



**COMMITTEE ON WELFARE OF OTHER
BACKWARD CLASSES (2019-20)**

(SEVENTEENTH LOK SABHA)

MINISTRY OF CHEMICALS & FERTILIZERS

**'Measures undertaken to secure representation of OBCs in
employment and for their welfare in Rashtriya Chemicals &
Fertilizers Limited (RCF)'**

FOURTH REPORT



**LOK SABHA SECRETARIAT
NEW DELHI**

July, 2020/ Ashadha 1942 (Saka)

FOURTH REPORT

**COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES
(2019-20)**

(SEVENTEENTH LOK SABHA)

MINISTRY OF CHEMICALS & FERTILIZERS

**'Measures undertaken to secure representation of OBCs in
employment and for their welfare in Rashtriya Chemicals &
Fertilizers Limited (RCF)'**

Presented to Hon'ble Speaker on 25th July, 2020



सत्यमेव जयते

**LOK SABHA SECRETARIAT
NEW DELHI**

July, 2020/ Ashadha 1942 (Saka)

C.O.OBC No. 36

Price : Rs

@2020 BY LOK SABHA SECRETARIAT

Published under Rule 382 of the Rules of Procedure and Conduct of Business in Lok Sabha (Fifteenth Edition) and printed by the General Manager, Government of India Press, Minto Road, New Delhi-110002.

CONTENTS

	PAGE
COMPOSITION OF THE COMMITTEE (2019-20).....	(i)
INTRODUCTION	(iii)

PART-I Narration Analysis

CONTENTS

	PAGE
PART-I	
Narration Analysis	
CHAPTER I Introductory.....	1
CHAPTER II Representation of other backward classes in Rashtriya Chemicals & Fertilizers Limited	4
CHAPTER III Implementation of reservation policy for other backward classes in recruitment In Rashtriya Chemicals & Fertilizers Limited.....	5
CHAPTER IV Grievance redressal mechanism for OBC employees in Rashtriya Chemicals & Fertilizers Limited	13
CHAPTER V Contractual appointments and outsourcing of services/jobs.....	15

PART-II

Observations/Recommendations.....	17
-----------------------------------	----

ANNEXURES

ANNEXURE-I Organizational structure of RCF.....	26
ANNEXURE-II Year-wise details of the appointments made by RCF under various categories of posts since 1993.....	27
ANNEXURE-III Details of the training courses and representation of candidates from Other Backward Classes in such training courses.....	46

ANNEXURE-IV Detailed procedure for grievance redressal of RCF Employees.....53

ANNEXURE-V Terms and conditions of their re-appointment, Remuneration details and approved policy guidelines56

APPENDICES

I. Minutes of the Sitting of the Committee held on 25.10.2019.....60

II. Minutes of the Sitting of the Committee held on 19.11.2019.....63

III. Minutes of the Sitting of the Committee held on 14.07.2020.....65

COMPOSITION OF THE COMMITTEE ON WELFARE OF OBCs (2019-20)

SHRI GANESH SINGH- CHAIRPERSON

MEMBERS
LOK SABHA

2. Shri Ramesh Bidhuri
3. Shri S. Jagathrakshakan
4. Smt S. Jothimani
5. Shri Dileshwar Kamait
6. Smt. Raksha Nikhil Khadse
7. Shri Bandi Sanjay Kumar
8. Shri Sadashiv Kisan Lokhande
9. Dr. (Smt.) Pritam Gopinathrao Munde
10. Shri Balak Nath
11. Shri Ajay Nishad
12. Dr. Sanghamitra Maurya
13. Shri Parbhatbhai Savabhai Patel
14. Shri Kapil Moreshwar Patil
15. Shri Mahesh Sahoo
16. Shri Sanjay Seth
17. Shri Ram Shiromani
18. Shri K. Sudhakaran
19. Shri Rajesh Verma
20. Shri Ashok Kumar Yadav

RAJYA SABHA

21. Shri T.K.S. Elangovan
22. Shri Vishambhar Prasad Nishad
23. Dr. Banda Prakash
24. Shri K.K Ragesh
25. Smt. Chhaya Verma
26. Shri Harnath Singh Yadav
27. Vacant*
28. Vacant*
29. Vacant*
30. Vacant#

* Vacancy arose *vide* expiry of the term of Smt. Vijila Sathyananth on 02.04.2020 and that of Shri Ram Narain Dudi and Shri Ram Nath Thakur on 09.04.2020.

#Vacancy arose *vide* expiry of the term of Shri B.K. Hariparasd on 25.06.2020.

SECRETARIAT

- | | | | |
|----|---------------------|---|---------------------|
| 1. | Smt Anita B. Panda | - | Joint Secretary |
| 2. | Shri Kusal Sarkar | - | Director |
| 3. | Shri Md. Aftab Alam | - | Additional Director |
| 4. | Shri Janmesh Singh | - | Deputy Secretary |

INTRODUCTION

I, the Chairperson, Committee on Welfare of Other Backward Classes (2019-20) having been authorised by the Committee to present the Report on their behalf, present this Fourth Report on 'Measures undertaken to secure representation of OBCs in employment in Rashtriya Chemicals & Fertilizers Limited (RCF) pertaining to the Ministry of Chemicals & Fertilizers.

2. The Committee had taken evidence of the representatives of the Ministry of Chemical & Fertilizers (Department of Fertilizers) on 25.10.2019 and 19.11.2019 in connection with examination of the subject. The Committee wish to express their gratitude to the representatives of the Ministry of Chemical & Fertilizers (Department of Fertilizers) for appearing before the Committee for evidence and furnishing the information desired by the Committee in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee at their sitting held on 14.07.2020.

4. The Committee place on record their appreciation for the valuable assistance rendered to them by the officials of the Lok Sabha Secretariat attached to the Committee.

5. For facility of reference and convenience, the observations and recommendations of the Committee have been printed in bold letters in Part-II of the Report.

NEW DELHI;
14th July, 2020
23 Ashadha, 1942(Saka)

GANESH SINGH,
Chairperson,
Committee on Welfare of Other Backward Classes

PART I

CHAPTER I

INTRODUCTORY

Rashtriya Chemicals & Fertilizers Limited (RCF), a “Mini-Ratna”, is a leading fertilizers and chemicals manufacturing company with about 75% of its equity held by the Government of India. It has two operating units, one at Trombay in Mumbai and the other at Thal, Raigad district, about 100 KM from Mumbai. RCF manufactures Urea, Complex Fertilizers, Bio-fertilizers, Micro-nutrients, 100 per cent water soluble fertilizers, soil conditioners and a wide range of Industrial Chemicals. It produces around 25.00 Lakh MT Urea, 4.75 Lakh MT Complex fertilizers and 4.5 Lakh MT of Industrial Chemicals every year. The company is a household name in rural India with brands “Ujjwala” (Urea) and “Suphala” (Complex Fertilizers) which carry a high brand equity. RCF has countrywide marketing network in all major States. Besides fertilizer products, RCF also produces a large number of industrial chemicals that are important for the manufacture of dyes, solvents, leather, pharmaceuticals and a host of other industrial products.

1.2 As per the background note submitted to the Committee , RCF endeavors to be one of the main driving forces behind India’s sustainable agriculture. RCF is one of the earliest units set up in the country with a vision of growth in fertilizer production for food security. The company was the first in the country to produce a complex fertilizer which was introduced in the market in 1967 under the brand name “Suphala”. RCF took the lead in the country in setting up mega size fertilizer complex at Thal which was commissioned in the year 1985 and after that many more domestic mega plants followed suit. The company also made significant contribution in the great “Green Revolution” of the nation. RCF has also pioneered the manufacture of basic chemicals such as Methanol, Ammonia, Ammonium Nitrate, Sodium Nitrate, Sodium Nitrite, Ammonium Bicarbonate, Methyl amines, Dimethyl Formamide, Dimethyl acetamide, Formic Acid, Argon in India. RCF has been successfully operating a Sewage Treatment Plant (STP) of 22.75 MLD (Million Liters per Day) sewage capacity at Trombay unit since January 2000. RCF and BPCL have entered into MOU for new STP Project at RCF- Trombay. RCF shall supply around 40% of the treated water to BPCL. In its bid towards India’s vision of achieving ecologically sustainable growth, RCF has already forayed into solar power generation. RCF has set up a 2 MWp ground mounted Photovoltaic Solar power plant within the factory premises and an aggregate capacity of 1.29 MWp solar rooftop facilities.

1.3 Agriculture is the mainstay of the Indian economy, being the source of employment for more than 50% of the population. The connection between agriculture and 'Make in India', 'Vision 2022' will promote economic security of farmers. The objectives of which can be enunciated as: a) Improved professionalism in agri-business b) Increased private investments in agriculture support activities like irrigation projects, research and development, training etc. c) Improved agri-metrics like yield per hectare etc. and d) Improved agri-produce marketing and sales. RCF has sought to bridge the gap between Research Scientist and the farmer by setting up dedicated Farmer Training Centers at Nagpur and Thal. RCF publishes a monthly farm magazine "RCF Sheti Patrika" (since 1967) which disseminated latest agricultural information & practices to the farming community. This magazine is distributed free of cost to the farmers and presently it has a readership of over 1.50 lakh farmers. The company has also introduced a "Toll Free Helpline – 1800 22 3044" service through which the farmers can get advice and suggestions on their agriculture and farming related queries. RCF has launched a page named "RCF Kisan Manch" on Facebook dedicated to the farming community to facilitate easy interaction with them for creating awareness about the new agricultural technologies introduced by nodal agencies. "RCF Kisan Manch" has also been launched as a mobile App since Oct 2017.

1.4 RCF has been performing well for the last several years and in one of the few PSU's which have been posting profits consistently. The company has achieved revenue from operations of Rs.8885.47 Crore with the net profit of Rs.139.17 Crore in the last financial year 2018-19.

1.5 In connection with the examination of the subject "Measures undertaken to secure representation of OBCs in employment and for their welfare in Rashtriya Chemicals & Fertilizers Limited", the Committee obtained background note and written replies to a list of points and took oral evidence of the representatives of the Ministry of Chemicals and Fertilisers and RCF. Based on the written submissions and oral depositions of the representatives of the Ministry of Chemicals and Fertilisers and RCF as well as the inputs gathered during an on-the-spot study visit, the Committee have examined the subject in details as enumerated in the succeeding paragraphs.

1.6 The organizational structure of RCF is given at **Annexure-I**.

1.7 The present composition of the Management body of RCF is as follows:

1. Shri S. Mudgerikar	-	Chairman & Managing Director
2. Shri S.D. Panadare	-	Director (Technical)
3. Shri Umesh Dongre	-	Director (Finance)
4. Shri K.U. Thankachen	-	Director (Mktg.)
5. Ms. Alka Tiwari, IAS	-	Govt. Nominee Director
6. Ms. Gurveen Sidhu, IAAs	-	Govt. Nominee Director
7. Shri Suryanarayana Simhadri	-	Independent Director
8. Prof. Anil K. Singh	-	Independent Director
9. Dr. Shambhu Kumar	-	Independent Director

1.8 On being asked about the number of officials belonging to OBC category occupying the position in the Board/ Top Management Body, the RCF replied that none among the officials as mentioned above belong to OBC Category.

CHAPTER II

REPRESENTATION OF OTHER BACKWARD CLASSES IN RASHTRIYA CHEMICALS & FERTILIZERS LIMITED

2.1 As per the information furnished to the Committee, the representation of OBCs along with that of other categories in the workforce of RCF as on 31 October, 2019 is as under:-

(Table I)

Post/Group Executive/ Non-Executive and Pay Scale/ Pay level	Total No. of Employees	OBCs	SCs	STs	UR
A	1421	178	237	68	938
B	883	74	708	87	614
C	624	144	92	60	328
D	28	15	4	3	6
Total	2956	411	441	218	1886

2.2 The total staff strength in RCF as on 01.01.2020 is 2965 and number of OBC employees therein is 440.

2.3 On the other hand, the total staff strength at various levels of posts/ Classes/ Scales and the number of OBC employees therein as on 8 September, 1993 was as under:-

(Table II)

Group	Total strength	Employees belonging to OBC category
A	1614	4
B	1728	Nil
C	2288	7
D	127	17

CHAPTER III

IMPLEMENTATION OF RESERVATION POLICY FOR OTHER BACKWARD CLASSES IN RECRUITMENT IN RASHTRIYA CHEMICALS & FERTILIZERS LIMITED

3.1 On being asked about the modes of recruitment being followed for filling up various categories of posts , the RCF, through a written reply submitted as under:-

“Procedure followed in our Organisation for recruitment is as detailed below:-

Group-A :

Based on the vacancies, Press Advertisement is released in the leading News Papers for selection of candidates on all India basis on open competition. Shortlisting of candidates is done on the basis of Written Test marks. Further, selection is done by the committee by interview. Selected candidates are assessed by the Selection Committee for appointment as Management Trainee. After due completion of their training, they are appointed in E1 grade.

The Vacancies in grades above E1 grade are filled normally be departmental promotions. However, in case where suitable internal candidates are not available such vacancies are filled through Press Advertisement on all India basis by other than open competition.

Group-B :

Generally group B vacancies are filled through internal promotions, however, in specific cases only, positions in EO grade are also filled through Press Advertisement on all India basis by other than open competition.

Group-C/ Group –D :

These posts at the entry grade are filled by Local Advertisement and/ or through Employment Exchange by following the percentages of Reservation prescribed for Maharashtra State,through Written Test/ Trade Test. Interviews are dispensed.

The prescribed reservations are followed for direct recruitment in above groups.”

3.2 As per the information made available to the Committee, reservation is applicable to OBC candidates in recruitment to the following posts (Technical and Non- Technical) in RCF:-

Worker

(Table III)

Pay Scale	Group/ Grade	Technical	Non-Technical
17000-38000	D	Plant Attnd. Gr. II & Equiv.	Office Attnd. Gr II & equivalent.
18000-42000	C	Plant Attnd. Gr. I & Equiv.	Office Attnd. Gr. I & equivalent
19000-50000	C	Sr. Plant Attnd. & Equiv.	Sr. Office Attnd. & equivalent
20000-55000	C	Optr. Gr. III & Equiv.	Typist Clerk & equivalent
22000-60000	C	Optr. Gr. II & Equiv.	Steno Clerk & Equivalent
26000-80000	D	Optr. Gr. I & Equiv.	Steno Asst. & Equiv.
28000-100000	B	Sr. Optr. & Equiv.	Sr. Steno Asst. & Equiv.

Officer (Below Board level)

(Table IV)

Scale	Technical Posts	Non-Technical Posts
30000-120000 (E0)	Asstt Engineer & equivalent	Asstt Officer & equivalent
40000-140000 (E1)	Engineer & equivalent	Officer & equivalent
50000-160000 (E2)	Sr. Engineer and equivalent.	Sr. Officer and equivalent

60000-180000 (E3)	Dy. Manager and equivalent	Dy. Manager and equivalent
70000-200000 (E4)	Manager & equivalent	Manager & equivalent
80000-220000 (E5)	Sr. Manager and equivalent	Sr. Manager and equivalent
90000-240000 (E6)	Chief Manager and equivalent	Chief Manager and equivalent
100000-260000 (E7)	Dy. General Manager	Dy. General Manager
120000-280000 (E8)	General Manager/ Chief General Manager	General Manager/ Chief General Manager
150000-300000(E9)	Executive Director	Executive Director

3.3 On being asked to furnish an overview of the implementation of the reservation policy in favour of OBCs, the RCF submitted as under:-

- “As per the directives of the Government of India, 27% of the posts to be filled through Direct Recruitment on all India Basis through Open Competition are reserved for Non Creamy Layer OBCs
- Age relaxation of 3 years over the prescribed age limit for General Candidate for Direct recruitment of OBCs is allowed.
- Cell consisting of Liaison Officer (LO) ensures that reservation in favour of OBCs are actually implemented.
- There is one Liaison Officer each at both the Units of the company i.e. Thal and Trombay. In addition, there is one Chief Liaison Officer (CLO) in the Grade of Sr. Manager (E5). All these Liaison Officers are belonging to OBC community.”

