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STANDING COMMITTEE ON  
COAL, MINES AND STEEL (2021-2022)  
SEVENTEENTH LOK SABHA

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MINISTRY OF STEEL

[Action Taken by the Government on the Observations/  
Recommendations contained in the Twenty First Report of the  
Standing Committee on Coal and Steel (Seventeenth Lok Sabha) on  
“Safety Management and Practices in Steel PSUs”]



TWENTY SEVENTH REPORT

LOK SABHA SECRETARIAT  
NEW DELHI  
DECEMBER, 2021/AGRAHAYANA, 1943(Saka)

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**Presented to Lok Sabha on 17.12.2021**

**Laid in Rajya Sabha on 17.12.2021**



**LOK SABHA SECRETARIAT**  
**NEW DELHI**  
**DECEMBER, 2021/AGRAHAYANA, 1943(Saka)**

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**COMPOSITION OF THE STANDING COMMITTEE ON  
COAL, MINES AND STEEL (2021-2022)**

**Chairperson - Shri Rakesh Singh**

**Lok Sabha**

2. Shri Balubhau Dhanorkar *alias* Suresh Narayan
3. Shri Vijay Kumar Hansdak
4. Shri Kunar Hembram
5. Shri Chandra Prakash Joshi
6. Shri Saumitra Khan
7. Shri C. Lalrosanga
8. Shri S. Muniswamy
9. Shri Ajay Nishad
10. Shri Basanta Kumar Panda
11. Smt. Riti Pathak
12. Dr. Lorho S. Pfoze
13. Shri S.R. Parthiban
14. Shri Komati Reddy Venkat Reddy
15. Shri Chunni Lal Sahu
16. Shri Arun Sao
17. Shri Pashupati Nath Singh
18. Shri Sunil Kumar Singh
19. Shri Sushil Kumar Singh
20. Dr. Beesetti Venkata Satyavathi
21. Dr. Thirumaavalavan Thol

**Rajya Sabha**

22. Shri Subrata Bakshi
23. Dr. Vikas Mahatme
24. Shri Prashanta Nanda
25. Shri Ram Vichar Netam
26. Shri Samir Oraon
27. Shri Deepak Prakash
28. Shri Dhiraj Prasad Sahu
29. Shri Shibu Soren
30. Shri Prabhakar Reddy Vemireddy
31. Shri B. Lingaiah Yadav

## SECRETARIAT

1. Shri Pawan Kumar - Joint Secretary
2. Shri Arvind Sharma - Director
3. Shri Uttam Chand Bharadwaj - Additional Director
4. Smt. Vandana Pathania Guleria - Under Secretary

## INTRODUCTION

I, the Chairperson, Standing Committee on Coal, Mines and Steel having been authorized by the Committee to present the Report on their behalf, present this Twenty Seventh Report (Seventeenth Lok Sabha) on Action Taken by the Government on the observations/recommendations contained in the Twenty First Report (Seventeenth Lok Sabha) of the Standing Committee on Coal and Steel on the subject "Safety Management and Practices in Steel PSUs" relating to the Ministry of Steel.

2. The Twenty First Report (Seventeenth Lok Sabha) of the Standing Committee on Coal and Steel was presented to Lok Sabha on 06.08.2021. Replies of the Government to all the observations/ recommendations contained in the Report were received on 29.10.2021.

3. The Standing Committee on Coal, Mines and Steel considered and adopted this Report at their sitting held on 16.12.2021.

4. An analysis on the Action Taken by the Government on the observations/ recommendations contained in the Twenty First Report (Seventeenth Lok Sabha) of the Committee is given at **Annexure-IV**.

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

**NEW DELHI;  
16, December, 2021  
25 Agrahayana, 1943 (Saka)**

**RAKESH SINGH  
Chairperson  
Standing Committee on Coal, Mines and Steel**

## REPORT

### CHAPTER-I

This Report of the Committee deals with Action Taken by the Government on the observations/recommendations contained in the Twenty First Report (Seventeenth Lok Sabha) of the Standing Committee on Coal, Mines and Steel on the subject "Safety Management and Practices in Steel PSUs" relating to the Ministry of Steel which was presented to Lok Sabha and laid in Rajya Sabha on 06.08.2021

2. The Report contained 17 Observations/Recommendations. The Action Taken Replies have been received from the Ministry of Steel in respect of all the 17 observations/recommendations contained in the Report on 29.10.2021. These have been categorised as follows:-

(i) Observations/Recommendations which have been accepted by the Government:

