC/PH was issued to all PSUs and Organisations under Ministry of Power, to get the necessary inputs regarding SC/ST/OBC/PH. After study of their reply, it was also discussed individually with the PSUs/Organisations and necessary clarifications/directions, if required, were issued. Simultaneously, an in-depth study of the rules & regulations regarding SC/ST/OBC/PH was carried out, especially regarding maintenance of rosters and “post based rosters”. General directions were also issued to clear all backlog vacancies.

5.4 In 2014, all PSUs and Organisations under Ministry of Power will be visited by Liaison Officers and SC/ST Cell officials, to inspect their reservation rosters and to meet their SC/ST officials regarding their grievances, if any. Since February, 2014, after the Parliament Session, the inspection has already started. In May 2014, inspection of NTPC Corporative Office, NTPC (Dadri), NHPC and PGCIL will be carried out. Thereafter, inspection of other PSUs will be taken up and discrepancies, if any, will be rectified. Effort will also be made to clear their concepts regarding “post based rosters”.

#### **Comments of the Committee**

5.5 Please see Para No. 1.24 of Chapter I.

**NEW DELHI;**

**19 December, 2014**  
**28 Agrahayana, 1936(Saka)**

**(FAGGAN SINGH KULASTE)**  
**CHAIRPERSON**  
**Committee on the Welfare**  
**of Scheduled Castes and**  
**Scheduled Tribes**

### **CHAPTER III**

**Recommendations/observations which the Committee do not desire to pursue in view of the replies of the Government.**

#### **Recommendation No. 8 (Para No. 2.28)**

**3.1 The Committee note that SC/ST candidates who are selected for postings in remote areas usually resign or not join after selection due to non-availability of extra benefits/facilities. The Committee feel that some additional benefits/facilities should be provided to SC/ST candidates working in remote areas to keep them working in these areas and are discouraged to leave the jobs.**

#### **Reply of the Government**

**3.2 NTPC is being a PSU, it is guided by rules/policy guidelines framed by the Government of India/DPE with reference to payment of various. Allowances, benefits and facilities. Generally, all allowances, benefits and facilities are common to all employees and it is being extended uniformly to all category of employees including SCs/STs. A list of benefits/facilities as being provided to NTPC employees posted in remote location is placed at Annexure-1.**

#### **Recommendation No. 9 (Para No. 2.32)**

**3.3 The Committee note that there are shortfall of Scheduled Castes which has happened due to the reason that NTPC had taken over three projects (Two in Uttar Pradesh and one in Odisha) from other organisations and employees working with them had been transferred to NTPC. Since the representation of Scheduled Castes among the employees of taken over projects were less than the prescribed percentage, the same had created shortfall of Scheduled Castes in NTPC. Secondly, prior to 1.4.1989 de-reservation was allowed in**

recruitment. Therefore, the posts which were reserved for Scheduled Castes were de-reserved with proper approval of the competent authority on the ground of non-availability of suitable candidates and the same were filled up with the candidates other than Scheduled Castes. In recent past many employees have superannuated/left/resigned/expired but those posts are not filled immediately due to shortage of sanctioned physical vacancies in induction level. Scarcity of suitably qualified persons even after providing relaxations in standard are also one of the cause for not getting required number of SC/ST candidates. Also NTPC's projects are located in different states and the percentage of reservation for SC/ST are not same in all the States whereas the staff strength in Groups B, C & D are recruited locally in different States where the project is located.

**Recommendation No. 10 (Para No. and 2.33)**

**3.4** The Committee are of the view that the NTPC must bridge the existing shortfall and recruit SC/ST candidates in every feeder grades through Special Recruitment Drive (SRD) for SCs and STs so as to avoid recurrence of backlog vacancies/shortfall year after year.

**Reply of the Government**

Recommendation No. 9 and 10 (Para Nos. 2.32 and 2.33)

**3.5** It is to submit that during the evidence before the Hon'ble Committee, it was informed that during the period of 1989 to 2009, about 13 Nos. Special Recruitment Drives were launched in which 845 SCs and 419 STs have been recruited which was also appreciated by the Committee. The possible reasons for shortfall have also been submitted earlier in our reply. It has also been submitted that in every recruitment, the backlog/carried forward vacancies are always taken care of shortfall

can not be treated as exact number of backlog/carried forward vacancies. However, in future the shortfall will be wiped out when physical vacancies arises and recruitment takes place.