3.4 As per RCF, the following mechanism has been evolved in the organization for proper implementation of the reservation policy”-

“Chief Liaison Officer (CLO) & Unit Liaison Office (ULO) are responsible for identifying OBC reservation post based on the roster and it is strictly implemented. They also monitor effective implementation of OBC policy.”

3.5 Year-wise details of the appointments made by RCF under various categories of posts since 1993 are given at **Annexure-II.**

3.6 On being asked about the checks devised by RCF to ensure that reservation policy for OBCs is implemented properly, it replied as under:-

“Before issue of advertisement in news-papers and/ or sending employment requisitions to Employment Exchanges and whenever the DPCs/ Selection Committees meet for selecting persons for recruitment, the number of reserved posts is ascertained by taking advice of Liaison Officer for ensuring implementation of Reservation Policy. These reserved posts are made known to the DPCs/ Selection Committees and are filled accordingly. Annual Report in respect of OBC is sent to the Ministry. OBC Cell consisting of Liaison Officers ensures that reservations made in favour of OBCs are actually implemented.”

3.7 The RCF has further submitted that it is not facing any constraints in filling up of the vacancies under the OBC category.

Backlog vacancies

3.8 As per the information furnished to the Committee there is overall backlog of 12 positions (10 in Group A and 2 in Group B) in RCF. It has been further assured by RCF that these backlog positions shall be filled as special recruitment Drive is being undertaken and the backlog vacancies shall be filled before June, 2020.

3.9 Details if these backlog vacancies are as under:-

(Table V)

Level of Post	No. of Backlog Vacancies
Group 'A'	10
Group 'B'	Nil
Group 'C' (including erstwhile group 'D')	2

Reservation Rosters

3.10 On being asked whether Rosters are being maintained properly for direct recruitment and promotion of all posts as per order on the subject, RCF furnished the following information to the Committee:-

(Table VI)

Mode of RRs	Level at which Roster is Maintained	The no. of Rosters	Date of up-gradation of Roster
Direct Recruitment	All level below Board	Four	03.09.2019
Promotion	Upto lowest rung of Group A i.e. E1 grade	Three	03.09.2019

3.11 RCF was asked whether the procedure of grouping of posts in direct recruitment is adopted for maintaining Reservation Rosters. Through a written reply, RCF submitted that the groupings of posts is not adopted in direct recruitment for maintaining rosters.

3.12 On being asked about the inspection of the Rosters by the Liaison Officer, the RCF replied as below:-

“Yes, inspection of rosters is regularly done by Liaison Officer.

(Table VII)

Year	Date of Inspection by Liaison Officer	Comments of Liaison Officer	Action Taken Report
2016	21.01.2017	Roster maintained properly hence no specific comments.	NA
2017	12.01.2018		NA
2018	17.01.2019		NA
2019	Final Rosters for the year 2019 will be prepared by 31.12.2019		

3.13 It has been informed by RCF that since reservation for OBC category is not applicable for promotion, hence promotion register for OBCs is not maintained. So far no Guidelines from DoPT are received in this regard.

Selection Board

3.14 The Committee brought to the notice of RCF the contents of DoPT OM No. 42011/2/2014-Estt.(Res.) dated 13 February, 2014 which *inter-alia*, makes it mandatory to include one member belonging to OBC in the Selection Committee/Board for making recruitment to 10 or more vacancies in any level of posts/services. DoPT has also directed to ensure that where the number of vacancies against which selection is to be made is less than 10, no effort should be spared in finding an OBC officer amongst others for inclusion in such Committees/Boards and sought to know if the DoPT instructions were being followed scrupulously in the Organization while making recruitment to various posts/services. To, the above query, the RCF replied affirmatively, assuring the Committee that it was totally complying with the above mentioned orders of DoPT.

3.15 The RCF submitted the following information pertaining to the details of such Selection Committees/ Boards in 2019:-

“The number of Selection Committees/ Boards constituted in the organization and the number of OBC members in these Committee/ Boards.

Committees/ Boards (January to December):

(Table VIII)

Sr. No.	Year	No. of Committee	No of OBC members
1	2019	3	1 (in each committee)

The particulars of these OBC members are:

(Table IX)

Year	Discipline	Grade	No. of Committee Members	Names of committee members (OBC)	Total Post
2019	Engineer (Electrical)	E1	5	Shri Vinayak Patial, CM (HR) C (OBC rep.)	20
	Officer (Finance)	E1	5	Shri Vinayak Patial, CM (HR) C (OBC rep.)	12
	Asst. Officer (Finance)	E0	5	Shri Vinayak Patial, CM (HR) C (OBC rep.)	12

Training facilities for OBCs

3.16 On being asked whether RCF runs any Training Institute / Technical Schools and the details of the representation of OBCs therein, it furnished the following information:-

“The company has full-fledged Technical Training Institute at Trombay and Thal and Management Development Centre in Mumbai. The training is organised for all employees including employees belonging to OBC category based on training need analysis. We also have Farmers Training Institute at Nagpur and Thal, Alibag. Training on various agriculture related topics is conducted for the farming community including those farmers from the Other Backward Classes.”

3.17 The details of the training courses and representation of candidates from Other Backward Classes in such training courses is given at **Annexure-III**.

Pre-recruitment and pre-promotion training

3.18 On being asked about the details of pre-recruitment and pre-promotion training being provided to OBC candidates and OBC Employees during the last four years, RCF informed the Committee that no pre-recruitment and pre-promotion training has been provided in the last four year.

CHAPTER IV

GRIEVANCE REDRESSAL MECHANISM FOR OBC EMPLOYEES IN RASHTRIYA CHEMICALS & FERTILIZERS LIMITED

4.1 On being asked about the procedure prescribed for redressal of grievances of Other Backward classes employees in the organization, RCF replied as under:-

“We have a robust grievance redressal system for all employees including SC/ST and OBC employees. All reserved category employees can anytime seek help / advice of Liaison Officers for resolving their grievances. The grievance redressal cell of the Company also takes care of grievances of all employees including employees of OBC category.”

4.2 The detailed procedure for grievance redressal of RCF Employees is enclosed at **Annexure –IV**.

4.3 On being asked about the details of complaints received from OBCs employees during each of the last five years, the RCF furnished the following information:-

(Table X)

Sr. No.	No. of grievances	Opening Balance	Addition during the year	Closed/Disposed off during the year	Closing Balance
2016	Nil	Nil	Nil	Nil	Nil
2017	1	1	Nil	1	Nil
2018	Nil	Nil	Nil	Nil	Nil
2019	Nil	Nil	Nil	Nil	Nil

Liaison Officer for OBCs

4.4 The RCF was specifically asked whether it has appointed separate Liaison Officers for OBCs in order to ensure due compliance to various OBC related regulations. Following details were furnished by RCF:-

(Table XI)

Details	Name, Social Category
Chief Liaison Officer	Shri Rahul Ahire, Sr. Manger (HR) Unit, Social Category – OBC
Liaison Officer	Ms. Arati Deshmukh Manger (HR), Social Category – OBC
Liaison Officer, Thal	Shri Arun Patil, Dy. Manager, Social Category – OBC

4.5 The RCF was also asked whether these Liaison Officers belong to the OBC category to which it replied in the affirmative.

4.6 The RCF was asked as to whether Other Backward Classes Cell been set-up under the direct control of Liaison- Officer. It replied that the Cell comprising of Chief Liaison Officer, Liaison Officer (Trombay) and Liaison Officer (Thal) which constitute the OBC Cell to take care of OBC employees.

4.7 On a query whether OBC candidates are interviewed on a separate date/time *i.e.* other than the days on which the candidates belonging to General category are interviewed for various posts, the reply furnished by RCF was in affirmative.

OBC Employees' Association

4.8 On the matter of the OBC Employees' Association it has been informed that as per the direction of Hon'ble Parliamentary Committee for Welfare of OBCs, RCF have issued a Circular appealing OBC employees to come forward and form an Association. Accordingly, 'RCF OBC Welfare Association' has been formed in the month of December, 2019.

CHAPTER V

CONTRACTUAL APPOINTMENTS AND OUTSOURCING OF SERVICES/JOB

5.1 When the Committee enquired whether retired Government employees are being re-appointed as consultants or in any other capacity in RCF, it furnished the following information:-

“Yes, the retired employees have been re-appointed as consultant only in exceptional situation in area such as Finance, Technical etc.”

5.2 The Committee desired to know the post-wise details thereof along with the terms and conditions and the remuneration, benefits/facilities provided to them and details of the policy/guidelines formulated by the Ministry in this regard. The RCF in its reply stated that on 3.09.2019 six retired employees have been reappointed as Advisors. The terms and conditions of their re-appointment, Remuneration details and approved policy guidelines in this regard are given at **Annexure-V**.

5.3 Taking view of the information furnished by the RCF regarding contractual appointment, the Committee felt the need to ascertain whether the interests of serving employees, especially the OBC employees are being adversely affected as a result of contractual appointments. It replied as under:-

“Such appointments are very much limited and are only for short terms and hence there is no implication on getting these posts through regular appointment.”

Outsourcing of services/jobs

5.4 On being asked whether RCF is outsourcing some of their non-core functions along with details of type of services outsourced, it replied as under:-

“Yes, the non – core activities like Conservancy, Horticulture, Township Security Services Canteen etc. only have been outsourced.”

5.5 On being asked to furnish details of the outsourced jobs, the RCF furnished the following information to the Committee:-

(Table XII)

Year	Organization	Posts	Unit	Reason
Year 03.09.2019	RCF Ltd.	Unskilled nature in non-core areas as mentioned in 12(a) above.	RCF Ltd.	Since, these are non-core activities, they have been outsourced.

5.6 On being asked about the steps being taken to secure the interest of OBCs in outsourced jobs, RCF through a written reply submitted as under:-

“The interest of all the labours who are engaged in the outsourced jobs including OBC are being protected by ensuring the implementation of provisions of various labour laws.”

5.7 When the Committee desired to know whether the percentage of backward classes is represented among contractual workers, the RCF in a written note submitted that it has been observed that percentage of labour in the outsourced activities like conservancy, horticulture, township security of SC/ST/OBC are generally on higher side although, there is no direct check of company.

5.8 Keeping the welfare of all the employees in mind the Committee asked the RCF to enumerate the existing mechanism to ensure payment of minimum wages to such employees as per the Minimum Wages Act and adherence to other social security benefits. The RCF in written note stated that:-

“Payment to the contract labour is directly made to his bank account, no contract labour is paid wages in cash. The contractors are asked to submit the details of this bank transfer before his bill is cleared. Thus, HR department ensures the payment of Minimum Wages.”

PART-II

OBSERVATIONS/RECOMMENDATIONS

Representation of OBCs in top management

1. Rashtriya Chemicals & Fertilizers Limited (RCF) is a ‘Mini-Ratna’ PSU and a leading fertilizers and chemicals manufacturing company with about 75% of its equity being held by the Government of India. The Committee note that this company is a household name in rural India with brands “Ujjwala” (Urea) and “Suphala” (Complex Fertilisers) which carry a high brand equity. RCF has countrywide marketing network in all major States and besides fertilizer products it also produces large number of industrial chemicals that are important for the manufacture of dyes, solvents, leather, pharmaceuticals and a host of other industrial products.

The Committee observe that as per the present composition of its management body ,there are three whole-time functional Directors besides the CMD, two Government Nominee Directors and three Independent Directors. However, the Committee have been informed that as on date none of the officials in the Management Board belong to the OBC category. Thus, there is no representation of OBCs in the top management of the company. The Committee understand that the appointments in the Board of Directors are being made directly by the Government. However, they would like to impress upon the administrative Ministry, i.e. the Ministry of Chemicals and Fertilizers to adhere to the DPE OM No. 2(15)/2011-GM dated 18 April, 2011 communicating the concern expressed by the Parliamentary Standing Committee on Industry that if persons from the Categories of SC, ST and OBC and Women category come forward with the criteria laid down for the

appointment of non-official Directors on the Board of CPSEs, they should be given preference.

Representation of OBCs

2. The Committee note that as on 31 October, 2019 RCF has a total employee strength of 2956, out of which 411 belong to the OBC category. Thus, the representation of OBCs in RCF comes to an abysmal figure of 13.90%. This is approximately half of what the OBC Reservation Policy, which is in vogue for the last 25 years, mandates. The Committee are of considered view that RCF needs to introspect as to why it has fared so poorly in safeguarding the constitutional guarantees being extended to the people belonging to the Other Backward Classes. Further, the Committee notice a disturbing trend in the varied representation of OBCs across the hierarchy of posts/ levels in RCF. The representation of OBCs is only 12.52% in Group A while it is only 8.38% in Group B. The low representation of OBCs in Group B is particularly worrisome because these posts are generally filled through internal promotions. The Committee would like to express their anguish at the implied denial of promotions to OBC employees in Group 'B' Posts. It is only in Group C where OBCs manage to get noticeable representation with 23.07%, although much below than mandated 27%. The Committee therefore, recommend that RCF should clearly delineate the reasons for not ensuring the mandatory representation of OBCs, particularly in Group B and make a committed and verifiable plan to increase the representation of OBCs without any further delay.

Backlog and shortfall vacancies

3. The Committee note that there is an overall backlog of 12 positions (10 in Group A and 2 in Group B) at present in RCF. In this regard, the Committee

have been informed that the company is making concerted efforts to fill up these vacancies by June, 2020. However, the Committee are perturbed to note the variance in numbers between the backlog position and overall representation of OBCs in the organization. This is evident from the fact that as on 31 October, 2019, total personnel strength of RCF was 2956 but total number of OBC personnel was only 411 (13.90%). Whereas as per the 27% quota meant for OBCs, total number of OBC personnel should have been 798. Thus, the Committee observe that there is a short-fall of 387 vacancies across the ranks whereas only 12 backlog vacancies are shown to exist in RCF. The Committee would like to discern that shortfall and backlog vacancies are not being calculated on a realistic basis in RCF and thus leading to inadequate representation of OBCs across the ranks. The Committee are of a considered view that this gap in representation of OBCs needs to be bridged immediately by recruiting more OBCs in each recruitment cycle. The Committee, therefore, strongly recommend that RCF should reassess the resultant shortfall vacancies, accordingly.

The Committee also desire that in order to ensure adequate representation of OBCs, RCF should scrupulously adhere to the DoPT OM No. 43011/4/2018-Estt.(Res.) dated 4 April, 2018 regarding application of own merit in Direct Recruitment for appointment of Other Backward Classes. It is to be reiterated that in direct recruitments to Central Government jobs and services, the reserve category candidates who are selected on the same standard as applied to general candidates should not be adjusted against reserved vacancies.

Selection Board

4. The Committee note that as per DoPT OM No. 42011/2/2014-Estt. (Res) dated 13 February, 2014 it is mandatory to include one (1) member belonging to

OBC category in the Selection Committee/Board for making recruitment to 10 or more vacancies of any posts/services. The OM further directs that where the number of vacancies against which selection is to be made is less than 10, no effort should be spared in finding an OBC officer amongst others for inclusion in such Committees/Boards. In this regard, the Committee are pleased to note that RCF is adhering to the above mentioned guidelines and there has been one (1) OBC member in each of the three Selection Committees constituted in 2019. The Committee, however, find that the same OBC officer has been nominated to all the three Committees in this case. The Committee feel that in order to ensure full independence and impartiality, it is imperative that only one particular officer does not become a permanent fixture in all such Selection Committees. The Committee, therefore, recommend that a panel of OBC officers should be drawn and they should be represented in these Selection Committees on rotation basis.

The Committee note that OBC candidates in RCF are being interviewed on a separate date/time than rest of the General category candidates. The Committee find the practise to be discriminatory and also breeding ground for arbitrary rejections on the basis of low interview marks. It needs to be re-clarified that a candidate belonging to the reserved category is always free to lay claim to an unreserved post on the basis of his merit. Accordingly, the Committee recommend that the discriminatory practise of holding separate interviews for OBC candidates should be done away with immediately. The Committee also recommend that while preparing merit list for interviews, it should be ensured that all candidates (whether SC/ST or OBC) securing marks at par or more than that of the last cut-off unreserved category candidate should also be called for interview.

Training facilities for OBCs.