Serial Nos. 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 15 and 17  
Total : 15  
Chapter-II

(ii) Observations/Recommendations which the Committee do not desire to pursue in view of the replies of the Government:

Serial No. NIL  
Total : NIL  
Chapter-III

(iii) Observations/Recommendations in respect of which replies of the Government have not been accepted by the Committee:

Serial No. 14 & 16  
Total : 02  
Chapter-IV

(iv) Observations/Recommendations in respect of which final replies of the Government are still awaited:

Serial No. NIL  
Total : NIL  
Chapter-V

3. **The Committee trust that utmost importance would be given to implementation of the Observations/Recommendations accepted by the Government. In case, where it is not possible for the Ministry to implement the recommendations in letter and spirit for any reason, the matter should be reported to the Committee with reasons for non-implementation. The Committee desire that Action Taken Replies on the Observations/Recommendations contained in Chapter-I of this Report be furnished to them within three months.**

4. **The Committee will now deal with the Action Taken by the Government on some of their observations/recommendations made in the Twenty First Report.**

## Recommendation Sl. Nos. 5 & 6

### Recommendation Sl.No.5

#### SAFETY INITIATIVES BY THE MINISTRY OF STEEL

5. The Committee had learnt that the Ministry of Steel had constituted a Working Group comprising of experts from the industry and Academia to study various safety practices followed by the Iron and Steel industry and evolve comprehensive/common minimum safety guidelines for ensuring safety of the workers/employees engaged in the sector. The Committee were happy to learn that the efforts of all the stakeholders have borne fruits and 25 Safety Guidelines have been formulated for the iron and steel sector to address specific activities/hazards associated with the steel industry, for both the large and small players of steel sector. The Committee had appreciated that the aforesaid Safety Guidelines are at par with the global standards and are compliant with the requirements of the International Labour Organisation (ILO) Code of practice on safety in the Iron & Steel industry. Inputs in this regard, have also been taken from the World Steel Association's guidance document on "Safety & Health Principles and Definitions". The Committee, however, were of the view that mere formulation of the Safety Guidelines would not serve the purpose unless Safety Guidelines are implemented in letter and spirit. The Committee were thus hopeful that these Safety Guidelines would serve as a prerequisite for safe working environment to the employees engaged in the Iron and Steel industry and would be implemented with all seriousness to help prevent accidents to the extent possible.

6. The Ministry in its Action Taken Reply has stated as under:

"The 25 Safety Guidelines have been implemented and being complied with in all seriousness by SAIL and RINL."

### Recommendation Sl. No. 6

7. The Committee found that the adoption of these guidelines by the Steel Sector is voluntary as the Ministry of Steel did not have the necessary regulations to make the Safety Guidelines mandatory. In fact, the main legislation pertaining to worker safety and health in the manufacturing sector in India is under the Factory Act, administered by Ministry of Labour and Employment. However, the Committee were pleased to learn that the Ministry of Steel had requested the Ministry of Labour in October, 2019 in this regard, which stated that Safety Guidelines have been referred for consideration and adoption of the Expert Committee set up for framing standards under Section 18 of Occupational Safety, Health and Working Conditions (OSH&WC) Code and the matter shall be considered after enactment of the OSH&WC Code. In view of the foregoing, the Committee had desired the Ministry of Steel to vigorously pursue the matter with the Ministry of Labour and accordingly apprise them of the progress made in the matter.

8. The Ministry in its Action Taken Reply has stated as under:

"Ministry of Steel has vigorously taken up the matter with Ministry of Labour & Employment to facilitate mandatory adoption of the Safety Guidelines by the Iron & Steel Industry. Ministry of Labour & Employment has informed that it is under consideration of the Expert



Committee set up for framing standards under Section 18 of the Occupation Safety Health & Working Conditions (OSH&WC) Code 2020.”

**9. Twenty Five (25) Safety Guidelines have been formulated to address specific activities/hazards associated with the steel industry and these guidelines are being scrupulously complied with by the Steel PSUs, SAIL and RINL. However, the adoption of these guidelines by the steel sector is voluntary and there is no mechanism available with Ministry of Steel to ensure compulsory adoption of these guidelines, as safety and health aspects are covered under Factory Act which is being administered by the Ministry of Labour & Employment. Keeping this in mind, the Committee in their Original Report had desired the Ministry of Steel to vigorously pursue the matter with the Ministry of Labour & Employment for making these guidelines as standards on safety for the steel sector. In the Action Taken Replies, the Ministry of Steel has informed that the matter has been vigorously taken up with the Ministry of Labour & Employment and the same is stated to be under consideration of an Expert Committee set up for framing standards under Section 18 of the Occupation Safety Health & Working Conditions (OSH&WC) Code 2020. Having acknowledged the safety of workers as sacrosanct and the paramountcy of the matter, the Committee reiterate that the Ministry of Steel must earnestly pursue the matter with the Ministry of Labour & Employment till the desired objective is achieved.**