**Recommendation No. 14 (Para No. 3.12)**

**3.6 The Committee note that SCT Cells are functioning at corporate centre (Head Office) and also in all the units/regional office of NTPC. The composition of SC/ST Cell at corporate centre includes one DGM, Manager (HR) and Assistant. There are about 20 Liaison Officers posted at various projects/offices/regional offices of NTPC. All the Liaison Officer are duly supported by subordinate staff. The Liaison Officer looks after SC/ST matters alongwith other work/jobs assigned to them by the department. The Committee feel that Liaison Officer should met as an institution in itself to watch the interest and welfare of SCs/STs. The Committee are of the view that since the Liaison Officer is appointed to ensure due compliances of orders and instructions pertaining to reservation policies in favour of SCs/STs, the officer should not be overburden with other official responsibilities.**

**Reply of the Government**

**Recommendation No. 14 (Para Nos. 3.12)**

**3.7 There are proper set up of Liaison Officer (SC/ST) at NTPC's Project/Regional Office and at Corp Centre. They are primarily engaged to look after the jobs of Liaison Cell Due to work requirement of the organisation and overall exposure in various jobs required for their career development, Liaison Officers are also given additional responsibilities alongwith the jobs of the Liaison Cell. It is always in the priority of NTPC's endeavour to appoint Liaison Officer from among the availability**

SC/ST Officer. However, in some places, other than SC/ST Officers have also been appointed as Liaison Officer due to non-availability of SC/ST officer.

**Recommendation No. 16 (Para No. 3.19)**

**3.8 The Committee are surprised to note that in 2011 no special recruitment drive was launched. However, all the carry forward vacancies of previous years have been included in the notification/advertisement alongwith current vacancies as a separate distinct group. The Committee find that in case of Group-C and D posts, the carry forward vacancies are being filled through local recruitment of Land Oustees. In the first attempt, suitable SC/ST candidates from amongst the Land Oustees were not available and hence, it remained unfilled. However, further efforts are being made to fill these posts from Land Oustees SC/ST only.**

**Recommendation No. 17 (Para No. 3.20)**

**3.9 The Committee would like to know the latest status of the posts which were supposed to be filled up from SC/ST Land Oustees only. The Committee would also like to be apprised about the details of Special Recruitment Drive launched by NTPC during 2012-2013 (till date) and the efforts made by NTPC to fill all posts in Group A, B, C and D.**

**Reply of the Government**

**Recommendation No. 16 and 17 (Para Nos. 3.19 and 3.20)**

**3.10 It is submitted that in Group-A, 02 SC and 01 ST backlog vacancy have been filled. In Group-C, 02 SC and 01 ST backlog vacancies have been filled from among the available Land Oustees during the year 2013. In Group-D, the vacancy have been notified for the land oustees at local/project level. Since backlog vacancies are less in number in Group-A posts, advertisement has been released alongwith current**



vacancies in 2014. Copy of the advertisement is placed as Annexure-3. However, record of backlog vacancies is maintained in the roster and records of NTPC.

**Recommendation No. 18 (Para No. 3.26)**

**3.11 The Committee note that representative of the Ministry of Power and Liaison Officer (SC/ST/OBC) had visited one of their plant, NTPC-Dadri and during the meeting with representatives of SC/ST, held on 05.09.2009, they also inspected the rosters. The observation made by the Liaison Officer (SC/ST) during the inspection has been complied with.**

**Recommendation No. 19 (Para No. 3.27)**

**3.12 However, the Committee would like to be apprised about details of inspection of rosters maintained by NTPC carried out by the Government during the last three years.**

**Reply of the Government**

Recommendation No. 18 and 19 (Para Nos. 3.26 and 3.27)

3.13 For a proper and effective inspection of rosters, it is necessary to have in-depth knowledge of rules/regulations regarding reservation in services, maintenance of rosters, "Post-based roster", Court's Directive (if any) and the recruitment procedure of PSUs/organizations and any special conditions/environment covering them. This was carried out in 2013. In 2013, a Questionnaire (similar to Questionnaire issued by the National Commission for Scheduled Tribes) regarding SC/ST/OBC/PH was issued to all PSUs and Organisations under Ministry of Power, to get the necessary inputs regarding SC/ST/OBC/PH. After study of their reply, it was also discussed individually with the PSUs/Organisations and necessary clarifications/directions, if required, were issued. Simultaneously, an in-depth study of the rules & regulations regarding SC/ST/OBC/PH was carried out, especially