5. The Committee note that RCF is catering to the training needs of all of its employees including OBC employees through full-fledged Technical Training Institute at Trombay and Thal and Management Development Centre in Mumbai. The company also conducts training on various agriculture related topics for the farming community including those from OBCs through its Farmers' Training Institute at Nagpur and Thal. The Committee opine that in view of the country-wide marketing outreach and goodwill of the company, farmers' welfare can be promoted through equitable partnerships with various farmers' groups, NGOs etc. The Committee understand that majority of the agrarian castes in India belong to the Other Backward Classes and hence such partnerships in the field of training will go a long way in ensuring welfare and empowerment of OBCs. The Committee therefore, recommend that RCF should open more such farmers' training Institutes in other parts of India and thus contribute to twin national goals of rural development and farmers' welfare, including those belonging to OBCs.

The Committee, however, are unhappy to note that RCF has not been providing pre-recruitment and pre-promotion training to OBC candidates and OBC employees. OBCs belong to the vulnerable section of society and pre-recruitment training is a limited aid to alleviate this handicap of the candidates. Similarly, pre-promotion training to OBC employees is must for their seamless career progression and for adding Human Resource Value to the organization. Otherwise, the Committee have observed in a number of cases that the representation of OBCs keep on dwindling as one goes up in the hierarchy. Therefore, the Committee strongly desire that pre-recruitment and pre-promotion training should begin to be provided by RCF and the blueprint of the plan should be shared with the Committee at the action taken stage.

OBC Employees's Association

6. The Committee are pleased to note that OBC Employees' Association in RCF has been formed in December, 2019 after persistent cajoling from the Committee. It is now the duty of the RCF to provide conducive and engaging atmosphere and enabling infrastructure so that OBC Employees' Association can carry out its work effectively. While holding informal discussions with various PSUs/ Government Companies during the Study Tour in January, 2020, the Committee learned about the difficulties being faced by some of the OBC Employees' Associations. The Committee opine that OBC Associations should be spared such hardships and roadblocks in their effective functioning. The Committee, therefore, recommend that RCF should make full efforts to popularize OBC Association among its OBC employees and to render it all possible assistance in order to help it take further roots in the organization.

Outsourcing/Engaging contractual employees.

7. The Committee note that RCF is outsourcing some of its non-core activities like conservancy, horticulture, town security service, canteen etc. However, the company could not reassure the Committee about the due representation of OBCs among contractual staff as it merely submitted that 'it has been observed that percentage of labour belonging to SC/ST/OBC in the outsourced activities are generally on higher side although, there is no direct check of the company'. While the Committee understand that RCF can not hold outsourcing companies accountable on these matters, it doesn't stop it from constructively engaging with them on the imperative of enlarging OBC representation. Moreover, payment of minimum wages as per the Minimum Wages Act and benefits of

other social security schemes relating to health, education, insurance, provident fund facility, etc. should also be ensured to such employees engaged on outsourcing basis in RCF. The Committee would also urge the RCF to ensure strict compliance to Office Memorandum dated May 15, 2018 of the Department of Personnel and Training Government of India, regarding provision of reservation for Scheduled Castes / Scheduled Tribes/OBCs in temporary appointments for duration exceeding 45 days in respect of all the contractual appointments in the organization. In this respect the Committee also recommend that there should be a separate Roster for temporary appointments for more than 45 days.

8. In this regard, the Committee would like to remind RCF that DoPT has been issuing various instructions/guidelines regarding reservations for SC, ST and OBCs in temporary appointments. The Committee would like to enumerate the following instructions/guidelines of DoPT which are made applicable to Central Public Sector Enterprises through Department of Public Enterprises, and expect that the same are strictly adhered to:

Reservation in Posts of Industrial Workers

The industrial establishments of the Government of India and the posts and grades in such establishments, whether these have been classified as Group A, B, C and D or not, are covered by the scheme of reservation for Scheduled Castes, Scheduled Tribes and Other Backward Classes. [O.M.No.8/7/1974-Estt.(SCT) dated 22/08/1975]

Reservation in Temporary Appointment

There shall be reservation for SC/ST/OBC class candidates in all temporary appointments, which are to last for 45 days or more. [O.M. No.36036/3/2018 - ESTT. (Res.) dated 15.05.2018]

Reservation in Work-Charged Posts

The principle of reservation for Scheduled Castes, Scheduled Tribes and Other Backward Classes should generally be suitably applied to the extent possible, to work-charged posts also except those required for emergencies like flood relief work, accident restoration and relief etc. The percentages of reservation in such appointments may correspond to what is applicable to Group C and Group D posts.

[O.M.No.36021/9/1976-Estt.(SCT) dated 10/02/1977]

Reservation in Voluntary Agencies

The Ministries/Departments should insist as a pre-condition to the sanction of grants-in-aid from Central Government to a non-Government organizations/voluntary agency etc. that it shall provide reservation to the extent of 15% to SCs, 7.5% to STs and 27% to OBCs in case of direct recruitment on all India basis in case of direct recruitment to posts normally attracting candidates from a locality or region where:

- (a) The recipient body employs more than 20 persons on a regular basis and at least 50 percent of its recurring expenditure is met from grants-in-aid from the Central Government; and
- (b) The body is a registered society or a cooperative institution and is in receipt of a general purpose annual grants-in-aid of ₹ 2 lakh and above from the Consolidated Fund of India.

A clause providing for reservations in the services under the voluntary agencies should be included in the terms and conditions under which such voluntary agencies /organizations etc. are given grants-in-aid by Government, somewhat on the following lines: “.....(Name of Organization/ Agency etc.) agrees to make reservations for Scheduled Castes, Scheduled Tribes and Other

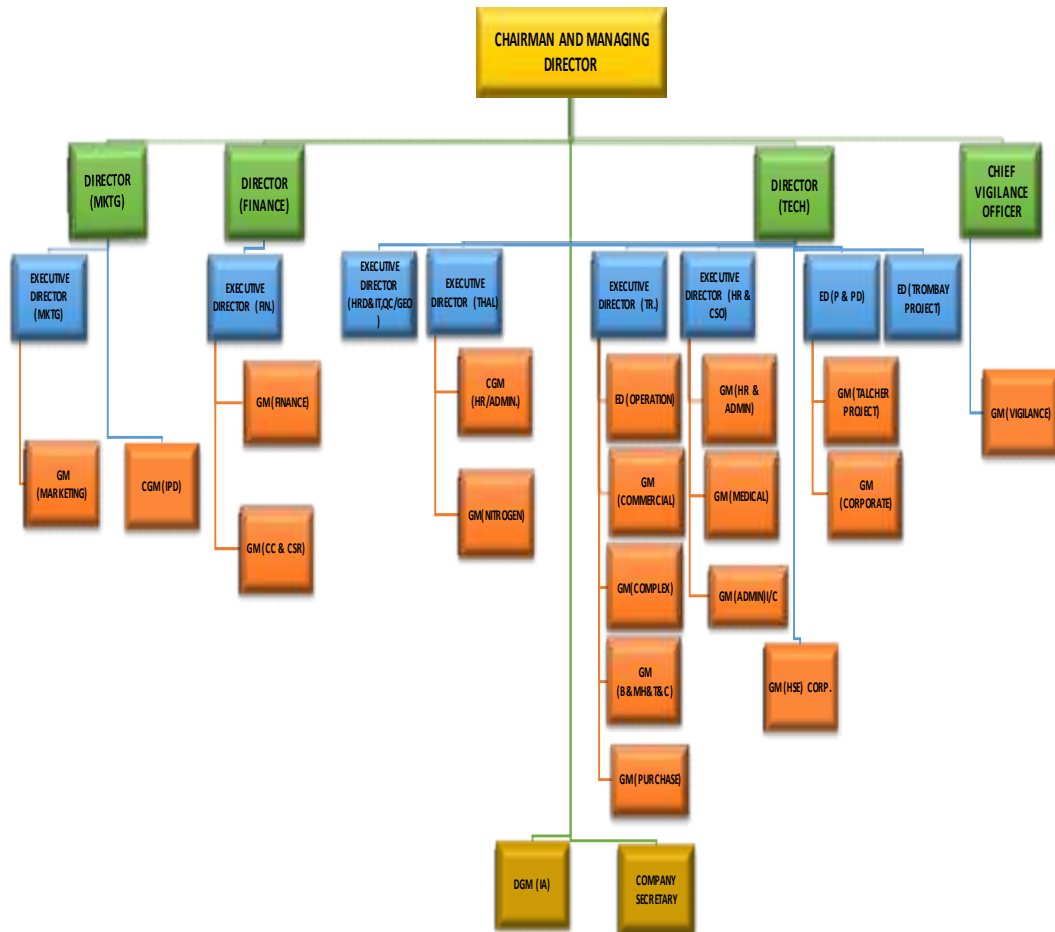
Backward Classes in the posts/services under its control on the lines indicated by the Government of India.

While sanctioning grants-in-aid to various voluntary agencies the progress made by such agencies in employing Scheduled Caste, Scheduled Tribe and Other Backward Class candidates in their services should be kept in view by the administrative Ministries/Departments. The voluntary agencies etc. should be informed that the progress in respect to the employment by them of Scheduled Castes, Scheduled Tribes and OBCs in the services under them would be taken into account by Government while sanctioning future grants-in-aid to them.[O.M.No.27/12/73-Estt.SCT) dated 7/10/1974.

**NEW DELHI;
14th July, 2020
23 Ashadha, 1942(Saka)**

**GANESH SINGH,
Chairperson,
Committee on Welfare of Other Backward Classes**

Organizational structure of RCF



Year-wise details of the appointments made by RCF under various categories of posts since 1993

ANNEXURE - A

Year	Category of posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes						Shortfall	% of age of shortfall	Backlog OBC Vacancies	Backlog OBC Vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC vacancies actually filled						
1	2	3	4	5	6	7	8	9	10	11	12		
1993													
	JR. STENO (CLERK)	1	1	NII	NII	NII	NII	NII	NII	NII	NII		
	ENGG (CHEM)	1	1	NII	NII	NII	NII	NII	NII	NII	NII		
	ENGG (INSTRU)	1	1	NII	NII	NII	NII	NII	NII	NII	NII		
	ENGG (INDL/SYSTEM)	1	1	NII	NII	NII	NII	NII	NII	NII	NII		
	JR DRIVER	7	7	1	NII	1	1	NII	NII	NII	NII		
	MAZDOOR GR I/PLANT ATT GR II	2	2	NII	NII	NII	NII	NII	NII	NII	NII		
	COMPOUNDER	1	1	NII	NII	NII	NII	NII	NA	NII	NII		
	MEDICAL ATTENDANT	1	1	NII	NII	NII	NII	NII	NA	NII	NII		
	X RAY TECHNICIAN	1	1	NII	NII	NII	NII	NII	NA	NII	NII		
1994													
	NURSE GR. III	1	1	NII	NII	NII	NII	NII	NII	NII	NII		
	JR. STENO (CLERK)	1	1	NII	NII	NII	NII	NII	NII	NII	NII		
	TECH GR. II (INST)	1	1	NII	NII	NII	NII	NII	NII	NII	NII		
	OFFICER (MEDICAL)	2	2	NII	NII	NII	NII	NII	NII	NII	NII		
	ENGG (CHEM)	2	2	NII	NII	NII	NII	NII	NII	NII	NII		
	ENGG (CIVIL) (MT)	2	2	NII	NII	NII	NII	NII	NII	NII	NII		
	ENGG (INSTRU)	2	2	NII	NII	NII	NII	NII	NII	NII	NII		
	ENGG (MECH)	2	2	NII	NII	NII	NII	NII	NII	NII	NII		
	ENGG (INDL/SYSTEM)	1	1	NII	NII	NII	NII	NII	NII	NII	NII		
	TECH GR II (INSTRU)	1	1	NII	NII	NII	NII	NII	NII	NII	NII		

Year	Category of posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes						Backlog OBC Vacancies	Backlog OBC Vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC vacancies actually filled	Shortfall	% of age of shortfall		
1995											
	NURSE GR. III	2	2	NII	NII	NII	NII	NII	NII	NII	NII
	COMPOUNDER GR.III	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	JR. STENO (CLERK)	3	3	1	NII	1	1	NII	NII	NII	NII
	OPTR GR. III	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	TECH GR. II (INST)	10	10	2	NII	2	2	NII	NII	NII	NII
	TECH GR. II (MECH)	12	12	2	NII	2	2	NII	NII	NII	NII
	BOILER OPTR GR III	2	2	NII	NII	NII	NII	NII	NII	NII	NII
	CIVIL TECH GR II	4	4	2	NII	2	2	NII	NII	NII	NII
	OFFICE (FIRE)	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	OFFICER (MEDICAL)	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	HR OFFICER/SR HR OFFICER	2	2	NII	NII	NII	NII	NII	NII	NII	NII
	HR OFFICER (D)/SR HR OFFICER (D)	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	ENGG (CHEM)	2	2	1	NII	1	1	NII	NII	NII	NII
	ENGG (CIVIL) (MT)	2	2	1	NII	1	1	NII	NII	NII	NII
	ENGG (ELECT)	2	2	NII	NII	NII	NII	NII	NII	NII	NII
	ENGG (INDL/SYSTEM)	2	2	1	NII	1	1	NII	NII	NII	NII
	BOILER OPTR GR III	2	2	NII	NII	NII	NII	NII	NII	NII	NII
	CIVIL TECH GR II	4	4	1	NII	1	1	NII	NII	NII	NII
	COMPOUNDER GR III	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	JR ACCOUNT ASST	2	2	1	NII	1	1	NII	NII	NII	NII

Year	Category of posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes						Backlog OBC Vacancies	Backlog OBC Vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC vacancies actually filled	Shortfall	% of age of shortfall		
	TECH GR III (MACH)	12	12	2	NII	2	2	NII	NII	NII	NII
	TECH GR III (ELECT)	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	TECH GR II (INSTRU)	10	10	2	NII	2	2	NII	NII	NII	NII
	TECH GR III/II (POLL CONT)	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	MAZDOOR GR II/PLANT ATT GR II	25	25	5	NII	5	5	NII	NII	NII	NII
	MESS GR II /LADY EMPLOYEE	3	3	NII	NII	NII	NII	NII	NII	NII	NII
	FIRE/SAFETY	1	1	NII	NII	NII	1	NII	NII	NII	NII
	INSTRUMENTATION	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	MAZDOOR	4	4	1	NII	1	3	NII	NII	NII	NII
	STORES	2	2	NII	NII	NII	1	NII	NII	NII	NII
1996											
	NURSE GR.III	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	OPTR GR.II	4	4	1	NII	1	1	NII	NII	NII	NII
	OPTR GR.II	7	7	1	NII	1	1	NII	NII	NII	NII
	JR. SAFETY SUPERVISOR GR. II	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	TECH GR II (INSTRU)	1	1	1	NII	1	1	NII	NII	NII	NII
	TECH GR II (MECH)	5	5	2	NII	2	2	NII	NII	NII	NII
	TECH GR. III (ELECT)	10	10	2	NII	2	2	NII	NII	NII	NII

Year	Category of posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes						Backlog OBC Vacancies	Backlog OBC Vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC vacancies actually filled	Shortfall	% of age of shortfall		
	OFFICER (MATERIALS)	5	5	1	Nil	1	1	Nil	Nil	Nil	Nil
	ENGG (CHEM)	12	12	2	Nil	2	2	Nil	Nil	Nil	Nil
	ENGG (ELECT)	2	2	1	Nil	1	1	Nil	Nil	Nil	Nil
	ENGG (INSTRU)	8	8	2	Nil	2	2	Nil	Nil	Nil	Nil
	ENGG (MECH)	10	10	3	Nil	3	3	Nil	Nil	Nil	Nil
	ENGG (INDL/SYSTEM)	3	3	3	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	JR SAFETY SUPERVISOR GR II	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	JR ACCOUNT ASST	4	4	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	TECH GR III (MECH)	5	5	2	Nil	2	2	Nil	Nil	Nil	Nil
	TECH GR III (ELECT)	9	9	2	Nil	2	2	Nil	Nil	Nil	Nil
	TECH GR II (INSTRU)	3	3	1	Nil	1	1	Nil	Nil	Nil	Nil
	JR DRIVER	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	JR FIREMAN	8	8	2	Nil	2	2	Nil	Nil	Nil	Nil
	MAZDOOR GR II/PLANT ATT GR II	32	32	6	Nil	6	6	Nil	Nil	Nil	Nil
	CLERICAL	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	MAZDOOR	2	2	Nil	Nil	Nil	1	Nil	Nil	Nil	Nil
1997											
	JE (CHEM)	17	17	4	nil	4	3	1	Nil	Nil	Nil
	JE (MECH)	14	14	3		3	4	Nil	Nil	Nil	Nil
	JE (ELECT)	4	4	1	Nil	1	1	Nil	Nil	Nil	Nil
	JE (INST)	12	12	3	Nil	3	2	1	Nil	Nil	Nil
	ASST. MTLs OFFICER	6	6	1	Nil	1	0	1	Nil	Nil	Nil

