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**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 National Fertilizers  
Limited (NFL)”**

**FIFTH REPORT**



सत्यमेव जयते

**LOK SABHA SECRETARIAT  
NEW DELHI  
*July, 2020/Ashadha, 1942 (Saka)***

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*Presented to Hon'ble Speaker on 25.07.2020*

*Presented in Lok Sabha on .....*

*Laid in Rajya Sabha on .....*



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**LOK SABHA SECRETARIAT  
NEW DELHI**

*July, 2020/Ashadha, 1942 (Saka)*

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**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 Parbatbhai 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\*\*

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\* 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 Deepak Kumar - Committee Assistant

## **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 Fifth Report on "Measures undertaken to secure representation of OBCs in employment and for their welfare in National Fertilizers Limited (NFL)' pertaining to the Ministry of Chemicals & Fertilizers.

2. The Committee took evidence of the representatives of the Ministry of Chemicals & Fertilizers on 25<sup>th</sup> October, 2019 and 19<sup>th</sup> November, 2019. The Committee would like to express their gratitude to the representatives of Ministry of Chemicals & Fertilizers and National Fertilizers Limited (NFL) for tendering evidence before them and furnishing the requisite information in connection with the examination of the subject.

3. The Committee would like to place on record their appreciation for the valuable assistance rendered to them by the Committee Secretariat.

4. 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;**  
**14<sup>th</sup> July, 2020**  
**23 Ashadha, 1942 (Saka)**

**GANESH SINGH,**  
**Chairperson,**  
**Committee on Welfare of OBCs**

## **PART I**

### **CHAPTER-I**

#### **Introduction**

1.1 NFL, a Schedule 'A' & a Mini Ratna (Category-I) Company, having its registered office at New Delhi was incorporated on 23<sup>rd</sup> August 1974. Its Corporate Office is at NOIDA (U.P). It has an authorized capital of ₹ 1000 crore and a paid up capital of ₹ 490.58 crore out of which Government of India's share is 74.71 % and 25.29 % is held by financial institutions & others.

#### **Vision & Mission**

1.2 The company has a Vision i.e. "to be a leading Indian company in fertilizers and beyond with commitment to all stakeholders" and a Mission "to be a dynamic organization committed to serve the farming community and other customers to their satisfaction through timely supply of fertilizers and other products & services; continually striving to achieve the highest standards in quality, safety, ethics, professionalism, energy conservation with a concern for ecology and maximizing returns to stakeholders".

#### **Manufacturing Plants**

1.3 NFL has five gas based Ammonia-Urea plants viz. Nangal & Bathinda plants in Punjab, Panipat plant in Haryana and two plants at Vijaipur at District Guna, in Madhya Pradesh. The Panipat, Bathinda & Nangal plants were revamped for feed stock conversion from Fuel Oil to Natural Gas, an eco-friendly fuel during 2012-13 / 2013-14. Vijaipur plants of the company were also revamped for energy savings & capacity enhancement during 2012-13, thus increasing its total annual capacity from 20.66 LMT from 17.29 LMT, an increase of 20%. The company currently has a total annual installed capacity of 35.68 LMT (Re-assessed capacity of 32.31 LMT) & is the 2<sup>nd</sup> largest producer of Urea in the country with a share of about 16% of total Urea production in the country. Company has a Bio-Fertilizers Plant at Vijaipur with a capacity of 600 tonnes of solid & liquid Bio-Fertilizers to produce four strains of Bio-Fertilizers viz. PSB, ZSB, Rhizobium and Azotobacter are produced.

#### **Products**

1.4 NFL is engaged in manufacturing and marketing of Neem Coated Urea, four strains of Bio-Fertilizers (solid & liquid), Bentonite Sulphur and other allied Industrial products like Ammonia, Nitric Acid, Ammonium Nitrate, Sodium Nitrite and Sodium Nitrate. The brand name of the company is popularly known in the market as '**KISAN**'.

1.5 In connection with the examination of the subject "Measures undertaken to secure representation of OBCs in employment and for their welfare in National 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 NFL *inter alia* on 25 October, 2019 and 19 November, 2019. 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.

### **Organizational set up**

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

1.7 As per the information available on the website of NFL, the present composition of the Management Borad of NFL is as follows:

Director (Marketing) and Chairman & Managing Director (Addl. Charge)  
Director (Finance)  
Director (Technical)  
Government Nominee Director (Additional Secretary, Deptt. of Fertilizers)  
Government Nominee Director (Joint Secretary, Deptt. of Fertilizers)  
Non-Official 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 NFL replied as under:

" the positions in the Board are filled by the President of India. The personal details of Board Members other than name, date of birth, Director Identification no., date of appointment are not available with the Company except Functional Directors of the Company. Amongst the present Functional Directors none belongs to OBC category."

## CHAPTER - II

### REPRESENTATION OF OTHER BACKWARD CLASSES IN NATIONAL FERTILIZERS LIMITED

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

2.2 As on 08 September, 1993, the total staff strength at various levels of posts / classes / scales and the number of OBC employees therein is stated to be as under:

(Table - I)

GROUP	UR	SC	ST	OBC	TOTAL
A	1198	226	39	0	1463
B	1447	363	64	0	1874
C	2103	741	156	0	3000
D	239	118	8	0	365
D (Safai Sewak)	0	168	0	0	168
<b>TOTAL</b>	<b>4987</b>	<b>1616</b>	<b>267</b>	<b>0</b>	<b>6870</b>

2.3 NFL has further informed that although reservation for Other Backward Classes was implemented w.e.f. 08.09.1993, the same was notified vide DoPT OM dated 27.07.1995. Accordingly based on the declaration of category status of employees of the Company, the manpower status as on 31.12.1995 was as under:

Table - II

GROUP	UR	SC	ST	OBC	TOTAL
A	1202	264	45	50	1561
B	1402	395	95	82	1974
C	1785	729	138	130	2782
D	212	111	5	16	344
D (Safai Sewak)	0	165	0	0	165
<b>TOTAL</b>	<b>4601</b>	<b>1664</b>	<b>283</b>	<b>278</b>	<b>6826</b>

2.4 As per the information furnished to the Committee, the total staff strength as on 31.12.2019, at various levels of posts in the Company and the number of OBC employees therein are as under:-

(Table -III)

GROUP	UR	SC	ST	OBC	TOTAL
A	945	289	81	182	1497
B	710	339	79	105	1233
C	265	91	37	154	547
D	7	11	1	2	21
D (Safai Sewak)	0	45	0	0	45
<b>TOTAL</b>	<b>1927</b>	<b>775</b>	<b>198</b>	<b>443</b>	<b>3343</b>

2.5 NFL has furnished the details of OBC employees who after joining service at various levels / classes / scales in the organisation were promoted to subsequent promotion post and the same is placed at **Annexure - III**.



## CHAPTER - III

### IMPLEMENTATION OF RESERVATION POLICY FOR OTHER BACKWARD CLASSES IN RECRUITMENT IN NATIONAL FERTILIZERS LIMITED

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

"All recruitments in the Company (NFL) is made in the approved pay scales as may be in force from time to time as per the prescribed recruitment specifications, which may be modified from time to time depending upon job requirements by way of direct recruitment through (i) open examination on All India basis for Group B, C & D level posts (ii) Open Examination and or Personnel Interview for Group A level post."

3.2 When asked to furnish the details of OBC employees, who after joining service at various levels / classes / scales in the organisation have been denied promotion to subsequent post, NFL informed that as per promotion policy of the Company, the level-wise mode of promotion is as follows:

Table -IV

Level		Mode of promotion
From	To	
W0	W7	Paper Assessment
W7	W9	Paper Assessment + Interview
W9	E0	Paper Assessment + Interview
E-0	E-1	Paper Assessment
E-1	E-2	Paper Assessment
E-2	E-3	Paper Assessment + Interview
E-3	E-4	Paper Assessment) 75% Limit)
E-4	E-5	Paper Assessment )75% Limit)
E-5	E-6	Paper Assessment + Interview
E-6	E-7	Paper Assessment + Interview
E-7	E-8	Paper Assessment + Interview
E-8	E-9	Paper Assessment + Interview

All Employees of the Company including OBC employees are promoted subject to meeting the eligibility and suitability criteria as per promotion policy.

However, promotion to the levels of W-9, E0, E3, E6 and above are vacancy based and promotions are effected as per merit list drawn on the basis of paper assessment and performance of the employee in the personal interview process.

Details of Departmental Promotion Committee (DPC) held in the month of July 2019 for Executives and Dec-2019 for Non Executives is provided at **Annexure -IV**

3.3 NFL has informed the Committee that the reservation to OBC candidates as per Government guidelines are provided only at the time of Recruitment. The discipline-wise manpower in the Company is divided into separate cadres the details of which are as under:

Table-V

Discipline	
Technical	Non-Technical
Production	Finance & Accounts
Chemical Lab	Marketing
Civil	HR
Mechanical	HRD
Electrical	CC
Instrumentation	Welfare
Fire	Hindi
Safety	Law
IE/IT	Company Sect
Materials	Secretarial
Transportation	Paramedical
	Medical
	School (Teachers)
	Safai Karamchari
	MISC (Driver PCM Mali Cook)

Recruitments is / are being made into following cadre:

Table-VI

Cadre	
Non-Executive	
Pay scale code Scale	Pay Scale
W2	21500-52000
W3	23000-56500
W5	24000-67000
W6	25000-77000
Executive	
MT	40000-120000
E1	40000-140000
E2	50000-160000
E4	70000-200000
E5	80000-220000
E6	90000-240000
E7	100000-260000
E8	120000-280000

3.4 NFL have also submitted that as per the Memorandum dated 27.07.1995 issued by the Government of India, there is no provision for reservation for OBC candidates in promotion. Therefore, there is no representation of OBC member in the interview Board.

3.5 Giving an overview of the implementation of the policy regarding reservation of OBCs in various categories of posts, NFL in a written reply stated as under:

- Reservation for Other Backward Classes was implemented in NFL w.e.f. 08.09.1993 (notified vide DoPT OM dated 27.07.1995).
- Reservation rosters / registers are being maintained as per DoPT guidelines issued vide OM dated 02.11.1997 regarding maintenance of post based reservation rosters.
- NFL has two of its manufacturing plants in Punjab and 1 each in Haryana and Madhya Pradesh. The Group wise prescribed reservation for OBCs in Direct Recruitment is as under:

– Group A & B level posts	: 27%
– Group C&D (Regional level posts):	
Haryana	: 27%
Punjab	: 21%
Madhya Pradesh	: 15%
Delhi	: 27%

3.6 Elaborating the checks devised by the Ministry, to ensure that the reservation policy for Other Backward classes are implemented properly, NFL in a written reply submitted as under:

"For ensuring proper implementation of OBC reservation in the Company, reservation rosters are being maintained as per DoPT guidelines. While issuing recruitment notification it is ensured that the number of vacancies earmarked for OBC candidates are clearly displayed and concession / relaxation applicable to OBC candidates are clearly elaborated in the advertisement. A member from OBC category is being associated as a member of selection committee in the recruitment process. At the time of joining of any direct recruit (belonging to OBC category) in the Company it is ensured that he has the latest OBC caste certificate issued by the Competent Authority as per DoPT guidelines.

Further, Implementation Cells have also been setup at all our Units/Offices of the Company. In addition, at Corporate Office, an Inspection Team is usually constituted to undertake the periodical inspection of the rosters/implementation of other provisions on Reservation Policy for SC/ST/OBCs at all the Units/Offices of the Company and based on its recommendations, corrective measures are taken by the respective Units wherever required. This inspection team invariably includes the Liaison Officer for SC/ST/ OBCs of Corporate Office. Further, the Liaison Officer of the concerned

Unit/Office is also associated during the said inspection. Further, the decision of the Hon'ble Supreme Court dated 17.09.2019 that no separate interviews for OBC and UR candidates may be held during recruitment is being followed in the Company. However, it is also pertinent to mention here that no guidelines in this regard have been received yet from the Government of India."

3.7 When the Committee inquired about the constraints; if any, faced in filling up the vacancies under OBC category and efforts made to overcome the problems, NFL replied as under:

"There is no shortfall in filling up of vacancies in the OBC category in the Company. Further no major constraint is being faced by the Company in recruitment process at induction level where mass recruitment is being carried out. However, in case of lateral recruitment where considerable experience is required for meeting the eligibility for recruitment usually limited number of candidates belonging to OBC category meeting the recruitment specifications are available. Due to non-availability of candidates meeting the recruitment specifications, the vacancy remains unfilled and carried forward to next recruitment year as backlog vacancy. To overcome this difficulty the recruitment specifications are being reviewed to attract larger pool of candidates."

### **Backlog vacancies and special recruitment drive**

3.8 The details of backlog vacancies have been given in **ANNEXURE-V**.

3.9 NFL has informed that in the year 2018 there were 08 vacancies in Group-A which could not be filled up due to:

- (i) Non-availability of candidates meeting the recruitment specification,
- (ii) Candidates not found suitable.

It has been further informed that the following steps are being taken to fill up these vacancies:  
"Special recruitment drive for filling up the 8 backlog vacancies in OBC category was initiated in May 2019 Copy of the advertisement dated 31.05.2019 is attached at **ANNEXURE-VI**. 03 out of 8 backlog vacancies have already been filled in above recruitment exercise. However recruitment action for unfilled backlog vacancies will be taken up in the recruitment year 2020."

3.10 While furnishing the details of special recruitment drives launched for filling up of the backlog vacancies meant for OBC candidates at various levels, NFL stated as under:

"Special recruitment drive for filling up the 8 backlog vacancies in OBC category has already been initiated in May 2019. Copy of the advertisement dated 31.05.2019 is attached at

ANNEXURE-VI. The status of recruitment action for 8 backlog vacancies is as under:

Table -VII

S no	Post	No. of Backlog Vacancy	Status
1	Engineer (Chemical) E-1	4	Four candidates were offered employment out of which 03 candidates have joined and 01 did not accept the offer. Therefore, offer is being sent to next in line merit candidate.
2	Manager (Electrical) E-4	2	The vacancy could not be filled due to non-availability of candidates. Suitable recruitment action by reviewing recruitment criteria shall be initiated in next recruitment cycle.
3	Medical Officer E-1	1	The vacancy could not be filled due to non-availability of candidates. Suitable recruitment action by reviewing recruitment criteria shall be initiated in next recruitment cycle.
4	Sr. Manager (HR) E-5	1	The vacancy could not be filled as no candidate was found suitable. Suitable recruitment action by reviewing recruitment criteria shall be initiated in next recruitment cycle.

Further, recruitment action for unfilled backlog vacancies will be taken up in the recruitment year 2020.

3.11 On being asked whether year-wise vacancies for OBCs are being indicated in the Register and the shortfall and backlog, if any, are being carried forward , NFL replied as under:

"Yes, year-wise vacancies for OBCs are being indicated in the Register and the shortfall and backlogs, if any, are being carried forward accordingly.

There were no unfilled backlog vacancies for OBC upto 2017. However, in the year 2018 there were 08 vacancies at Group-A level in OBC category which remained unfilled due to non-availability of candidates. These 08 vacancies have been carried forward as backlog vacancy for recruitment year 2019."

3.12 Responding to a query regarding backlog vacancies, the CMD, NFL during the oral evidence made the following submission:

सर, आपने पूछा है कि हमारा वह वर्षवार 27 प्रतिशत क्या नहीं हुआ है, एकचुअली, वह रोस्टर के हिसाब से होता है। मैंने अपने प्रजेंटेशन में यह कहा था कि कहीं कम है, क्योंकि हर चौथा जो कैंडिडेट है, वेकेंसी है, हम उसमें ओबीसी को रिजर्वेशन देते हैं। अगर किसी एक कैडर में छः पदों की

वेकेंसीज निकली है तो उसमें एक ही ओबीसी आएगा, इस वजह से वह प्रसेंटेज कम आ रहा है, लेकिन जैसे-जैसे वह बढ़ता जाता है, जैसे वर्ष 2013 में दस कैंडिडेट्स में से छः ओबीसी कैंडिडेट्स लिए। हमने छः सीट्स रिजर्व की। यह वर्षवार इस वजह से दिखता है, लेकिन अगर वर्षवार टोटलिटी में देखेंगे तो हम 27 प्रतिशत को फुलफिल करते हैं, एक्सेप्ट वर्ष 2008 का हमें जो बैकलॉग मिला है, जिसके लिए हमने एक स्पेशल मुहिम छेड़ी है, अभी उसमें चार अप्वाइंटमेंट लेटर इश्यू किए गए हैं और इंटरव्यू चल रही है, वह आज ही संपन्न हुआ है और जैसे ही सेलेक्शन कमेटी की डिटेल आएगी, तो उसके भी ऑर्डर निकलेंगे। मैं आपको इसमें दिलासा देता हूँ कि इसमें ओबीसी के लिए जो 27 प्रतिशत का प्रावधान है, वह रोस्टर बेसिस के हिसाब से हो रहा है। हर कैडरवाइज और हर डिसप्लिनवाइज, रोस्टर में जैसे-जैसे नम्बर आता है, उस हिसाब से उनका नम्बर आता है। इसी वजह से वह कभी कहीं कम-ज्यादा दिखता है, कहीं बहुत ज्यादा दिखता है। हम ओवरऑल 27 प्रतिशत कर रहे हैं।

### Reservation Roster

3.13 While responding to a query regarding maintenance of reservation rosters in affirmative both for direct recruitment and promotion for all posts as per orders on the subject, NFL furnished the following information:

Table - VIII

Mode of RRs	Level at which Roster is Maintained	The No. of Rosters	Date of Up gradation of Roster
Direct Recruitment	Each level/ post (including workmen and Executive cadre) for which recruitment is done	Separate roster for each cadre in all disciplines as per Presidential Directives at all Units/Offices separately.	Rosters are updated as and when recruitment / promotion takes place.
Promotion	E0- (30000-120000) W-3 (23000-56500)		

3.14 When asked to furnish the promotion register for OBC as per DOPT guidelines, NFL stated that as per the DOPT OM No. 6/45/94-DPE (SC/ST Cell) dated 27.07.1995 there is no provision for reservation for OBC candidates in promotion, a copy of which is attached at **Annexure-VII**.

Further DOPT OM No. 36012/22/93-Estt.(SCT) dated 22.10.1993 a copy of which is placed at **Annexure- VIII** provides as under:

“There is no change in the existing reservation rosters in so far as promotion is concerned, as

there is no reservation for Other Backward Classes in promotion.”

3.15 In this connection, the Committee would like to remind NFL that the Constitution Bench of the Supreme Court, in the case of R.K. Sabharwal Vs. State of Punjab as well as J.C. Mallick Vs. Ministry of Railways had held that the reservation of jobs for the backward classes SC/ST/OBC should apply to posts and not to vacancies. The Court further held that the vacancy based rosters can operate only till such time as the representation of persons belonging to the reserved categories, in a cadre, reaches the prescribed percentage of reservation.

3.16 With a view to bringing the policy of reservation in line with the law laid down by the Supreme Court, DOPT vide Office Memorandum No. 36012/96-Estt. (Res.) dated 2 July, 1997 decided that the existing 200-point, 40-point and 120-point vacancy based rosters shall be replaced by post-based rosters.

3.17 NFL has also informed that as per the DOPT OM No. 36022/2/96-Estt (Reg) dated 02.07.1997 regarding implementation of post based roster, the model roster for promotion is placed at **Annexure IX** which does not provide reservation points specifically earmarked for OBCs.

In view of above no separate promotion register for OBCs is maintained as per DOPT guidelines.

3.18 When asked whether the rosters are being periodically inspected by Liaison Officer and if so to furnish details of action taken on the inspection reports of the last three years, NFL furnished the following information in a prescribed format:

**Inspection of rosters by Liaison Officer**

Table-IX

Year	Date of Inspection by Liaison Officer	Comments of Liaison Officer	Action Taken Report
2016	12.05.2016 28.09.2016 29.09.2016	Satisfactory, No shortcoming is noticed. Rosters are being maintained as per guidelines.	No discrepancy
2017	25.01.2017 27.07.2017 29.11.2017 20.12.2017 11.08.2017	Satisfactory, No shortcoming is noticed. Rosters are being maintained as per guidelines.	-do-
2018	21.08.2018	Satisfactory, No shortcoming is noticed. Rosters are being maintained as per guidelines.	-do-

2019	24.01.2019 06.09.2019	Satisfactory, No shortcoming is noticed. Rosters are being maintained as per guidelines.	-do-
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### Selection Committee

3.19 The Committee brought to the notice of NFL 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. Replying to the above query, the NFL informed the Committee that -

"The DOPT instructions to include one member belonging to OBC in the Selection Committee in case of recruitment is followed in the Company for recruitment of Group A level post.

However, since there is no direct recruitment is made in group B posts in the Company and selection of candidates in group C&D Posts is purely on the basis of merit of written examination, no selection committee is formed for these levels of recruitment in the Company."

3.20 As regards, the number of Selection Committees/Boards constituted in the Organization and the number of OBC members in these Committees/Boards, the NFL stated as under;

"It is endeavour of the Company to include OBC member in selection committee for making recruitment to 10 or more vacancies in any level of posts/ services. It is further ensured that where the number of vacancies against which selection is to be made is less than 10, no effort are being spared in finding an OBC officer amongst others for inclusion in such Committees/ Boards."

The details of last 10 selection committees and the particulars of OBC members are placed at **Annexure-X**

### Separate interview of OBC Candidates by the Selection Committee

3.21 On being asked whether the Other Backward Caste candidates are interviewed on separate dates/time i.e. other than the days on which the general candidates are interviewed for various posts ,NFL replied as under:

"Yes, the OBC candidates have been given separate time slot/date to appear before selection Committees."



3.22 Taking strong exception to this practice, the Committee asked NFL if it was not a violation of various judgements and also of Supreme Court's decision dated 17.09.2019. To this NFL in a written reply submitted as under:

“The decision of the Hon'ble Supreme Court dated 17.09.2019 in this regard has been noted for compliance in all upcoming recruitment processes. Presently, it is being followed by the Company. However, it is also pertinent to mention here that no guidelines in this regard have been yet received from the Government of India.”

### **Pre-recruitment and pre-promotion training**

3.23 On being asked whether pre-recruitment and pre-promotion training is given to OBCs candidates, NFL replied as under:

“No pre-recruitment training has been given to OBC candidates. As regards pre-promotion training, OBC employees are nominated to attend internal as well as external training programs conducted by HRD Department from time to time in which they are updated with various activities/technologies in the Plant and other aspects related to their disciplines to enable them to prepare themselves to take higher responsibilities.”

3.24 When the Committee inquired whether any Training Institute / Technical Schools are run by NFL, the reply furnished by the organisation was in negative.

## CHAPTER-IV

### GRIEVANCE REDRESSAL MECHANISM

4.1 On being asked about the machinery for redressal of grievances of OBC employees in NFL, NFL replied as under:

“Employees belonging to OBC category can seek redressal of their grievances either personally or through the Liaison Officers, which exist in all Units. There is Cell and Liaison Officer functioning at each Unit/Office of the Company to deal with the grievances of SC/ST/OBC employees and to oversee the implementation of Presidential Directives. Company also has a grievance redressal procedure applicable to all employees. In case the employee is not satisfied with the redressal, he or she may approach higher authorities / senior management through proper channel.”

4.2 NFL further informed that no complaint has been received from OBC employees during the last two years.

4.3 In response to a query as to whether the management holds periodic meetings with OBC Employees' Welfare Associations/ Unions to sort out their problems/grievances, NFL furnished the following details:

“Problems/ grievances of Other Backward Classes can be represented by concerned individuals directly through HoD or through various forums like Trade Union or Federation of Officers Associations. Meetings with Union and Association are scheduled on half yearly basis and the grievances, if any received during these meetings are sorted out in a time bound manner. As on date, no OBC related grievance is pending. Further, necessary instruction encouraging formation of OBC Employees' Welfare Associations has been issued by the Management. (Copy enclosed as **Annexure XI**).”