regarding maintenance of rosters and “post based rosters”. General directions were also issued to clear all backlog vacancies. In 2014, all PSUs and Organisations under Ministry of Power will be visited by Liaison Officers and SC/ST Cell officials, to inspect their reservation rosters and to meet their SC/ST officials regarding their grievances, if any. Since February, 2014, after the Parliament Session, the inspection has already started. In May 2014, inspection of NTPC Corporate Office, NTPC (Dadri), NHPC and PGCIL will be carried out. Thereafter, inspection of other PSUs will be taken up and discrepancies, if any, will be rectified. Effort will also be made to clear their concepts regarding “post based rosters”.

#### **Recommendation No. 21 (Para No.3.36)**

**3.14 The Committee note with satisfaction that NTPC management believes in the philosophy of an open door policy in the matter of grievances. There is prescribed grievance procedure in NTPC for employees in executive and non-executive cadre to redress the grievances. These are applicable to SCs/STs also. As per the procedure, within the prescribed time limit the grievances are redressed/resolved. However, the Committee note with concern that in the recent past complaints of two cases regarding promotion were received through Government authorities. The Committee would like to know the present status of those two cases. The Committee would also like to know the present status of the pending grievances of SCs/STs in NTPC and the time by when these would be disposed off.**

#### **Reply of the Government**

**3.15** It is submitted that both the cases have been resolved.

#### **Recommendation No. 22 (Para No. 3.40)**

**3.16 The Committee are happy to note that NTPC hold periodical meetings with SC/ST employees and their association at each project/regional office including corporate centre in New Delhi and records of note are prepared and**

shared within the SC/ST employees associations. The Committee express its happiness over the work culture being maintained by the NTPC in this regard. The Committee however would like to have a copy of the Minutes of the last sitting held by the NTPC Ltd. with SC/ST Employees Welfare Association on 15.03.2012 for perusal.

#### **Reply of the Government**

3.17 A copy of minutes of meeting held on 15.03.2012 is placed at Annexure-2 for kind perusal of the Committee.

#### **Recommendation No. 23 (Para No. 3.44)**

3.18 The Committee are dismayed to note that during the years 2008, 2009, 2010 and 2011 no SC/ST post were filled up on deputation in NTPC from other Government organisation. However, in 2010 out of 54 only 4 post held by SCs/STs. The Committee are also dismayed to note that 18 employees sent by NTPC for deputation to other Government departments none of them belongs to SC/ST categories. The Committee are shocked to note that while notifications for deputation to outside organisations were issued, the application/willingness from SC/ST candidates were not received with respect to such notifications and therefore no SC/ST candidate could be sent. The Committee therefore recommend that the NTPC should encourage SC/ST employees for deputation by offering them some kinds of incentives so that more and more employees of these communities could be attracted for deputations. These incentive would encourage them to gain their knowledge and skill on deputations as well as their exposure.

### **Reply of the Government**

3.19 It is submitted that the endeavour of NTPC to keep balance among all category. The names of willing-eligible employees are always sponsored including SC/ST. The employees joining on deputation from other organisation are paid allowances and benefits as per prescribed rules on NTPC/DPE which are common to all employees including SCs/STs. The employees who are going to other organisation, their incentives etc. are decided by the borrowing organisation.

### **Recommendation No. 24 (Para No. 3.48)**

**3.20 The Committee note that as per policy, the management provide employment to one dependent of a regular employee in the workmen cadre, who die or become permanently disabled as a result of accident while on duty. Also no case for appointments on compassionate ground is pending. The Committee, however, desire to know the number of appointments made on compassionate grounds during the last two years. The Committee would also like to know the other facilities being provided to the next kin of deceased of SC/ST employees apart from providing employment.**

### **Reply of the Government**

3.21 Details of compassionate appoint made for the year 2012 & 2013 are given below:-

<b>Year</b>	<b>No. of appointment made</b>		
	<b>General</b>	<b>SC</b>	<b>ST</b>
2012	NIL	NIL	NIL
2013	06	NIL	NIL

3.22 As on date, after the death of an employee during his employment in NTPC, his/her nominee as per statutes/rules are paid/provided the following:-

3.23 Provident Fund, Gratuity, Balance Leave Encashment (Earned Leave & Half Pay Leave), Group Insurance, Group Personal Accident Insurance (if applicable), Settlement of Houses Building Advance through HBA Group Insurance (if applicable), Death Relief Scheme, Family Economic Rehabilitation Scheme in lieu of Compassionate Appointment, Funeral Expenses, Contributory Medical Benefit for spouse only, Pension i.e., NTPC Pension & Pension under EPS-95. All these are paid/provided subject to observance of detailed guidelines/policy under various statute/rules of each of the payments/benefits.