Year	Category of posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes						Backlog OBC Vacancies	Backlog OBC Vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC vacancies actually filled	Shortfall	% of age of shortfall		
	JE (INDL/ SYSTEM)	7	7	1	Nil	1	1	Nil	Nil	Nil	Nil
	JE (CIVIL)	4	4	1	Nil	1	1	Nil	Nil	Nil	Nil
	OPTR GR. III	2	2	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	OPTR GR. II	2	2	1	Nil	1	1	Nil	Nil	Nil	Nil
	JR. MICROBIOLOGIST GR. II	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	JR. SAFETY SUPERVISOR	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	JR. INSTRUCTOR GR. II	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	Tech Gr-III (Elect)	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	OFFICER (MATERIALS)	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	ENGG (INSTRU)	1	1	1	Nil	1	1	Nil	Nil	Nil	Nil
	ENGG (INDL/SYSTEM)	1	1	1	Nil	1	1	Nil	Nil	Nil	Nil
	INSTRUCTOR GR II	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	JR SAFETY SUPERVISOR GR II	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	TECH GR III (ELECT)	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	TECH GR III/II (POLL CONT)	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	JR FIREMAN	2	2	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	MAZDOOR GR II/PLANT ATT GR II	16	16	4	Nil	4	4	Nil	Nil	Nil	Nil
	TELE OPTR	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	MAZDOOR	1	1	Nil	Nil	Nil	1	Nil	Nil	Nil	Nil

Year	Category of posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes						Backlog OBC Vacancies	Backlog OBC Vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC vacancies actually filled	Shortfall	% of age of shortfall		
1998											
	JE (CHEM)	14	14	3	Nil	3	2	1	Nil	Nil	Nil
	JE (MECH)	14	14	3	Nil	3	4	Nil	Nil	Nil	Nil
	JE (ELECT)	4	4	1	Nil	1	1	Nil	Nil	Nil	Nil
	JE (INSTR)	8	8	3	Nil	3	2	Nil	Nil	Nil	Nil
	ASST MTLs OFFICER	9	9	2	Nil	2	Nil	1	Nil	Nil	Nil
	JE (INDL / SYSTEM)	10	10	3	Nil	3	Nil	3	Nil	Nil	Nil
	JE (CIVIL)	4	4	1	Nil	1	1	Nil	Nil	Nil	Nil
	JR STENO CLK	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	JR. MICROBIOLOGIST GR. II	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	SR OFFICER (FINANCE)	5	5	1	Nil	1	1	Nil	Nil	Nil	Nil
	OFFICER (FINANCE) (MT)	4	4	1	Nil	1	1	Nil	Nil	Nil	Nil
	OFFICER (MEDICAL)	4	4	1	Nil	1	1	Nil	Nil	Nil	Nil
	HR OFFICER/SR HR OFFICER	4	4	1	Nil	1	1	Nil	Nil	Nil	Nil
	INDUSTRIAL ENGG/SYSTEM OFFICER	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	ENGG (INDL/SYSTEM)	5	5	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	NURSE GR III	2	2	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	JR DRIVER	7	7	1	Nil	1	1	Nil	Nil	Nil	Nil
	MAZDOOR GR II/PLANT ATT GR II	6	6	1	Nil	1	1	Nil	Nil	Nil	Nil

Year	Category of posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes						Backlog OBC Vacancies	Backlog OBC Vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC vacancies actually filled	Shortfall	% of age of shortfall		
	MESS GR II /LADY EMPLOYEE	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	CHEMICAL LABORATORY	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	CLERICAL	1	1	Nil	Nil	Nil	1	Nil	Nil	Nil	Nil
	MAZDOOR	2	2	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	STENO	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
1999											
	JE (CHEM)	16	16	4	Nil	4	2	2	Nil	Nil	Nil
	JE (MECH)	17	17	4	Nil	4	6	Nil	Nil	Nil	Nil
	JE (ELECT)	9	9	2	Nil	2	2	Nil	Nil	Nil	Nil
	JE (INSTR)	9	9	2	Nil	2	3	Nil	Nil	Nil	Nil
	ASST MTLs OFFICER	9	9	2	Nil	2	Nil	2	Nil	Nil	Nil
	JE (INDL / SYSTEM)	9	9	2	Nil	2	Nil	2	Nil	Nil	Nil
	NURSE GR. III	6	6	1	Nil	1	1	Nil	Nil	Nil	Nil
	OFFICER (MEDICAL)	2	2	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	ENGG (CHEM)	2	2	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	ENGG (CIVIL) (MT)	2	2	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	ENGG (MECH)	6	6	2	Nil	2	2	Nil	Nil	Nil	Nil
	JR ACCOUNT ASST	2	2	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	CHEMICAL/PRODUCT ION	5	5	1	Nil	Nil	Nil	1	1	Nil	Nil
	FINANCE	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	INSTRUMENTATION	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	STORES	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

Year	Category of posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes						Backlog OBC Vacancies	Backlog OBC Vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC vacancies actually filled	Shortfall	% of age of shortfall		
2000											
	JE (CHEM)	13	13	3	NII	3	1	2	NII	NII	NII
	JE (MECH)	10	10	2	NII	2	3	NII	NII	NII	NII
	JE (INST)	4	4	1	NII	1	1	NII	NII	NII	NII
	ASST MTLs OFFICER	6	6	2	NII	2	0	2	NII	NII	NII
	JE (INDL / SYSTEM)	11	11	3	NII	3	0	3	NII	NII	NII
	ENGG. (INSTRU)	3	3	NII	NII	NII	NII	NII	NII	NII	NII
	MAZDOOR	1	1	NII	1	1	NII	NII	NII	NII	NII
2001											
	JE (MECH)	3	3	1	NII	1	1	NII	NII	NII	NII
	ASST MTLs OFFICER	4	4	1	NII	1	0	1	NII	NII	NII
	JE (INDL / SYSTEM)	7	7	1	NII	1	0	1	NII	NII	NII
	OFFICE (FIRE)	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	JR ACCOUNT ASST	2	2	NII	NII	NII	NII	NII	NII	NII	NII
	CHEMICAL/PRODUCT ION	8	8	2	1	3	2	1	1	NII	NII
	MAZDOOR	2	2	NII	NII	NII	NII	NII	NII	NII	NII
2002											
	JE (CHEM)	7	7	1	NII	1	1	NII	NII	NII	NII
	JE (MECH)	4	4	2	NII	2	2	NII	NII	NII	NII
	JE (ELECT)	3	3	1	NII	1	1	NII	NII	NII	NII
	OFFICER (MATERIALS)	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	OFFICER (MEDICAL)	2	2	NII	NII	NII	NII	NII	NII	NII	NII

Year	Category of posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes						Backlog OBC Vacancies	Backlog OBC Vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC vacancies actually filled	Shortfall	% of age of shortfall		
	HR OFFICER (MT)	1	1	1	NII	1	1	NII	NII	NII	NII
	ENGG (CHEM)	5	5	1	NII	1	1	NII	NII	NII	NII
	ENGG (ELECT)	1	1	1	NII	1	1	NII	NII	NII	NII
	ENGG (INSTRU)	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	ENGG (INDL/SYSTEM)	6	6	1	NII	1	1	NII	NII	NII	NII
	LAB ASST GR II (MEDICAL)	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	JR DRIVER	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	JR FIREMAN	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	MESS GR II /LADY EMPLOYEE	1	1	1	NII	1	1	NII	NII	NII	NII
	CHEMICAL/PRODUCT ION	2	2	NII	1	1	NII	NII	NII	1	NII
2003											
	JE (CHEM)	6	6	1	NII	1	1	NII	NII	NII	NII
	OFFICER (MEDICAL)	3	3	2	NII	2	2	NII	NII	NII	NII
	JR DRIVER	1	1	1	NII	1	1	NII	NII	NII	NII
2004											
	JE (CHEM)	6	6	1	NII	1	1	NII	NII	NII	NII
	OFFICER (MEDICAL)	4	4	1	NII	1	1	NII	NII	NII	NII
2005											
	JE (CHEM)	10	10	2	NII	2	2	NII	NII	NII	NII
	OFFICE (FIRE)	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	ENGG (CHEM)	5	5	1	NII	1	1	NII	NII	NII	NII
	ENGG (ELECT)	2	2	1	NII	1	1	NII	NII	NII	NII

Year	Category of posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes						Backlog OBC Vacancies	Backlog OBC Vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC vacancies actually filled	Shortfall	% of age of shortfall		
	JR EDP ASSTT	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
2006											
	HR OFFICER/SR HR OFFICER	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	HR OFFICER (D)/SR HR OFFICER (D)	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	ENGG (ELECT)	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	ENGG (MECH)	4	4	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	ENGG (BOILER PROFICIENCY)	2	2	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	NURSE GR. III	2	2	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	OPTR GR III	14	14	4	Nil	4	4	Nil	Nil	Nil	Nil
	JR FIREMAN	5	5	1	Nil	1	1	Nil	Nil	Nil	Nil
	MAZDOOR GR II/PLANT ATT GR II	5	5	1	Nil	1	1	Nil	Nil	Nil	Nil
	MESS GR II /LADY EMPLOYEE	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	HOSPITAL ATTEN/WARD ATTEND	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	MAZDOOR	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	NURSING	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
2007											
	HR OFFICER (D)/SR HR OFFICER (D)	2	2	1	Nil	1	1	Nil	Nil	Nil	Nil
	ENGG (CHEM)	2	2	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	ENGG (CIVIL) (MT)	2	2	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

Year	Category of posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes						Backlog OBC Vacancies	Backlog OBC Vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC vacancies actually filled	Shortfall	% of age of shortfall		
	ENGG (ELECT)	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	ENGG (MECH)	3	3	1	NII	1	1	NII	NII	NII	NII
	DY. MANAGER (CHEM)	3	3	NII	NII	NII	NII	NII	NII	NII	NII
	SR. ENGINEER (MECH)	2	2	NII	NII	NII	NII	NII	NII	NII	NII
	DY. MANAGER (ELECT)	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	SR. ENGG (INSTRU)	2	2	NII	NII	NII	NII	NII	NII	NII	NII
	OFFICER (R&D)	4	4	1	NII	1	1	NII	NII	NII	NII
	Nurse Gr.III	2	2	NII	NII	NII	NII	NII	NII	NII	NII
	OPTR GR III	40	40	10	NII	10	10	NII	NII	NII	NII
	TECH GR III (ELECT)	10	10	2	NII	2	2	NII	NII	NII	NII
	MESS GR II /LADY EMPLOYEE	1	1	NII	NII	NII	NII	NII	NII	NII	NII
2008											
	OFFICE (FIRE)	1	1	1	NII	1	1	NII	NII	NII	NII
	OFFICER (MATERIALS)	9	9	4	NII	4	4	NII	NII	NII	NII
	OFFICER (MEDICAL)	3	3	NII	NII	NII	NII	NII	NII	NII	NII
	ENGG (CHEM)	32	32	6	NII	6	6	NII	NII	NII	NII
	ENGG (CIVIL) (MT)	5	5	1	NII	1	1	NII	NII	NII	NII
	ENGG (ELECT)	7	7	2	NII	2	2	NII	NII	NII	NII
	ENGG (INSTRU)	8	8	3	NII	3	3	NII	NII	NII	NII
	ENGG (MECH)	10	10	3	NII	3	3	NII	NII	NII	NII
	OPTR GR III	15	15	6	NII	6	6	NII	NII	NII	NII

Year	Category of posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes						Backlog OBC Vacancies	Backlog OBC Vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC vacancies actually filled	Shortfall	% of age of shortfall		
	TECH GR III (MACH)	8	8	NII	NII	NII	NII	NII	NII	NII	NII
	TECH GR III (ELECT)	7	7	1	NII	1	1	NII	NII	NII	NII
	EQUIP ATTEND GR II	7	7	1	NII	1	1	NII	NII	NII	NII
	MAZDOOR	1	1	NII	NII	NII	NII	NII	NII	NII	NII
2009											
	OFFICER (MATERIALS)	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	HR OFFICER (MT)	2	2	1	NII	1	1	NII	NII	NII	NII
	OFFICER (CORP.COMMUNICATION)(MT)	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	ENGG (CHEM)	10	10	2	NII	2	2	NII	NII	NII	NII
	ENGG (INSTRU)	5	5	NII	NII	NII	NII	NII	NII	NII	NII
	JR BOILER OPTR	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	LIBRARY ASSISTANT GR III	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	OPTR GR III	42	42	11	NII	11	11	NII	NII	NII	NII
	TECH GR III (MACH)	9	9	1	NII	1	1	NII	NII	NII	NII
	TECH GR III (ELECT)	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	TECH GR III (INSTRU)	6	6	1	NII	1	1	NII	NII	NII	NII
	JR FIREMAN	2	2	NII	NII	NII	NII	NII	NII	NII	NII
	EQUIP ATTEND GR II	5	5	2	NII	2	2	NII	NII	NII	NII

Year	Category of posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes						Backlog OBC Vacancies	Backlog OBC Vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC vacancies actually filled	Shortfall	% of age of shortfall		
	BOILER OPERATION	8	8	2	Nil	2	2	Nil	Nil	Nil	Nil
	CHEMICAL/PRODUCT ION	3	3	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	FIRE	4	4	1	Nil	1	3	Nil	Nil	Nil	Nil
	MECHANICAL	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	MEDICAL	4	4	1	Nil	1	1	Nil	Nil	Nil	Nil
	NURSING	2	2	Nil	Nil	Nil	1	Nil	Nil	Nil	Nil
2010											
	OFFICER (MATERIALS)	8	8	1	Nil	1	1	Nil	Nil	Nil	Nil
	HR OFFICER (DJMT)	2	2	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	ENGG (CHEM)	2	2	1	Nil	1	1	Nil	Nil	Nil	Nil
	ENGG (MECH)	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	ENGG (INDL/SYSTEM)	1	1	1	Nil	1	1	Nil	Nil	Nil	Nil
	JR BOILER OPTR	4	4	1	Nil	1	1	Nil	Nil	Nil	Nil
	CIVIL TECH GR III	2	2	1	Nil	1	1	Nil	Nil	Nil	Nil
	JR ACCOUNT ASST	7	7	2	Nil	2	2	Nil	Nil	Nil	Nil
	LIBRARY ASSISTANT GR III	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	Nurse Gr.III	2	2	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	OPTR GR III	3	3	1	Nil	1	1	Nil	Nil	Nil	Nil
	TECH GR III (MACH)	7	7	1	Nil	1	1	Nil	Nil	Nil	Nil
	TECH GR III (ELECT)	4	4	1	Nil	1	1	Nil	Nil	Nil	Nil
	TECH GR III (INSTRU)	6	6	1	Nil	1	1	Nil	Nil	Nil	Nil
	FIRE	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