#### Liaison Officer for OBCs

4.4 On being asked whether the Liaison Officers for OBCs have been appointed separately to ensure due compliance by the appointing authorities of the various orders and instructions pertaining to reservation of vacancies in favour of OBCs and other concessions admissible to them, NFL in furnished the following information:

“Yes, separate Liaison Officers (belonging to OBC category) for OBCs have been appointed at various Unit/ Offices of the Company to ensure due compliance by the appointing authorities to the various orders and instructions pertaining to reservation of vacancies in favour of OBCs and other concessions admissible to them. The details of separate Liaison officers are as under:

1. Shri Dileep Kumar, Manager (Mtls), CO/CMO
2. Shri Sanjay Yadav, Manager (Inst), Nangal Unit
3. Shri J.K. Mandal, SM (Prod), Panipat Unit
4. Ms. Ritika Soni, Dy. Manager (HR), Vijaipur Unit

5. Shri Ayodhyo Mahto, SM (Prod), Bathinda Unit

Details of appointment of Liaison Officers for OBCs during the last five years is enclosed as **Annexure XII**.

**OBC Employees' Association**

4.5 The Committee were initially informed that there was no Employees' Welfare Association in NFL. However, subsequently NFL informed that necessary instruction relating to encouraging formation of OBC Employees' Welfare Associations has been issued by Management. In case of formation of OBC employees welfare association they will be extended the facility of Office space, reimbursement of Telephone call charges, convening internal meetings / meeting with Management at par with SC/ST employees welfare association of the Company.

## CHAPTER-V

### OUTSOURCING AND CONTRACTUAL APPOINTMENT

5.1 On being asked about outsourcing of certain non-core functions by the organisation, NFL submitted as under:

“Yes, job contracts are being lined up for carrying out non-core activities. The unit wise details of nature of Job being carried out through job contract are as placed at Annexure -XIII.“

The unit wise details of nature of Job being carried out through job contract are as placed at Annexure XIII.

5.2 When asked about the steps taken to secure the interest of OBCs in outsourced jobs, NFL informed as under:

“NFL is not engaging contract labours Job contracts are being lined up for carrying out non-core activities. For managing such contracts, contractors engage its employees for performance of contractual obligation. NFL is not maintaining records of such employees engaged by contractors.

The contractors are not maintaining details of category of contract labour engaged by them as there is no provision for maintaining such records.“

5.3 The Committee have been informed that NFL is not engaging contract labour. Job contracts are being lined up for carrying out non-core activities. For managing such contracts, contractors engage its employees for performance of contractual obligation. NFL is not maintaining records of such employees engaged by contractors The unit-wise nature of contracts, details of contractors, number of contract labour engaged as provided by the contractor are attached as Annexure XIII.

5.4 The Committee have been further informed that while dealing with job outsourced through contractor Company has well defined procedure for ensuring compliance under various labour laws. As per terms and condition of the work order it is mandatory for all contractors to comply with the provisions of applicable labour laws. Whenever there is a failure on part of any contractor, NFL being the principal employer ensure compliance of following labour laws before issuing Certificate of Compliance (CoC) on monthly basis:

- Contract Labour (Regulation & Abolition Act 1970) & Ease of Compliance to maintain Registers under various Labour Laws Rules 2017
- Minimum Wages Act, 1948
- Payment of Wages Act-1936
- Factories Act, 1948
- Employees State Insurance Act-1948 / Employees Compensation Act, 1923
- Payment of Bonus Act'1965

- Employee's Provident Fund & Misc. Provision Act, 1952  
etc.

5.5 As regards the mechanism existing in the NFL to ensure payment of minimum wages to such employees as per the Minimum Wages Act. and adherence to other social security benefits, the Committee have been informed as under:

“Representative of concerned executing Deptt of concerned Units/ Office is certifying the payment of wage in the Wage sheet (Form-B) of respective Contract to ensure payment of minimum wages to such employees as per the Minimum Wages Act.”

**Part-II**  
**Recommendations/ Observations**

The Committee note that National Fertilizers Limited (NFL), a Schedule 'A' & a Mini Ratna (Category-I) Company, was incorporated on 23rd August 1974. The company has five gas based Ammonia-Urea plants viz. Nangal & Bathinda in Punjab, Panipat in Haryana and Vijaipur & Guna in Madhya Pradesh. NFL is the second largest producer of Urea in the country with a share of about 16% of total Urea production in the country. NFL is engaged in manufacturing and marketing of Neem Coated Urea, three strains of Bio-Fertilisers (solid and liquid) and other allied Industrial products like Ammonia, Nitric Acid, Ammonium Nitrate, Sodium Nitrite and Sodium Nitrate. The brand name of the company is popularly known in the market as 'KISAN' and 'Kisan Beej'.

**Representation of OBCs in top management**

2 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 one non-official independent Director. 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

3. The Committee note that as on 08 September, 1993 i.e. the date of implementation of reservation for OBCs in civil posts and Services under the Government of India, out of total strength of 6870 employees, there was nil representation of OBC in NFL. However since, the reservation for OBCs in the company was implemented on 27.07.1995, based on the declaration of category status of employees of the Company, as on 31.12.1995, out of total strength of 6826, there were 278 OBC employees in NFL. The Committee therefore observe that till 31.12.1995, not a single candidate belonging to OBC category was appointed in NFL by virtue of Reservation policy thereby denying benefit of reservation to OBCs for two years. The Committee further observe that as on 31.12.2019, the total strength of employees in NFL was 3343 out of which only 443 employees belong to OBC category. Thus, the representation of OBCs in NFL is only 13.25%. This is less than half of 27% quota meant for OBCs as per Reservation Policy, which is in vogue for the last 25 years. The Committee are of considered view that NFL needs to undertake a comprehensive review and reflect whether the organisation has succeeded 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 NFL. The representation of OBCs is only 12.16% in Group A while it is only 8.52% 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 28.15% which is a little over the mandated 27%. The Committee therefore, desire that NFL should analyse the reasons for not ensuring the mandatory representation of OBCs, particularly in Group B. They strongly recommend that the issue of low representation of OBC employees be addressed immediately and steps should be taken to ensure that no prejudice is caused to the interest and representation of OBCs in NFL in the long term.

## Backlog and shortfall vacancies

4. The Committee note that in the year 2018 there were 08 vacancies in Group-A out of which 03 vacancies were filled up in 2019. However, 05 vacancies remain unfilled for which NFL will take action for recruitment in recruitment year 2020. The Committee are not convinced with the argument put forward by NFL that backlog vacancies could not be filled up due to non-availability of candidates meeting the recruitment specification and candidates were not found suitable. The Committee feel that special recruitment drive should have been given wide publicity and relaxation & concession available to OBC candidates should have been prominently highlighted in the advertisement so as to elicit encouraging response from the OBC candidates. The Committee are further worried to note the variance in numbers between the backlog vacancies and overall representation of OBCs in the organization. This is evident from the fact that as on 31.12.2019, the total strength of employees in NFL was 3343 out of which only 443(13.25%) were OBCs. Whereas as per the 27% quota meant for OBCs, total number of OBC personnel should have been 902. Thus, the Committee observe that there is a short-fall of 459 posts across the ranks whereas only 10 backlog vacancies in Group A are shown to exist in NFL. The Committee would like to conclude that shortfall and backlog vacancies in NFL are not being calculated on a realistic basis and thus leading to inadequate representation of OBCs in various Technical & Non-Technical posts in NFL. 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. They, therefore, strongly recommend that NFL should take stock of inadequate representation of OBC in the organisation and apprise the Committee about the shortfall/backlog vacancies as well as about the recruitment undertaken in the present year at action taken stage.



## Reservation Roster

5. The Committee note that NFL is maintaining reservation rosters both for direct recruitment and promotion for all posts. They also understand that there is no reservation for Other Backward Classes in promotion. However, the Committee would like to emphasise that while implementing the judgement of Constitution Bench of the Supreme Court, in the case of R.K. Sabharwal Vs. State of Punjab as well as J.C. Mallick Vs. Ministry of Railways, DOPT vide Office Memorandum No. 36012/96-Estt. (Res.) dated 2 July, 1997 decided that existing 200-point, 40-point and 120-point vacancy based rosters shall be replaced by post-based rosters and asked the Ministries/Departments and concerned authorities to prepare the respective rosters based on the principles elaborated in the Explanatory Notes given in Annexure-I to aforesaid Office Memorandum. The Committee therefore strongly recommend that para 5 of the said Explanatory Notes which stipulates that, "while cadre is generally to be construed as the number of posts in a particular grade, for the purpose of preparation of roster, it shall comprise posts required to be filled by a particular mode of recruitment in terms of the applicable recruitment rules.."

## Consideration of OBC candidate selected on own merit as general candidate

6. The Committee would like to draw attention of NFL to DOPT OM No. 36012/2/96-Estt.(Res.) dated 2 July, 1997 which stipulates that in direct recruitment to Central Government jobs and services, the reserve category candidates who are selected on the same standard as applied to general candidates will not be adjusted against reserved vacancies. Further, as per DOPT OM No. 36011/1/98-Estt (Res.) dated 1 July, 1998 only when a relaxed standard is applied in selecting a reserved candidate e.g. in the age limit, experience and qualifications etc., such candidate will be counted against reserved vacancies. Subsequently, DOPT vide OM No. 43011/4/2018-Estt.(Res.) dated 4 April, 2018 conveyed to all the Ministries/Departments that it has been brought to their notice by Parliamentary Committee on Welfare of OBCs that the above instructions are not being followed in some case in direct recruitment and reiterated that while making Direct Recruitments, guidelines contained in aforesaid OMs may be kept in view by all concerned.

## Selection Board

7. 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 stipulates 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 NFL is adhering to the above mentioned guidelines and including one member belonging to OBC in the Selection Committee in case of recruitment of Group A level post. They further note that since no direct recruitment is made in group B posts in the Company and selection of candidates in group C&D Posts is purely on the basis of merit of written examination, no selection committee is formed for these levels of recruitment in the Company.

The Committee, however, find that out of the 10 selection committees one particular OBC officer has been nominated in 6 selection committees, one officer has been nominated in 3 selection committees and one officer in one selection committee. 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.

## Separate interview of OBC candidates

8. The Committee note that NFL has been giving separate time slot/date to OBC candidates for appearing before the selection committee. During the course of examination of the subject, the Committee strongly flagged the issue of holding separate interview of OBC candidates which has been declared illegal by Hon'ble Supreme Court's decision dated 17.09.2019. Subsequently, during the study visit of the Committee, NFL apprised the Committee that the decision of the Hon'ble Supreme Court

dated 17.09.2019 has been noted for compliance in all upcoming recruitment process and it is being followed by the Company. Since, NFL has already stopped the practice of holding separate interview for OBC candidates, the Committee would not like to pursue it further. However, they 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.

9. The Committee are disappointed to note that NFL, a mini ratna PSU has not been running any Training Institute/Technical Schools for upgrading the skills of its employees. In other words, the employees are being deprived to acquaint themselves with technological innovation. The Committee further observe that NFL has not been imparting pre-recruitment training to OBC candidates, though employees of the company including OBC employees are being nominated to attend internal as well as external training programs. The Committee feel that imparting training to employees help them to acquire new skills, sharpen existing ones, perform better and increase productivity. They therefore recommend that NFL should explore the possibility of establishing its own dedicated Training Institutes for equipping the employees with technical upgradation to enable them to perform at their peak.

#### Grievance Redressal Mechanism

10. The Committee are concerned to note that NFL has not put in place a dedicated Grievance Redressal Mechanism. However, an employee belonging to OBC category can seek redressal of their grievances either personally or through the Liaison Officers functioning at each Unit/Office of the Company. The Committee feel that Liaison Officer acts as bridge between the employee and the organisation. Hence, he can only forward the grievance of the employee to the organisation and may not necessarily play a crucial role in redressal of grievances of OBC employees. The Committee do not agree with the claim of NFL that no OBC related grievance is pending which can be attributed to absence of institutional Grievance Redressal Mechanism and non-existence of OBC

Employees Association. The Committee therefore strongly desire that NFL should put in place a dedicate Grievance Redressal Mechanism for redressal of grievance of OBC employees in an equitable and impartial manner.

#### OBC Employees' Association

11. During the course of examination of the subject, the Committee expressed their unhappiness that there was no OBC Employees' Association in NFL. However, during the study visit in January, 2020, NFL informed the Committee that necessary instructions encouraging formation of OBC Employees' Welfare Associations has been issued by Management. In this connection, the Committee desire that NFL may expedite the process of formation of OBC Employees Welfare Association and necessary logistical facilities such as Office space, Telephone etc. should be extended to the Association.

#### Outsourcing/Engaging Contractual Employees

12. The Committee note that NFL is outsourcing some of its non-core activities like township security, painting of plant structure, civil maintenance etc. However, the company could not reassure the Committee about the due representation of OBCs among contractual staff as it merely submitted that NFL is not engaging contract labour and job contracts are being lined up for carrying out non-core activities. The Committee feel that NFL can not be absolved of its responsibility on the ground that contractors engage its employees for performance of contractual obligation and NFL is not maintaining records of such employees engaged by contractors While the Committee understand that NFL 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 NFL.

The Committee would also urge NFL 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.

13. In this regard, the Committee would like to remind NFL 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.

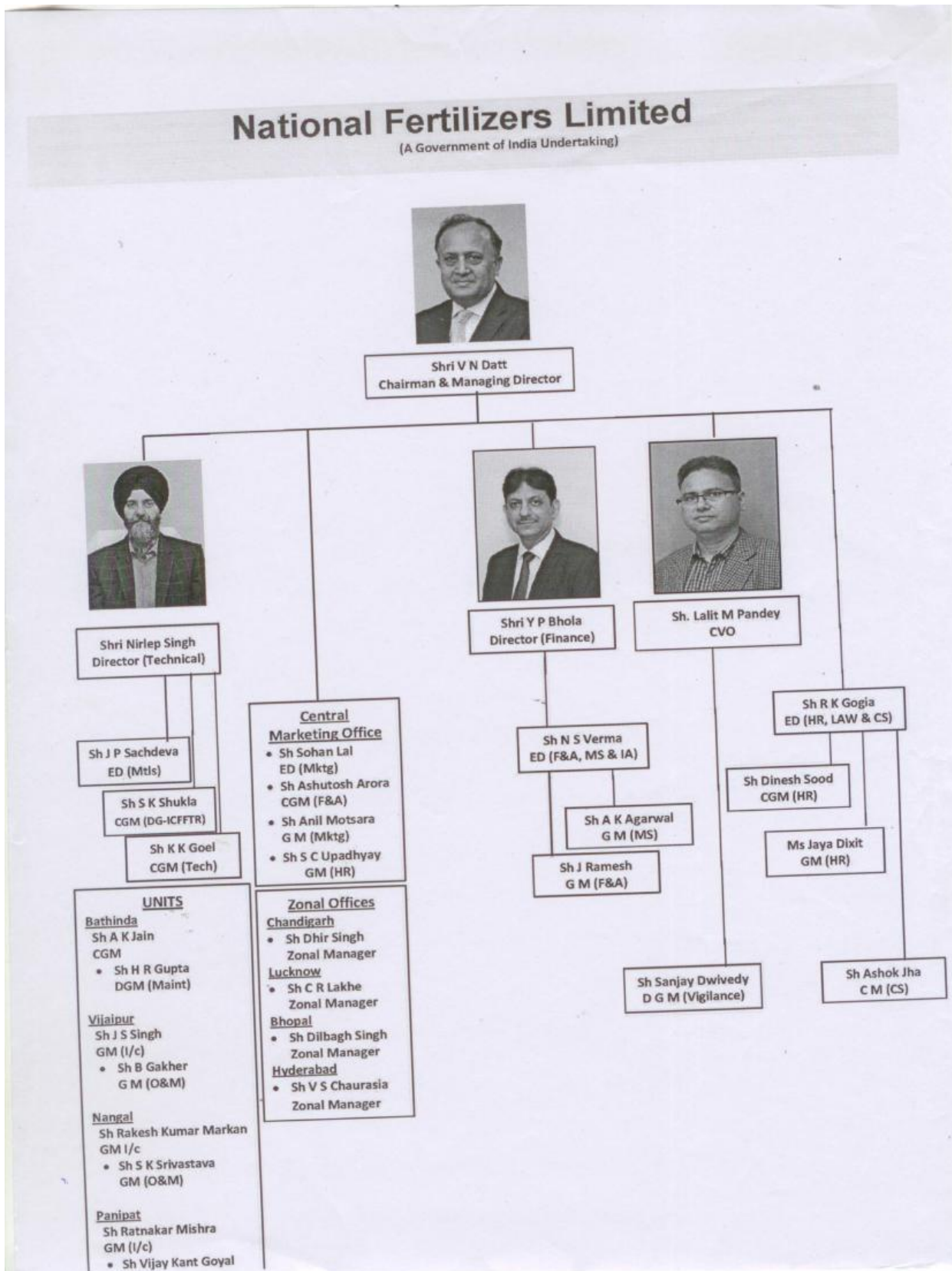
A clause providing for reservations in the services under the voluntary agencies should be included in the terms and conditions under which such voluntary agencies /organizations etc. are given grants-in-aid by Government, somewhat on the following lines: “.....(Name of Organization/ Agency etc.) agrees 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;**  
**14<sup>th</sup> July, 2020**  
**23 Ashadha, 1942 (Saka)**

**GANESH SINGH,**  
**Chairperson,**  
**Committee on Welfare of OBCs**

**ORGANIZATIONAL STRUCTURE OF NFL**



**YEAR-WISE DETAILS OF THE APPOINTMENTS MADE BY NFL UNDER VARIOUS CATEGORIES OF POSTS SINCE 1993**

ANNEXURE-VII

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, if any	Backlog OBC vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies from prev	Total OBC vacancies (5+6)	Total OBC vacancies actually filled	Shortfall (7-8)	% of shortfall		
1	2	3	4	5	6	7	8	9	10	11	
1993	A	66	66	0	0	0	0	0	0.00	0	
	B	1	1	0	0	0	0	0	0.00	0	
	C	99	99	0	0	0	0	0	0.00	0	
	D(Excluding Safai Karamcharis)	57	57	0	0	0	0	0	0.00	0	
	D(Safai Karamcharis)	8	8	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	<b>231</b>	<b>231</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	
1994	A	17	17	0	0	0	0	0	0.00	0	
	B	2	2	0	0	0	0	0	0.00	0	
	C	139	139	0	0	0	0	0	0.00	0	
	D(Excluding Safai Karamcharis)	43	43	0	0	0	0	0	0.00	0	
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	<b>201</b>	<b>201</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	
1995	A	32	32	0	0	0	0	0	0.00	0	
	B	1	1	0	0	0	0	0	0.00	0	
	C	140	127	20	0	20	7	13	65.00	0	
	D(Excluding Safai Karamcharis)	56	49	11	0	11	4	7	63.64	0	
	D(Safai Karamcharis)	4	4	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	<b>233</b>	<b>213</b>	<b>31</b>	<b>0</b>	<b>31</b>	<b>11</b>	<b>20</b>	<b>64.52</b>	<b>0</b>	

# The Shortfall colour (9) has been calculated by subtracting total OBC vacancies Coloum (7) from total OBC vacancies actually filled Coloum (8) [(7-8)]



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, If any	Backlog OBC vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies from prev	Total OBC vacancies (5+6)	Total OBC vacancies actually filled	Shortfall (7-8)	% of shortfall		
1	2	3	4	5	6	7	8	9	10	11	
1996	A	20	20	0	0	0	0	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	112	103	28	13	41	32	9	21.95	13	
	D(Excluding Safai Karamcharis)	29	23	2	7	9	3	6	66.67	7	
	D(Safai Karamcharis)	3	3	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	164	149	30	20	50	35	15	30.00	20	
1997	A	14	5	9	0	9	0	9	100.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	78	75	21	9	30	27	3	10.00	9	
	D(Excluding Safai Karamcharis)	16	15	1	6	7	6	1	14.29	6	
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	108	95	31	15	46	33	13	28.26	15	

# The Shortfall colour (9) has been calculated by subtracting total OBC vacancies Coloum (7) from total OBC vacancies actually filled Coloum (8) [(7-8)]

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, if any	Backlog OBC vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies from prev	Total OBC vacancies (5+6)	Total OBC vacancies actually filled	Shortfall (7-8)	% of shortfall		
1	2	3	4	5	6	7	8	9	10	11	
1998	A	43	43	7	9	16	16	0	0.00	9	9 out of 9 backlog vacancies of OBCs filled in the year 1998. Remaining vacancy backlog 0
	B	0	0	0	0	0	0	0	0.00	0	
	C	149	149	40	3	43	43	0	0.00	3	3 out of 3 backlog vacancies filled in the year 1998. Remaining backlog vacancy 0
	D(Excluding Safai Karamcharis)	21	21	1	1	2	1	1	50.00	1	
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	<b>213</b>	<b>213</b>	<b>48</b>	<b>13</b>	<b>61</b>	<b>60</b>	<b>1</b>	<b>1.64</b>	<b>13</b>	
1999	A	7	7	1	0	1	1	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	50	50	13	0	13	13	0	0.00	0	
	D(Excluding Safai Karamcharis)	21	21	0	1	1	1	0	0.00	0	1 out of 1 post of OBC filled in the year 1999. Backlog vacancy remaining 0
	D(Safai Karamcharis)	5	5	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	<b>83</b>	<b>83</b>	<b>14</b>	<b>1</b>	<b>15</b>	<b>15</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	

# The Shortfall colour (9) has been calculated by subtracting total OBC vacancies Coloum (7) from total OBC vacancies actually filled Coloum (8) [(7-8)]

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, if any	Backlog OBC vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies from prev	Total OBC vacancies (5+6)	Total OBC vacancies actually filled	Shortfall (7-8)	% of shortfall		
1	2	3	4	5	6	7	8	9	10	11	
2000	A	23	23	7	0	7	7	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	28	28	13	0	13	13	0	0.00	0	
	D(Excluding Safai Karamchari)	28	28	0	0	0	0	0	0.00	0	
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	<b>79</b>	<b>79</b>	<b>20</b>	<b>0</b>	<b>20</b>	<b>20</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	
2001	A	2	2	0	0	0	0	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	1	1	1	0	1	1	0	0.00	0	
	D(Excluding Safai Karamchari)	10	10	1	0	1	1	0	0.00	0	
	D(Safai Karamcharis)	1	1	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	<b>14</b>	<b>14</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	
2002	A	0	0	0	0	0	0	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	0	0	0	0	0	0	0	0.00	0	
	D(Excluding Safai Karamchari)	0	0	0	0	0	0	0	0.00	0	
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	

# The Shortfall coloum (9) has been calculated by subtracting total OBC vacancies Coloum (7) from total OBC vacancies actually filled Coloum (8) [(7-8)]

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, if any	Backlog OBC vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies from prev	Total OBC vacancies (5+6)	Total OBC vacancies actually filled	Shortfall (7-8)	% of shortfall		
1	2	3	4	5	6	7	8	9	10	11	
2003	A	0	0	0	0	0	0	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	0	0	0	0	0	0	0	0.00	0	
	D(Excluding Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	TOTAL	0	0	0	0	0	0	0	0.00	0	
2004	A	0	0	0	0	0	0	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	0	0	0	0	0	0	0	0.00	0	
	D(Excluding Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	TOTAL	0	0	0	0	0	0	0	0.00	0	
2005	A	4	4	0	0	0	0	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	0	0	0	0	0	0	0	0.00	0	
	D(Excluding Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	TOTAL	4	4	0	0	0	0	0	0.00	0	

# The Shortfall coloum (9) has been calculated by subtracting total OBC vacancies Coloum (7) from total OBC vacancies actually filled Coloum (8) [(7-8)]