#### **Recommendation Sl. No. 14**

#### **EMPLOYEES HEALTH**

10. The Committee had noted that each plant of SAIL has an Occupational Health Centre (OHC) where qualified doctors and technicians sit round the clock for the benefit of employees. SAIL is also running hospitals like Jawaharlal Nehru Hospital & Research Centre, Bhilai for Bhilai Steel Plant, DSP Main Hospital, Durgapur for Durgapur Steel Plant & Alloy Steels Plant, Ispat General Hospital, Rourkela for Rourkela Steel Plant, Bokaro General Hospital, Bokaro for Bokaro Steel Plant, Burnpur Hospital for IISCO Steel Plant, SSP Hospital for Salem Steel Plant and VISP Hospital, Bhadravathi for Visvesvaraya Iron & Steel Plant. The ratio of doctors to Workers in these hospitals was 1:71, 1:93, 1:97, 1:63, 1:203, 1:124 and 1:158, respectively. The CMD, SAIL admitted the unsatisfactory ratio of doctors to workers despite lucrative offers and attractive incentives. The Committee, however, had noted with satisfaction that in order to increase the ratio of Doctors to Workers in the Plant/Unit Hospitals, SAIL Board had sanctioned recruitment of 225 Doctors in the Human Resource Plan for 2020-21. It has been decided to give special incentives like permission for private practice to both SAIL doctors as well as contract doctors and their compensation has also been increased. The Committee had desired to be apprised of the latest position of recruitment of doctors at SAIL in this regard and how it has affected Doctors to workers ratio in its Plants.

11. The Ministry in its Action Taken Reply has stated as under:

“The latest position of recruitment of Doctors at SAIL is given below: -

### Status of Joining of Doctors (225) - HRP-2020-21

Plant	Medical Officer	Specialists	Total
BSP	4	11	15
DSP	#	4	4
RSP	3	13	16
BSL	#	5	5
ISP	12	4	16
Total	19	37	56

**# Recruitment is in process.**

Recruitment of Medical Officers at DSP, BSL, SRU, Collieries Division, Odisha Group of Mines, Jharkhand Group of Mines, ISP (M.O. Dental) is in process.”

12. Health being the main aspect concerning welfare and safety of workers, the Committee note that throughout their duty period the workers are constantly exposed to high temperature along with heat and dust generated apart from performing different hazardous activities during various operations. The Committee are deeply concerned about ensuring that priority care must be given to the well being of workers and providing a safe and secure workplace to them. To ensure this, round the clock presence of doctors at such places is a must.

Keeping all this in view, the Committee in their Original Report had noted the low ratio of doctors to workers in the Occupational Health Centre (OHC) running at various plants of SAIL. The Committee now note from the Action Taken Reply furnished that during 2020-21, only 56 doctors have joined at various SAIL Plants, which includes 19 Medical Officers and 37 Specialists. The recruitment of Medical Officers at DSP, BSL, SRU, Collieries Division, Odisha Group of Mines, Jharkhand Group of Mines, ISP (M.O. Dental) has been stated to be in process. The Committee desire that this process be expedited and completed in a time bound manner and all the 225 sanctioned posts of Doctors are filled up so as to improve the ratio of doctors to workers. The Committee would like to be apprised of the action taken in this regard.

### Recommendation Sl. No. 16

#### COMPENSATION POLICY

13. According to their compensation policy guidelines as per the provisions of Employees Compensation Act 1923, SAIL provides compassionate employment to one of the eligible dependents in case of death or permanent total disablement of employees due to accident in course of employment and in cases of Medical invalidation of employees suffering from specified debilitating diseases. Further, SAIL also operates an Employee Family Benefit Scheme (EFBS) which provides for monthly payment to the dependents till notional date of superannuation of the deceased employee concerned in lieu of employment. In case of contract workers, SAIL provides employment to eligible dependent in case of death of the contract labourer due to accident in course of employment within the work premises. At RINL, regular employees are covered under Workman Compensation Act and Group Personal Accident Insurance (GPAI). In case of death of the regular employees, option is available to the family to either opt for employment of one