Year	Category of posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes						Backlog OBC Vacancies	Backlog OBC Vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC vacancies actually filled	Shortfall	% of age of shortfall		
	INSTRUMENTATION	3	3	NII	NII	NII	1	NII	NII	NII	NII
	MECHANICAL	2	2	NII	NII	NII	NII	NII	NII	NII	NII
2011											
	OFFICER (MEDICAL)	2	2	1	NII	1	1	NII	NII	NII	NII
	ENGG (CHEM)	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	ENGINEER (CIVIL) (DIRECT)	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	CIVIL TECH GR III	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	OPTR GR III	4	4	1	NII	1	1	NII	NII	NII	NII
	TECH GR III (ELECT)	6	6	1	NII	1	1	NII	NII	NII	NII
	FIRE	1	1	NII	NII	NII	NII	NII	NII	NII	NII
2012											
	OFFICER(FINANCE)	3	3	NII	NII	NII	NII	NII	NII	NII	NII
	OFFICER (MATERIALS)	1	1	1	NII	1	1	NII	NII	NII	NII
	OFFICER (MEDICAL)	2	2	NII	NII	NII	NII	NII	NII	NII	NII
	HR OFFICER/SR HR OFFICER	1	1	1	NII	1	1	NII	NII	NII	NII
	ENGG (CHEM)	8	8	1	NII	1	1	NII	NII	NII	NII
	ENGG (CIVIL) (MT)	5	5	1	NII	1	1	NII	NII	NII	NII
	ENGINEER (CIVIL) (DIRECT)	3	3	1	NII	1	1	NII	NII	NII	NII
	ENGG (ELECT)	4	4	1	NII	1	1	NII	NII	NII	NII
	ENGG (INSTRU)	6	6	3	NII	3	3	NII	NII	NII	NII

Year	Category of posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes						Backlog OBC Vacancies	Backlog OBC Vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC vacancies actually filled	Shortfall	% of age of shortfall		
	ENGG (INDL/SYSTEM)	3	3	NII	NII	NII	NII	NII	NII	NII	NII
	SR.ENGINEER (MECH)	6	6	2	NII	2	2	NII	NII	NII	NII
	OFFICER (R&D)	2	2	NII	NII	NII	NII	NII	NII	NII	NII
	JR HORTICULTURE OFFICER	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	CIVIL TECH GR III	2	2	NII	NII	NII	NII	NII	NII	NII	NII
	OPTR GR III	40	40	5	NII	5	5	NII	NII	NII	NII
	TECH GR III (MACH)	7	7	1	NII	1	1	NII	NII	NII	NII
	TECH GR III (ELECT)	8	8	1	NII	1	1	NII	NII	NII	NII
	TECH GR III (INSTRU)	10	10	3	NII	3	3	NII	NII	NII	NII
	JR DRAFTSMAN	2	2	NII	NII	NII	NII	NII	NII	NII	NII
	JR MACHINIST	3	3	NII	NII	NII	NII	NII	NII	NII	NII
	JR FIREMAN	3	3	1	NII	1	1	NII	NII	NII	NII
	HOSPITAL ATTEN/WARD ATTEND	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	OFFICE ATTEN GR III	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	EQUIPMENT OPERATORS	5	5	1	NII	1	2	NII	NII	NII	NII
	LAB TECHNICIAN	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	MACHINIST	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	MAZDOOR	1	1	NII	NII	NII	1	NII	NII	NII	NII
	NURSING	2	2	NII	NII	NII	1	NII	NII	NII	NII
2013											

Year	Category of posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes						Backlog OBC Vacancies	Backlog OBC Vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC vacancies actually filled	Shortfall	% of age of shortfall		
	OFFICER(FINANCE)	1	1	1	Nil	1	1	Nil	Nil	Nil	Nil
	SR OFFICER (FINANCE)	8	8	2	Nil	2	2	Nil	Nil	Nil	Nil
	ENGG (ELECT)	2	2	1	Nil	1	1	Nil	Nil	Nil	Nil
	DY. MANAGER (CHEM)	3	3	1	Nil	1	1	Nil	Nil	Nil	Nil
	SR.ENGINEER (MECH)	4	4	1	Nil	1	1	Nil	Nil	Nil	Nil
	SR.OFFICER(SOCIAL COUNSELLOR)	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	DY.MANAGER (FINANCE)	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	DY.MANAGER(HR)	1	1	1	Nil	1	1	Nil	Nil	Nil	Nil
	SR.ENGINEER(BOILER PROFICIENCY)	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	SR.ENGINEER(CHEM)	2	2	1	Nil	1	1	Nil	Nil	Nil	Nil
	OPTR GR III	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	TECH GR III (MACH)	9	9	2	Nil	2	2	Nil	Nil	Nil	Nil
	TECH GR III (ELECT)	5	2	1	Nil	1	1	Nil	Nil	Nil	Nil
	TECH GR III (INSTRU)	13	13	3	Nil	3	3	Nil	Nil	Nil	Nil
	JR DRAFTSMAN	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	JR FIREMAN	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	HOSPITAL ATTEN/WARD ATTEND	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	HOSPITAL ATTEN GR III	6	6	1	Nil	1	1	Nil	Nil	Nil	Nil

Year	Category of posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes						Backlog OBC Vacancies	Backlog OBC Vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC vacancies actually filled	Shortfall	% of age of shortfall		
	MACHINIST	3	3	NII	NII	NII	3	NII	NII	NII	NII
2014											
	OFFICER(FINANCE)	6	6	1	NII	1	1	NII	NII	NII	NII
	OFFICER(FINANCE)	14	14	4	NII	4	4	NII	NII	NII	NII
	HR OFFICER (MT)	2	2	1	NII	1	1	NII	NII	NII	NII
	ENGG (ELECT)	5	5	1	NII	1	1	NII	NII	NII	NII
	ENGG (INSTRU)	5	5	NII	NII	NII	NII	NII	NII	NII	NII
	ENGG (MECH)	8	8	1	NII	1	1	NII	NII	NII	NII
	ENGG (INDL/SYSTEM)	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	SR.ENGINEER(CHEM)	2	2	NII	NII	NII	NII	NII	NII	NII	NII
	OPTR GR III	22	22	5	NII	5	5	NII	NII	NII	NII
	TECH GR III (MACH)	10	10	1	NII	1	1	NII	NII	NII	NII
2015											
	OFFICER(FINANCE)	4	4	1	NII	1	1	NII	NII	NII	NII
	ENGG (CHEM)	20	20	2	NII	2	2	NII	NII	NII	NII
	ENGG (INDL/SYSTEM)	2	2	NII	NII	NII	NII	NII	NII	NII	NII
	ENGG (BOILER PROFICIENCY)	5	5	1	NII	1	1	NII	NII	NII	NII
	OPTR GR III	1	1	NII	NII	NII	NII	NII	NII	NII	NII
2016											
	OFFICER(FINANCE)	2	2	1	NII	1	1	NII	NII	NII	NII
	OPTR GR III	3	3	NII	NII	NII	NII	NII	NII	NII	NII
	ENGG (CHEM)	18	18	4	NII	4	4	NII	NII	NII	NII

Year	Category of posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes						Backdog OBC Vacancies	Backdog OBC Vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC vacancies actually filled	Shortfall	% of age of shortfall		
	INDUSTRIAL ENGG.	2	2	NII	NII	NII	NII	NII	NII	NII	NII
	SR. MEDICAL OFF	2	2	NII	NII	NII	NII	NII	NII	NII	NII
2017											
	ENGG (CHEM)	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	OPTR GR III	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	CHIEF MEDICAL OFFICER	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	OFFICER FIN.	14	9	3	NII	3	3	NII	NII	NII	NII
	SR. MANAGER FIN.	5	5	1	NII	1	1	NII	NII	NII	NII
2018											
	BOILER OPT	10	6	2	NII	2	NII	NII	NII	2	NII
	ENG (SAFETY)	2	2	NII	NII	NII	NII	NII	NII	NII	NII
	ENG (ENVIRONMENTAL)	2	2	NII	NII	NII	NII	NII	NII	NII	NII
	MT MKTG	10	3	3	NII	3	1	NII	NII	2	NII
	MANAGER (LEGAL)	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	OFFICER (LEGAL)	1	1	NII	NII	NII	NII	NII	NII	NII	NII
	MT (CHEM)	25	under process	6	under process	NII	NII	NII	NII	NII	NII
	ENG (BOILER PROF.)	5	5	2	NII	2	2	NII	NII	NII	NII
	OPERATOR TRAINEE 2018	50	46	13	NIL	13	13	NII	NII	NII	NII
2019											

Year	Category of posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes						Backlog OBC Vacancies	Backlog OBC Vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC vacancies actually filled	Shortfall	% of age of shortfall		
	ENGINEER (ENVIRONMENTAL)	2	2	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	OFFICER (FIRE)	5	5	1	Nil	1	1	Nil	Nil	Nil	Nil
	OFFICER (MARKETING)	15	13	4	Nil	4	3	Nil	Nil	1	Nil
	ENG (BOILER PROF.)	15	14	4	Nil	4	4	Nil	Nil	Nil	Nil
	OFFICER (MEDICAL)	3	3	1	Nil	1	1	Nil	Nil	Nil	Nil
	ED (FINANCE)	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	SENIOR OFFICER (CS)	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	ENGINEER (CHEMICAL)	41	under process	10	under process	Nil	Nil	Nil	Nil	Nil	Nil
	ENGINEER (ELECTRICAL)	20	under process	4	under process	Nil	Nil	Nil	Nil	Nil	Nil
	OPERATOR TRAINEE 2019	50	under process	14	under process	14	Nil	Nil	Nil	Nil	Nil
	BOILER OPERATOR GRADE III	16	under process	5	under process	5	Nil	Nil	Nil	Nil	Nil
	NURSE GRADE II	8	under process	2	under process	2	Nil	Nil	Nil	Nil	Nil

Details of the training courses and representation of candidates from Other Backward Classes in such training courses

Name of Training Programme	OBC	
	2018	2019
DECISION MAKING	6	1
HALF DAY PROGRAM ON HALLO HAPPINESS		10
INTERPERSONAL SKILLS	1	
L- QC TRAINING		4
PROG FOR DISABLED EMPLOYEES	1	
12TH ANNUAL IND. CHEM. INDUSTRY OUTLOOK		2
28TH NATIONAL MEET OF FORUM OF WIPS	1	
2ND INT. CONFERENCE ON CGLA EAGID-GPL 19		1
57TH UNIT LEVEL CLASS FOR WORKERS	8	
7TH ANNUAL RESPIRATORY CONF. SUNCON-7		1
ACCIDENT PREVENT.PRINCIPLES, WORK PERMIT	1	
ACCIDENT PREVENTION PRINCIPLES	10	15
ACHIEVING HSE EXCELLENCE		9
ADVANCE ELECT. PROTECTION SYSTEM(RELAYS)	3	
ADVANCE EXCELL	2	
ADVANCE EXCELL FOR FINANCE	4	
ADVANCE EXCELL- HRD APKE DWAR		1
Advanced Process Control & Instrumentation	5	
Advanced Wireless Technology	2	
AMM-LINE-II MODIFICATIONS	2	
AMM-MASS FLOW METER	2	
AMM-MODIFICATIONS	3	
ANALYTICAL ASPECT OF CHEMICAL LABORATORY	9	2
ANALYTICAL ASPECTS IN CHEM. LABORATORY	3	6
ANALYTICAL INSTRUMENTS WORKING PRINCIPLE	1	
Analytical Thinking	17	
ANDROID APPLICATION DEVELOPMENT		2
AWARENESS PROGRAMME ON ISO45001	3	
AWARENESS SESSION ON DEMENTIA	8	
B.PRTCS. BEARING MAINTENANCE LUBRICATION		1
BASICS OF CYBER SECURITY	5	
BEARING MAINTENANCE	3	
BEHAVIOUR BASED SAFETY	39	
BEHAVIOURAL BASED SAFETY	39	5
BEING CREATIVE TO UNLOCK HUMAN POTENTIAL	19	
BEST ELECTRICAL MAINTENACE PRACTICES	4	
BEST MAINTAINENCE PRACTICES IN COMPRESSO	1	
BEST MAINTENANCE PRACTICES OF COMPRESSOR	11	
BEST PRACTICES IN VALVE MAINTENANCE	3	
BEST WAYS OF CONSERVATION OF ENERGY		4
BIOMETRIC APTITUDE TEST	6	
BUILDING CONFIDENCE	14	4
BUILDING INITATIVE	7	
CAPACITY BUILDING ON MoU EVALUATION	1	
CARDIOPULMONARY RESUSCITATION	10	
CASHLESS TRAN.THR' DIGITAL PAYMENT MODES	25	
CGP-COOLING TOWER	1	
CGP-ENERGY MANAGEMENT	3	

Name of Training Programme	OBC	
	2018	2019
CHANGE / STRATEGIC MANAGEMNT	2	
CHEM & INDUSTRIAL DISASTER MANAGEMNT	1	
COMPETITION LAW & PUBLIC PROCUREMENT		12
COMPUTER AWARENESS PROGRAMME 2		3
COMPUTER AWARENESS PROGRAMME	10	
COMPUTER AWARENESS PROGRAMME-2 DAYS		5
CON.THERMAL MONITORING-FIR&GAS ANALYSING	2	
CONCRETE STRUCTURES & WATER PROOFING MAT	1	
CONFLICT MANAGEMET	6	
CONFLICT MGT & TEAM BUILDING		3
CONTROL VALVE	3	
CONTROL VALVE - TYPES, APPLICATION & SEL	4	
CONTROL VALVE AND VASLVE POSITIONERS		3
CONTROL VALVE-BASIC, TYPES & ITS TESTING	5	
COOLING TOWER PRESENTATION	7	
COOLING WATER TREATMENT	7	6
CORPORATE CULTURE & ETIQUETTES		3
CORPORATE SOCIAL RESPONLIBILITY (CSR)		1
COST CONSCIOUSNESS & COST OPTIMIZATION		7
CRISIS MANAGEMET		2
CUSTOMER RELATIONSHIP MANAGEMENT		2
CYBER FRAUDS & DATA THEFTS	3	
DAY'S BEST QC PRESENTATION-2018		5
DCS	1	
DCS ARCHITECTURE, OPERATION & MAINTENANCE	2	
DEV MENTORING & HANDHOLDING SKILLS		3
DIGITAL DISRUPTION USING ARTIFICIAL INTE		1
DISASTER MANAGEMENT	5	
DISASTER MGT. DURING FLOOD SITUATION	4	
DoP & TENDER GUIDELINE	13	
DRAFTING SKILLS	3	
DRAFTING SKILLS- HALF DAY	11	
DYNAMICS OF FERTILIZER MARKETING	1	1
EARTH PIT SURGE ARRESTOR AND SAFETY	3	
EFFECTIVE COMMUNICATION SKILL DEVELOPMNT	1	
EFFECTIVE COMMUNICATION SKILLS	12	
EFFECTIVE INTERPERSONAL RELATIONSHIP		3
EFFECTIVE WORK CULTURE & PRODUCTIVITY		6
EFFORTLESS WEIGHT LOSS & DIABETES PREVEN		14
ELECT. DRAWING READING & FAULT FINDING-1	3	
ELECTRICAL ENERGY CONSERVATION		1
ELECTRICAL MEASURING INSTRS. & SAFETY		9
ELECTRICAL MEASURING INSTRUMENT	2	
ELECTRICAL SAFETY		11
ELECTRICAL SAFETY FOR MECH-TECHNICIANS	2	
Emergency Control Plan	28	
EMOTIONAL INTELLIGENCE	17	
EMPLOYBILITY SKILL	22	
EMPOWERMENT PROG FOR DISABLED EMPLOYEES	2	
ENERGY CONSERVATION		1