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, if any	Backlog OBC vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies from prev	Total OBC vacancies (5+6)	Total OBC vacancies actually filled	Shortfall (7-8)	% of shortfall		
1	2	3	4	5	6	7	8	9	10	11	
2006	A	85	85	15	0	15	15	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	0	0	0	0	0	0	0	0.00	0	
	D(Excluding Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	<b>85</b>	<b>85</b>	<b>15</b>	<b>0</b>	<b>15</b>	<b>15</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	
2007	A	14	14	2	0	2	2	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	125	125	32	0	32	32	0	0.00	0	
	D(Excluding Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	<b>139</b>	<b>139</b>	<b>34</b>	<b>0</b>	<b>34</b>	<b>34</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	
2008	A	117	117	29	0	29	29	0	0.00	0	
	B	1	1	0	0	0	0	0	0.00	0	
	C	17	17	5	0	5	5	0	0.00	0	
	D(Excluding Safai Karamcharis)	1	1	0	0	0	0	0	0.00	0	
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	<b>136</b>	<b>136</b>	<b>34</b>	<b>0</b>	<b>34</b>	<b>34</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	

# The Shortfall colour (9) has been calculated by subtracting total OBC vacancies Coloum (7) from total OBC vacancies actually filled Coloum (8) [(7-8)]

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, if any	Backlog OBC vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies from prev	Total OBC vacancies (5+6)	Total OBC vacancies actually filled	Shortfall (7-8)	% of shortfall		
1	2	3	4	5	6	7	8	9	10	11	
2009	A	5	5	2	0	2	2	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	21	21	5	0	5	5	0	0.00	0	
	D(Excluding Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	26	26	7	0	7	7	0	0.00	0	
2010	A	4	4	0	0	0	0	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	7	7	2	0	2	2	0	0.00	0	
	D(Excluding Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	11	11	2	0	2	2	0	0.00	0	
2011	A	100	100	20	0	20	20	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	5	5	0	0	0	0	0	0.00	0	
	D(Excluding Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	105	105	20	0	20	20	0	0.00	0	

# The Shortfall coloum (9) has been calculated by subtracting total OBC vacancies Coloum (7) from total OBC vacancies actually filled Coloum (8) [(7-8)]

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, if any	Backlog OBC vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies from prev	Total OBC vacancies (5+6)	Total OBC vacancies actually filled	Shortfall (7-8)	% of shortfall		
1	2	3	4	5	6	7	8	9	10	11	
2012	A	13	13	8	0	8	8	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	2	2	0	0	0	0	0	0.00	0	
	D(Excluding Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	15	15	8	0	8	8	0	0.00	0	
2013	A	0	0	2	0	2	2	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	10	10	4	0	4	4	0	0.00	0	
	D(Excluding Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	10	10	6	0	6	6	0	0.00	0	
2014	A	0	0	0	0	0	0	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	5	5	2	0	2	2	0	0.00	0	
	D(Excluding Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	5	5	2	0	2	2	0	0.00	0	

# The Shortfall colour (9) has been calculated by subtracting total OBC vacancies Coloum (7) from total OBC vacancies actually filled Coloum (8) [(7-8)]

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, if any	Backlog OBC vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies from prev	Total OBC vacancies (5+6)	Total OBC vacancies actually filled	Shortfall (7-8)	% of shortfall		
1	2	3	4	5	6	7	8	9	10.00	11	
2015	A	14	14	3	0	3	3	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	16	16	5	0	5	5	0	0.00	0	
	D(Excluding Safai Karamcharis)	1	1	0	0	0	0	0	0.00	0	
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	31	31	8	0	8	8	0	0.00	0	
2016	A	100	100	26	0	26	26	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	177	177	53	0	53	53	0	0.00	0	
	D(Excluding Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	277	277	79	0	79	79	0	0.00	0	
2017	A	108	108	27	0	27	27	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	52	52	10	0	10	10	0	0.00	0	
	D(Excluding Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	160	160	37	0	37	37	0	0.00	0	

# The Shortfall colour (9) has been calculated by subtracting total OBC vacancies Coloum (7) from total OBC vacancies actually filled Coloum (8) [(7-8)]



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, if any	Backlog OBC vacancies filled
		3	4	5	6	7	8	9	10	11			
1	2	3	4	5	6	7	8	9	10	11	12	13	
2018	A	74	66	30	0	30	22	8	26.67	0			
	B	0	0	0	0	0	0	0	0.00	0			
	C	76	76	13	0	13	13	0	0.00	0			
	D(Excluding Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0			
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0			
	<b>TOTAL</b>	<b>150</b>	<b>142</b>	<b>43</b>	<b>0</b>	<b>43</b>	<b>35</b>	<b>8</b>	<b>18.60</b>	<b>0</b>			
2019 (Till Nov 2019)	A	71	71	22	8	30	23	7	23.33	8			
	B	0	0	0	0	0	0	0	0.00	0			
	C	136	136	45	0	45	45	0	0.00	0			
	D(Excluding Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0			
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0			
	<b>TOTAL</b>	<b>207</b>	<b>207</b>	<b>67</b>	<b>8</b>	<b>75</b>	<b>68</b>	<b>7</b>	<b>9.33</b>	<b>8</b>			

03 out of 8 backlog vacancies filled in the year 2019

# The Shortfall colour (9) has been calculated by subtracting total OBC vacancies Colour (7) from total OBC vacancies actually filled Colour (8) [(7-8)]





1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100	101	102	103	104	105	106	107	108	109	110	111	112	113	114	115	116	117	118	119	120	121	122	123	124	125	126	127	128	129	130	131	132	133	134	135	136	137	138	139	140	141	142	143	144	145	146	147	148	149	150	151	152	153	154	155	156	157	158	159	160	161	162	163	164	165	166	167	168	169	170	171	172	173	174	175	176	177	178	179	180	181	182	183	184	185	186	187	188	189	190	191	192	193	194	195	196	197	198	199	200	201	202	203	204	205	206	207	208	209	210	211	212	213	214	215	216	217	218	219	220	221	222	223	224	225	226	227	228	229	230	231	232	233	234	235	236	237	238	239	240	241	242	243	244	245	246	247	248	249	250	251	252	253	254	255	256	257	258	259	260	261	262	263	264	265	266	267	268	269	270	271	272	273	274	275	276	277	278	279	280	281	282	283	284	285	286	287	288	289	290	291	292	293	294	295	296	297	298	299	300	301	302	303	304	305	306	307	308	309	310	311	312	313	314	315	316	317	318	319	320	321	322	323	324	325	326	327	328	329	330	331	332	333	334	335	336	337	338	339	340	341	342	343	344	345	346	347	348	349	350	351	352	353	354	355	356	357	358	359	360	361	362	363	364	365	366	367	368	369	370	371	372	373	374	375	376	377	378	379	380	381	382	383	384	385	386	387	388	389	390	391	392	393	394	395	396	397	398	399	400	401	402	403	404	405	406	407	408	409	410	411	412	413	414	415	416	417	418	419	420	421	422	423	424	425	426	427	428	429	430	431	432	433	434	435	436	437	438	439	440	441	442	443	444	445	446	447	448	449	450	451	452	453	454	455	456	457	458	459	460	461	462	463	464	465	466	467	468	469	470	471	472	473	474	475	476	477	478	479	480	481	482	483	484	485	486	487	488	489	490	491	492	493	494	495	496	497	498	499	500	501	502	503	504	505	506	507	508	509	510	511	512	513	514	515	516	517	518	519	520	521	522	523	524	525	526	527	528	529	530	531	532	533	534	535	536	537	538	539	540	541	542	543	544	545	546	547	548	549	550	551	552	553	554	555	556	557	558	559	560	561	562	563	564	565	566	567	568	569	570	571	572	573	574	575	576	577	578	579	580	581	582	583	584	585	586	587	588	589	590	591	592	593	594	595	596	597	598	599	600	601	602	603	604	605	606	607	608	609	610	611	612	613	614	615	616	617	618	619	620	621	622	623	624	625	626	627	628	629	630	631	632	633	634	635	636	637	638	639	640	641	642	643	644	645	646	647	648	649	650	651	652	653	654	655	656	657	658	659	660	661	662	663	664	665	666	667	668	669	670	671	672	673	674	675	676	677	678	679	680	681	682	683	684	685	686	687	688	689	690	691	692	693	694	695	696	697	698	699	700	701	702	703	704	705	706	707	708	709	710	711	712	713	714	715	716	717	718	719	720	721	722	723	724	725	726	727	728	729	730	731	732	733	734	735	736	737	738	739	740	741	742	743	744	745	746	747	748	749	750	751	752	753	754	755	756	757	758	759	760	761	762	763	764	765	766	767	768	769	770	771	772	773	774	775	776	777	778	779	780	781	782	783	784	785	786	787	788	789	790	791	792	793	794	795	796	797	798	799	800	801	802	803	804	805	806	807	808	809	810	811	812	813	814	815	816	817	818	819	820	821	822	823	824	825	826	827	828	829	830	831	832	833	834	835	836	837	838	839	840	841	842	843	844	845	846	847	848	849	850	851	852	853	854	855	856	857	858	859	860	861	862	863	864	865	866	867	868	869	870	871	872	873	874	875	876	877	878	879	880	881	882	883	884	885	886	887	888	889	890	891	892	893	894	895	896	897	898	899	900	901	902	903	904	905	906	907	908	909	910	911	912	913	914	915	916	917	918	919	920	921	922	923	924	925	926	927	928	929	930	931	932	933	934	935	936	937	938	939	940	941	942	943	944	945	946	947	948	949	950	951	952	953	954	955	956	957	958	959	960	961	962	963	964	965	966	967	968	969	970	971	972	973	974	975	976	977	978	979	980	981	982	983	984	985	986	987	988	989	990	991	992	993	994	995	996	997	998	999	1000
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S No	E No	Name	Designation	PS	Date of joining	Date of Promotion 1	Promoted Designation 1	Date of Promotion 2	Promoted Designation 2	Date 3	Designation 3	Date 4	Designation 4	Date 5	Designation 5	Date 6	Designation 6	Date 7	Designation 7	Date 8	Designation 8		
1	8737	KUMAR SURINDER	ENGINEER (PROD)	E1	05-JUL-1998	3-JUN-99	OPTR-3	1-Jan-98	OPTR-2	23-Sep-01	OPTR-1	1-Jan-06	SR-OPTR	11-Jan-13	FOREMAN(PROD)	1-Aug-15	SHIP FASER (PROD)						
2	9739	JAI KUMAR	SHIFT ENGR (PROD)	E1	05-JUL-1998	5-JUN-98	OPTR-GR-3	1-JAN-98	OPTR-GR-2	13-MAR-03	OPTR-1	1-JAN-06	SR-OPTR	1-JAN-11	SR-OPTR-SG	1-JAN-15	FOREMAN(PROD)						
3	9813	KUMAR CHANDAN	ENGINEER	E1	18-MAR-1997	18-JAN-01	OPTR-GR-2	1-JAN-06	OPTR-1	1-Jan-14	SR-OPTR-SG	1-Jan-15	FOREMAN(PROD)										
4	13033	VERMA KUMAR	ENGINEER (INST)	E1	23-MAY-2017	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
5	14228	MOHD MIRAN	ACCOUNTS OFFICER	E1	29-APR-2019	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
6	9789	SINGH JOGINDER	ASSTT. SHIFT MANAGER	E2	07-JUL-1998	1-JAN-98	OPTR-2	13-MAR-02	OPTR-1	1-Jan-06	SR-OPTR	1-Jan-11	SR-OPTR-SG	11-Jan-13	SHIFT ENGR	1-Aug-15	ASSTT. SHIFT MANAGER						
7	10554	SINGH LODHA	ASSTT. SHIFT MANAGER ASSISTANT	E2	01-JUL-2000	1-JUL-03	Grade IV	1-Jan-07	Grade III	1-Jan-11	Grade II	1-Jan-11	Operator Grade I	1-Jan-18	S.E. (Prod)	27-MAY-19	ENGINEER (CHEMICAL)	1-JAN-19	ASSTT. SHIFT MANAGER				
8	11634	KUMAR NEERAJ	ENGINEER (MECH)	E2	17-OCT-2007	1-JAN-11	TECH-GR-4	1-Jan-14	TECH-GR-3	24-MAY-16	MECH	1-JAN-19	MECH	1-JAN-19	MECH								
9	11651	BAHLIM HUSSAIN	MANAGER/ME (CH)	E2	01-NOV-2007	1-Jan-11	IV	1-Jan-14	Grade III	1-Jan-19	Grade II	1-Jan-19	Eng. Asst.	1-Jul-19	Manager (Inst)								
10	12598	ADHINAV KUMAR	MANAGER (MATHS)	E2	21-JUL-2015	1-JUL-15	ASSTT. MANAGER (MATHS)	1-Jan-14	ASSTT. MANAGER														
11	13069	RYAZ MOHAMED	ASSTT. SHIFT MANAGER	E2	01-JUN-2016	1-JAN-19	MANAGER																
12	13146	KUMAR NIHIL	MANAGER (INST)	E2	03-JUN-2016	1-JUL-16	ASSTT. MANAGER																
13	13181	SUMAN ANKASH	ASSTT. SHIFT MANAGER	E2	17-JUN-2016	1-JAN-19	MANAGER																
14	13185	DEEPAK VARMA	MANAGER (ELECT)	E2	30-JUN-2016	1-JUL-19	MANAGER (ELECT)																
15	9852	VED PANKASH	SR ASSTT MANAGER/LAB	E3	05-OCT-1988	1-JAN-00	TECH-GR-2	1-Jan-02	TECH-GR-1	1-Jan-06	SR-TECH	1-Jan-01	IST-SG	1-Jan-06	IST-SG-2	30-MAR-11	SR-CHEMIST	24-JAN-14	ASSTT MANAGER/LAB				
16	11607	DR MRS BARBITA RANI SUSHIL	DY. CMD	E3	08-SEP-2007	1-JUL-09	Sr. MO	5-JUL-16	DY. CMD														
17	11728	KUMAR MAURYA	DY. MANAGER (PROD)	E3	24-NOV-2008	20-DEC-11	Manager	30-JUL-16	(PROD)														
18	11786	DR. R. S. GALGAT	DY. CMD	E3	23-JUN-2009	1-SEP-15	DY. CMD		SR ASSTT MANAGER (IT)														
19	12096	RAJJEET KUMAR	SR ASSTT MANAGER (IT)	E3	15-NOV-2011	22-JUL-14	(IT)	1-JUL-19	MANAGER (IT)														
20	12100	RAMNIWAS SINGH PAL	DY. MANAGER (PROD)	E3	15-NOV-2010	15-NOV-11	ENGINEER	24-JUL-14	SR ASSTT MANAGER (MEC)	1-JUL-19	ROD)												
21	12108	ANAND YADAV	SR ASSTT MANAGER/MEC	E3	15-NOV-2011	24-JUL-14	(ECN)	1-JUL-19	(CH)														

Sl. No.	SR. MGR. (PROD)	29-MAY-2000	ASSIST. SHIFT MANAGER	MANAGER (PROD)	10-DEC-12	1-SEP-15	SR. MGR. (Prod)	1-JAN-15	SR ENGG ASSTT (MECH/SG)	1-JAN-17	SR ENGG ASSTT (MECH/SG)	1-JAN-19	SR ENGG ASSTT (MECH/SG)	1-JAN-18	SR ENGG ASSTT (MECH/SG)
22	10504 J K MANDAL	E5	1-JAN-04	MANAGER (PROD)	19-DEC-12	1-SEP-15	SR. MGR. (Prod)	1-JAN-15	SENIOR ANALYST-SG						
23	8375 DAYA RAM SR ENGG	W1 0	25-MAR-95	TECH-GR-3	13-MAR-02	1-JAN-06	TECH-GR-1	1-JAN-15	SENIOR ANALYST-SG						
24	8935 RAMESH KUMAR (MECH/SG)	W1 0	31-JAN-1994	TECH-GR-4	18-APR-01	2-JAN-06	TECH-GR-2	1-JAN-12	SR-TECH	1-JAN-17	SR ENGG ASSTT (MECH/SG)	1-JAN-19	SR ENGG ASSTT (MECH/SG)		
25	9409 DEVI LAL ASSISTANT (PR)	W1 0	31-MAY-1994	OPTR-GR-3	1-SEP-03	1-JAN-07	OPTR-1	1-JAN-11	SR-OPTR	1-JAN-16	ASSISTANT (PRO)				
26	9649 RAMESH LAL SG	W1 0	06-APR-1995	OPTR-GR-4	13-MAR-02	1-JAN-06	OPTR-2 SR ENGINEERIN G	1-JAN-13	SR-OPTR	1-JAN-18	SEA (PRO) SG				
27	9933 MAHENDER KUMAR SR ASSISTANT (PR)	W1 0	24-JUL-1997	OPTR-2	1-JAN-06	1-JAN-15	ASSISTANT (PRO)	1-JAN-06	SR-OPTR	1-JAN-19	ASSISTANT (INST)				
28	8126 JAGMAL SINGH ASSISTANT (IN)	W1 1	27-FEB-1990	TECH-GR-3	28-SEP-97	21-MAR-01	TECH-GR-1	1-JAN-06	SR-TECH	1-JAN-19	SR-OPTR-SG				
29	8188 DALIP SINGH SR SEA (PI) SG II	W1 1	21-APR-1990	OPTR-3	1-JAN-99	2-JAN-03	OPTR-1	1-JAN-07	SR-OPTR	1-JAN-12	SR-OPTR-SG	1-JAN-18	SEA (PI) SG II		
30	8349 KARAM JIT SINGH ENGINEERING SENIOR	W1 1	28-DEC-1990	TECH-GR-3	1-JAN-98	13-MAR-02	TECH-GR-1	2-JAN-06	SR-TECH	1-JAN-11	SR-TECH-SG	1-JAN-17	SR ENGINEERING (MECH/SG)		
31	7652 KRISHAN LAL ASSISTANT-SG-2	W1 1	02-SEP-1988	STENO-ASST	17-JUL-93	2-DEC-97	P.A.	1-JAN-08	PA-SG-3						
32	12860 RAM KISHAN SR ENGG ASSIST. GR II	W3 0	10-FEB-2016												
33	12892 MS PINKI SUMANT SR ENGG ASSIST. GR II	W3 0	11-FEB-2016												
34	12893 YADAV MOHESH KUMAR SR ENGG ASSIST. GR II	W3 0	11-FEB-2016												
35	12894 SAUNI SR ENGG ASSIST. GR II	W3 0	11-FEB-2016												
36	12900 GOUTAM SAHOO SR ENGG ASSIST. GR II	W3 0	15-FEB-2016												
37	12903 RAJIV KUMAR SR ENGG ASSIST. GR II	W3 0	15-FEB-2016												
38	12905 DEEPAK KUMAR SR ENGG ASSIST. GR II	W3 0	15-FEB-2016												
39	13293 SACHIN KUMAR SR ENGG ASSISTANT GR III	W3 0	17-OCT-2019												
40	13310 KAUSHAL KUMAR ACCOUNTS ASSIST.	W3 0	14-OCT-2016												
41	13330 MRS SUJMAN RANI ACCOUNTS ASSIST.	W3 0	24-OCT-2019												
42	13992 SARVESH KUMAR Sr. Engineering Jt. Assistant	W3 0	18-OCT-2019												
43	13994 SAHIL Sr. Engineering Jt. Assistant	W3 0	20-DEC-2018												





S. No	EMP CODE	EMP NAME	EMP Desig	Date of Joining	Initial Description	Date of 1st Promotion	Promoted Designation 1	Date of 2nd Promotion	Promoted Designation 2	Date of 3rd Promotion	Promoted Designation 3	Date of 4th Promotion	Promoted Designation 4	Date of 5th Promotion	Promoted Designation 5	Date of 6th Promotion	Promoted Designation 6	Date of 7th Promotion	Promoted Designation 7	Date of 8th Promotion	Promoted Designation 8	Date of 9th Promotion	Promoted Designation 9	Promoted Designation 10
1	1735	K.S.INDAV	ENGINEER	24-01-1998	OPERATOR GR. II	01-01-2000	OPERATOR GR. I	01-01-2002	TECH. GR. I	01-01-2004	OPERATOR	01-01-2008	OPERATOR GR. II	01-01-2011	SR. OPERATOR GR. II	28-12-2013	ASST. SHERIFF	01-01-2017	SR. CHEFIST					
2	1802	KUMAR SON JAGDISH	ENGINEER	06-07-1987	TECH. GR. I	01-01-2002	TECH. GR. I	01-01-2002	TECH. GR. I	01-01-2008	TECH. GR. I	01-01-2011	TECH. GR. I	01-01-2011	TECH. GR. I	01-01-2017	CHEFIST	01-01-2017	CHEFIST					
3	1174	SHRI	ENGINEER	21-11-2007	Operator G.V.	01-01-2011	Operator G.V.	01-01-2011	Operator G.V.	01-01-2017	Operator G.V.	01-01-2011	Operator G.V.	01-01-2011	Operator G.V.	01-01-2011	Operator G.V.	01-01-2011	Operator G.V.					
4	1308	MAHESH	ENGINEER	21-05-2018	MT. MESH	21-05-2017	ENGINEER																	
5	1303	SHRI	ENGINEER	21-05-2018	MT. MESH	21-05-2017	ENGINEER																	
6	1304	SHRI	ENGINEER	21-05-2018	MT. MESH	21-05-2017	ENGINEER																	
7	1305	SHRI	ENGINEER	21-05-2018	MT. MESH	21-05-2017	ENGINEER																	
8	1306	SHRI	ENGINEER	21-05-2018	MT. MESH	21-05-2017	ENGINEER																	
9	1307	SHRI	ENGINEER	21-05-2018	MT. MESH	21-05-2017	ENGINEER																	
10	1308	SHRI	ENGINEER	21-05-2018	MT. MESH	21-05-2017	ENGINEER																	
11	1309	SHRI	ENGINEER	21-05-2018	MT. MESH	21-05-2017	ENGINEER																	
12	1310	SHRI	ENGINEER	21-05-2018	MT. MESH	21-05-2017	ENGINEER																	
13	1311	SHRI	ENGINEER	21-05-2018	MT. MESH	21-05-2017	ENGINEER																	
14	1312	SHRI	ENGINEER	21-05-2018	MT. MESH	21-05-2017	ENGINEER																	
15	1313	SHRI	ENGINEER	21-05-2018	MT. MESH	21-05-2017	ENGINEER																	
16	1314	SHRI	ENGINEER	21-05-2018	MT. MESH	21-05-2017	ENGINEER																	
17	1315	SHRI	ENGINEER	21-05-2018	MT. MESH	21-05-2017	ENGINEER																	
18	1316	SHRI	ENGINEER	21-05-2018	MT. MESH	21-05-2017	ENGINEER																	
19	1317	SHRI	ENGINEER	21-05-2018	MT. MESH	21-05-2017	ENGINEER																	
20	1318	SHRI	ENGINEER	21-05-2018	MT. MESH	21-05-2017	ENGINEER																	
21	1319	SHRI	ENGINEER	21-05-2018	MT. MESH	21-05-2017	ENGINEER																	
22	1320	SHRI	ENGINEER	21-05-2018	MT. MESH	21-05-2017	ENGINEER																	
23	1321	SHRI	ENGINEER	21-05-2018	MT. MESH	21-05-2017	ENGINEER																	
24	1322	SHRI	ENGINEER	21-05-2018	MT. MESH	21-05-2017	ENGINEER																	
25	1323	SHRI	ENGINEER	21-05-2018	MT. MESH	21-05-2017	ENGINEER																	