**Recommendation No. 26 (Para No. 4.8)**

**3.24 The Committee would also like to be apprised about the status of one pending case of false certificate with the vigilance department. The Committee also like to have details of present cases of false caste certificates detected during the years 2012 and 2013 (till date).**

**Reply of the Government**

3.25 The status of the pending case is that after verification by the Vigilance Department, the matter was further referred to State High Level Scrutiny Committee i.e. The Principal Secretary Government of Madhya Pradesh. Scheduled Tribe Development Department, Bhopal, Madhya Pradesh by the District Collector, Anuppur, Madhya Pradesh. During 2012 and 2013 (till date) no other case of false certificate has come to out notice.

**Recommendation No. 29 (Para No. 4.25)**

**3.26 The Committee appreciate the efforts made by NTPC by giving special focus on SC/ST category Project Affected Persons (PAPs) in the resettlement and rehabilitation programmes since its inception. Apart from the provision of providing job and other economic rehabilitation opportunities to the SCs/STs**

as per the Government guidelines provisions for tribals have been kept in the R&R Policy. The Company has also formulated a policy called 'NTPC Corporate Social Responsibility – Community Development (CSR-CD) Policy under which it has been addressing the issue of community development in the neighborhood area of its stations, administered primarily as a part of resettlement and rehabilitation efforts which inter-alia takes care of interest of SCs and STs. The Committee also happy to note that total 113 (84-SC and 29-ST) land outtees given employment during the last three years. The Committee would like to encourage NTPC to keep up their noble activities for the socio-economic benefit and development of downtrodden and recommend that NTPC should adopt SC/ST inhabited areas for development. The Committee would like to know the details of R&R Plan and the status of its implementations.

#### **Reply of the Government**

3.27 As per the provisions of NTPC of Rehabilitation and Resettlement (R&R) Policy-10, R&R activities in the are initiated at NTPC projects by undertaking need based community development activities in the area of health, education, water, capacity building, infrastructure etc. by formulating a 'Initial Community Development (ICD) Plan' in consultation with concerned Panchayat, district administration and opinion makers of locality. This follows conduction of detailed Socio-economic Survey (SES) by a professional agency for creating a baseline data of Project Affected Persons (PAPs) including that of SC/ST population. Further after adequate consultation with stakeholders in 'Village Development Advisory Committee (VDAC)' which comprises representatives of PAPs, Gram Panchyats, SC/ST representatives, NTPC and District Administration, an R&R Plan comprising of measures related to rehabilitation, resettlement and community development and special need of SC/ST

and other needy-weaker communities is formulated as per the provisions of extant R&R Policies/guidelines. The R&R plan is approved by the District Administration/State Government before implementation.

## APPENDIX II

*(Vide Para 4 of Introduction)*

### ANALYSIS OF ACTION TAKEN BY THE GOVERNMENT ON THE RECOMMENDATIONS CONTAINED IN THE THIRTY FIFTH REPORT (FIFTEENTH LOK SABHA) OF THE COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES.

1. Total number of recommendations.....30
  
2. Recommendations/observations which have been accepted  
by the Government (vide recommendations at  
Sl. Nos. 2, 3, 4, 5, 6, 11, 20, 25, 27 and 30)  
  
 Number.....10  
  
 Percentage to the total.....33%
  
3. Recommendations/Observations which the Committee do not  
desire to pursue in view of the replies of the Government  
(vide recommendations at Sl. Nos. 8, 9, 10, 14, 16, 17, 18, 19, 21, 22, 23, 24, 26 and  
29)  
  
 Number.....14  
  
 Percentage to the total.....47%
  
4. Recommendations/Observations in respect of which replies of  
the Government have not been accepted by the Committee and  
which require reiteration (vide recommendations Sl. Nos. 1, 7, 12, 15 and 28)  
  
 Number .....5  
  
 Percentage to the total.....17%
  
5. Recommendations/Observations in respect of which final  
replies of the Government have not been received  
(vide recommendation at Sl.No. 13)  
  
 Number.....1  
  
 Percentage of the total .....3%