Name of Training Programme	OBC	
	2018	2019
ENERGY CONSERVATION-ONE DAY	3	
ENERGY EFFICIENCY IN ELECTRICAL UTILITIE	1	
Enhancing Administrative Skills	11	
ENVIRONMENT MANAGEMENT 1 DAY	10	
ERADICATE CURRUPTION-BUILD NEW INDIA	7	
E-TENDERING	6	
EXECUTIVE DIPLOMA IN PROJECT Management	1	8
FAI - PRG FOR SR. MAINTENANCE ENGINRS		1
FAI TRNG PROG FOR SR MAINTAINANCE ENGG.	1	
FERTILIZER INDUSTRY IN INDIA-CHALLENGES		1
FIELD INSTRUMENTATION & AUTOMATION		2
FINANCE FOR NON FINANCE	2	
FINANCIAL INVESTMENT PLANNING		6
FINANCIAL MANAGEMENT- 5 DAYS		1
FINANCIAL PLANG FOR SUPERANNUATING EMP.	2	
FINANCIAL PLANNING	1	2
FINANCIAL PLANNING- HALF DAY		5
FIRE & SAFETY MGT WITH FIRST AID		11
FIRE AND SAFETY MANAGEMENT	37	
FIRST-AID, FIRE AND SAFETY FOR HWP	8	4
fluid flow operations	13	
GeM programme	2	
GENDER SENSITIZATION - HALF DAY		28
GREEN UMBRELLA-HEALTHY LIFE STYLE	6	
GST TRAINING		7
GUIDANCE ON QUALITY CIRCLE	5	
HAND HYGIENE & INFECTION CONTROL PRODUCT	5	
HAPPINESS THROUGH INVESTMENT & ITS RETUR		2
HEALTH AWARENESS PROGRAMME	4	
HEART MANAGEMENT	30	
HEAT TRANSFER OPERATIONS	14	4
HINDI KARYASHALA - HALF DAY	9	
HINDI QUIZ	3	
HINDI QUIZ & SAMACHAR PATHAN	2	
HINDI TRANSLATION TRAINING PROGRAMME		4
HINDI UNICODE	3	10
HINDI WORKSHOP		18
HRD AAPKE DWAR- IT FOR IE HRD		1
HRD AAPKE DWAR- STRESS MANAGEMENT FOR IT		2
HUMAN EXCELLANCE	5	
HWP-DISCUSSION ON LAB ANALYSIS	4	
HWP-PPEs & GENERAL SAFETY RULES	4	
HWP-RECENT MODIFICATIONS,SAFETY FEATURES	2	
HWP-SAFETY VALVES	2	
ICC PROGRAMME SESSION	4	
IMP RELIABILTY OF PUMPS THR BEST MAIN PR	7	
IMPORTANCE OF HIRA,EAIR & QO	14	
IMPROVEMENT SCHEMES OF ENERGY RED		12
IMS AUDITOR PROGRAM-ISO 9001,14001&45001	9	
IMS AWARENESS TRAINING QEO		8

Name of Training Programme	OBC	
	2018	2019
IMS TRAINING FOR CORE GROUP MEMBERS	12	
IMS, PSM, BBS, FIRST-AID, FIRE & SAFETY	1	
IND AS	3	
INDUCTION MOTOR MAINTENANCE & PROTECTION	4	
INDUCTION PROGRAM FOR MANAGEMENT TRAINEE	4	
INDUCTION PROGRAMME	39	
INDUSTRIAL SAFETY & EXHIBITION	1	
INDUSTRIAL SAFETY MANAGEMENT	16	
INNOVATION THE WAY	12	
INTER UNIT SAFETY MEET 2018	19	
INTERNATIONAL YOGA DAY	4	
INVESTMENT AWARENESS PROG BY SBI	2	
ISO-50001:2011-AWA, STAND, IMPL, EnMP & OCP	2	
Knowhow of transmitters in gas, acid Plan	2	3
KNWLDGE OF MGMT CONTRACT LAB & OUTSRCNG	1	
LATEST TRENDS IN SWITCHGEAR	5	
LEADERSHIP DEV. PROG. FOR RCF OFFICER AS		11
LEADERSHIP DEVELOPMENT PROGR		1
LINING CONTRACTS & DISCREPANCISE	5	
LINING CONTRACTS & PROCUREMENT	3	
LT SWITCHGEAR EQUIPMENTS-ONE DAY	9	
MANAGERIAL EFFECTIVENESS	4	1
MANAGING PEOPLE AT WORK	2	2
MARATHI- QUIZ		3
MASS TRANSFER OPERATIONS	8	
MATERIAL SELECTION-HIGHLY CORRSIVE FLUID		1
MEDICAL EDUCATION PROGRAM	1	
MENTORING FOR WOMEN EMPLOYEES	25	
MIND MANAGEMENT	2	
MIND MANAGEMENT WORKSHOP	6	
MIND MGMT. & RIGHT THINKING	1	
MMGMT. MANTRAS BY SAMARTH RAMDAS		1
MODULAR TRAINING - BATCH- 51	3	
MODULAR TRAINING PROG- BATCH 52	7	
MODULAR TRAINING PROG- BATCH 53		5
MOTIVATION	6	
MOTIVATIONAL TALK		17
NATIONAL SEMINAR ON NEW INDIA 2022	1	
NATURAL ESTER FOR TRANSFORMER INSULATION	8	
NDT ASNT LEVEL-II (MEGNETIC PARTICLE)	4	
NDT ASNT LEVEL-II (ULTRASONIC TESTING)	5	
NEGOTIATION SKILLS	6	
OHS LEADERSHIP OPPORTUNITIES & CHALLENGE	2	
ONLINE FILING OF INCOME TAX RETURNS	4	10
ONLINE GATE PASS SYSTEM (IT/MES)	4	
OVERVIEW OF IMS	22	
OVERVIEW OF ISO-45001	2	
PENSION PROGRAMME - HALF DAY		1
PERFORMANCE APPRAISAL SYSTEM	7	
PERSONAL EFFECTIVENESS	7	

Name of Training Programme	OBC	
	2018	2019
PERSONAL FINANCIAL AWARENESS PROGRAM	3	
PERSONALITY DEV. & ENGLISH SPEAKING		153
PERSONEL EFFECTIVENESS	9	
PGA-ESSAY WRITING COMPETITION	2	
PHOTOGRAPHY SKILLS	3	
PLANNING, PRIORITISING & CRISIS MGT	2	
PLANNING, PRIORITY & CRISIS MANAGEMENT		1
PLASMA EMISSION GAS ANALY CHROMATOGRAPH	5	
PLASTIC PROHIBITION PENALTIES & DISPOSA		2
PLASTIC WASTE MANAGEMENT		4
PLC	1	
PLC ARICHITECTURE,OPERATION & MAINTENANC	1	
PLC-OVERVIEW & OPERATION	2	3
PORT HANDLING & COASTAL SHIPPING		1
POWER GENERATION THROGH SOLAR ENERGY	8	
PRACTICAL ASPECTS OF UNIT OPERATIONS	13	
PRESENTATION SKILLS & PUBLIC SPEAKING	4	
PREVENTION OF DISEASE IN RAINY SEASON -H	4	
PROCESS CALCULATIONS	6	
PROCESS SAFETY MANAGEMENT	4	
PROCUREMENT & CONTRACT MANAGEMENT		14
PRODUCT PRESENTATION- PROCESS CONTROL	1	
PRODUCT SEMINAR	1	
PRODUCT SEMINAR ON FLAME PROOF PRODUCT		4
PRODUCT SEMINAR ON LATEST TRENDS IN TECH		3
PRODUCT. WEEK - VALEDICTORY HD		2
PRODUCTIVITY ENGANCEMENT THRU.SIZE REDUC	16	
PRODUCTIVITY IMPROVEMENT		2
PRODUCTIVITY WEEK - ETP UPGRADATION		3
PRODUCTIVITY WEEK - INAGURATION		3
PRODUCTIVITY WEEK - PLANT PRESENTATION		13
Prog. on SAP	5	
PROGRAM ON COMPANY ACT	1	
PROGRAMME ON "SAP SIMULATOR"	6	4
PROGRAMME ON PERSONAL INVESTMENT		2
PROGRAMME ON PROPERTY RETURNS - VIGILANC	6	
PUBLIC SECTOR DAY CELEBRATION		5
QC- LEADER & FACILITATOR TRAINING	13	
QC TOOLS & TECHNIQUES	19	17
QC-APPRECIATION PROGRAMME	7	
QC-POWER POINT PRESENTATION	27	
QUALITY CIRCLE CASE STUDY	3	
RAICON CONFERENCE-2018	2	
RAJBHASHA SANGOSHTI	3	
RATIONAL EMOTIVE BEHAVIOUR	2	
RECOGNIZING EXCELLENCE OF PERFORMANCE-1D		1
REF. TRAINING FOR IMS INTERNAL AUDITORS	1	
REJUVENATION	1	
RELAY-TYPES,SELECTION & OPERATION		7
RETIREMENT PLANNING	1	

Name of Training Programme	OBC	
	2018	2019
RETIREMENT PLANNING PROGRAMME	1	2
RETIREMENT PLANNING WORKSHOP	2	
RIGHT TO INFORMATION ACT		2
ROAD SAFETY		17
ROAD SAFETY PROGRAMME FOR EMPLOYEES	13	
ROBOTIC PAINTING OF CHIMNEY	4	
S/D SAFETY IN ARGON PLANT	1	
SAFE DEFENSIVE DRIVING	4	
SAFETY & FIRST AID PROGRAMME 2 DAYS	4	
SAFETY WORK PERMIT	12	
SAP- FINANCE	3	
SAP IN PLANT TRAINING	3	
SAP MM MODULE	5	
SAP PLANT MAINT - 1 DAY	7	
SAP PLANT MAINTANENCE MODULE		1
SAP-GST	10	
SAP-GST TRAINING		6
SAP-HR (TRAINING AND EVENT MANAGEMENT)		1
SC/ST RESERVATION PROGRAMME	1	
SECRETS OF HAPPINESS		3
SELF DEFENCE		1
SEMINAR ON FLOW MEASUREMENT		7
SEMINAR ON ROCKWIN FLOWMETRES		3
SESSION ON "NPS"	13	
SESSION ON "NPS" BY HDFC PENSION	1	
SESSION ON LIGHTNING AND SURGE ARRESTOR	5	
SESSION ON PUMPS AS TURBINE	5	
SESSION -TURBINE,COMPRESSOR,NIPPON MACH.	2	
SIX SIGMA	9	
SIX SIGMA - EXAM		5
SIX SIGMA BLACK BELT TRAINING 3 Days	2	
SIX SIGMA BLACK BELT -WAVE-IV	3	
SIX SIGMA EXAM		2
SIX SIGMA GREEN BELT - WAVE-IV	5	
SIX SIGMA GREEN BELT TRAINING	5	
SIX SIGMA PRESENTATION		18
SMPS BATTERY CHARGER	4	
SOLUTIONS IN FIELD OF ACOUSTICS FOR M EG	2	
STEAM TURBINE-ONE DAY		2
STRATEGIC MANAGEMENT	4	
STRESS MANAGEMENT	6	1
STRESS MANAGEMENT AND WORK LIFE BALANCE	3	
STRESS MANAGEMENT-1		2
STRESS MGMT & SECRETS OF HAPPINESS		1
TALK ON HEALTH & STRESS MANAGEMENT	5	
TECH.DRAFTING & WRITING SKILLS	5	
TECHNICAL QUIZ		3
TECHNICAL QUIZ -3-2	2	
TECHNICAL QUIZ HD FINAL		2
TECHNICAL QUIZ-3-1	3	

Name of Training Programme	OBC	
	2018	2019
TECHNICAL SKILL FOR TRAINEES/OPTS/MTS	16	
TOP MGMT PRESENTATION- QUALITY CIRCLE	6	
TOP MGMT PRESENTATION- QUALITY CIRCLE-04	2	
TOP MGMT PRESENTATION- QUALITY CIRCLE-06	4	
TOP MGMT PRESENTATION- QUALITY CIRCLE-08		8
TOP MGMT PRESENTATION- QUALITY CIRCLE-09		5
TOP MGMT PRESENTATION- QUALITY CIRCLE-2	5	
TOP MGMT PRESENTATION- QUALITY CIRCLE-3	6	
TRADING IN STRATEGIC & DANGEROUS CHEM.	1	
TRAIN THE TRAINER	4	
TRNG FOR CO-OPERATIVE SOCIETY MEMBERS	10	
TRNG. ON COMPUTATIONAL FLUID DYNAMICS		1
TURBINE MAINTENANCE		1
UNDER. OF ELECTRONIC GOVERNER & ITS APPL	4	
UNDR. OF DYNAMICS & KINEMATICS FLUID FLOW	2	
UNIT LEVEL CLASS		54
UNIT LEVEL CLASS - 10 - IT & NetBanking		9
UNIT LEVEL CLASS - 5		11
UNIT LEVEL CLASS - 7		11
UNIT LEVEL CLASS - 9 Audyogik Suraksha		10
UNIT LEVEL CLASS - FINAL EXAM		5
UNIT LEVEL CLASS -11- PRODUCTIVITY		8
UREA-HP LOOP HEATING	1	
UREA-REVAMP	2	
VARIOUS INDURANCE POLICIES	8	
VIBRATION, BALACING & LASER ALIGNMENT	1	
VIBRATTION MONITORING	3	
VIGILANCE AWARENESS - HALF DAY	4	
VIGILANCE WEEK -POEM- SKIT COMP.	4	
VIGILANCE WEEK PROGRAMME - AWARDS		2
VLVES & VALVE MAINTENANCE	1	
W/S ON DEVELOPING PRODUCTIVITY SPECIALIS	2	
WASTE WATER MANAGEMENT	2	
WASTE WATER MANAGEMENTT	1	
WASTE WATER TREATMENT	9	
WATER CONSERVATION MANAGEMENT	14	
WEIGH FEEDER & BELT WEIGHING SYSTEM	5	
WIPS REGIONAL MEET	1	
WOMENS DAY- 2019 ZERO GARBAGE		5
WOMENS DAY CELEBRATION-2018	20	
WOMENS DAY CELEBRATION-2019		25
WORK LIFE BALANCE & WOMEN EMPOWERMENT		3
WORKSHOP ON FIVE S	9	
WORKSHOP ON LASER ALIGNMENT		3
WORKSHOP ON ROCKWELL DCS	2	
WORLD ENVIOURNMENT DAY PLANT PRESEN	7	
ZERO GARBAGE		4

Detailed procedure for grievance redressal of RCF Employees

RASHTRIYA CHEMICALS & FERTILIZERS LTD.,
CHEMBUR, MUMBAI- 400074.

No. HR/2019

14 August, 2019

Circular No. 1027

**Sub : Grievance Management System for Workmen/Officers (Offline/Online) -
Start up of Online Filing of Grievances by RCF Employees.**

At RCF, Employees Grievances are redressed at various levels through Grievance Redressal Mechanism which are in operation for quite a long period. We have laid down Three Tiers Grievance Redressal Mechanism which ensures fast disposal of Grievances.

1. We once again reproduced below the Offline Grievance System which are in operation through HR for redressing Employees Grievances.

Grievance Redressal Cell is operated in factory Canteen, where employees can lodge a complaint/grievance with them in the grievance Register/Submit their grievance/complaints on Phone. (Internal No. 2784)

The Grievance Cell at RCF accept Grievance via on Mail, Phone, Written Complaints etc. Employees can lodge complaint on Hot Line No. 2020

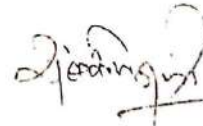
Employee can also approach during two forums "HR Apke Dwar" Plant visit as well as during "HR Plant Co-ordinator" visit directly and hand over them their writing complaint, if any for their redressal.

The separate Grievance Redressal Mechanism, is also available for women employee through Women Cell and for the SC/ST / PWD employees through their Liaisoning Officers.

2. There were the cases which are noticed in the present Manual System of Dak Management that the employee forwarded Grievance through proper channel but not received to HR and moreover there was further no tracking from either side or stage at which it is lined for various obvious reasons.

In process, there is every possibility of misplacing/loosing papers or may be less priorities by the concern and get delayed which the employee get dissatisfied for his Grievances raised are not addressed or loosing elsewhere in the voluminous amount of Dak of papers.

Considering all the factors and the digitalization and steps ahead in the process of digitalization of most of the HR functioning. On request of HR, the IT has designed the system for online filing of Grievances, which will be made operative from 15th August, 2019 onwards. The details of the site is as under :



- The concern Employee will put his Online Grievance in the System / Portal and will be treated as totally a New Grievance.