51	10075	G.K. VERMA	Sr. ENGG. ASST. 504.1	W1	08-07-1994	Tech. Ass (Avt)	08-07-1997	Operator Gr. II	01-01-2002	Operator Gr. I	01-01-2008	01-01-2011	Sr. Operator 52	01-01-2018	Sr. Enng. Asst. 3
52	10077	BUNDEL SINGH LOOHA	Sr. ENGG. ASST. 504.1	W1	08-07-1994	Tech. Ass (Avt)	08-07-1997	Operator Gr. II	01-01-2002	Operator Gr. I	01-01-2008	01-01-2011	Sr. Operator 52	01-01-2018	Sr. Enng. Asst. 3
53	10078	MANGILAL LOOHA	Sr. ENGG. ASST. 504.1	W1	08-07-1994	Tech. Ass (Avt)	08-07-1997	Operator Gr. II	01-01-2002	Operator Gr. I	01-01-2008	01-01-2011	Sr. Operator 52	01-01-2018	Sr. Enng. Asst. 3
54	10090	NAVOK BADDIYAYA	Sr. ENGG. ASST. 504.1	W1	08-07-1994	Tech. Ass (Avt)	08-07-1997	Technician Gr. II	01-01-2002	Technician Gr. I	01-01-2008	Sr. Tech. 504	01-01-2018	Sr. Enng. Asst. 504.1	
55	10226	G.D. MAHAJAN	Sr. ENGG. ASST. 504.1	W1	17-04-1997	Sr. Enng. Chk.	01-08-2002	Steno. Clerk	01-01-2008	01-01-2013	01-01-2013				
56	12643	BEERAMMAL LOOHA	Jr. ENGG. ASST. 504.1	W3	21-02-2018	Gr. I									
57	13056	DRISHI SAKHAI	Jr. ENGG. ASST. 504.1	W3	18-12-2018										
58	13069	RISHIKESH KUMAR	Jr. ENGG. ASST. 504.1	W3	24-12-2018										
59	13070	CHETAN RATNORE	Jr. ENGG. ASST. 504.1	W3	24-12-2018										
60	13071	PRODEEP PRAKASH	Jr. ENGG. ASST. 504.1	W3	24-12-2018										
61	13096	PRINCE SUNDAL	Sr. ENGG. ASST. 504.1	W3	28-12-2018										
62	14051	PRABHU S	Jr. ENGG. ASST. 504.1	W3	12-01-2019										
63	14117	ANAND KUMAR	Jr. ENGG. ASST. 504.1	W3	28-02-2019										
64	14118	ASHOK KUMAR	Jr. ENGG. ASST. 504.1	W3	28-02-2019										
65	14119	UMA KUMAR	Jr. ENGG. ASST. 504.1	W3	02-03-2019										
66	14178	SHASHI SUDHAR	Jr. ENGG. ASST. 504.1	W3	24-03-2019										
67	14173	PAVANI REDD	Jr. ENGG. ASST. 504.1	W3	14-03-2019										
68	14229	ANJIT YADAV	ACCOUNTS ASSISTANT	W3	08-05-2019										
69	14300	SHREYANSH KUMAR	ACCOUNTS ASSISTANT	W3	31-05-2019										
70	14324	MANMATH	ACCOUNTS ASSISTANT	W3	07-06-2019										
71	14395	ANUSHA	ACCOUNTS ASSISTANT	W3	23-06-2019										
72	12478	MOHIO BHAN	Jr. ENGG. ASST. 504.1	W4	12-08-2013	Jr. Enng. Asst. Gr. I	07-01-2017								
73	12442	RAJU SINGH	Jr. ENGG. ASST. 504.1	W4	16-08-2013	Jr. Enng. Asst. Gr. I	01-01-2017								
74	12445	HANUWAROO P. KPMAT	Jr. ENGG. ASST. 504.1	W4	23-08-2013	Jr. Enng. Asst. Gr. I	01-01-2017								
75	12593	HARJOT KAPUR	Jr. ENGG. ASST. 504.1	W4	11-09-2014	Jr. Enng. Asst. Gr. I	01-01-2018								
76	12731	SURESH KUMAR	Jr. ENGG. ASST. 504.1	W4	07-09-2018	Jr. Enng. Asst. Gr. I	01-01-2018								





S. No.	Sl. No.	Name	Designation	Grade	Date of Birth	Date of Appointment	Date of Last Promotion	Presented Designation	Date of 1st Promotion	Presented Designation	Date of 2nd Promotion	Presented Designation	Date of 3rd Promotion	Presented Designation	Date of 4th Promotion	Presented Designation	Date of 5th Promotion	Presented Designation	Date of 6th Promotion	Presented Designation
1	1001	S. S. S. S.	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
2	1002	S. S. S. S.	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
3	1003	S. S. S. S.	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
4	1004	S. S. S. S.	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
5	1005	S. S. S. S.	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
6	1006	S. S. S. S.	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
7	1007	S. S. S. S.	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
8	1008	S. S. S. S.	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
9	1009	S. S. S. S.	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
10	1010	S. S. S. S.	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
11	1011	S. S. S. S.	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
12	1012	S. S. S. S.	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
13	1013	S. S. S. S.	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
14	1014	S. S. S. S.	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
15	1015	S. S. S. S.	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
16	1016	S. S. S. S.	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
17	1017	S. S. S. S.	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
18	1018	S. S. S. S.	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
19	1019	S. S. S. S.	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
20	1020	S. S. S. S.	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...



MRTG

Emp. No.	Name	Present Designation	Present Pay Scale	Date of Joining	Promoted Designation	Date of Promotion	Promoted Designation	Date of Promotion	Promoted Designation	Date of Promotion	Promoted Designation	Date of Promotion	Promoted Designation	Date of Promotion	Promoted Designation	Date of Promotion	Promoted Designation	Date of Promotion	Promoted Designation	Date of Promotion			
1	RAAM SAKAN S.S.	OFFICER (COORD) 14000	40000	28.07.1988	STENO ASSTT. (ES) 10101	01.01.1994	PA. 50	01.01.1995	PA. 50	01.01.2004	PA. 50 B	01.01.2010	PA. 50 B II	17.11.2011	PVT. SEC. 50 II	22.02.2015							
2	POSWA (MKTG.)	SR. MANAGER 20000	20000	03.12.1985	SR. FA. 10101	01.01.1991	DO	15.12.1987	DO	01.01.1998	AM	01.07.2003	AM (MKTG.)	01.07.2008	MANAGER (MKTG.)	19.12.2012							
3	ANIL KUMAR (ES)	SR. MANAGER 20000	20000	21.11.1988	SR. FA. 10101	01.01.1991	DO	01.07.1998	AM	01.07.2003	SR. AM	01.07.2004	Dy. Manager (MKTG.)	01.07.2008	MANAGER (MKTG.)	26.12.2012							
4	V.K. YADAV (ES)	CHIEF MANAGER 20000	20000	08.11.1987	SR. AM 10101	01.07.1998	SR. AM	01.07.2002	SR. MANAGER (MKTG.)	01.07.2008	MANAGER (MKTG.)	01.07.2010	SR. MANAGER (MKTG.)	05.10.2015	CHIEF MANAGER (MKTG.)								
5	JAGPAL SINGH (MKTG.)	SR. MANAGER 20000	20000	07.12.1987	SR. FA. 10101	01.01.1998	SR. FA. (ES)	01.01.2003	SR. MGTG	01.07.2004	DO 50	21.07.2005	AM (MKTG.)	01.07.2010	AM (MKTG.)	14.12.2015							
6	L.R. JHANGRA (MKTG.)	CHIEF MANAGER 20000	20000	13.07.1987	SR. AM 10101	01.07.1994	AM	01.07.1998	SR. DO	02.02.2001	DY. MANAGER (MKTG.)	01.07.2005	MANAGER (MKTG.)	01.07.2008	MANAGER (MKTG.)	01.10.2014							
7	HUKAM ANAND (MKTG.)	MANAGER 20000	20000	18.07.1987	SR. FA. 10101	01.01.1993	SR. FA.	01.07.2002	DO	01.07.2008	AM	01.07.2008	AM (MKTG.)	07.10.2014	DY. MANAGER (MKTG.)	02.07.2018							
8	KUMAR (MKTG.)	CHIEF MANAGER 20000	20000	28.08.1987	SR. FA. 10101	01.01.1994	SR. FA. (ES)	01.07.2002	DO	01.07.2008	AM	01.07.2008	AM (MKTG.)	28.10.2013	DY. MANAGER (MKTG.)	01.07.2017							
9	KARAN KUMAR (MKTG.)	OFFICER (MKTG.) 16000	16000	01.04.1995	SR. FA. 10101	01.01.2005	PA. 50	21.01.2009	PA. 50	24.07.2014	ESR. PAA (ES) 50	27.01.2015	MPO	07.07.2017	OFFICER (ES) 50								
10	HARSH SINGH (MKTG.)	SR. ASSTT. (MKTG.) 18000	18000	15.08.1988	GOODOWN KEEPER 1801	18.01.1997	KEEPER	18.01.2002	SR. (ES)	01.01.2007	SR. (ES)	20.10.2011	MTLS OFFICER (MKTG.)	01.07.2013	MTLS OFFICER (MKTG.)	24.07.2014	SR. AM (MKTG.)	01.01.2017	ASSTT. MGR. (MKTG.)	01.07.2018	SR. AM (MKTG.)		
11	S.K. SAHU (MKTG.)	SR. MANAGER 22000	22000	20.09.1988	SR. FA. 10101	01.01.1993	SR. FA.	01.01.1997	SR. FA. (ES)	13.12.1997	ADDO	01.07.2008	DO AM	01.07.2004	AREA MANAGER (MKTG.)	01.07.2009	SR. AM (MKTG.)	01.10.2010	SR. AM (MKTG.)	01.10.2010	MANAGER (MKTG.)	01.10.2010	SR. MANAGER (MKTG.)
12	RAJ KUMAR (MKTG.)	DY. MANAGER 18000	18000	14.11.1985	SR. FA. 10101	01.07.2003	SR. FA.	01.07.2007	AM	01.07.2017	SR. AM	17.2018	Dy. Manager (MKTG.)										
13	PUJAN SINGH (MKTG.)	AM 40000	40000	13.03.1998	SR. MGTG 10101	01.07.2008	SR. MGTG	01.01.2007	SR. MGTG	11.09.2013	DO 50	02.09.2014	AM (MKTG.)	01.07.2018	AM 50								
14	LAJTA SINGH (MKTG.)	SR. GR. DRIVER 18000	18000	18.07.1996	DRIVER GR. (ES)	01.01.2010	SR. COM. CLM PA.	01.01.2015	ASSTT. ENGR. (ES)	01.07.2012	ENGR. IT	01.07.2018	ENGR. IT										
15	CHOLU SHYAM (MKTG.)	SR. ASSTT. AC 14000	14000	24.04.1998	SR. AC 14000	01.01.2002	SR. AC	01.01.2009	SR. AC	02.07.2018	OFFICER	01.07.2018	ASSTT. AO 50										
16	GOPIA TH (MKTG.)	OFFICER 14000	14000	17.04.1987	SR. ASSTT. 10101	01.01.2008	SR. ASSTT.	01.01.2008	SR. ASSTT.	12.08.2013	DO 50	03.08.2015	AM (MKTG.)	01.07.2018	AM 50								
17	ANUP KUMAR (MKTG.)	SR. AM 50	50000	21.11.1987	SR. FA. 10101	01.07.2003	SR. MGTG	01.01.2008	SR. MGTG	12.08.2013	DO 50	03.08.2015	AM (MKTG.)	01.07.2018	AM 50								
18	S.S. VERMA (MKTG.)	SR. AM (COORD) 14000	14000	22.08.1987	STENO CLERK 10101	01.01.2004	ASSTT. DRIVER GR.	01.01.2008	SR. GR. DRIVER CLM PAS. (ES)	10.12.2015	SR. NY	02.07.2018	NO (COORD) 50										
19	BAJRI SAHU (MKTG.)	SR. GR. DRIVER 18000	18000	24.08.1998	SR. GR. DRIVER GR.	01.01.2010	SR. GR. DRIVER CLM PAS. (ES)	01.01.2015	SR. ASSTT. ACCOUNT	01.01.2013	SR. ACCOUNT	01.01.2018	SR. SUP. ACCOUNT										
20	SAHAY BHASHA (MKTG.)	SR. SUPERVISOR 16000	16000	25.08.1998	SR. CLERK 10101	01.01.2008	SR. CLERK	01.01.2008	SR. ASSTT. ACCOUNT	01.01.2013	SR. ACCOUNT	01.01.2018	SR. SUP. ACCOUNT										
21	AJAY KUMAR (MKTG.)	SR. MGR 27000	27000	18.08.2007	MGR GR. II 11014	01.01.2014	MGR GR. II	01.01.2017	SR. MGR														
22	PRASAD (MKTG.)	SR. MGR 27000	27000	18.08.2007	MGR GR. II 11014	01.01.2014	MGR GR. II	01.01.2017	SR. MGR														

23	11188	PUNEET DY. KUMAR SHINGAR	60000-180000-AM (MKTG.) (E3)	10.08.2007	11.08.2008	AM (MKTG.)	01.07.2011	AM (MKTG.)	09.07.2017	DY. MANAGER (MKTG.)
24	11189	LAL CHAUDHARY	60000-180000-AM (MKTG.) (E3)	29.10.2007	29.10.2008	AM (MKTG.)	01.07.2011	AM (MKTG.)	01.07.2017	DY. MANAGER (MKTG.)
25	11184	V MAURY	25000-70000-ACCOUNTANT (M3)	22.10.2009	01.01.2013	ACCOUNTANT	01.01.2019	ACCOUNTANT	01.01.2019	SR. ACCOUNTANT
26	11186	H. LUSHIM ACHA	25000-70000-SR. MKTG. REP. (M3)	09.11.2009	01.01.2013	MKTG. GR. IV	01.01.2019	MKTG. REP.	02.01.2019	SR. MKTG. REP.
27	11192	RAMBEN DRB. KUNAL	25000-70000-SR. MKTG. REP. (M3)	09.11.2009	01.01.2013	MKTG. GR. IV	01.01.2019	MKTG. REP.	01.01.2019	SR. MKTG. REP.
28	11194	KUNAL MOHURY	25000-70000-SR. MKTG. REP. (M3)	11.01.2010	04.01.2014	MKTG. GR. IV	02.01.2017	MKTG. REP.		
29	11174	KUNAL RAJWAL	60000-180000-DY. MANAGER (M3)	10.08.2010	01.07.2014	ASSTT. MANAGER	02.07.2018	DY. MANAGER	02.07.2018	SR. MGR.
30	11189	V. K. JOSHI	50000-100000-AM (MKTG.) (E3)	15.09.2010	10.08.2011	AM (MKTG.)	24.07.2014	AM (MKTG.)		
31	12029	AJAY RAMSE	60000-180000-AM (MKTG.) (E3)	15.11.2010	15.11.2011	AM (MKTG.)	14.08.2014	AM (MKTG.)		
32	12148	Naravada Kumar	60000-180000-Asstt. Manager (E3)	18.08.2011	01.09.2015	Asstt. Manager				
33	12018	Ram Shivraj	25000-70000-Sr. Mngt. Rep. (M3)	02.05.1991	01.01.2018	Sr. Mngt. Rep.				
34	13009	RAMYA SHIRB	40000-100000-Asstt. Area Manager (E1)	23.03.2018		Asstt. Area Manager				
35	13006	PURI GOSWAMI	40000-100000-Asstt. Area Manager (E1)	20.05.2018	23.05.2017	Asstt. Area Manager				
36	13021	AKASH ASH	40000-140000-Asstt. Area Manager (E1)	23.05.2018	23.05.2017	Asstt. Area Manager				
37	13210	Shashi Kumar	40000-140000-Asstt. Area Manager (E1)	18.07.2018	18.07.2017	Asstt. Area Manager				
38	13209	Suresh Kumar	40000-140000-Asstt. Area Manager (E1)	13.08.2018		Asstt. Area Manager				
39	13208	Mamun Kumar	24000-60000-MKTG. REP. (M3)	18.10.2018	01.01.2022	Sr. Mngt. Rep.				
40	13301	Chaitanya Singh	40000-100000-MKTG. REP. (M3)	24.11.2018						
41	13333	Chaitanya Singh	40000-100000-Asstt. Area Manager (E1)	28.01.2018		Asstt. Area Manager				
42	13334	RAKESH KAPOOR	24000-60000-MKTG. REP. (M3)	24.12.2018						
43	13333	Sagar Prasad	24000-60000-MKTG. REP. (M3)	25.12.2018	01.01.2022	Sr. Mngt. Rep.				
44	13500	ADARSH YADAV	24000-60000-MKTG. REP. (M3)	31.07.2017						
45	13504	Sankam Choudhary	24000-60000-MKTG. REP. (M3)	31.07.2017						
46	13505	Bhaji Prasad	24000-60000-MKTG. REP. (M3)	11.07.2017						





71	14246	Accounts Payable	23000-56500- (V)	21.05.2018
72	14247	Accounts Payable	23000-56500- (V)	21.05.2018
73	14248	Accounts Payable	23000-56500- (V)	27.05.2018
74	14249	Accounts Payable	23000-56500- (V)	27.05.2018
75	14250	Accounts Payable	23000-56500- (V)	29.05.2018
76	14274	Accounts Payable	23000-56500- (V)	30.05.2018
77	14277	Accounts Payable	23000-56500- (V)	31.05.2018
78	14313	Accounts Payable	23000-56500- (V)	06.06.2018
79	14317	Accounts Payable	23000-56500- (V)	03.06.2018
80	14318	Accounts Payable	23000-56500- (V)	31.05.2018
81	14398	Accounts Payable	24000-87000- (V)	15.07.2018
82	14397	Accounts Payable	24000-87000- (V)	15.07.2018
83	14398	Accounts Payable	24000-87000- (V)	15.07.2018
84	14395	Accounts Payable	24000-87000- (V)	15.07.2018
85	14397	Accounts Payable	24000-87000- (V)	15.07.2018
86	14399	Accounts Payable	24000-87000- (V)	15.07.2018
87	14401	Accounts Payable	24000-87000- (V)	15.07.2018
88	14402	Accounts Payable	24000-87000- (V)	15.07.2018
89	14404	Accounts Payable	24000-87000- (V)	15.07.2018
90	14405	Accounts Payable	24000-87000- (V)	15.07.2018
91	14410	Accounts Payable	24000-87000- (V)	15.07.2018
92	14411	Accounts Payable	24000-87000- (V)	15.07.2018
93	14415	Accounts Payable	24000-87000- (V)	15.07.2018
94	14417	Accounts Payable	24000-87000- (V)	09.08.2018





**DETAILS OF DEPARTMENTAL PROMOTION COMMITTEE (DPC) HELD IN THE MONTH OF JULY 2019 FOR EXECUTIVES AND DEC-2019 FOR NON EXECUTIVES**

Details of DPC 2019		Annexure IIA
<b>Executive DPC-2019</b>		
Total Post available for Promotion		435
<b>Eligible for Promotion</b>		
Executives other than OBC		1025
OBC Executives		102
Total Executives		1127
<b>Executives Promoted</b>		
Executives other than OBC		339
OBC Executives		56
Total Executives		395
<b>Not promoted due to following Reasons</b>		
(i) Did not turn up for interview		
(ii) Not meeting suitability criteria		
(iii) Not falling within the number of vacancies		
Executives other than OBC		686
OBC Executives		46
Total Executives		732
<b>Non Executive DPC-2019</b>		
Total Post available for Promotion		302
<b>Eligible for Promotion</b>		
Non Executives other than OBC		249
OBC Non Executives		53
Total Non Executives		302
<b>Non Executives Promoted</b>		
Non Executives other than OBC		243
OBC Non Executives		53
Total Non Executives		296
<b>Non Executives not promoted due to following Reasons</b>		
(i) Did not turn up for interview		
Non Executives other than OBC		6
OBC Non Executives		0
Total Non Executives		6
<b>Total DPC-2019</b>		
Total Post available for Promotion		737
<b>Eligible for Promotion</b>		
Employees other than OBC		1274
OBC Employees		155
Total employees		1429
<b>Employees Promoted</b>		
Employees other than OBC		582
OBC Employees		109
Total Employees		691
<b>Employees not promoted due to following Reasons</b>		
(i) Did not turn up for interview		
(ii) Not meeting suitability criteria		
(iii) Not falling within the number of vacancies		
Employees other than OBC		692
OBC Employees		46
Total Employees		738

THE DETAILS OF BACKLOG VACANCIES

ANNEXURE-VII

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, if any	Backlog OBC vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies from prev	Total OBC vacancies (5+6)	Total OBC vacancies actually filled	Shortfall (7-8)	% of shortfall		
1	2	3	4	5	6	7	8	9	10	11	
1993	A	66	66	0	0	0	0	0	0.00	0	
	B	1	1	0	0	0	0	0	0.00	0	
	C	99	99	0	0	0	0	0	0.00	0	
	D/Excluding Safai Karamchari	57	57	0	0	0	0	0	0.00	0	
	D/Safai Karamcharis	8	8	0	0	0	0	0	0.00	0	
	TOTAL	231	231	0	0	0	0	0	0.00	0	
1994	A	17	17	0	0	0	0	0	0.00	0	
	B	2	2	0	0	0	0	0	0.00	0	
	C	139	139	0	0	0	0	0	0.00	0	
	D/Excluding Safai Karamchari	43	43	0	0	0	0	0	0.00	0	
	D/Safai Karamcharis	0	0	0	0	0	0	0	0.00	0	
	TOTAL	201	201	0	0	0	0	0	0.00	0	
1995	A	32	32	0	0	0	0	0	0.00	0	
	B	1	1	0	0	0	0	0	0.00	0	
	C	140	127	20	0	20	7	13	65.00	0	
	D/Excluding Safai Karamchari	56	49	11	0	11	4	7	63.64	0	
	D/Safai Karamcharis	4	4	0	0	0	0	0	0.00	0	
	TOTAL	233	213	31	0	31	11	20	64.52	0	

# The Shortfall colour (9) has been calculated by subtracting total OBC vacancies Coloum (7) from total OBC vacancies actually filled Coloum (8) [(7-8)]

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, if any	Backlog OBC vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies from prev	Total OBC vacancies (5+6)	Total OBC vacancies actually filled	Shortfall (7-8)	% of shortfall		
1	2	3	4	5	6	7	8	9	10.00	11	
1996	A	20	20	0	0	0	0	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	112	103	28	13	41	32	9	21.95	13	4 out of 13 backlog vacancies of OBC filled in the year 1996. Backlog vacancy unfilled 9
	D(Excluding Safai Karamcharis)	29	23	2	7	9	3	6	66.67	7	1 out of 7 backlog vacancies of OBC filled in the year 1996. Backlog vacancy unfilled 6
	D(Safai Karamcharis)	3	3	0	0	0	0	0	0.00	0	
	TOTAL	164	149	30	20	50	35	15	30.00	20	
	A	14	5	9	0	9	0	0	9	100.00	0
1997	B	0	0	0	0	0	0	0	0.00	0	
	C	78	75	21	9	30	27	3	10.00	9	6 out of 9 backlog vacancy filled in the year 1997. Remaining vacancy backlog 3
	D(Excluding Safai Karamcharis)	16	15	1	6	7	6	1	14.29	6	6 out of 6 backlog vacancies filled in the year 1997. Remaining vacancy backlog 0.
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	*01 vacancy cannot be filled in current year backlog vacancy created
	TOTAL	108	95	31	15	46	33	13	28.26	15	

# The Shortfall colour (9) has been calculated by subtracting total OBC vacancies Coloum (7) from total OBC vacancies actually filled Coloum (8) [(7-8)]