dependent or to avail benefits under Employees Family Benefit Scheme. Contract workers in RINL are covered under GPAI and ESI Act. The Committee were of the opinion that compensation policy will lose its purpose, if the aggrieved family of the employee does not get its due benefits in time. Hence, the Committee had urged the Government to ensure that there should not be any delay in dealing with matters relating to sanctioning of the compensation package and desire that as soon as the documentation work is complete, the aggrieved family should not be made to run from pillar to post for what is eventually due to them. A nodal officer be appointed and deputed to aid the family in handling all the necessary paperwork. For any dispute in settlement of claims, the Committee had been informed that in maximum cases settlement is done within 7-10 days. While appreciating the prevalent compensation practices in Steel PSUs, the Committee had desired to be apprised of the cases of settlement of compensation and resolving of disputes by SAIL and RINL during the last 3 years. They also desired that the Compensation packages offered should be reviewed periodically.

14. The Ministry in its Action Taken Reply has stated as under:

**“Steel Authority of India Ltd.:** As recommended by the Hon'ble Parliamentary Standing Committee on Coal and Steel for appointment of a nodal officer to aid the family in handling all the necessary paperwork, “Internal Resource Person” of Plants/Units have been appointed for same. The compensation being paid is as per the provisions of the Employee Compensation Act/Employee State Insurance Act and amendments thereof from time to time as applicable. Details of Compensation paid of last three years are at **Annexure II.**

**Rashtriyalspat Nigam Ltd.:** In RINL, to provide necessary help/guidance to the family members of deceased employees in handling paper work, a nodal officer has been identified. A team is working under the nodal officer and an Exclusive Section has been set-up. On receipt of the information about the death of an employee, the family members of the deceased employees are contacted and provided with the guidance for obtaining and filling the necessary documents for final settlement. In case of death of an employee while in service, the family is supported by paying them the Last Basic Pay and DA drawn by the employee till his/ her notional date of superannuation under the Employees’ Family Benefit Scheme(EFBS). The Section is coordinating with the concerned Agencies/Sections and ensuring timely payment/release of the benefits to the family members. The Section is providing hassle-free services to the separated employees and their family members (as the case may be) as a single contact point. This has restricted movement of outsiders inside the plant premises besides providing ease of operation and easy services to the separated employees.

In the last three years, data of EFBS application received and processed to reduce the financial hardship faced by the family is as under:

Year	No. of EFBS Applications Processed
2018-19	75
2019-20	75
2020-21	96
2021-22(Till 30.09.2021)	100

15. Having acknowledged the employer's accountability to compensate the families of employees who have lost their lives at workplace, the Committee in their original report had desired that besides expeditious settlement of claims there should be a periodic review of the Compensation Package offered to the families of the deceased employees. The Committee are happy to note from the Action Taken Reply that SAIL, in order to aid the deceased person's family in handling all the necessary paperwork and formalities, has started to deploy an "Internal Resource Person" in its each Plant/Unit. It has also been informed that the compensation is being paid to the employees as per the provisions of the Employee Compensation Act/Employee State Insurance Act and amendments thereof from time to time as applicable. Besides this, SAIL has also furnished details of EFBS and applications processed for compensation as per Employees Compensation Act paid to the families of deceased regular employees in fatal accidents occurred at SAIL plants during 2019, 2020 and 2021 (Till 30.09.2021). Similarly, at RINL also a nodal officer is identified to provide necessary help/guidance to the family members of deceased employees in handling paper work. The Committee would also like to be apprised of the details of compensation package being awarded to the employees of RINL on the lines of information provided by SAIL. Although, Committee are satisfied at the pace of compensation cases being settled at SAIL and RINL, they find that the reply is silent on review of compensation package by Steel PSUs. They, therefore, reiterate their earlier recommendation and would like to be apprised of the action taken by the Government in this regard.

#### Recommendation Sl. No. 17

#### CONTRACT WORKERS MANAGEMENT SYSTEM

16. The Committee had been informed that accidents are more prevalent in case of contract workers. In such a case, the Committee had observed that SAIL, in order to elevate the quality of contractors and in a bid to ensure their efficiency, has prepared a draft for a system through which the contractors will be reviewed through a Contract Workers Management System where they would be given star rating according to their efficacy on the basis of various parameters. As has been informed, this draft which would be approved by the Committee on Health, Safety and Environment and guidelines made in this regard have also been circulated to the contractors. The Committee were of the opinion that review with regard to the efficacy of the contract labourers through a Contract Workers Management System would serve as a benchmark for handling various hazardous jobs in Steel Plants and had therefore recommended the SAIL to expedite its efforts in this direction. They also desired that if this system yields positive results, it can be replicated in other Steel PSUs.