Grievance Redressal Link : <http://172.15.2.235:2295/>

Path : Intranet --> Trombay --> eHR --> Grievance Monitoring System

- The Grievance received through Website will be treated as new Grievance and the concerned dedicated Grievance Cell Officer's will allocate the grievance to the concern Section/Area/Dept./Officials within a day a grievance receive and forward to the concerned.
- Following are the designated Officers of Grievance Cell :

Main Co-ordinator : Mr. Ashwin Kamble
 Trombay Unit Grievance Cell Officer : Ms. Supriya Sabne
 Thal Unit Grievance Cell Officer - Mr. Prashant Mhatre
 Corporate Grievance Cell Officer : Ms. Sanjeevani Patil
 Marketing Grievance Cell Officer - Mr. M.S. Makandar

For any doubts/query you may ask to aforesaid concern person or Mr. Rahul Ahire in this regard.

Help Manual is attached for reference on Portal.

- Employee are requested to start using Online Grievance System (although the Offline System still continue) and get speedy status of the Grievance submitted.

The scope of the Grievances otherwise should be only related to the service matters with regards to Wage Payment, Welfare Facilities, Increments, Fixation which are of individual level.

However, the matters related to Collective Disputes / Group issues / bargaining such as Wage Allowance, Bonus, and other benefits will be out side the purview of the Online Grievance procedure.

Further, the online facility of filing grievances is not available to the Unions or group of employees under any name of banner as it solely an individual grievance.

Individual employee should not file any Grievance / Complaint which has already been settled in the past or settled in the forum of Union or Recognized body or which is of collective nature.

The complaint which are not related to Employment / Services, but in the nature of civil/criminal and therefore, same to be dealt outside the purview of Grievance Mechanism for which employees may approach to outside authority.

- For Public/Customer Grievances :


- At RCF, Employee's Grievance Redressal System will now be maintained Offline / Online and there is a link in RCF Website, which can Direct the Customer/applicants to Central Government Grievance Portal (PGRAMS) link is pgportal.gov.in. This link is for both the Employee's and Customers use to Register their Grievances. The Department of Administrative reforms and public grievances is nodal Agency. Presently, it is looked after by CC Dept.

(Handwritten signature)

b. In addition, for Public Grievances/Enquiry can be redressed on dedicated Tel. No 022-25522020 to address their Issues. Redressed

c. The Integrated Central Public Grievance Public Grievance Redressal and Monitoring System (CPGRAMS), a web based solution run by the 'Department of Administrative Reforms and Public Grievances', Government of India, to resolve Public Grievances.

It would be the endeavour of the Management to ensure speedy disposal of the Grievances received in any forums and to enhance employee's satisfaction within the frame work of rules and applicable existing practices.


(Sharad Sonawane)
Dy. General Manager (HR)-U

To : All Employees.

Terms and conditions of their re-appointment, Remuneration details and approved policy guidelines

RASHTRIYA CHEMICALS AND FERTILIZERS LIMITED
NOTE FOR CONSIDERATION OF THE BOARD OF DIRECTORS

Item No.408.3.14

Sub: Policy on appointment of Ex-Employees of RCF as Advisor.

1.0 Background:

- 1.1 With a view to ensure optimal manpower, elaborate steps have been taken from time to time based on the studies conducted internally by our Industrial Engineering Department as well as through specialised agency such as National Productivity Council.
- 1.2 The manpower which was 5805 as on 31st March, 1992 is presently is 3090 as on 1st April, 2019. As a strategy and with a view to ensure maximum productivity, we are now operating on a mean manpower strength.
- 1.3 In the next three financial years, 366 Officers and 389 Workers are scheduled to superannuate. With a view to make available qualitative manpower in right numbers, proper Career and Succession Planning systems are at place. Appropriate recruitment schedules are being put into place.
- 1.4 Since there was uncertainty about operations of few plants which are closed because of non-viability, fresh recruitment processes were deferred. The short term requirements are proposed to be met through contract employment of superannuated employee as an adviser.

2.0 Deliberations:

2.1. In addition to the operations of our organization, manpower is required to be deployed to various projects and joint ventures on the process. The various activities on hand are:

- Talcher Project
- Overseas joint venture project at Gabbon for Ammonia/ Urea Plant. Syria/Jordon for DAP.
- BVFCL of Urea Project.

2.2. Though comprehensive recruitment plan is in place, gaps for certain positions may remain. With a view to fill these gaps, as a temporary measure Key superannuated executives may have to be engaged as Advisor as per requirements.

3.0 Objective :

The policy provides for:

- i. Re-engagement of retired executives of RCF on Fixed Term Tenure or contract basis as a temporary measure.
- ii. To meet specific job requirement which cannot be handled by regular executives of the company and retention of such expertise is required due to separation of manpower and replacement of such executive is not feasible immediately.

4.0 Scope :

The Executives retired on superannuation from the services of RCF only will be considered for appointment as an adviser under the proposed policy. Employees who left the services of RCF under pre-mature Retirement, Voluntary Retirement, Medical Termination, Resignation, and Termination on disciplinary ground etc, will not be eligible under this policy.

5.0 Competent Authority :

Chairman and the Managing Director will be the Authority to appoint superannuated Executives as Adviser. Appointment of Executives of level General Manager and above will be informed to the Board.

6.0 Process of Engagement :

- 6.1 Concerned department/unit, which intends to engage the services of superannuated executive shall forward its proposal to Executive Director (HR), through concerned Executive Director with proper justifications. Consent of the employee will be taken in writing before forwarding the proposal.
- 6.2 Human Resource Department will verify the credential of the employee and put up the proposal for the approval of Chairman and Managing director.

7.0 Age Limit:

Superannuated employee shall be engaged as an Adviser maximum up to the age of 65 years.

8.0 Tenure of Appointment:

The appointment of Adviser shall be for minimum period as per requirement of Company. Initial period of engagement will be maximum for six months. Based on the requirement of Company and the performance during the earlier appointment period, extension will be granted for the period of maximum six months at a time.

The engagement of Adviser shall be on full time or part time basis, based on requirement of company.

9.0 Exercising Powers:

The Adviser will be assigned specific responsibilities by the concerned Director/Executive Director/CGM/GM. However, he will not enjoy any financial powers.

10.0 Terms and conditions of Appointment:

Following Standard terms and conditions of appointment and compensation to be paid are proposed for superannuated employees, if appointed as Adviser.

- a) Adviser will be paid lump sum remuneration of Rs. 80% of last drawn Basic Pay + DA.
- b) If staying in RCF Township, s/he will be allowed to retain Township Accommodation for maximum period of one month from the last day of the contract and charged ALF, water charges and electricity charges, etc as per Company's Rules. In such case s/he will be paid lump sum remuneration of 70% of last drawn Basic Pay + DA.
- c) In case the appointment of Adviser is for part time, the remuneration will be accordingly finalized with the approval of CMD.
- d) Tax Implication, if any, on account of accommodation in township and other perquisite shall be borne by her/him.
- e) In case he is posted at a location where company quarters are not available, but bachelor guest house accommodation is available, the same will be provided to her / him free of charge.
- f) As per existing policy, s/he will be allowed to retain Transport facility (if entitled at the time of superannuation) for two months from the date of superannuation. If s/he wishes to avail the transport facility beyond two

months and wishes to have exclusive vehicle, Rs. 40,000/- per month will be charged for the same. If the company is able to provide pooled vehicle, Rs.10000/- per months will be charged if residing within 10 Kms. and Rs 15000/- per month, in case s/he is residing beyond 10 Kms.

g) Casual Leave will get accrued @ 1 day per month and can be availed accordingly. S/he will also be eligible for RCF Holidays.

h) S/he will not be eligible for any other benefits like PF, Gratuity, Earned Leave, PRP etc.

i) S/he will be entitled for facilities such as medical, TA/DA, Sports Club, etc. as applicable to her/his last regular employment in RCF.

j) Her/his appointment can be terminated by giving one-month notice from either side.

k) GST if applicable will be paid by RCF under the Reverse Charge Mechanism (RCM) and input Tax Credit will be availed by RCF.

l) Ex-employees who have been appointed as Adviser will continue to be governed by their existing contract. In case of extension of present contract, the above policy will be applicable.

m) Any specific condition related to job will be incorporated with the approval of CMD.

11 Proposal:

In view of the above, it is proposed to approve, the above policy of appointment of RCF superannuated employees as Adviser on terms and conditions as specified at Sr. No. 10 above.

12 Approval:

In view of above, Board is requested to consider and approve the following:

"RESOLVED THAT approval of the Board is hereby accorded to the above policy on appointment of superannuated employees of RCF as an adviser with standard terms and conditions and compensation as specified at Sr. No. 10 above.

"RESOLVED FURTHER THAT CMD be and is hereby authorized to do all such things and deeds as may be necessary to give effect to this resolution

This agenda has been approved by CMD.

**Rashtriya Chemicals and
Fertilizers Limited**
(A Government of India Undertaking)
Let us grow together



Annexure - D
**राष्ट्रीय केमिकल्स एण्ड
फर्टिलाइजर्स लिमिटेड**
(भारत सरकार का उपक्रम)
साथ बढ़ें समृद्धि की ओर

9th Floor, "PRIYADARSHINI", Eastern Express Highway, Sion, Mumbai - 400 022.
नौवीं मंजिल, "प्रियदर्शिनी", ईस्टर्न एक्सप्रेस हाइवे, सायन, मुंबई - 400 022.
दूरध्वनी / Tel.(Off.) : (022) 2552 3057 / 2404 5068
CIN : L24110MH1978GOI020185

No.HR/Corp./19

June 1, 2019

Mr. S. S. Kawade,
Type-VI, Bungalow No.7,
RCF Colony, Chembur,
Mumbai - 400 074.

Sub : Appointment as Adviser on Contract Basis.

Dear Sir,

Consequent upon your superannuation from the Company, it has been decided to appoint you as Adviser on contract basis for a period of six months from 03.06.2019 to 30.11.2019 on the following terms and conditions.

1. You will be paid lump sum remuneration of Rs.1,43,100/- p.m.
2. You will be allowed to retain the township accommodation maximum up to the period of one month from the last day of the contract and charge ALF. Water charges and electricity charges etc. as per Company's Rules.
3. Tax Implication, if any, on account of accommodation in township and other perquisite will be borne by you.
4. In case you will be posted at a location where company quarters are not available, but bachelor guest house accommodation is available, the same will be provided to you free of charge.
5. You will be allowed to retain Transport facility for two months from the date of superannuation. If you wish to avail the transport facility beyond two months, you will be charged Rs.40,000/- per month for the same.
6. You will be get Casual Leave @ 1 day per month and can be availed accordingly and also you will be eligible for RCF Holidays.
7. You will not be eligible for any other benefits like PF, Gratuity, Earned Leave, Medical leave, PRP etc.
8. You will be entitled for facilities such as Medical, TA/DA, Sports Club etc. as applicable to your last regular employment in RCF.

S/S

9. Your appointment can be terminated by giving one month notice from either side.

10. The GST, if applicable will be paid by RCF under the Reverse Charge Mechanism (RCM) and Input Tax Credit will be availed by RCF.

11. Your appointment will not entail in any way for establishing the relationship of employer and employee.

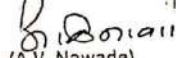
12. You will be designated as Advisor (Finance) and will report to Director (Finance).

13. Details about your role and responsibility will be communicated soon.

Please sign and return the duplicate copy of this letter as a token of your acceptance.

With best wishes.

Yours faithfully,


(A.V. Nawade)
Executive Director (HR)

Annexure - D

**Rashtriya Chemicals and
Fertilizers Limited**
(A Government of India Undertaking)
Let us grow together



राष्ट्रीय केमिकल्स एण्ड
फर्टिलाइजर्स लिमिटेड
(भारत सरकार का उपक्रम)
साथ बढ़ें एकटुई की ओर

9th Floor, "PRIYADARSHINI", Eastern Express Highway, Sion, Mumbai - 400 022.
नौवीं मंजिल, "प्रियदर्शिनी", ईस्टर्न एक्सप्रेस हाइवे, सायन, मुंबई - 400 022.
No.HR/Corp./19 दूरधनी / Tel.(Off.) : (022) 2552 3057 / 2404 5068 August 5, 2019
Mr. M.V.Kulkarni
Survey No. 52/06, Chendre, Allbag - 402208
CIN : L24110MH1978GOI020185

Sub : Appointment as Adviser on Contract Basis.

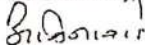
Dear Sir,

Consequent upon your superannuation from the Company, it has been decided to appoint you as Adviser on contract basis for a period of three months from 06.08.2019 to 05.11.2019 on the following terms and conditions.

1. You will be paid lump sum remuneration of Rs.1,62,225/- p.m.
2. Tax implication, if any, on account of accommodation in township and other perquisite will be borne by you.
3. In case you will be posted at a location where company quarters are not available, but bachelor guest house accommodation is available, the same will be provided to you free of charge.
4. You will be allowed to retain Transport facility for two months from the date of superannuation. If you wish to avail the transport facility beyond two months, you will be charged Rs.40,000/- per month for the same.
5. Casual Leave will get accrued @ 1 day per month and can be availed accordingly. You will also be eligible for RCF Holidays.
6. You will not be eligible for any other benefits like PF, Gratuity, Earned Leave, Medical leave, PRP etc.
7. You will be entitled for facilities such as Medical, TA/DA, Sports Club etc. as applicable to your last regular employment in RCF.
8. You will be designated as Adviser (Commercial) and will report to Director (Technical).
9. Your appointment can be terminated by giving one-month notice from either side.
10. The GST, if applicable will be paid by RCF under the Reverse Charge Mechanism (RCM) and Input Tax Credit will be availed by RCF.
11. Your appointment will not entail in any way for establishing the relationship of employer and employee.

Please sign and return the duplicate copy of this letter in token of your acceptance.

With best wishes.

Yours faithfully,

(A.V. Nawade)
Executive Director (HR & CSO)

Rashtriya Chemicals and
Fertilizers Limited
(A Government of India Undertaking)
Let us grow together



Hnnex400-1
राष्ट्रीय केमिकल्स एण्ड
फर्टिलाइजर्स लिमिटेड
(भारत सरकार का उपक्रम)
साथ बढ़ें समृद्धि की ओर

9th Floor, "PRIYADARSHINI", Eastern Express Highway, Sion, Mumbai - 400 022.

नौवीं मंजिल, "प्रियदर्शिनी", ईस्टर्न एक्सप्रेस हाइवे, सायन, मुंबई - 400 022.

बुध्नी / Tel.(Off.) : (022) 2552 3057 / 2404 5068

CIN : L24110MH1978GOI020185

No.HR/Corp./19

April 1, 2019

Mr. A.R. Takpere
HI-Five, 122, 2nd Floor,
RCF Colony, Chembur,
Mumbai - 400 074.

Sub : Appointment as Adviser on Contract Basis.

Dear Sir,

Consequent upon your superannuation from the Company, it has been decided to appoint you as Adviser on contract basis for a period of six months from 02.04.2019 to 30.09.2019 on a consolidated honorarium of Rs.1,25,055/- p.m. on the following terms and conditions.

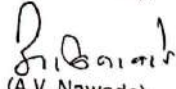
1. You will be eligible for 6 Casual Leave and RCF Holidays. You will not be eligible for any other benefits like PF, Gratuity, Earned Leave, Medical leave, PRP etc.
2. You will be entitled for Medical, TA/DA etc. as applicable to your last regular employment in RCF.
3. You will be allowed to retain Transport facility for two months from the date of superannuation.
4. You will be allowed to retain the township accommodation during the contract period and charge ALF, Water charges and electricity charges etc. as per Company's Rules.
5. Tax Implication, if any, on account of accommodation in township and other perquisite will be borne by you.
6. Your appointment can be terminated by giving one month notice from either side.
7. The GST, if applicable will be paid by RCF under the Reverse Charge Mechanism (RCM) and Input Tax Credit will be availed by RCF.
8. Your appointment will not entail in any way for establishing the relationship of employer and employee.

Please sign and return the duplicate copy of this letter in token of your acceptance.

With best wishes.

Accepted
A.R. Takpere
01/04/19

Yours faithfully,


(A.V. Nawade)
Executive Director (HR)

Annexure-D

Rashtriya Chemicals and
Fertilizers Limited
(A Government of India Undertaking)
Let us grow together



राष्ट्रीय केमिकल्स एण्ड
फर्टिलाइजर्स लिमिटेड
(भारत सरकार का उपक्रम)
साथ बढ़ें समृद्धि लक्ष्मी आने

9th Floor, "PRIYADARSHINI", Eastern Express Highway, Sion, Mumbai - 400 022.