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, if any	Backlog OBC vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies from prev	Total OBC vacancies (5+6)	Total OBC vacancies actually filled	Shortfall (7-8)	% of shortfall		
1	2	3	4	5	6	7	8	9	10.00	11	
1998	A	43	43	7	9	16	16	0	0.00	9	9 out of 9 backlog vacancies of OBCs filled in the year 1998. Remaining vacancy backlog 0
	B	0	0	0	0	0	0	0	0.00	0	
	C	149	149	40	3	43	43	0	0.00	3	3 out of 3 backlog vacancies filled in the year 1998. Remaining backlog vacancy 0
	D(Excluding Safai Karamcharis)	21	21	1	1	2	1	1	50.00	1	
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	<b>213</b>	<b>213</b>	<b>48</b>	<b>13</b>	<b>61</b>	<b>60</b>	<b>1</b>	<b>1.64</b>	<b>13</b>	
1999	A	7	7	1	0	1	1	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	50	50	13	0	13	13	0	0.00	0	
	D(Excluding Safai Karamcharis)	21	21	0	1	1	1	0	0.00	0	1 out of 1 post of OBC filled in the year 1999. Backlog vacancy remaining 0
	D(Safai Karamcharis)	5	5	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	<b>83</b>	<b>83</b>	<b>14</b>	<b>1</b>	<b>15</b>	<b>15</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	

# The Shortfall colour (9) has been calculated by subtracting total OBC vacancies Coloum (7) from total OBC vacancies actually filled Coloum (8) [(7-8)]



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, if any	Backlog OBC vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies from prev	Total OBC vacancies (5+6)	Total OBC vacancies actually filled	Shortfall (7-8)	% of shortfall		
1	2	3	4	5	6	7	8	9	10.00	11	
2000	A	23	23	7	0	7	7	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	28	28	13	0	13	13	0	0.00	0	
	D(Excluding Safai Karamcharis)	28	28	0	0	0	0	0	0.00	0	
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	79	79	20	0	20	20	0	0.00	0	
2001	A	2	2	0	0	0	0	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	1	1	1	0	1	1	0	0.00	0	
	D(Excluding Safai Karamcharis)	10	10	1	0	1	1	0	0.00	0	
	D(Safai Karamcharis)	1	1	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	14	14	2	0	2	2	0	0.00	0	
2002	A	0	0	0	0	0	0	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	0	0	0	0	0	0	0	0.00	0	
	D(Excluding Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	0	0	0	0	0	0	0	0.00	0	

# The Shortfall coloum (9) has been calculated by subtracting total OBC vacancies Coloum (7) from total OBC vacancies actually filled Coloum (8) [(7-8)]



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, if any	Backlog OBC vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies from prev	Total OBC vacancies (5+6)	Total OBC vacancies actually filled	Shortfall (7-8)	% of shortfall		
1	2	3	4	5	6	7	8	9	10	11	
2003	A	0	0	0	0	0	0	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	0	0	0	0	0	0	0	0.00	0	
	D(Excluding Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	0	0	0	0	0	0	0	0.00	0	
2004	A	0	0	0	0	0	0	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	0	0	0	0	0	0	0	0.00	0	
	D(Excluding Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	0	0	0	0	0	0	0	0.00	0	
2005	A	4	4	0	0	0	0	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	0	0	0	0	0	0	0	0.00	0	
	D(Excluding Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	4	4	0	0	0	0	0	0.00	0	

# The Shortfall colour (9) has been calculated by subtracting total OBC vacancies Coloum (7) from total OBC vacancies actually filled Coloum (8) [(7-8)]

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, if any	Backlog OBC vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies from prev	Total OBC vacancies (5+6)	Total OBC vacancies actually filled	Shortfall (7-8)	% of shortfall		
1	2	3	4	5	6	7	8	9	10.00	11	
2006	A	85	85	15	0	15	15	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	0	0	0	0	0	0	0	0.00	0	
	D(Excluding Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	85	85	15	0	15	15	0	0.00	0	
2007	A	14	14	2	0	2	2	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	125	125	32	0	32	32	0	0.00	0	
	D(Excluding Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	139	139	34	0	34	34	0	0.00	0	
2008	A	117	117	29	0	29	29	0	0.00	0	
	B	1	1	0	0	0	0	0	0.00	0	
	C	17	17	5	0	5	5	0	0.00	0	
	D(Excluding Safai Karamcharis)	1	1	0	0	0	0	0	0.00	0	
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	136	136	34	0	34	34	0	0.00	0	

# The Shortfall colour (9) has been calculated by subtracting total OBC vacancies Coloum (7) from total OBC vacancies actually filled Coloum (8) [(7-8)]

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, if any	Backlog OBC vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies from prev	Total OBC vacancies (5+6)	Total OBC vacancies actually filled	Shortfall (7-8)	% of shortfall		
1	2	3	4	5	6	7	8	9	10	11	
2009	A	5	5	2	0	2	2	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	21	21	5	0	5	5	0	0.00	0	
	D(Excluding Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	26	26	7	0	7	7	0	0.00	0	
2010	A	4	4	0	0	0	0	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	7	7	2	0	2	2	0	0.00	0	
	D(Excluding Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	11	11	2	0	2	2	0	0.00	0	
2011	A	100	100	20	0	20	20	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	5	5	0	0	0	0	0	0.00	0	
	D(Excluding Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	105	105	20	0	20	20	0	0.00	0	

# The Shortfall coloum (9) has been calculated by subtracting total OBC vacancies Coloum (7) from total OBC vacancies actually filled Coloum (8) [(7-8)]

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, if any	Backlog OBC vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies from prev	Total OBC vacancies (5+6)	Total OBC vacancies actually filled	Shortfall (7-8)	% of shortfall		
1	2	3	4	5	6	7	8	9	10	11	
2012	A	13	13	8	0	8	8	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	2	2	0	0	0	0	0	0.00	0	
	D(Excluding Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	<b>15</b>	<b>15</b>	<b>8</b>	<b>0</b>	<b>8</b>	<b>8</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	
2013	A	0	0	2	0	2	2	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	10	10	4	0	4	4	0	0.00	0	
	D(Excluding Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	<b>10</b>	<b>10</b>	<b>6</b>	<b>0</b>	<b>6</b>	<b>6</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	
2014	A	0	0	0	0	0	0	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	5	5	2	0	2	2	0	0.00	0	
	D(Excluding Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	<b>5</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	

# The Shortfall colour (9) has been calculated by subtracting total OBC vacancies Coloum (7) from total OBC vacancies actually filled Coloum (8) [(7-8)]



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, if any	Backlog OBC vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies from prev	Total OBC vacancies (5+6)	Total OBC vacancies actually filled	Shortfall (7-8)	% of shortfall		
1	2	3	4	5	6	7	8	9	10.00	11	
2015	A	14	14	3	0	3	3	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	16	16	5	0	5	5	0	0.00	0	
	D(Excluding Safai Karamcharis)	1	1	0	0	0	0	0	0.00	0	
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	31	31	8	0	8	8	0	0.00	0	
2016	A	100	100	26	0	26	26	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	177	177	53	0	53	53	0	0.00	0	
	D(Excluding Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	277	277	79	0	79	79	0	0.00	0	
2017	A	108	108	27	0	27	27	0	0.00	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	52	52	10	0	10	10	0	0.00	0	
	D(Excluding Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	D(Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	160	160	37	0	37	37	0	0.00	0	

# The Shortfall coloum (9) has been calculated by subtracting total OBC vacancies Coloum (7) from total OBC vacancies actually filled Coloum (8) [(7-8)]



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, if any	Backlog OBC vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies from prev	Total OBC vacancies (5+6)	Total OBC vacancies actually filled	Shortfall (7-8)	% of shortfall		
1	2	3	4	5	6	7	8	9	10	11	
2018	A	74	66	30	0	30	22	8	26.67	0	
	B	0	0	0	0	0	0	0	0.00	0	
	C	76	76	13	0	13	13	0	0.00	0	
	D(Excluding Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	<b>150</b>	<b>142</b>	<b>43</b>	<b>0</b>	<b>43</b>	<b>35</b>	<b>8</b>	<b>18.60</b>	<b>0</b>	
2019 (Till Nov 2019)	A	71	71	22	8	30	23	7	23.33	8	
	B	0	0	0	0	0	0	0	0.00	0	
	C	136	136	45	0	45	45	0	0.00	0	
	D(Excluding Safai Karamcharis)	0	0	0	0	0	0	0	0.00	0	
	<b>TOTAL</b>	<b>207</b>	<b>207</b>	<b>67</b>	<b>8</b>	<b>75</b>	<b>68</b>	<b>7</b>	<b>9.33</b>	<b>8</b>	
03 out of 8 backlog vacancies filled in the year 2019											

# The Shortfall colour (9) has been calculated by subtracting total OBC vacancies Coloum (7) from total OBC vacancies actually filled Coloum (8) [(7-8)]

**SPECIAL RECRUITMENT DRIVE FOR FILLING UP THE 8 BACKLOG VACANCIES IN  
OBC CATEGORY WAS INITIATED IN MAY 2019 COPY OF THE ADVERTISEMENT  
DATED 31.05.2019**



Annexure VII

**NATIONAL FERTILIZERS LIMITED**  
(A Government of India Undertaking)  
A-11, Sector-24, Noida,  
District Gautam Budh Nagar, Uttar Pradesh - 201301.  
Phone Nos.: 0120-2412294, 2412445 Fax 0120-2412397

**Advertisement No.: 05/2019**

**Dated: 31.05.2019**

**SPECIAL RECRUITMENT DRIVE TO FILL UP BACKLOG VACANCIES RESERVED FOR PwBD AND  
SC/ST/OBC CATEGORIES IN NFL**

National Fertilizers Limited (NFL) is a Mini-Ratna, premier profit-making Central Public Sector Undertaking engaged in manufacturing and marketing of fertilizers and other agricultural inputs with a vision of being a leading Indian company in fertilizers and beyond, with commitment to all stakeholders. NFL is looking for qualified, dynamic and result oriented experienced professionals with initiative for manning the following positions on regular basis for its various Offices / Units / Joint Ventures:

**POST RESERVED FOR PwBD CANDIDATES IN NFL(Second Attempt)\*\***

**Table - I**

POST	VACANCIES	POSTS IDENTIFIED FOR PwBD CATEGORIES
1	2	3
Asst. Manager (Marketing) (E-2)	03(PwBD) (02-HH & 01-VH)	OH:OL,BL,OA HH, VH - B, LV
Engineer (Civil) (E-1)	01 (PwBD (UR) (01-HH)	OH: OA, OL, HH
Engineer (Instrumentation) (E-1)	.01 (PwBD) (01-HH)	OH: OL, HH
Engineer (Mechanical) (E-1)	01 (PwBD) (01-OH)	OH: OL, HH
Officer (CS) (E-1)	01 (PwBD) (01-OH)	OH: OA,OL,BL

**POSTS RESERVED FOR SC/ST/OBC CANDIDATES IN NFL**

**Table - II**

POST	VACANCIES	POSTS IDENTIFIED FOR PwBD CATEGORIES
1	2	3
Engineer (Chemical) (E-1)	04 (OBC)	OH: OA, OL
Engineer (Electrical) (E-1)	02 (SC)	OH: OL, HH
Engineer (Mechanical) (E-1)	01 (ST)	OH: OL, HH
Manager (Electrical) (E-1)	02 (OBC)	OH: OL, HH
Medical Officer (E-1)	01 (OBC)	OH: OA,OL
Sr. Manager (HR) (E-5)	01 (OBC)	OH: OA, OL, BL, OAL VH: B, LV HH
Sr. Manager (F&A)	01 (SC)	OH: OA, OL,BL,OAL,BLOA HH



Abbreviations:  
 CS - Company Secretary; 'HR' - Human Resource; 'F&A' - Finance & Accounts; 'UR' - Unreserved; 'SC' - Scheduled Caste; 'ST' - Scheduled Tribe; 'OBC (NCL)' - Other Backward Classes (Non-Creamy Layer); 'PwBD' - Persons with Benchmark Disabilities; 'OH' - Orthopedically Impaired; 'OA' - One Arm affected; 'OL' - One Leg affected; 'BL' - Both Legs affected; 'OAL' - Blind; 'LV' - Low Vision.

\$The PwBD categories identified for above posts are as per the latest list of "Group A - Posts identified for Persons with Disabilities (New)" available on the website of Office of The Chief Commissioner for Persons with Disabilities, Ministry of Social Justice and Empowerment, Government of India at <http://www.ccdisabilities.nic.in> as on the date of advertisement. Please refer to Clause No. D.6 - D.7 of this advertisement in this regard also.

\*\* These backlog posts shall be filled up out of the candidates with the Persons with Benchmark Disability as mentioned in column No.02 of table-I. In case suitable persons with that Benchmark Disability are not available, it may be filled by interchange among the other categories of Benchmark Disabilities identified for reservation as mentioned in column No.03 of the Table - I. In case of non-availability of suitable persons with any of the Benchmark Disability then the posts shall be filled up by the persons other than the persons with Benchmark Disability.

Accordingly, candidates other than PwBD category may also apply against the vacancies reserved for PwBD. However, their candidature will be considered in the event of non-availability of suitable candidates belonging PwBD category.

**A. AGE, QUALIFICATION AND INLINE EXECUTIVE WORK-EXPERIENCE ELIGIBILITY CRITERIA**

Post Code (i)	Post/Grade/ Pay Scale & Age Limit (ii)	Minimum Educational Qualification*** (iii)	Minimum Essential Executive Post Qualification inline Experience (iv)
1	<b>Asst. Manager (Marketing)</b> <b>Grade: E 2</b> <b>Pay Scale: Rs.50,000 - 1,50,000/-</b> <b>Upper Age Limit: PwBD: 50 years (relaxation for SC/ST/OBC as per govt. guidelines)</b>	Minimum 55% marks in two years' full time MBA or PGDBM course recognized as equivalent to MBA by UGC/AICTE with specialization in Marketing/ Agri Business Marketing/ International Marketing/Rural Management or Minimum 55% marks in two years' full time M.Sc. (Agriculture) with specialization in any discipline or Minimum 55% marks in two years' full time M.Sc. with specialization in any discipline of Agriculture <b>WITH</b> Full time regular degree of B.Sc. (Agriculture) with minimum 55% marks." Note: Graduation should be in B.Sc. (Agriculture) only	Minimum 2 (Two) years' post qualification in line marketing experience in the next below pay scale or equivalent pay scale in PSU/Govt. Organization/ Private Company in Fertilizers/Agri Business (including Seed/Agro Chemicals/Bio-Fertilizers Marketing). PSU or Govt. employees presently working in the same/ equivalent pay scale (IDA) with two years' in line executive experience may also apply. Candidates from private sector should have Minimum 2 (Two) years' post qualification in line marketing experience in Fertilizers/Agri Business (including Seed/Agro Chemicals/Bio-Fertilizers Marketing) at a CTC of minimum Rs. 7.70 lakhs as on 30.04.2019.
2	<b>Engineer(Chemical)</b> <b>Grade: E 1</b> <b>Pay Scale: Rs.40,000 - 1,40,000/-</b> <b>Upper Age Limit: OBC: 33 years</b>	Minimum 60% marks in Engineering Degree (B.Tech./B.E./B.Sc.Engg.) in Chemical Engineering / Chemical Technology from recognized Institute OR AMIE in Chemical Engineering. OR Minimum 60% marks in full time / regular Diploma in Chemical Engineering	<b>FOR DEGREE HOLDERS</b> Minimum 01 year post qualification experience as on 30.04,2019 in operation of DCS based Fertilizer / Continuous process chemical / Petro-Chemical Plant. <b>FOR DIPLOMA HOLDERS</b> Minimum 11 years' experience in operation of Heavy Chemical and/or Fertilizers Plants.  For Govt./CPSE/SPSE candidates, at least 01 (One) year of post qualification in line experience in the next below pay scale.





			<p>PSU or Govt. Candidates presently working in the same or equivalent pay scale / post may also apply.</p> <p>Candidates working in Private sector should have minimum one year post qualification inline experience at a minimum CTC of Rs. 5.77 lakh p.a. as on 30.04.2019.</p>
3	<p><b>Engineer(Civil)</b>  <b>Grade: E 1</b>  <b>Pay Scale: Rs.40,000 - 1,40,000/-</b></p> <p><b>Upper Age Limit:</b>  <b>PwBD: 40 years</b></p>	<p>Minimum 60% marks in Degree (B. Tech./ B.E./B.Sc. (Civil) Engg. ) in Civil Engineering from recognized Institute  OR  AMIE in Civil Engineering</p>	<p>Minimum 01 year post qualification inline regular or direct contractual experience in PSU/ Govt. Organization/ Large Private Company (preferably in fertilizers or petrochemical sector). For Govt./CPSE/SPSE candidates, at least 01 (One) year of regular or direct contractual post qualification inline experience in the next below scale. PSU or Govt. Candidates presently working in the same or equivalent pay scale with one year post qualification inline experience may also apply. Candidates working in Private sector should have minimum one year inline experience at a minimum CTC of Rs. 5.77 lakh p.a as on 30.04.2019. Candidates should be well versed with cost estimation &amp; budgeting, preparation of professional engineering drawings &amp; specifications for various assignments &amp; projects by reviewing data &amp; performing surveys, Construction &amp; maintenance experience of Plant, large office &amp; residential complex, material procurement &amp; planning, Contracts preparation &amp; bid evaluations. Good Knowledge of preventive maintenance procedures, cost reduction techniques, budget Management &amp; Industry best practices. Further, computers literate candidates with working knowledge of Auto CAD will be preferred.</p>
4	<p><b>Engineer(Elect.)</b>  <b>Grade: E 1</b>  <b>Pay Scale: Rs.40,000 - 1,40,500/-</b></p> <p><b>Upper Age Limit:</b>  <b>SC: 35 years</b></p>	<p>Minimum 60% marks in Engineering Degree (B.Tech./B.E./B.Sc. Engg.)/ In Electrical Engineering from recognized Institute  OR  AMIE in Electrical Engineering.</p>	<p>Minimum 01 year post qualification inline experience as on 30.04.2019 in construction/maintenance of HT &amp; LT power distribution system, HT synchronous and induction motors, large transformers, protection systems etc. in Fertilizer / Large Chemical / Petro-Chemical Industry.</p> <p>For Govt./CPSE/SPSE candidates, at least 01 (One) year of post qualification inline experience in the next below pay scale. PSU or Govt. employees presently working in the same or equivalent pay scale with one year post qualification in line experience may also apply. Candidates working in Private sector should have minimum one year post qualification inline experience at a minimum CTC of Rs. 5.77 lakh p.a. as on 30.04.2019.</p>
5	<b>Engineer(Instt.)</b>	Minimum 60% marks in Engineering	Minimum 01 year post qualification in line



	<p><b>Grade: E 1</b>  <b>Pay Scale: Rs.40,000 - 1,40,000/-</b></p> <p><b>Upper Age Limit:</b>  <b>PwBD: 40 years</b></p>	<p>Degree (B.Tech./ B.E./B.Sc. Engg.) in Instrumentation or Instrumentation &amp; Control or Electronics &amp; Instrumentation or Electronics Instrumentation &amp; Control or Industrial Instrumentation or Process Control Instrumentation or Electronics &amp; Electrical or Applied Electronics &amp; Instrumentation or Electronics &amp; Communication or Electronics &amp; Control  OR  AMIE in Electronics &amp; Communication Engineering</p>	<p>experience as on 30.04.2019 in process control instrumentation in Fertilizer/Continuous process Chemical/Petro Chemical Industries. Candidates should be conversant with Maintenance/troubleshooting of DCS/ESD systems, programming &amp; calibration of SMART field instruments, gas chromatographs, analyzers, electronic governors, anti-surge controllers etc. For Govt./CPSE/SPSE candidates, at least 01 (one) year post qualification  In line experience in the next below pay scale. PSU or Govt. candidates presently working in the same or equivalent pay scale with one year post qualification in line experience may also apply.  Candidates working in Private Sector should have minimum one year post qualification inline experience at a minimum CTC of Rs. 5.77 lakh p.a. as on 30.04.2019.</p>
6	<p><b>Engineer(Mech.)</b>  <b>Grade: E 1</b>  <b>Pay Scale: Rs.40,000 - 1,40,000/-</b></p> <p><b>Upper Age Limit:</b>  <b>PwBD: 40 years</b>  <b>ST: 35 years</b></p>	<p>Minimum 60% marks in Engineering Degree (B.Tech./B.E./B.Sc. Engg.) in Mechanical Engineering from recognized Institute  OR  AMIE in Mechanical Engineering.</p>	<p>Minimum 01 year post qualification inline experience as on 30.04.2019 in erection / maintenance of Fertilizer / Continuous process chemical / Petro-Chemical Industry. Candidate must be conversant with latest maintenance practices, lining up of maintenance contracts, spares Procurement, budgeting etc. and must be computer literate. For Govt./CPSE/SPSE candidates, at least 01 (One) year of post qualification inline experience in the next below scale. PSU or Govt. Candidates presently working in the same or equivalent pay scale with one year post qualification inline experience may also apply.  Candidates working in Private sector should have minimum one year post qualification inline experience at a minimum CTC of Rs. 5.77 lakh p.a. as on 30.04.2019.</p>
7	<p><b>Officer(CS)</b>  <b>Grade: E 1</b>  <b>Pay Scale: Rs.40,000 - 1,40,000/-</b></p> <p><b>Upper Age Limit:</b>  <b>PwBD: 40 years</b></p>	<p>Should have passed the final examination of the Institute of the Company Secretaries of India (ICSI) and member of ICSI. Preference will be given to candidates having graduate degree in Law</p>	<p>Minimum 01 year post qualification professional experience 30.04.2019 in a Secretariat Department of a Central/State Govt./CPSE/SPSE/Public Limited Company. For Govt./CPSE/SPSE candidates, at least 01 (One) year of experience in the next below scale. PSU or Govt. Candidates presently working in the same or equivalent pay scale with one year experience may also apply.  Candidates working in Private sector should have minimum one year experience at a minimum CTC of Rs. 5.77 lakh p.a. Preference would be given to candidates having experience in Listed Companies.</p>
8	<p><b>Manager (Elect.)</b></p>	<p>Minimum 60% marks in Engineering</p>	<p>Minimum 09 years post qualification inline</p>





	<p><b>Grade: E 4</b>  <b>Pay Scale: Rs.70,000 - 2,00,000/-</b></p> <p><b>Upper Age Limit:</b>  <b>OBC: 48 years</b></p>	<p>Degree (B.Tech./B.E./B.Sc. Engg.) in Electrical Engineering from recognized Institute OR AMIE in Electrical Engineering.</p>	<p>experience as on 30.04.2019 in construction/maintenance of HT &amp; LT power distribution system, HT synchronous and induction motors, large transformers, protection systems etc. In Fertilizer / Continuous process chemical / Petro-Chemical Industry. Candidate should be conversant with testing of motors / transformers / relays, computer, spares procurement, budgeting, latest maintenance practices etc. and must be computer literate.</p> <p>For Govt./CPSE/SPSE candidates, at least 02 (Two) years of post-qualification inline experience in the next below scale. PSU or Govt. Candidates presently working in the same or equivalent pay scale with nine years' post qualification inline experience may also apply.</p> <p>Candidates working in Private sector should have minimum 09 years' experience with minimum CTC of Rs. 11.55 lakh p.a. as on 30.04.2019.</p>
9	<p><b>Medical Officer</b>  <b>Grade: E 1</b>  <b>Pay Scale: Rs.40,000 - 1,40,000/-</b></p> <p><b>Upper Age Limit:</b>  <b>OBC: 33 years</b></p>	<p>MBBS degree with 60% marks.</p>	<p>Minimum 01 year professional experience (after internship) as on 30.04.2019 in Medicine in a reputed Hospital/Medical College/ Hospital in large industrial complex on permanent or temporary basis.</p> <p>For Govt./CPSE/SPSE candidates, at least 01 (one) year of experience in the next below scale. PSU or Govt. Candidates presently working in the same or equivalent pay scale with one year experience may also apply.</p> <p>Candidates working in Private sector should have minimum CTC of Rs. 5.77 lakh p.a. as on 30.04.2019.</p>
10	<p><b>Sr. Manager (HR)</b>  <b>Grade: E 5</b>  <b>Pay Scale: Rs.80,000 - 2,20,000/-</b></p> <p><b>Upper Age Limit:</b>  <b>OBC: 50 years</b>  <b>(relaxation in 3 years)</b></p>	<p><b>ESSENTIAL</b>  MBA/ Integrated MBA/ Post Graduate Degree or Diploma in HRM/Personnel Management &amp; Industrial Relations from a recognized University / Institute.  <b>DESIRABLE</b>  Degree in Law (LLB)</p>	<p>Minimum 11 years post qualification inline experience as on 30.04.2019 in any Government/ Public Sector/ Autonomous Body/ MNC / Private Organization out of which 02 years shall be in the next below Pay Scale. PSU or Govt. candidates presently working in the same or equivalent pay scale of with 11 years' post qualification executive experience may also apply.</p> <p>Candidates currently working in Private Organizations should have total 11 years' experience with CTC of minimum Rs. 13.48 lakh per annum as on 30.04.2019.</p>
11	<p><b>Sr. Manager (F&amp;A)</b>  <b>Grade: E 5</b>  <b>Pay Scale: Rs.80,000 - 2,20,000/-</b></p> <p><b>Upper Age Limit:</b>  <b>SC: 50 years</b></p>	<p>Chartered Accountant from ICAI or Cost &amp; Management Accountant from ICAI or Two years full time / regular MBA with major specialization in Finance / Financial Management with</p>	<p>Minimum 13 years post qualification experience as on 30.04.2019 out of which 02 years' should be in the next below Pay Scale. PSU or Govt. candidates presently working in the same pay scale or equivalent with 13 years' post qualification executive experience may also apply.</p>



minimum 60% marks.