नौवीं मंजिल, "प्रियदर्शिनी", ईस्टर्न एक्सप्रेस हाइवे, सायन, मुंबई - 400 022.

दूरध्वनी / Tel.(Off.) : (022) 2552 3057 / 2404 5060

CIN : L24110MH1978GOI020185

No.HR/Corp./19

March 25, 2019

Mr. R.N. Khemani
32/4, Badrinath
Dongre Park, Chembur,
Mumbai - 400 074.

Sub : Extension of appointment as Advisor (Talcher Project).

Dear Sir,

Further to our letter No.HR/Corp./2018 dated 27.09.2018, we are pleased to inform you that your appointment as Advisor (Talcher Project) on contract basis has been extended for a further period of six months from 01.04.2019 to 30.09.2019 on a consolidated honorarium of Rs.1,49,272/- p.m. on the following terms and conditions.

- You will be eligible for 6 Casual Leave and RCF Holidays. You will not be eligible for any other benefits like PF, Gratuity, Earned Leave, Medical leave, PRP etc.
- You will be entitled for all other facilities such as Medical, TA/DA etc. as was applicable to your last regular employment in RCF.
- You will be allowed to stay in bachelor guest house accommodation in Delhi and same will be provided free of charge.
- Your appointment can be terminated by giving one month notice from either side.
- The GST, if applicable will be paid by RCF under the Reverse Charge Mechanism (RCM) and Input Tax Credit will be availed by RCF.

Please sign and return the duplicate copy of this letter in token of your acceptance.

With best wishes,

Yours faithfully,

(A.V. Nawade)

Executive Director (HR)

Annexure-D

No.HR/Corp./19

August 5, 2019

Mr. R.P. Jawale
402, Maull Krupa
Sector 18, Khargar,
Navi Mumbai

Sub : Appointment as Adviser on Contract Basis.

Dear Sir,

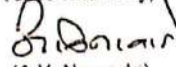
Consequent upon your superannuation from the Company, it has been decided to appoint you as Adviser on contract basis for a period of three months from 06.08.2019 to 05.11.2019 on the following terms and conditions.

1. You will be paid lump sum remuneration of Rs.1,71,505/- p.m.
2. Tax implication, if any, on account of accommodation in township and other perquisite will be borne by you.
3. In case you are posted at a location where company quarters are not available, but bachelor guest house accommodation is available, the same will be provided to you free of charge.
4. You will be allowed to retain Transport facility for two months from the date of superannuation. If you wish to avail the transport facility beyond two months, you will be charged Rs. 40,000/- per month for the same.
5. Casual Leave will get accrued @ 1 day per month and can be availed accordingly. You will also be eligible for RCF Holidays.
6. You will not be eligible for any other benefits like PF, Gratuity, Earned Leave, Medical leave, PRP etc.
7. You will be entitled for facilities such as Medical, TA/DA, Sports Club etc. as applicable to your last regular employment in RCF.
8. You will be designated as Adviser (Thal) and will report to Director (Technical).
9. Your appointment can be terminated by giving one-month notice from either side.
10. The GST, if applicable will be paid by RCF under the Reverse Charge Mechanism (RCM) and Input Tax Credit will be availed by RCF.
11. Your appointment will not entail in any way for establishing the relationship of employer and employee.

Please sign and return the duplicate copy of this letter in token of your acceptance.

With best wishes.

Received
5/11/19
5/8/19

Yours faithfully,

(A.V. Nawade)
Executive Director (HR & CSO)

Annexure-D
70107

CIN No- L24110MH1978GOI020185

No.HR/Corp./19

January 29, 2019

Mr. Sanjay M. Angal
D-12, Panchratana Society,
Chendhare
Alibag - 402201
Raigad

Sub : Appointment as Adviser (Legal), Thal on Contract Basis.

Dear Sir,

Consequent upon your superannuation from the Company, it has been decided to appoint you as Adviser (Legal), Thal on contract basis for a period of one year from 01.02.2019 to 31.01.2020.

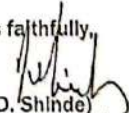
The terms and conditions of appointment are as follows :

1. Honorarium : You will be paid a consolidated honorarium of Rs.50,000/- p.m.
2. Provident Fund/Gratuity/Earned Leave : The period of your appointment as Adviser (Legal), Thal will not be considered for benefits like Gratuity, PRP, Provident Fund, Earned Leave, etc.
3. Other Benefits : You will be entitled for Medical, TA/DA, telephone etc. as applicable to Senior Manager (E5 grade). You will also be entitled for 12 days Casual leave and RCF Holidays (Thal).
4. Your appointment can be terminated by giving one month notice from either side.
5. Your appointment will not entail in any way for establishing the relationship of employer and employee.

Please sign and return the duplicate copy of this letter in token of your acceptance.

With best wishes.

Yours faithfully,


(P. D. Shinde)
Dy. General Manager (HR)-Corp.

COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2019-20)

**MINUTES OF THE ELEVENTH SITTING OF THE COMMITTEE ON WELFARE OF
OTHER BACKWARD CLASSES (2019-20) HELD ON 25TH OCTOBER, 2019 IN
COMMITTEE ROOM 'B', PARLIAMENT HOUSE ANNEXE, NEW DELHI**

The Committee sat from 1545 hrs. to 1650 hrs.

PRESENT

Shri Ganesh Singh — *Hon'ble Chairperson*

MEMBERS

Lok Sabha

2. Shri Ramesh Bidhuri
3. Smt. S. Jothimani
4. Shri Dileshwar Kamait
5. Shri Ajay Nishad
6. Dr. Sanghamitra Maurya
7. Shri Ram Shiromani
8. Shri Rajesh Verma
9. Shri Ashok Kumar Yadav

RAJYA SABHA

10. Shri Ram Narain Dudi
11. Shri T.K.S. Elangovan
12. Shri B.K. Hariprasad
13. Shri Vishambhar Prasad Nishad
14. Dr. Banda Prakash
15. Shri K.K Ragesh
16. Smt. Vijila Sathyananth
17. Shri Ram Nath Thakur
18. Smt. Chhaya Verma
19. Shri Harnath Singh Yadav

SECRETARIAT

1. Smt Anita B. Panda - Joint Secretary
2. Shri Md. Aftab Alam - Additional Director

WITNESSES

REPRESENTATIVES OF DEPARTMENT OF FERTILIZERS

- | | | | |
|----|-------------------------------|---|--------------------|
| 1. | Smt. Alka Tiwari | - | Addl. Secy. & F.A. |
| 2. | Shri Partha Sarthi Sen Sharma | - | Joint Secretary |
| 3. | Shri Niranjan Lal | - | Director |

REPRESENTATIVES OF RASHTRIYA CHEMICALS & FERTILIZERS LIMITED (RCFL)

- | | | | |
|----|----------------------|---|--------------------------------|
| 1. | Shri S.C. Mudgerikar | - | Chairman-cum-Managing Director |
| 2. | Shri S.D. Panadare | - | Director (Technical) |
| 3. | Shri A.V. Nawade | - | Executive Director (HR) & CSO |
| 4. | Shri S.B. Potpose | - | General Manager (HR&A.) |
| 5. | Shri S.S. Sonawane | - | Dy. General Manager |

REPRESENTATIVE OF NATIONAL FERTILIZERS LTD (NFL)

- | | | | |
|----|-------------------|---|--------------------------------|
| 1. | Shri Manoj Mishra | - | Chairman-cum-Managing Director |
| 2. | Ms. Jaya Dikshit | - | General Manager(HR) |

2. At the outset, the Chairperson welcomed the representatives of the Department of Fertilizers, Rashtriya Chemicals & Fertilizers Limited and National Fertilizers Ltd to the sitting regarding measures undertaken to secure representation of OBCs in employment and for their welfare in various PSUs/Organisations under the Department of Fertilizers.

3. Thereafter, the representatives of Department of Fertilizers, Rashtriya Chemicals & Fertilizers Limited and National Fertilizers Ltd made a brief power point presentation regarding various steps/measures undertaken by the Ministry and respective PSUs to secure representation of OBCs in employment and welfare measures initiated for promoting their interests.

4. Some of the major issues/points raised by the Chairperson and Members of the Committee in the sitting and responded to by the representatives of the Department of Fertilizer/PSUs are as follows:

- (i) Implementation of OBC reservation in various organisations/PSUs under the Department of Fertilizer;
- (ii) Reasons for delay in recruitment to various posts in Rashtriya Chemicals & Fertilizers Limited and National Fertilizers Ltd;
- (iii) Monitoring of the recruitment process by the Ministry with regard to implementation of 27% reservation for OBCs;
- (iv) Reasons for backlog vacancies for OBCs and efforts made to fill those up;
- (v) Need for undertaking Special Recruitment Drive for filling the backlog vacancies.
- (vi) Need for more awareness regarding job opportunities and vacancies in PSUs under Department of Fertilizers;
- (vii) Appointment of separate Liaison Officers and setting up special mechanism for redressing the grievances of OBC employees;
- (viii) Training facilities to OBCs at different stages;
- (ix) Outsourcing of jobs in the concerned organisation and its impact on recruitment under OBC category;
- (x) Issues relating to engagement of contractual workers in various organisations, giving representation to OBCs therein and ensuring various facilities and social security benefits to them;
- (xi) Utilization of CSR funds for the welfare of OBCs.; and
- (xii) Measures undertaken for promoting overall welfare of OBC employees.

5. The Committee directed the representatives of the Ministry to furnish written replies to the queries which were not responded to by them during the sitting or on which the requisite information was not readily available with them, to the Committee at the earliest.

The witnesses then withdrew.

The Committee then adjourned.

A copy of the verbatim proceedings of the sitting has been kept.

COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2019-20)

MINUTES OF THE SIXTEENTH SITTING OF THE COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2019-20) HELD ON 19TH NOVEMBER, 2019 IN COMMITTEE ROOM 'B', PARLIAMENT HOUSE ANNEXE, NEW DELHI

The Committee sat from 1720 hrs. to 1750 hrs.

PRESENT

Shri Ganesh Singh — *Hon'ble Chairperson*

MEMBERS

Lok Sabha

2. Smt. Raksha Nikhil Khadse
3. Shri Bandi Sanjay Kumar
4. Shri Sadashiv Kisan Lokhande
5. Dr. (Smt.) Pritam Gopinathrao Munde
6. Shri Balak Nath
7. Dr. Sanghamitra Maurya
8. Shri Parbatbhai Savabhai Patel
9. Shri Kapil Moreshwar Patil
10. Shri Ram Shiromani
11. Shri Ashok Kumar Yadav

RAJYA SABHA

12. Shri Ram Narain Dudi
13. Shri B.K. Hariprasad
14. Dr. Banda Prakash
15. Shri K.K Ragesh
16. Shri Ram Nath Thakur
17. Smt. Chhaya Verma

SECRETARIAT

1. Smt Anita B. Panda - Joint Secretary
2. Shri Md. Aftab Alam - Additional Director
3. Shri Janmesh Singh - Deputy Secretary

WITNESSES

REPRESENTATIVES OF DEPARTMENT OF FERTILIZERS

- | | | |
|---------------------------|---|-----------------|
| 1. Shri Chhabilendra Roul | - | Secretary |
| 2. Shri Dharam Pal | - | Addl. Secretary |
| 3. Smt. Alka Tiwari | - | Addl. Secretary |

REPRESENTATIVES OF RASHTRIYA CHEMICALS & FERTILIZERS LIMITED (RCF)

- | | | |
|-------------------------|---|----------------|
| 1. Shri S.C. Mudgerikar | - | CMD |
| 2. Shri Sudhir Panadare | - | Director Tech. |
| 3. Shri A.V. Navade | - | E.D.(HR) |

REPRESENTATIVES OF NATIONAL FERTILIZERS LTD (NFL)

- | | | |
|--------------------|---|-----------|
| 1. Shri D.S. Ahuja | - | Director |
| 2. Shri R.K. Gogia | - | E.D. (HR) |

2. At the outset, the Chairperson welcomed the representatives of the Department of Fertilisers, Rashtriya Chemicals & Fertilisers Limited (RCF) and National Fertilisers Limited (NFL) to the follow up sitting on the subject "Measures undertaken to secure representation of OBCs in employment and for their welfare in PSUs and other organisations under Ministry of Chemicals and Fertilizers"..

3. Some of the major issues/points raised by the Chairperson and Members of the Committee during the sitting and responded to by the representatives of the Ministries/ Organisations are as follows:

- (i) Representation of OBCs in the Board of Directors and at various levels in the overall staff strength of Rashtriya Chemicals & Fertilisers Limited (RCF) and National Fertilisers Limited (NFL), respectively;
- (ii) Whether roster format of DoPT/DPE was changed and whether it has adversely impacted the prospects of OBC candidates;
- (iii) Maintenance of separate roster for the direct recruits and promotional posts as mandated by DoPT Guidelines dated 02.07.1997;

- (iv) Details of appointment, promotion and transfer policies adopted by NFL in the last ten years;.
- (v) Need for regular inspection and maintenance of roster register and
- (vi) Strict adherence to all DoPT orders/guidelines with respect to OBC reservation in employment.

4. The Committee directed the representatives of the concerned Ministry/ Organisations to furnish written replies to the queries which were not responded to by them during the sitting or on which the requisite information was not readily available with them, to the Committee at the earliest. The witnesses then withdrew.

The Committee then adjourned.

A copy of the verbatim proceedings of the sitting has been kept.

—————

COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2019-20)

MINUTES OF THE TWENTY SIXTH SITTING OF THE COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2019-20) HELD ON 14TH JULY, 2020 IN COMMITTEE ROOM B, PARLIAMENT HOUSE ANNEXE, NEW DELHI

The Committee sat from 1100 hrs. to 1110 hrs.

PRESENT

SHRI GANESH SINGH - CHAIRPERSON

MEMBERS

LOK SABHA

2. Shri Ramesh Bidhuri
3. Smt S. Jothimani
4. Dr. (Smt.) Pritam Gopinathrao Munde
5. Shri Balak Nath
6. Shri Ajay Nishad
7. Dr. Sanghamitra Maurya
8. Shri Ram Shiromani
9. Shri Rajesh Verma

RAJYA SABHA

10. Shri T.K.S. Elangovan
11. Smt. Chhaya Verma
12. Shri Harnath Singh Yadav

SECRETARIAT

- | | | |
|------------------------|---|---------------------|
| 1. Smt. Anita B. Panda | — | Joint Secretary |
| 2. Shri Kusal Sarkar | — | Director |
| 3. Md. Aftab Alam | — | Additional Director |
| 4. Shri Janmesh Singh | — | Deputy Secretary |

2. At the outset, the Chairperson, welcomed the Members to the sitting of the Committee. The Committee, thereafter, considered the following draft Reports for adoption:

- i “Measures undertaken to secure representation of OBCs in employment and for their welfare in Rashtriya Chemicals & Fertilizers Limited” pertaining to the Ministry of Chemical and Fertilizers.

- ii “Measures undertaken to secure representation of OBCs in employment and for their welfare in National Fertilizers Limited” pertaining to the Ministry of Chemical and Fertilizers.
- iii “Measures undertaken to secure representation of OBCs in admissions in Ph.D. and appointment of teachers in Delhi University” pertaining to the Ministry of Human Resource Development (Department of Higher Education).
- iv Action Taken on the Twentieth Report (Sixteenth Lok Sabha) of the Committee on the subject “Measures undertaken to secure representation of OBCs in employment and for their welfare in Central Public Works Department (CPWD)” pertaining to the Ministry of Housing and Urban Affairs.
- v Action Taken on the Twenty First Report (Sixteenth Lok Sabha) of the Committee on the subject “Rationalisation of Creamy Layer in Employment for OBCs in Services and Posts under the control of Government of India including Union Territories, PSUs etc” pertaining to the Ministry of Social Justice and Empowerment.

3. The Committee adopted the aforesaid draft Reports after a brief discussion and authorized the Chairperson to present the Reports to Parliament or to the Hon'ble Speaker, Lok Sabha.

The Committee then adjourned.