Candidates currently working in Private Organizations should have CTC of minimum Rs. 13.48 lakh per annum as on 30.04.2019.

Specifications of minimum educational qualification & post qualification inline work - experience be read with Clause Nos. H.4 - H.7 and H.8 - H.10, respectively, as mentioned in this advertisement.

**1. AGE LIMIT (Column ii)**

Indicated maximum age limit is as mentioned in column no. (ii) of table of Clause No A of this advertisement.

**2. PAY SCALES / EQUIVALENT CTC**

In addition to possessing minimum numbers of years of post-qualification in-line executive work experience as on cut-off date of reckoning eligibility criteria, candidates should also satisfy the following condition:

**3. FOR CANDIDATES WORKING IN GOVERNMENT (CENTRAL/STATE), PUBLIC SECTOR UNDERTAKINGS (CENTRAL/STATE), AUTONOMOUS OR STATUTORY BODIES**

a) For ready reference, see the below-mentioned table:

LEVEL FOR WHICH CANDIDATE IS APPLYING	NEXT BELOW PAY SCALE IN WHICH POST-QUALIFICATION IN-LINE WORK-EXPERIENCE IS REQUIRED AS ON CUT-OFF DATE OF RECKONING ELIGIBILITY					
	PAY SCALES IDA PATTERN			EQUIVALENT CDA PATTERN		
	1997 BASED	2007 BASED	2017 BASED	SCALE WITH GRADE PAY		SCALE AFTER 01.01.2016
E-1	6550-200-11350	12600 - 32500	30000-120000	'9300 - 34800	'4200	35400-112400
E-2	8600-250-14600	16400 - 40500	40000-140000	'9300 - 34800	'4600	44900-142400
E-3	10750-300-16750	20600 - 46500	50000-160000	'9300 - 34800	'4800	47600-151100
E-4	13000-350-18250	24900 - 50500	60000-180000	'9300 - 34800 / '15600 - 39100	'5400	53100-167800/56100- 177500
E-5	14500-350-18700	29100 - 54500	70000-200000	'15600 - 39100	'6600	67700-208700

b) It should be noted that candidates working in GOVERNMENT (CENTRAL/STATE), PUBLIC SECTOR UNDERTAKINGS (CENTRAL/STATE), AUTONOMOUS OR STATUTORY BODIES and their pay scale do not match the given scales should provide a clear CTC proof as mentioned in Table in clause A against each respective vacancy.

**B. DATE OF RECKONING ELIGIBILITY CRITERIA.**

The cut-off date for determining eligibility criteria in respect of age, minimum educational qualification, post-qualification in-line executive work experience in the relevant pay scale/CTC shall be 30.04.2019 and will remain unchanged irrespective of any reason whatsoever.

**C. APPLICATION FEES.**

The UR/OBC/EWS category candidates applying against the reserved vacancies for PwBD are required to send Demand Draft towards non - refundable application fee of Rs.1000/- for the posts at E-5 level and Rs.700/- for posts at the level of E-1 to E-4. The application fee is not applicable for SC/ST/ExSM/PwBD/Departmental candidates.

**D. RESERVATION/CONCESSIONS/RELAXATIONS.**

1. For claiming relaxation, the reserved category candidates should submit copy of Caste Certificate, in the Proforma prescribed by Govt. of India, issued by the Competent Authority, alongwith Online Application Form. If the certificate has been issued in a language other than English/Rajbhasha (Hindi), the candidates should submit a self- certified translated copy of the same either in English or Rajbhasha (Hindi).





2. Candidates belonging to OBC category but falling in creamy layer are not entitled to OBC reservation benefits. NFL being a Central Public Sector Undertaking, only those communities that are mentioned in the common list of OBC (central list) notified by Government of India shall be treated as OBC for the purpose of reservation for employment under Central Government. Relevant list can be viewed at <http://www.ncbc.nic.in>. Accordingly, for claiming the benefit of OBC (NCL) category, candidate should submit & shall subsequently produce his latest caste certificate in the proforma prescribed by Government of India, applicable for purpose of reservation in appointment to posts under Govt. of India/Central Government /Public Sector Undertaking, as contained in DOPT Memo No.36036/2/2013-Estt/(Res.) dated 30.05.2014 from a Competent Authority issued in the year 2019. Such certificate should specifically state the candidate does not belong to the persons/sections (creamy layer) as mentioned in column 3 of the schedule to the Department of Personnel & Training, Government of India OM No. 36012/22/93-Estt.(SCT) dated 08.09.1993 and modifications issued vide OM No. 36033/1/2013-Estt.(Res.) dated 13.09.2017. Further the OBC (NCL) candidates will have to give a self-declaration, at the time of documents verification indicating that they belong to OBC (NCL).
3. Prescribed reservations for PwBD and/or ExSM/Dependent of those killed or disabled in action will be applied on horizontal inter-locking reservation system basis as per Government of India guidelines. Candidates belonging to PwBD category shall be considered only against the identified positions.
4. Under section 34 of "The Rights of Persons with Disabilities Act, 2016", persons with benchmark disabilities are eligible for reservation. The reserved categories of disabilities mentioned under this Act are namely (a) Blindness and low vision; (b) deaf and hard of hearing; (c) locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy; (d) autism, intellectual disability, specific learning disability and mental illness; (e) multiple disabilities from amongst persons under clauses (a) to (d) including deaf-blindness in the posts identified for each disabilities. It may be noted that definition of the above specified disabilities will be as per "THE RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016".
5. Section 2(r) of The Rights of Persons with Disabilities Act 2016, defines "person with benchmark disability" as a person duly certified by the certifying authority with:
  - a. not less than 40% of a specified disability where specified disability has not been defined in measurable terms and;
  - b. disability where specified disability has been defined in measurable terms.

Accordingly, a person with a specified disability listed in the schedule but not covered under Section 34(1), if certified by a certifying officer as a person with disability of 40% or above, in terms of provisions 7 of the Rights of Persons with Disabilities Act, 2016 shall be allowed concessions/relaxations available to PwBDs as mentioned in this advertisement and will be considered against unreserved vacancies. Further, those candidates, who want to avail of benefit of reservation, are required to submit a Disability Certificate issued by Competent Authority as per the Rights of Persons with Disabilities Rules, 2017, failing which their candidature as PwBD candidates will not be considered. If the certificate has been issued in a language other than English/Rajbhasha (Hindi), the candidates should submit a self-certified translated copy of the same either in English or Rajbhasha (Hindi).

6. SC/ST/PwBD/ExSM/Departmental candidates are exempted from payment of application fee.
7. In case adequate numbers of SC/ST/PwBD candidates who satisfy the minimum standard are not available to fill up the reserved vacancies, then SC/ST/PwBD candidates may be shortlisted to the extent of shortfall in vacancies by relaxing the minimum standard of securing 60% marks to 55% marks in educational qualification criterion, provided that they are not considered unfit to hold the post and satisfy all the other eligibility criteria. Accordingly, SC/ST/PwBD category candidates are encouraged to apply.
8. Relaxation to ExSM/Dependent of those killed or disabled in action will be allowed as per Government of India guidelines.
9. "General" PwBD candidates are allowed age-relaxation upto 10 years and the same is mentioned against them, upto 15 years for "SC/ST" PwBD and upto 13 years for "OBC (NCL)" PwBD candidates, if considered against reserved positions.





10. Upper age limit is relaxed by 05 (five) years for the candidates who had ordinarily been domiciled in the state of Jammu & Kashmir from 01.01.1980 to 31.12.1989.

For Departmental candidates applying for the Post OF ENGINEER, upper age limit will be 40 years for "General", 45 years for "SC/ST" and 43 years for "OBC" candidates

12. The maximum age of the applicant, after giving relaxations under Clause No. D.9 to D.11 (standalone or in combination thereof), should not exceed 56 years on 30.04.2019.

13. Departmental candidates with minimum one year post-qualification inline experience (irrespective of pay scale) can apply for the post of Engineer (Chemical/Mechanical/Electrical/Instrumentation/Civil) provided they meet other advertised specifications for the post being applied for.

**E. PAY & PERKS**

Selected candidates will be placed at the minimum Basic Pay of Pay Scale indicated for each post. Besides Basic Pay, candidates will also be paid Industrial Dearness Allowance, House Rent Allowance / Company Accommodation and will also be entitled for other perquisites & allowances / benefits such as Leave Encashment, Medical Facilities, Performance Related Pay, Contributory Provident Fund, Gratuity, Contributory Superannuation Benefit Fund Scheme, Group Personal Accident Insurance etc. as per Company rules in force from time to time.

**F. HOW TO APPLY**

1. Before applying, candidates are advised to peruse the advertisement carefully and should ensure that they fulfill all the eligibility criteria.
2. Candidates should apply Online through NFL website [www.nationalfertilizers.com](http://www.nationalfertilizers.com). No other means/ mode of application shall be accepted. The relevant link for submission of Online application will be available from 1000 hours (10:00 AM) on 31.05.2019 under the head "Careers → Recruitment in NFL → Recruitment for Backlog Vacancies - 2019 → Apply Online" and submission of application will be allowed on the website upto 1730 hours (5:30 PM) on 30.06.2019 unless changed as per the decision of NFL.
3. Candidature of a registered candidate is liable to be rejected at any stage of recruitment process or even after joining, if any information provided by the candidate is found to be false or not in conformity with the eligibility criteria at any stage.
4. Candidates are required to provide their details in Online Application Form regarding age, date of birth, qualification, division and percentage of marks obtained, year of passing and respective School/College/University, work experience including positions held, name of employers with address, nature of duties, period of service, scale of pay, salary/CTC (Cost to Company)/ salary drawn, Demand Draft for Application Fee (if applicable) and other requisite information/declaration
5. The candidates should ensure that the details entered in Online application are correct. On submission of duly filled-in application Online, candidate is required to download the Application Form generated by the system with Unique Registration Number and send print out of the same, duly signed, alongwith self-attested photocopies of the documents / certificates, as detailed at Sl. No. F.6 below so as to reach NFL by 07/07/2019 or 14/07/2019 (Refer Clause F.7 below) failing which their candidature will not be considered and no queries shall be entertained in this regard.
6. Self-attested photocopy of following documents is required to be enclosed alongwith hard copy of the Online Application Form:

1.	For Date of Birth	10 <sup>th</sup> Matriculation Certificate
2.	For Educational Qualification	All Marksheets and Certificates. In addition, for MBA qualified candidates, specialization certificate and CGPA conversion formula (if applicable).
3.	For Pay Scale (for PSU/Govt.) or CTC** (for Private Sector/Govt./PSUs/where Pay Scales are different)	Employer's Certificate or Appointment letter alongwith all promotion/increment letters indicating CTC for requisite period.
4.	Expeience Certificate with date of joining and relieving.	Certificate issued by Employer(s), if any, for past or present employment
5.	Membership Certificate	For CA/CMA qualified candidates
6.	Present Employment Proof	Offer of appointment pay slips of April - May, 2019
7.	For Caste Certificate	Caste Certificate in the prescribed format
8.	For Differently abled/PwBD candidates	Medical Certificate in the prescribed format





9.	No Objection Certificate (NOC) / Application through proper channel	From present employer in case of candidates working in Govt./Quasi-Govt./PSU/Autonomous/Statutory Body
10.	Application fee	Demand Draft of Rs.700 / Rs.1000, if applicable
11.	Identity Proof	AADHAAR/PAN/Passport/Election Photo Identity Card/ Identity Card issued by Govt./PSU/Passbook of any Nationalized Bank with certified photograph

7. The copy of Online submitted Application Form, duly signed, alongwith self-attested copies of the documents / certificates, as mentioned at Sl. No.F.6 above, should reach in a sealed envelope cover super-scribed with "APPLICATION FOR THE POST OF \_\_\_\_\_ (POST NAME) - 2019" at the following address:

*"General Manager (HR), National Fertilizers Limited,  
A-11, Sector-24, Noida, District Gautam Budh Nagar, Uttar Pradesh - 201301"*

8. The last date of receipt of complete applications is 07/07/2019, unless extended and notified on NFL's website. However, closing date for receipt of applications of candidates presently residing in far-flung area i.e. Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of J&K State, Lahaul & Spiti District & Pangi Sub-Division of Chamba District of Himachal Pradesh, Union Territory of Andaman & Nicobar Islands & Lakshadweep is 14.07.2019. Candidates applying from far-flung area should superscribe on envelope "FAR-FLUNG AREA". In case of false declaration of 'Far-Flung Area' on envelope vis-à-vis correspondence address mentioned in Online Application Form enclosed therein, the same shall be summarily 'Rejected'.
9. Hard copy of Online Application Form which would be incomplete OR not in prescribed proforma OR not supported by self-attested copies of relevant documents OR not fulfilling the eligibility criteria OR received at any other address of NFL other than that as mentioned in the foregoing Clause No. F.7 OR received after due date shall be 'Rejected'.
10. It may be noted that those Online Applications shall be summarily rejected whose hardcopy alongwith self-attested copies of relevant documents in support of their claims made in Online Application is not received by the due date i.e. 07.07.2019 (or 14.07.2019 if applicable) and no queries shall be entertained in this regard
11. Candidates should note that scrutiny and shortlisting of applications would be done on the basis of documents enclosed with the prescribed Application Form. The list of required documents at Clause No. F.6 is indicative and not exhaustive. No interim correspondence by the candidates regarding availability/non - availability of documents would be entertained. Accordingly, candidates are advised to enclose & send self-attested copies of all the relevant documents alongwith the duly signed print-out of Online Application Form in support of their candidature.

**G. SHORTLISTING & SELECTION PROCESS**

1. Based on the information in Online Application and documents submitted by the candidates' alongwith duly signed print out of their Online Application Form, scrutiny of Applications would be done and candidates meeting the eligibility criteria will be provisionally shortlisted and called for Personal Interview. NFL's decision regarding eligibility & shortlisting of applications shall be final & binding and no queries or correspondence shall be entertained in this regard.
2. However, in case of receipt of large number of applications, NFL reserves a right to conduct an Online test in Delhi - NCR region and/or any other city(ies) of India for the purpose of short listing candidates for interview. Neither TA will be paid nor Boarding & Lodging facilities would be arranged/reimbursed for appearing in the Online Test.
3. Modalities of Online Test - In the event it is decided to conduct the Online Test, shall be placed on website [www.nationalfertilizers.com](http://www.nationalfertilizers.com) → Careers → Recruitment in NFL → Recruitment for Backlog Vacancies - 2019, at an appropriate time.
4. Candidates are required to qualify in the Personal Interview separately with minimum average of 50% marks in Interview.
5. In case, total marks (upto two decimals) of two or more candidates after Personal Interview are same, percentage of marks in the qualifying examination would be considered for drawing up merit list. In case percentage of marks (upto two decimals) are also equal in the qualifying examination, the date of birth of the candidates will be considered for preparing merit list i.e. the candidate born earlier will be considered as senior in the merit list.





6. It may be noted that candidates will be called for Personal Interview provisionally on the basis of information / particulars submitted by them in Application Form and their candidature will be considered vis-à-vis eligibility criteria for the post applied for as mentioned in the advertisement. Candidates not meeting the eligibility criteria or not in possession of complete requisite documents will not be allowed to attend the Personal Interview and no TA will be paid to them. Further, no queries shall be entertained in this regard.
7. The candidates called for Personal Interview for the posts at E-5 level would be reimbursed single return air fare (economy class)/ 1<sup>st</sup> class AC rail fare/ road mileage at prescribed rates for the journey by road/ by one's own conveyance. The candidates called for Personal Interview for the posts at the level of E-1 to E-4 will be reimbursed to and fro single 2<sup>nd</sup> AC Class Rail fare (Mail/Express trains, excluding Rajdhani/Duronto/Shatabdi)/ Bus fare from the nearest railway station of the correspondence address indicated by the candidates in their Online application to the place of interview by the shortest route on production of necessary receipts. The TA reimbursement, however, is subject to candidate meeting the advertised specifications for the post applied for.
8. The selected candidates before joining will be required to get Medical Fitness Certificate from Civil Surgeon/NFL's Hospital/NFL's common panel of hospitals and their appointment will also be subject to verification of Character & Antecedents and Caste certificate from the concerned District Authorities.
9. Selected candidates can be posted in any of the Units/Offices/Joint Ventures of the NFL at the discretion of Management.

#### **H. GENERAL INSTRUCTIONS:**

1. Candidates are advised to go through the advertisement carefully and ascertain their eligibility before submitting their applications.
2. While applying the candidates should mention their full name as it appears on the Matriculation School Certificate. Certificate issued by a Board of Secondary Education for passing Matriculation shall be the only acceptable document in support of proof of age.
3. The prescribed minimum educational qualification should be from The Institute of Chartered Accountants of India (for CA) or The Institute of Cost Accountants of India (for CMA) or Institute of Company Secretary (for CS) or University/Institute recognized by UGC/AICTE (for MBA and other technical / Engineering Degree/Diploma).
4. No claim of possession of a qualification equivalent to a prescribed qualification would be entertained and decision of NFL Management in this regard would be final and binding.
5. The date of declaration of result/issuance of final marks-sheet or passing Certificate, whichever is earlier, shall be deemed to be the date of acquiring minimum educational qualification and there shall be no relaxation on this account.
6. Minimum percentage of marks in the minimum educational qualification, as indicated in Clause A of this advertisement, shall be aggregate of all semesters/years to be calculated taking average of all semesters/years. Weightage given to any particular semester/year by the Institute/University shall not be considered.
7. Wherever CGPA/OGPA/DGPA or letter grade in a degree is awarded; equivalent percentage of marks should be indicated in the Application Form as per norms adopted by the University/Institute. Conversion formula is required to be sent mandatorily alongwith other documents. Where no norms have been specified, the CGPA/OGPA will be presumed to have been provided on a 10 point scale.
8. Candidate's post qualification work experience as Management Trainee would be counted only in case he/she is regularized in the same Company.
9. Candidates employed in Central/State Government/Quasi-Government/Central or State Public Sector Undertaking/Autonomous Body/Statutory Body, either in permanent or contractual or ad-hoc or temporary or in any manner, shall either forward their application through Proper Channel or shall produce No Objection Certificate (NOC) from their present employer the time of interview failing which they will not be allowed to appear in the interview and no TA would be paid to them.





10. The term departmental candidates means those candidates who are currently working with NFL as permanent & regular employees and not wards of NFL employees.
11. The minimum educational qualification and inline experience are the minimum criteria and mere possession of the same by the candidate does not entitle him/her for participating in the selection process. NFL's decision regarding eligibility & shortlisting of applications shall be final & binding and no queries or correspondence shall be entertained in this regard.
12. The candidature of all applicants would be provisional and subject to subsequent verification of certificates/testimonials etc.
13. Candidates in their Online Application Form have to necessarily declare and provide details in case he/she has been arrested, prosecuted, kept under detention or fined, FIR filed in any Police Station, convicted by the Court of Law for any offence debarred / disqualified by any Public Service Commission from appearing in its examination or if proceedings are pending against him in any Court of Law.
14. Mere admission to the selection process does not imply that Company (NFL) is satisfied about candidate's eligibility. The candidates should ensure that the details mentioned in the Application Form are correct and are in conformity with the eligibility criteria for the post applied for, as mentioned in the advertisement. In case it is detected that a candidate does not fulfill any of the advertised eligibility criteria or has given false declaration or suppressed any material fact or information having any bearing on his candidature, he/she shall render himself/herself ineligible for consideration at any stage of selection and for termination at any time during employment, if recruited.
15. Further, NFL reserves the right to cancel/restrict/enlarge/modify the recruitment/selection process of advertised posts without any further notice or assigning any reasons whatsoever, if need so arises.
16. Any corrigendum/addendum/errata in respect of this advertisement shall be displayed only on NFL's website [www.nationalfertilizers.com](http://www.nationalfertilizers.com) under the head "Careers". No further press advertisement will be issued. Hence prospective applicants are advised to regularly visit NFL website for latest updates with regard to this advertisement.
17. Only shortlisted candidates who are found eligible based on the application submitted will be called for participating in the Selection Process. In case the applicant does not receive any communication within 90 days from the date of publication of this advertisement, it may be presumed that he/she has not been short listed for the Selection Process. Accordingly, candidates are advised to regularly visit "Careers" head on our website - [www.nationalfertilizers.com](http://www.nationalfertilizers.com) for updated information on the selection process. Only shortlisted candidates will be intimated through post or e-mail for the proposed written or Online test/group discussion/Personal Interview. However, NFL will not be responsible for any delay or non-delivery of intimation sent through post or e-mail, as the case may be.
18. Candidates should possess a valid email ID as the same is mandatorily required for mentioning in Online Application Form. Candidates are also advised to keep the E-mail ID as well as Mobile Number, as filled-in in their Application Form, active for at least one & a half year from cut-off date. No change in the E-mail ID will be allowed once submitted. All future information/communication regarding participating in the selection process shall be provided through e-mail/SMS to the candidates, found prima-facie eligible, based on the information submitted by them in their Application Form. Responsibility of receiving and downloading of information/communications, etc. will be of the candidate. NFL will not be responsible for any delay in communication/inactiveness of the E-mail ID, loss of email sent due to invalid/wrong E-mail ID submitted by the candidate in Online Application Form and no correspondence in this regard shall be entertained.
19. Details once submitted in the Application Form will be final and any request for any change including change in correspondence address/email address/mobile number/category shall not be entertained. Candidates are, therefore, advised to carefully fill up their Application Form.
20. Court of jurisdiction for any dispute pertaining to any issue arising out of this recruitment process will be at Delhi only to the exclusion of all other Courts.
21. Canvassing in any form at any stage (including before or after selection / joining) shall be considered a disqualification for employment in the Company.



IMPORTANT

Sl No.	Details
1	Cut off date of reckoning eligibility for all purposes shall be 30.04.2019
2	Link to apply Online has been hosted on the website <a href="http://www.nationalfertilizers.com">www.nationalfertilizers.com</a> → Careers → Recruitment in NFL → Recruitment for Backlog Vacancies - 2019
3	Receipt of Online applications commences from 1000 hours (10.00 AM) on 31.05.2019 and closes on 1730 hours (5.30 PM) on 30.06.2019, unless extended and notified on NFL's website.
4	Last date of receipt of duly filled-in Application Form alongwith requisite self attested copies of the documents / certificates, application fees at Noida office is 07.07.2019 / 14.07.2019 (for far-flung areas as mentioned in advertisement), unless extended and notified on NFL's website.

GM (HR)



**SPECIAL RECRUITMENT DRIVE FOR FILLING UP THE 8 BACKLOG VACANCIES IN  
OBC CATEGORY HAS ALREADY BEEN INITIATED IN MAY 2019 COPY OF THE  
ADVERTISEMENT DATED 31.05.2019**



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Annexure III

No. 6/45/94-DPE (SC/ST Cell)  
Government of India  
Ministry of Industry  
Department of Public Enterprises

Block No. 14, CGO Complex,  
Lodi Road, New Delhi-110003  
Dated the 27th July, 1995.

**OFFICE MEMORANDUM**

**Sub:** Reservation for OBCs in appointments in Public Enterprises Issue of Presidential Directive.

The undersigned is directed to state this Department has been extending instructions issued by the Department of Personnel & Training and Ministry of Welfare in respect of reservation in favour of Other Backward Classes (OBCs) to the Public Sector Undertaking & through their Administrative Ministries/Departments for compliance from time to time. It has been found necessary that a consolidated Directive should be issued incorporating all instructions issued on the subject so far. Accordingly, a comprehensive draft Presidential Directive has been drawn up and enclosed.

2. It is reiterated that the responsibility for implementing the Directive lies on the Head of the Department in a formal manner, both in the Administrative Ministries and Public Enterprises. In order to give effect to these requirements, the Administrative Ministries/Departments are requested to institute a system under which the Joint Secretary in the Ministry/Department is made responsible to keep a watch over the implementation of the decisions regarding OBCs in public enterprises under the control of that Ministry/Department and also to keep the Secretary informed of the progress of implementation. Similarly, that Chief Personnel Officer of Public Enterprises, whether at the Board level or below the Board level (if there is no full-time functional Director in the Board) should be made responsible for ensuring the implementation of the decisions and keeping the Chief Executive informed of the progress. In multi-unit enterprises, the Chief Personnel Officer of each unit should also be given this responsibility in regard to implementation of the decisions in the Unit.

3. All Administrative Ministries/Departments may kindly ensure to have the Presidential Directive issued to all Public enterprises under their administrative control under the relevant Article of the Articles of Association/Section of the relevant Act. A copy of the letter forwarding the Presidential Directive to the Enterprises may be endorsed to this Department for record.

End: As above

Sd/-  
(C.C. Unikrishnan)  
Under Secretary to the Govt. of India  
Tel.: 4360624

To

All Administrative Ministries/Departments concerned with PSUs.

Copy for information to:

1. Department of Personnel & Training (Sh. M. Venkataraman, Under Secretary) with reference to their O.M. No. 36033/32/94-Estt. (SCT) dated 25th November, 1994 and U.O. No. 589/95-Estt. (SCT) Dated 23rd March, 1995.
2. Ministry of Welfare (Ms. Manjula Krishnan, Director) with reference to their O.M. No. 12011/98/94-BCC dated the 10th April, 1995.





## THE PRESIDENTIAL DIRECTIVE ON RESERVATION FOR OTHER BACKWARD CLASSES (OBCs) IN APPOINTMENTS IN PUBLIC ENTERPRISES

In terms of the Article.....of the Articles of Association of...../Section of..... Act.....  
The President is pleased to direct.....(Name of the PE) that the following measures should be taken with regard to the reservation for OBCs in Direct Recruitment to the various posts in the Company:

The Second Backward Classes Commission (Mandal Commission) was appointed which submitted its Report on 31.12.1980. The recommendations of the Commission were considered and following the Supreme Court Judgement in the Indira Sawhney and Others Vs. Union of India and Others Case (Writ Petition (Civil) No.930 of 1990) the Government of India appointed an Expert Committee to recommend the criteria for exclusion of the socially advanced persons/sections from the benefits of reservations for Other Backward Classes.

1. Consequent to the consideration of the Expert committee's recommendations, it has been decided that:

- i) **Percentage of Reservation:** 27 per cent (twenty seven percent) of the vacancies in Public Enterprises to be filled through Direct Recruitment on All India basis through Open Competition shall be reserved for the Other Backward Classes. For Direct Recruitment on All India basis other than through Open Competition the entitlement of OBCs is 25.84 per cent. For local recruitment, the entitlement for OBCs vary from State to State and UT to UT.
- ii) **OBCs coming on merit:** Candidates belonging to OBCs recruited on the basis of merit in an open competition on the same standards prescribed for the general candidates shall not be adjusted against their reservation quota.
- iii) **Creamy Layer:**
  - a) The aforesaid reservation shall not apply to persons/section mentioned in Column 3 of the Schedule at Annexure A.
  - b) The rule of exclusion will not apply to persons working as artisans or engaged in hereditary occupations, callings.

- iv) **Effective Date:** The aforesaid reservation shall take effect from 8.9.93. However, this will not apply to vacancies where the recruitment process had already been initiated prior to that date.

**2. LISTS OF OBCs:**

- i) The OBCs for the purpose of the aforesaid reservation would comprise, in the first phase, the castes and communities which are common to both the lists in the report of the Mandal Commission and the State Government's Lists, which is called the Central List or Common List.

- ii) The aforesaid lists of OBCs in respect of 14 States namely Andhra Pradesh, Assam, Bihar, goa, Gujarat, Haryana, Himachal Pradesh, Karnataka, Kerala, Madhya Pradesh, maharashtra, Punjab, Tamil Nadu and Uttar Pradesh have been published in the Gazette of India Extraordinary Part-I, Section I No.186, New Delhi dated 13.9.93 vide Ministry of Welfare Resolution No.12011—68/93 BCC(C) dated 10.9.93.

Further, a list in respect of 4 States and 3 Union Territories viz Orissa, Rajasthan, Tripura, West Bengal, Dadra & Nagar Haveli, Daman & Diu and Pondicherry has been published in the Gazette of India Extraordinary Part-I, Section-I No.163, New Delhi dated 20th October, 1994 vide Ministry of Welfare Resolution No.12011/9/94-BCC dated the 19th October, 1994.

Subsequently, a list in respect of 4 states viz Jammu & Kashmir, Manipur, Sikkim and the National Capital Territory of Delhi has been published in the Gazette of India extraordinary Part-I, Section-I No.88 dated 25.5.95 vide Ministry of Welfare Resolution No.12011/7/95-BCC dated 24.5.95.

Additions/inclusion/modifications in the Central List for 9 States i.e AP, Kerala, MP, Maharashtra, Orissa, Tamil Nadu, Tripura, UP, West Bengal were made vide Ministry of Welfare Resolution No.12011/96/94-BCC dated 9.3.1996 published in Gazette of India, Extraordinary, Part I dated 11.3.1996.

Again, vide Ministry of Welfare Resolution No. 12011/44/96-BCC dated 6.12.1996, inclusions/amendments were made in respect of 7 States, i.e. Bihar, Goa, Gujarat, Haaryana, Orissa,





UP and West Bengal published in Gazette of India extraordinary, Part-I, Section-I No.210 dated 11.12.1996.

Subsequent Resolutions issued:

Resolution

No. 12011/13/97-BCC	dated 03.12.1997
No. 12011/99/94-BCC	dated 11.12.1997
No. 12011/68/98-BCC	dated 27.10.1999
No. 12011/88/98-BCC	dated 06.12.1999
No. 12011/36/99-BCC	dated 04.04.2000
No. 12011/44/99-BCC	dated 21.09.2000
No. 12015/9/00 -BCC	dated 06.09.01
No. 12011/1701 -BCC	dated 19.06.03

The candidates seeking reservation as OBC should belong to one of the castes mentioned in the above Notifications and should also be excluded from the 'Creamy Layer' as mentioned in DOPT OM No.36012/22/93-Estt.(SCT) dated 8.9.93 (Annexure-A).

- iii) The common list or central list of OBCs may be seen in the Gazette Notifications, mentioned above.
- iv) The National Commission for Backward Classes, set under the provisions of the National Commission for Backward Classes Act, 1993 in pursuance of the direction of the Supreme Court in the aforesaid case, shall entertain, examine and recommend upon requests from inclusion and complaints, of over-inclusion and under-inclusion in the lists of Other Backward Classes of Citizens.

3. **50 % RULE:**

- i) The reservations contemplated in clause 4 of the Article 16 should not exceed 50 per cent. For the purpose of applying the rule of 50 per cent, an year should be taken as the unit and not the entire strength of the cadre service or the unit as the case may be. The reservations provided to SC/ST/OBC put together should not exceed 50 per cent of vacancies arising in an year.

4. **ROSTERS:**

- i) In respect of direct Recruitment on All India basis by open competition where there is a reservation for 15 per cent for

SC and 7-1/2 per cent for ST, the existing 40-point roster has been revised into a 200-point roster as in the model indicated. Vacancies filled on or after 8.9.93 should be shown in the new roster now prescribed. The old roster shall be deemed to have been closed from this date. The reservations, which had to be carried forward in the previous roster, shall now be carried forward to the new roster.

- ii) In respect of Direct Recruitment on All-India basis, otherwise than by open competition, where there is a reservation of 16-2/3 per cent for SC and 7-1/2 per cent for ST, the existing 40 point roster has been revised into a 120 point roster as in the model format. In respect of Direct Recruitment to Group C and D posts normally attracting candidates from a locality or region, the existing 100 point rosters have also been revised as in the model indicated.

**Note:** Model rosters mentioned at 4(i) and (ii) above were revised on the introduction of post-based roster pursuant to Supreme court decision vide DOPT's OM dated 2.7.1997.

**5. NO RESERVATION IN PROMOTION:**

- i) there is no change in the existing reservation roster in so far as promotion is concerned, as there is no reservation for OBCs in promotion

**Note:** Roster for promotion revised vide DOPT's OM dated 2.7.97.

**6. RELAXED STANDARD:**

- i) In respect of written examinations and interview in order to fulfill the quota earmarked to OBCs, relaxation of standards may be provided to OBC candidates as in the case of SC/ST candidates.

**ii) Age Limit**

- a) The upper age limit prescribed for Direct recruitment shall be relaxed by three years in respect of candidates belonging to Other Backward Classes.

**7. CASTE CERTIFICATE:**

For the purpose of verification of the caste and communities, the



Government of India has prescribed a certificate from the following authorities as in the case of SC/ST

- i) Authorities for issuing Caste Certificate:
  - a) District magistrate/Additional District Magistrate/Collector/Deputy Commissioner/Additional Deputy Commissioner/Deputy Collector/1<sup>st</sup> Class Stipendiary Magistrate/Sub-Divisional Magistrate/Taluka magistrate/Executive Magistrate/Extra Assistant Commissioner (not below the rank of 1st Class Stipendiary Magistrate)
  - b) Chief Presidency Magistrate/Additional Chief Presidency Magistrate/Presidency Magistrate
  - c) Chief Revenue Officer not below the rank of Tehsildar
  - d) Sub-Divisional Officer of the area where the candidate and/or his family normally resides.
- ii) In the light of the Supreme Court's Judgment in the Indira Sawhney case, the persons/section (Creamy Layer) to whom the benefit of reservation shall not apply vide column 3 of the Schedule at Annexure-A, the same authorities who are notified as competent to certify OBC's status have also been authorised to certify that a candidate does not belong to the 'Creamy Layer'. Instructions have been issued to the District authorities to verify and issue the necessary certificate to the candidates regarding his OBC status as well as exclusion from the 'Creamy layer'. To enable District Authorities to examine the claims of the candidates a model format has been devised as in Annexure-B. the format of the certificate that may be given by the concerned district authorities may be as in Annexure-C.

**Note:** Validity period of OBC Certificate—please see DOPT's OM dated 14.08.03

- iii) **Migration:** Persons belonging to OBCs who have migrated from one State to another for the purpose of employment, education, etc. experience great difficulty in obtaining caste certificates from the State from which they have migrated. In order to remove this difficulty, it has been decided that the prescribed—authorities of a State/UT Administration in terms of para 7.1 may issue the OBC Certificate to a person who

has migrated from another State on the production of a genuine certificate issued to his father by the prescribed authority of the State of his father's origin except where the prescribed authority feels that a detailed enquiry is necessary through the State of origin before the issue of the certificate.

- iv) The certificate will be issued irrespective of whether the OBC candidate in question is included in the list of OBC pertaining to the State/UT to which the person has migrated. The facility does not alter the OBC status of the person in relation to one or the other State/UT where his caste is not in the OBC list is entitled to the concessions/benefits admissible to the OBCs from the State of his origin and Union government but not from the State where he has migrated.

**8. NO DE-RESERVATION:**

- i) The vacancies reserved for other Backward Classes which remain unfilled should not be de-reserved but should be carried forward as such for a period of three recruitment years or till the vacancies are filled by OBC candidates, whichever is earlier.

**9. LIAISON OFFICER:**

There should be a separate liaison officer for looking after matter relating to the reservation for Other Backward Classes.

New Delhi

Dated:

Under Secretary to the Govt. of India  
(Administrative Ministry/Department)



APPENDIX TO ANNEXURE-III

MODEL ROSTER FOR PROMOTION FOR CADRE  
STRENGTH UPTO 13 POSTS

REPLACEMENT NO.

Cadre	Initial	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th
1.	UR	UR	UR	UR	UR	UR	SC	UR	UR	UR	UR	UR	UR	ST
2.	UR	UR	UR	UR	UR	SC	UR	UR	UR	UR	UR	UR	ST	
3.	UR	UR	UR	UR	SC	UR	UR	UR	UR	UR	UR	ST		
4.	UR	UR	UR	SC	UR	UR	UR	UR	UR	UR	ST			
5.	UR	UR	SC	UR	UR	UR	UR	UR	UR	ST				
6.	UR	SC	UR	UR	UR	UR	UR	UR	ST					
7.	SC	UR	UR	UR	UR	UR	UR	ST						
8.	UR	UR	UR	UR	UR	UR	ST							
9.	UR	UR	UR	UR	UR	ST								
10.	UR	UR	UR	UR	ST									
11.	UR	UR	UR	ST										
12.	UR	UR	ST											
13.	UR	ST												

NOTE

1. For cadres of 2 to 13 posts the roster, to be read from entry 1 under column cadre strength till the last post and then horizontally till the last entry in the horizontal row i.e. like "L"
2. All the posts of a cadre are to be earmarked for the categories shown under column initial appointment. While initial filling up will be by the earmarked category, the replacement against any of the post in the cadre shall be by rotation as shown horizontally against the last post of the cadre.
3. The relevant rotation by the indicated reserved category could be slipped over if it leads to more than 50 per cent representation of reserved category.



Annexure IV

copy of

No. 36012/2/93-Enr.(DCT)  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
(Department of Personnel & Training)

New Delhi, the 22<sup>nd</sup> October, 1993

**OFFICE MEMORANDUM**

**Subject: Reservation for Other Backward Classes in Civil Posts and Services under the Government of India - Regarding**

The undersigned is directed to refer to this Department's OM of even number, dated the 8th September, 1993, on the above subject and to say that in accordance with the Supreme Court Judgement in the Indra Sawhney case, the reservations contemplated in Clause 4 of Article 16 should not exceed 50%. For the purpose of applying the rule of 50%, an year should be taken as the unit and not the entire strength of the cadre, service or the unit, as the case may be. This position would also apply in the case of carry forward vacancies. Therefore, the Ministries/Departments are requested to ensure that the reservations provided to Scheduled Caste /Scheduled Tribes /Other Backward Classes put together do not exceed 50% of vacancies arising in an year.

2. In the light of the reservations provided to Other Backward Classes, it is necessary to revise the existing reservation rosters. In respect of direct recruitment on All India basis by open competition where there is a reservation for 15% for Scheduled Caste and 7 % % for Scheduled Tribes, the existing 40-point roster has been revised into a 200 point - roster as in the model indicated in Annexure - A. The revised roster will come into effect immediately. Vacancies filled on or after 8.9.1993 should be shown in the new roster now prescribed in Annexure - A. The old roster shall be deemed to have been closed from this date. The reservations which had to be carried forward in the previous roster shall now be carried forward to the new roster.

3. There is no change in the existing reservation rosters in so far as promotion is concerned, as there is no reservation for Other Backward Classes in promotion.

4. No other relaxation / concession is admissible to Other Backward Classes. There is no provision for any relaxed standard to be applied in the case of Other Backward Classes.

5. In para 2 (d) of this Department's Office Memorandum of even number dated 8<sup>th</sup> September, 1993, it has been stated that a list of castes and communities for the purpose of the reservation for Other Backward Classes is





to be issued separately by the Ministry of Welfare. The Ministry of Welfare have since notified the said list vide their Resolution No. 12011/68/93-BCC(C) dated 19<sup>th</sup> September, 1993 published in the Gazette of India Extraordinary Part I Section I dated 13<sup>th</sup> September, 1993. For the purpose of verification of the castes / communities the certificate from the following authorities only will be accepted.


- (a) District Magistrate/Additional District Magistrate/Collector/Deputy Commissioner/Additional Deputy Commissioner/Deputy Collector/1<sup>st</sup> Class Stipendiary Magistrate/Sub-Divisional Magistrate/Taluka Magistrate/Executive Magistrate/Extra Assistant Commissioner (not below the rank of 1<sup>st</sup> Class Stipendiary Magistrate).
- (b) Chief Presidency Magistrate/Additional Chief Presidency Magistrate/Presidency Magistrate.
- (c) Revenue Officer not below the rank of Tehsildar, and
- (d) Sub-Divisional Officer of the area where the candidate and/or his family normally resides.

(Sd.) (M. Venkataraman)  
Under Secretary to Government of India.

To

1. All Ministries / Departments of the Government of India.
2. Department of Public Enterprises, New Delhi.
3. Department of Economic Affairs (Banking Division) New Delhi.
4. Department of Economic Affairs (Insurance Division), New Delhi.

//true copy//

ANNEXURE 

FOR PROMOTION

OBJECTIVE: REPRESENTATION OF EACH OF THE RESERVED CATEGORY SHOULD AT NO POINT OF TIME EXCEED THE RESERVATION PRESCRIBED FOR IT.

Model roster of reservation with reference to posts

Sl. No.	Share of Entitlement		Category for which the Post should be earmarked
	SC @ 15%	ST @ 7.5%	
1	2	3	4
1.	0.15	0.075	UR
2.	0.30	0.15	UR
3.	0.45	0.225	UR
4.	0.6	0.3	UR
5.	0.75	0.375	UR
6.	0.90	0.45	UR
7.	1.05	0.525	SC-1
8.	1.2	0.6	UR
9.	1.35	0.675	UR
10.	1.5	0.75	UR
11.	1.65	0.825	UR
12.	1.8	0.9	UR
13.	1.95	0.975	UR
14.	2.1	1.05	ST-1
15.	2.25	1.125	SC-2
16.	2.40	1.2	UR
17.	2.55	1.275	UR
18.	2.70	1.35	UR
19.	2.85	1.425	UR
20.	3.0	1.5	SC-3
21.	3.15	1.575	UR
22.	3.30	1.65	UR
23.	3.45	1.725	UR
24.	3.60	1.8	UR
25.	3.75	1.875	UR
26.	3.90	1.95	UR

27.	4.05	2.025	SC-4
28.	4.20	2.1	ST-2
29.	4.35	2.175	UR
30.	4.50	2.25	UR
31.	4.65	2.325	UR
32.	4.80	2.4	UR
33.	4.95	2.4	UR
34.	5.10	2.55	UR
35.	5.25	2.625	SC-5
36.	5.40	2.7	UR
37.	5.55	2.775	UR
38.	5.70	2.85	UR
39.	5.85	2.925	UR
40.	6.00	3	ST-3
41.	6.15	3.075	SC-6
42.	6.30	3.15	UR
43.	6.45	3.225	UR
44.	6.60	3.3	UR
45.	6.75	3.375	UR
46.	6.90	3.45	UR
47.	7.05	3.525	SC-7
48.	7.20	3.6	UR
49.	7.35	3.675	UR
50.	7.50	3.75	UR
51.	7.65	3.825	UR
52.	7.80	3.9	UR
53.	7.95	3.975	UR
54.	8.10	4.05	SC-8
55.	8.25	4.125	ST-4
56.	8.40	4.2	UR
57.	8.55	4.275	UR
58.	8.70	4.35	UR
59.	8.85	4.425	UR
60.	9.00	4.5	UR
61.	9.15	4.675	SC-9
62.	9.30	4.65	UR
63.	9.45	4.725	UR
64.	9.60	4.8	UR
65.	8.75	4.875	UR
66.	9.90	4.96	UR
67.	10.05	5.025	UR





68.	10.20	5.1	SC-10
69.	10.35	5.175	ST-5
70.	10.50	5.25	UR
71.	10.65	5.325	UR
72.	10.80	5.4	UR
73.	10.95	5.475	UR
74.	11.10	5.55	SC-11
75.	11.25	5.625	UR
76.	11.40	5.7	UR
77.	11.55	5.775	UR
78.	11.70	5.85	UR
79.	11.85	5.925	UR
80.	12.00	6	ST-6
81.	12.15	6.075	SC-12
82.	12.30	6.15	UR
83.	12.45	6.225	UR
84.	12.60	6.3	UR
85.	12.75	6.375	UR
86.	12.90	6.45	UR
87.	13.05	6.525	SC-13
88.	13.20	6.6	UR
89.	13.35	6.675	UR
90.	13.50	6.75	UR
91.	13.65	6.825	UR
92.	13.80	6.9	UR
93.	13.95	6.975	UR
94.	14.10	7.05	SC-14
95.	14.25	7.125	ST-7
96.	14.40	7.2	UR
97.	14.55	7.275	UR
98.	14.70	7.35	UR
99.	14.85	7.425	SC-15*
100.	15.00	7.5	UR
101.	15.15	7.575	UR
102.	15.30	7.65	UR
103.	15.45	7.725	UR
104.	15.60	7.80	UR
105.	15.75	7.875	UR
106.	15.90	7.95	UR
107.	16.05	8.025	SC-16
108.	16.2	8.1	ST-8
109.	16.35	8.175	UR
110.	16.50	8.25	UR
111.	16.65	8.325	UR
112.	16.80	8.4	UR
113.	16.95	8.475	SC-17
114.	17.10	8.55	UR
115.	17.25	8.625	



116.	17.40	8.70	UR
117.	17.55	8.775	UR
118.	17.70	8.85	UR
119.	17.85	8.925	UR
120.	18.0	9.0	ST-9
121.	18.15	9.075	SC-18
122.	18.30	9.15	UR
123.	18.45	9.225	UR
124.	18.60	9.30	UR
125.	18.75	9.375	UR
126.	18.90	9.45	UR
127.	19.05	8.525	SC-19
128.	19.20	9.60	UR
129.	19.35	9.575	UR
130.	19.50	9.60	UR
131.	19.65	9.675	UR
132.	19.80	9.90	UR
133.	19.95	9.975	UR
134.	20.10	10.05	UR
135.	20.25	10.125	SC-20
136.	20.40	10.20	ST-10
137.	20.55	10.275	UR
138.	20.70	10.36	UR
139.	20.85	10.425	UR
140.	21.00	10.50	SC-21
141.	21.15	10.575	UR
142.	21.30	10.65	UR
143.	21.45	10.725	UR
144.	21.60	10.80	UR
145.	21.75	10.875	UR
146.	21.90	10.95	UR
147.	22.05	11.025	SC-22
148.	22.20	11.10	ST-11
149.	22.35	11.175	UR
150.	22.50	11.25	UR
151.	22.65	11.325	UR
152.	22.80	11.40	UR
153.	22.95	11.475	UR
154.	23.10	11.55	SC-23
155.	83.25	11.625	UR
156.	88.40	11.70	UR
157.	29.55	11.775	UR
158.	29.70	11.85	UR
159.	29.85	11.925	UR
160.	24	12	ST-12
161.	24.15	12.075	UR
162.	24.30	12.15	SC-24
163.	24.45	12.225	UR



164.	24.60	12.30	UR
165.	24.75	12.376	UR
166.	24.90	12.45	UR
167.	25.05	12.525	UR
168.	25.20	12.60	SC-25
169.	25.35	12.675	UR
170.	25.50	12.75	UR
171.	25.65	12.825	UR
172.	25.80	12.90	UR
173.	25.95	12.975	UR
174.	26.10	13.05	SC-26
175.	26.25	13.125	ST-13
178.	26.40	13.20	UR
177.	26.55	13.275	UR
178.	26.70	13.35	UR
179.	26.85	13.425	UR
180.	27	13.50	SC-27
181.	27.15	13.575	UR
182.	27.30	13.65	UR
183.	27.45	13.725	UR
184.	27.60	13.80	UR
185.	27.75	13.875	UR
186.	27.90	13.95	UR
187.	28.05	14.025	SC-28
188.	28.20	14.10	ST-14
189.	28.35	14.175	UR
190.	28.50	14.25	UR
191.	28.65	14.325	UR
192.	28.80	14.40	UR
193.	28.95	14.475	UR
194.	29.10	14.55	SC-29
195.	29.25	14.625	UR
196.	29.40	14.70	UR
197.	29.55	14.775	UR
198.	29.70	14.85	UR
199.	29.85	14.925	ST-15
200.	30	15	SC-30

To allot requisite number of posts without violating rule of 50%

**DETAILS OF LAST 10 SELECTION COMMITTEES AND THE PARTICULARS OF OBC MEMBERS**



Annexure IX

Details of last 10 selection Committees for recruitment

The following Selection Committee has been constituted to adjudge the suitability of candidates for recruitment to the post of Management Trainee (HR) in the pay scale of ₹40000 – 140000 (E-1) for NFL:

- |   |                |
|---|----------------|
| 1. Shri R K Gogia, ED (HR/Law/CS)                               | - Chairman     |
| 2. Shri Dinesh Sood, GM (HR) I/c, CO                            | - Member       |
| 3. Shri S.C. Upadhyay, GM (HR), CMO                             | - Member       |
| 4. Ms Jaya Dikshit, GM (HR), CO [Rep. of Women & HR]            | - Member Secy. |
| 5. Shri Pawan Kumar , CM (IT), CO [Rep. of Reserved Categories] | - Member       |
| 6. Shri Ajit Jain, Sr. Manager (F&A), CO [Rep. of Minorities]   | - Member       |

The following Selection Committee has been constituted to adjudge the suitability of candidates for recruitment to the post of Material Officer in the pay scale of ₹40000 – 140000 (E-1) for NFL:

- |   |                |
|---|----------------|
| 1. Shri D.S. Ahuja, Director (Technical), NFL                   | - Chairman     |
| 2. Shri J.P. Sachdeva, ED (Materials), CO                       | - Member       |
| 3. Shri P.S. Jora, DGM (Materials), Panipat Unit                | - Member       |
| 3. Ms Ritu Goswami, DGM (Tech.), CO [Rep. of Women]             | - Member       |
| 5. Shri Pawan Kumar , CM (IT), CO [Rep. of Reserved Categories] | - Member       |
| 6. Shri S.K. Sharma, Sr. Manager (HR), Co [Rep. of HR]          | - Member Secy. |
| 7. Shri Dileep Kumar, Manager (Materials),Co [Rep. of OBC]      | - Member       |

The following Selection Committee has been constituted to adjudge the suitability of candidates for recruitment to the post of Material Officer in the pay scale of ₹40000 – 140000 (E-1) for NFL:

- |   |                |
|---|----------------|
| 1. Shri D.S. Ahuja, Director (Technical), NFL                   | - Chairman     |
| 2. Shri J.P. Sachdeva, ED (Materials), CO                       | - Member       |
| 3. Ms Jaya Dikshit, GM (HR), CO [Rep. of Women & HR]            | - Member Secy. |
| 4. Shri Yogesh Kumar, DGM (Materials), CO                       | - Member       |
| 5. Shri Pawan Kumar , CM (IT), CO [Rep. of Reserved Categories] | - Member       |
| 6. Shri Dileep Kumar, Manager (Materials),Co [Rep. of OBC]      | - Member       |





The following Selection Committee has been constituted to adjudge the suitability of candidates for recruitment to the post of Engineer (Mechanical)/ (Chemical) in the pay scale of ₹40000 – 140000 (E-1) for NFL:

- |   |   |                |
|---|---|----------------|
| 1 | Shri D.S. Ahuja, Director (Technical), NFL  | - Chairman     |
| 2 | Shri K.K. Goel, GM (Technical), CO  | - Member       |
| 3 | Ms Jaya Dikshit, GM (HR), CO<br><i>[Rep. of Women &amp; HR]</i>                           | - Member       |
| 4 | Shri J. Chopra, DGM (Projects), CO  | - Member Secy. |
| 5 | Shri Kuldip Singh, CM(Tech.), CO<br><i>[Rep. of Reserved Categories &amp; Minorities]</i> | - Member       |
| 6 | Shri Dileep Kumar, Manager (Materials), CO<br><i>[Rep. of OBC category]</i>               | - Member       |

The following Selection Committee has been constituted to adjudge the suitability of candidates for recruitment to the post of Engineer (Civil) in the pay scale of ₹40000 – 140000 (E-1) for NFL:

- |    |   |                |
|----|---|----------------|
| 1. | Shri D.S. Ahuja, Director (Technical), NFL  | - Chairman     |
| 2. | Shri K.K. Goel, GM (Technical), CO  | - Member       |
| 3. | Ms Jaya Dikshit, GM (HR), CO<br><i>[Rep. of Women &amp; HR]</i>                           | - Member Secy. |
| 4. | Shri Sunil Jain, CM (Civil), Bathinda   | - Member       |
| 5. | Shri Kuldip Singh, CM(Tech.), CO<br><i>[Rep. of Reserved Categories &amp; Minorities]</i> | - Member       |
| 6. | Shri Dinesh Kumar, Manager (IT), CO<br><i>[Rep. of OBC category]</i>                      | - Member       |

The following Selection Committee has been constituted to adjudge the suitability of candidates for recruitment to the post of Senior Manager (HR) in the pay scale of ₹80000 – 220000 (E-5) for NFL:

- |    |   |                |
|----|---|----------------|
| 1. | Shri Manoj Mishra, C&MD   | - Chairman     |
| 2. | Shri R.K. Gogla, ED (HR, Law & CS), CO                                | - Member       |
| 3. | Shri S.C. Upadhyay, GM (HR), CMO                                      | - Member       |
| 4. | Ms Jaya Dikshit, GM (HR), CO<br><i>[Rep. of Women &amp; HR]</i>       | - Member Secy. |
| 5. | Shri Pawan Kumar, CM (IT), CO<br><i>[Rep. of Reserved Categories]</i> | - Member       |
| 6. | Shri Ajit Jain, Sr. Manager (F&A), CO<br><i>[Rep. of Minorities]</i>  | - Member       |
| 7. | Shri Vikram Rawat, Sr. Manager (CC), CO<br><i>[Rep. of OBC]</i>       | - Member       |





The following Selection Committee has been constituted to adjudge the suitability of candidates for recruitment to the post of Senior Manager (F&A) in the pay scale of ₹80000 – 220000 (E-5) for NFL:

1. Shri Manoj Mishra, C&MD - Chairman
2. Shri Y.P. Bhola, Director (Finance) - Member
3. Shri N.S. Verma, ED (F&A), CO - Member
4. Ms Jaya Dikshit, GM (HR), CO  
[Rep. of Women & HR] - Member Secy.
5. Shri Pawan Kumar, CM (IT), CO  
[Rep. of Reserved Categories] - Member
6. Shri Ajit Jain, Sr. Manager (F&A), CO  
[Rep. of Minorities] - Member
7. Shri Dileep Kumar, Manager (Materials), CO  
[Rep. of OBC] - Member

With reference to the memo no. NFL/CO/HR/DR/CS/2019/3722 dated 12.09.2019 the interview for Officer (Company Sectt.) scheduled for 24<sup>th</sup> Sept. 2019 has been rescheduled for 03<sup>rd</sup> Oct. 2019.

1. Shri R.K. Gogla, ED, (HR, Law & CS), CO - Chairman
2. Ms Jaya Dikshit, GM (HR), CO  
[Rep. of Women & HR] - Member Secy.
3. Shri Raj Kumar, Company Secretary, CO - Member
4. Shri J Ramesh, DGM (F&A), CO - Member
5. Shri Pawan Kumar, CM (IT), CO  
[Rep. of Reserved Categories] - Member
6. Shri Ashok Jha, ACS, CO - Member
7. Shri Dinesh Kumar, Manager (IT)  
[Rep. of OBC] - Member

The following Selection Committee has been constituted to adjudge the suitability of candidates for recruitment to the post of Management Trainee (Marketing) in the pay scale of ₹40000 – 140000 for NFL.

1. Shri R.K.Gogla, EDirector (IA/Law/MS/CS),CO - Chairman
2. Shri Anil Motsara, GM (Marketing), CMO - Member
3. Ms Jaya Dikshit, GM (HR), CO  
[Rep. of Women & HR] - Member Secy.
4. Shri Suresh Chand, DGM (Marketing), CO  
[Rep. of Reserved Categories] - Member
5. Shri Ajit Jain, Sr. Manager (F&A), CO  
[Rep. of F&A & Minorities] - Member
6. Shri Dileep Kumar, Manager (Materials), CO  
[Rep. of OBC] - Member
7. External Expert. - Member



The following Selection Committee has been constituted to adjudge the suitability of candidates for recruitment to the post of Officer (Company Sectt.) in the pay scale of ₹40000 – 140000 for NFL:

1. Shri R.K. Gogia, ED, (IA/Law/MS/CS), CO - Chairman
2. Ms Jaya Dikshit, GM (HR), CO - Member Secy.  
*[Rep. of Women & HR]*
3. Shri Raj Kumar, Company Secretary, CO - Member
4. Shri J Ramesh, DGM (F&A), CO - Member
5. Shri Pawan Kumar, CM (IT), CO - Member  
*[Rep. of Reserved Categories]*
6. Shri Ashok Jha, ACS, CO - Member
7. Shri Dinesh Kumar, Manager (IT) - Member  
*[Rep. of OBC]*



Annexure XI



नेशनल फर्टिलाइजर्स लिमिटेड  
(कॉर्पोरेट कार्यालय, नोएडा)

अंतर कार्यालय ज्ञापन

प्रेक्षक : कार्यकारी निदेशक (मानव संसाधन), कॉर्पोरेट कार्यालय, नोएडा  
प्रेक्षित : उप महा प्रबन्धक (मानव संसाधन), नंगल/ वडिडा/ पानीपत/ विजयपुर इकाई

NFL/CO/1(298)/

Date: 04.11.2019

विषय: अन्य चिह्नित वर्ग कर्मचारी कल्याण संघ संबंधित।

कंपनी ने हमेशा अपने कर्मचारियों के कल्याण को प्रोत्साहित किया है। सभी कर्मचारियों को अनुकूल यातावरण प्रदान करने के लिए, मान्यता प्राप्त ट्रेड यूनियन और रेजिस्ट्रेशन ऑफ ऑफिसर्स एसोसिएशन के अलावा प्रबंधन द्वारा SC/ST कर्मचारी कल्याण संघ को भी मान्यता दी गई है जो कि कंपनी के SC/ST कर्मचारियों के प्रतिनिधि निकाय के रूप में काम कर रहा है। चूंकि 1993 के बाद से कंपनी में ओबीसी कर्मचारियों के प्रतिनिधित्व की प्रवृत्ति बढ़ रही है, इसलिए यदि ओबीसी श्रेणी से संबंधित कर्मचारी ओबीसी कर्मचारियों के हित का बढ़ावा देने और उनकी सुरक्षा के लिए काम करने के लिए एक संघ बनाने के इच्छुक हैं, तो प्रबंधन द्वारा उसे प्रोत्साहित किया जा सकता है।

यूनिट द्वारा ओबीसी कर्मचारी कल्याण संघ के गठन से संबंधित विवरण, कॉर्पोरेट कार्यालय की जानकारी और रिकॉर्ड हेतु साझा किया जाये।

(आर. के. भोगिया)

कार्यकारी निदेशक (एच. आर.)

का. 1/3

प्रति-

1. सी & एमडी सचिवालय
2. निदेशक (तकनीकी)/ (विपणन)/ (वित्त)



**DETAILS OF APPOINTMENT OF LIAISON OFFICERS FOR OBCS DURING THE LAST FIVE YEARS**

**Annexure X**

**Year wise List of Liason Officers for OBCs**

Year 2015			
S No	Unit	Name (S/sh.)	Designation
1	Nangal	Pawan Kumar	CM(CS)
2	Bathinda	Tejendra Kumar	CM(Prod)
3	Panipat	Sanjeev Arya	SM(CC)
4	Vijaipur	M L Samadder,	CM(Mech)
5	CO/CMO	R L Meena	SM(HR)
Year 2016			
S No	Unit	Name (S/sh.)	Designation
1	Nangal	Pawan Kumar	CM(CS)
2	Bathinda	Sh. Tejendra Kumar	CM(Prod)
3	Panipat	Sanjeev Arya	SM(CC)
4	Vijaipur	M L Samadder,	CM(Mech)
5	CO/CMO	R L Meena	SM(HR)
Year 2017			
S No	Unit	Name (S/sh.)	Designation
1	Nangal	S K Negi	CM(Mech)
2	Bathinda	Sh. Tejendra Kumar	CM(Prod)
3	Panipat	T C Agarwal	SM(HR)
4	Vijaipur	M L Samadder,	CM(Mech)
5	CO/CMO	R L Meena	SM(HR)
Year 2018			
S No	Unit	Name (S/sh.)	Designation
1	Nangal	S K Negi	CM(Mech)
2	Bathinda	Sanjeev Arya	SM(CC)
3	Panipat	T C Agarwal	SM(HR)
4	Vijaipur	M L Samadder,	CM(Mech)
5	CO/CMO	R L Meena	SM(HR)
Year 2019			
S No	Unit	Name (S/sh.)	Designation
1	Nangal	Shri Sanjay Yadav	Manager (Inst),
2	Bathinda	Shri J.K. Mandal	SM (Prod),
3	Panipat	Ms. Ritika Soni	Dy. Manager (HR),
4	Vijaipur	Shri Ayodhyo Mahto	SM (Prod)
5	CO/CMO	Shri Dileep Kumar	Manager (Mtlis),



UNIT WISE DETAILS OF NATURE OF JOB BEING CARRIED OUT THROUGH JOB CONTRACT



Annexure XIV

List of Contractors engaged with total number of Contract Labour engaged by them

Nangal Unit			Total No of Contractual Worker
S No	Name of Contractor	Nature of Work	
			81
1	M/S Gulshan Khera Security Agency	Township Security	5
2	M/S Hardev Singh	Miscellaneous Wood Work	20
3	M/S Indian Security Services Regd	Supply of Upkeep Staff of Fes, Hospital And Admin Building	19
4	M/S Khty Construction Co	Arc of Inst Maintenance	6
5	M/S M K Enterprises	Painting of Plant Structure	56
6	M/S M K Enterprises	Jungle Cleaning	22
7	M/S Raal Construction Co, Nangal	Arc Railway Track	11
8	M/S Shine & Sind Security Solutions Pvt Ltd	Supply of Skilled Manpower (Indoor) In Hospital	45
9	M/S Som Nath Arora	Civil Maintenance	111
10	M/S U P Singh & Co	Bagging Plant	58
11	M/S Vanshika Enterprises	Upkeep of Sgs-Coal Handling Uga- Nitric Acid And Ammonia Plant	85
12	M/S Bharat Mechanical & Structural Works	Arc Mechanical	
Panipat Unit			Total No of Contractual Worker
S No	Name of Contractor	Nature of Work	
			8
1	M/S Dinesh Kumar Gupta	Proving And Firing of Granite Stone/Tiles/Steel Sink In Kitchen of Houses In Township	27
2	M/S Dharam Pal & Co, Panipat	Handling And Upkeep of Bentonite Subphur Plant	14
3	M/S Indo Star Insulation Pvt Ltd, New Delhi	Arc For Hot Cold And Spray Insulation	76
4	M/S Bharat Mechanical & Structural Works, Panipat	Arc For Miscellaneous Mechanical Jobt	18
5	M/S Hindustan Fab & Contractor	Unloading/Handling of Coal From Railway Wagons And Other Related Jobt	20
6	M/S Dharam Pal & Co, Panipat	Upkeep of Ammonia Plant	11
7	M/S Dharam Pal & Co, Panipat	Handling And Upkeep O&U Group of Plant	15
8	M/S Harygan Singh	Ash Spillage Related To House Keeping 2019-20	4
9	M/S. Saroha & Co	Upkeep of Library Document And Computer Section	9
10	M/S. Saroha & Co, Vikash Nagar, Panipat	Sundry Jobs In Central Lab	34
11	R. K. Garg Contractor	Miscellaneous Civil Work Factory And Township	15
12	Dharam Pal & Co Ypo Swah Panipat	Arc For Horticulture Factor And Township	
Vijalpur Unit			Total No of Contractual Worker
S No	Name of Contractor	Nature of Work	
			7
1	M/S Suprabha Technical Services	Various Electrical Job In Township And Plant Area Which Are Not Covered In Regular Arc (18-19)	6
2	M/S Venkatesh Engineering Services	Maintenance of CP System (18-19)	57
3	M/S Venkatesh Engineering Services	Annual Electrical Maintenance Contract For Township And Factory (18-19)	53
4	M/S Venkatesh Engineering Services	Annual Electrical Maintenance Contract For Township And Factory (19-20)	12
5	M/S Shri Jayanti Enterprises	Annual Maintenance Work In Ammonia, Urea, Bagging And Offsite Substation, Motor Power And Control Station of Line 1 And Line 2	10
6	M/S Shri Jayanti Enterprises	Retrofitting of Different Existing Conventional Lightening Fixtures With Led Fixtures And Old Ceiling Fan With New Ceiling Fan In Office Building And Township	26
7	M/S Jyoti Engineering	Annual Rate Contract For Miscellaneous Instrumentation Job	15
8	M/S Kaushal Enterprises	Arc For Painting of Equipment, Piping Structure	6
9	M/S. Mirdhar Enterprises	Upkeep of Conveyor Belt	16
10	M/S TK Enterprises	Arc Piping And Mechanical Maintenance	7
11	M/S Rakesh Structures & Engineers	Steel Structure Work In Factory & Township	20
12	M/S B L Mehra Contractor Co.	Factory Maintenance	3
13	M/S B L Mehra Contractor Co.	Anticorrosive Treatment In Factory Area	6
14	M/S R B Meena	Arc For Annual Horticulture Maintenance In Factory Area And Van Vihar	141
15	M/S Vrajesh Agencies	Conveyer Belt Cleaning	25
16	M/S Bishamber Lal Arora	Urea And Ammonia Line-I Production	25
17	M/S Bishamber Lal Arora	Urea And Ammonia Line-II Production	13
18	M/S Kamlesh Kumar Sharma	Arc For Annual Maintenance of Horticulture Works In T/Ship	8
19	M/S B L Mehra Construction Co.	Arc For Misc Civil Works In T/Ship Area	4
20	M/S B L Mehra Construction Co.	Operation of Sewage Treatment Plant In NH T/Ship	4
21	M/S Kaushal Construction	Factory Maintenance	5
22	M/S Kamlesh Kumar Sharma	Collection And Disposal of Garbage, Garden Waste And Cutting And Removal of Wild Vegetation	57
23	M/S Nityanand Contractor Township Security	Township Security	33
24	M/S Raal Construction Co, Nangal	Stores Contract	34
25	M/S SK Rawat & Co, Panipat	Stores Contract	



Bathinda Unit			
S No	Name of Contractor	Nature of Work	Total No of Contractual Worker
1	M/s Gobind Electric Works,	Misc. Electrical jobs on ARC basis In Factory and Township	55
2	M/s Guru Kripa Enterprises,	Operation & Maintenance of Sewage Pump House	10
3	M/s Breeze Cool Services,	Operation and Maintenance of HVAC System /Central Air Conditioning System / Package Units	15
4	M/s Murari Parshad Contractor,	Portable ACs at NFL Bathinda.	19
5	M/s Kewal Krishan Jindal,	Upkeeping of Plant Areas and Equipments In Ammonia Plant	25
6	M/s Murari Parshad Contractor	Upkeeping of Plant Areas and Equipments In Urea Plant	18
7	M/s Kewal Krishan Jindal,	Upkeep of Plant & Equipment in O&U Plant	66
8	M/s Kewal Krishan Jindal,	Upkeep of FSG & MHP Contract	19
9	M/s Gobind Ram & Co.,	Unloading & Handling of Coal Contract	154
10	United Engineering Enterprises,	Internal Handling of Urea in Bagging Plant	88
11	Beardsell Ltd.,	ARC for Misc. Mech. Mtc. Jobs	3
12	Beardsell Ltd.,	ARC for Hot, Cold & Spray Insulation Jobs	16
13	Bharat Mechanical & Structural Works,	ARC for various Painting Jobs	18
14	M/s Khosla Builders ,	ARC for Instrumentation Jobs	19
15	M/s Khosla Builders ,	ARC for Misc. Civil Jobs In Plant Areas	21
16	Sunrise Engineers & Contractors,	ARC for Misc. Civil Jobs In Township Areas	8
17	Dhallwal Const. Co.	White Washing, Distemping & Painling In Factory & Township	3
18	Dhallwal Const. Co.	ARC for Grass Cutting In Factory and Township	17
19	Shri Surinder Kumar Mittal, Bathinda	ARC for Horticulture Maintenance work in NFL Estate	7
20	Shri Surinder Kumar Mittal, Bathinda	Hospitality & Catering Services in Guest House	18
21	M/s Murari Parshad Contractor,	Distribution of Dak and Deployment of Drivers for various vehicles	30
22	M/s Murari Parshad Contractor,	Housekeeping & Allied Services in NFL Township, Hospital, Admin. Building & surroundings	6
23	M/s Shine & Sind Security Solutions Pvt. Ltd.,	Providing services of Pharmacist/ X-Ray Technician/ Staff Nurse/ Operation Theatre Technician/Ward Attendant (female) on need basis	32
24	4460/M/s Avtar Singh Security Agency,	Security Services in NFL Township	2
25	M/s Darshan Singh Mann Engineers & Contractors	Hiring of emergency vehicle (TUV-300 of M&M)	2
26	Bansal Bus Service	Supply of Imperio Vehicle to CSF	18
27	M/s Raal Construction Co.	Annual Maintenance of Railway Track	22
28	M/s Raal Construction Co.	Material Handling in Stores	11
29	M/s Murari Parshad Contractor	Sundry Jobs in Central Lab. & Plant Labs	1
30	Sh. Ravi Karan S/o Sh. Ram Kewal	Providing Canteen Services on round the clock basis in NFL, Bathinda Plant.	1
COICMO			
S No	Name of Contractor	Nature of Work	Total No of Contractual Worker
1	M/S. Park Management Support Services Pvt. Ltd.	Hiring of Various Services	77
2	M/S. S. K. Enterprises	Upkeep And Maintenance of Nil Offices	19
3	M/S. Adhunik Fire Appliances	Operation And Maintenance of Fire Fighting Instrument And Public Address System	4
4	M/S. Adhunik Fire Appliances	Operation And Maintenance of Fire Fighting Instrument And Public Address System	8
5	M/S. Shailesh Kumar Singh Security Agency	Office Security- Noida	17
6	M/S. Ten Singh Ghangas Security Agency	Office Security- Delhi	3
7	M/s/ Ion Exchange (India) Ltd.	O&M- R O Plant	1
8	M/S. Zerax Technologies	Photo Copy	1
9	M/S. Kanti Tiffin Center	Canteen Services	1

## Appendix I

### 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 25<sup>TH</sup> 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 Niranjana 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.

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## APPENDIX-II

### 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 19<sup>TH</sup> 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.

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### **APPENDIX-III**

#### **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 14<sup>TH</sup> 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.*

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