17. The Ministry in its Action Taken Reply has stated as under:

"SAIL management realizes that Contract workers are our partners in growth & prosperity and makes all necessary efforts as far as their safety issues are concerned. All contract documents necessarily include safety clauses for clear understanding of the contractors' w.r.t safety expectations before start of job. Necessary supervision is ensured by the contractor supervisors as well as the executing agency of the contract. Necessary arrangements for their safety training & safety talk are made so as to make them fully

aware of the hazards & preventive measures. Site inspections & audits are conducted to highlight & make them understand & rectify the mistakes before penalizing.

While agreeing with the committee's recommendations for finalizing the CSM standard, it is to mention that Considering the importance of this vital issue, provision has been envisaged by including Contractor Safety Management (CSM) as a separate element in the scope of proposed Safety Management Consulting Assignment in Steel Plants at Bokaro, Rourkela, Durgapur & Burnpur."

**18. The Committee were informed that in order to increase the efficiency of contract workers, SAIL had devised a system whereby the performance of the contractors hired by it would be reviewed based on various parameters. The Committee in their Original Report had appreciated the Contract Workers Management System and desired that if found suitable, this system can be replicated in other Steel PSUs as well. The Ministry in its Action Taken Reply has informed that considering the importance and vitality of this matter, the Contractor Safety Management (CSM) has been added as a separate element in the scope of Safety Management Consulting Assignment which has been prepared in Steel Plants at Bokaro, Rourkela, Durgapur & Burnpur. Having realized the paradigm of safety of contract workers and their valuable contribution in economic growth, the Committee are of the considered view that all necessary efforts regarding their safety should be given topmost priority. The Committee, therefore, reiterate their earlier recommendation and desire that the Ministry should explore options to replicate this system in all Steel Plants.**

**CHAPTER-II**  
OBSERVATIONS/RECOMMENDATIONS WHICH HAVE BEEN  
ACCEPTED BY THE GOVERNMENT

**Recommendation No. 1**

**INTRODUCTORY**

Iron and Steel Industry involves a combination of complex processes and large scale operations which are hazardous in nature. Hence, it has been classified as hazardous process industry as per the Factories Act, 1948 (Amended in 1987). The hazards mainly emanate from extremely high temperature processes involving liquid metal, generation of by-product gases which have toxic and explosive constituents, large quantity of material handling/ transporting and manpower intensive multi-unit operations, the hazardous chemicals, electricity, steam, working at height, working in confined space etc. Acknowledging the potential dangers inherent in the Steel and Iron Industry, the Committee feel that a safe and healthy working environment is of paramount importance for all employees who work in the Steel Industry. It is, therefore, imperative that continuous and sustained efforts are made by all the Stakeholders in the Steel and Iron Industry to ensure adherence to optimum safety standards as it would go a long way for elimination of fatal accidents and reduction in reportable accidents. This is the area where Safety Management Practices being followed in various Steel PSUs assumes greater significance. The Committee would, therefore, desire that the Ministry of Steel/Steel PSUs should strive hard to bring excellence in all aspects of their operations for safest working environment in all their Steel Plants and make “accident free” environment, an achievable goal.

**Action Taken**

Ministry of Steel/ Steel PSUs is striving hard on continuous and sustainable basis to achieve excellence in all aspects of operations of the steel plants and produce accident free steel.

[Ministry of Steel O.M. No.11013(20)/2021-Parl. dated 29.10.2021]

**Recommendation No. 2**

**SAFETY PERFORMANCE IN STEEL PSUs**

The Committee note that during 2015, 2016, 2017, 2018, 2019 and 2020, the number of fatal accidents in SAIL were 20, 11, 16, 22, 11 and 7 (upto 5 October, 2020), respectively. The Reportable Accidents during these years were 53, 31, 34, 36, 37 and 6 (up to October, 2020), respectively. Similarly, in RINL, during 2015, 2016, 2017, 2018, 2019 and October, 2020, the number of fatal accidents were 4, 6, nil, nil, 3 and 3 (upto 5 October, 2020), respectively. The Reportable Accidents during these years were 13, 10, 7, 8, 7 and 3 (up to October, 2020), respectively.

While observing that the number of fatal accidents in SAIL, during the last 5 years, either reduced or remained almost at the same level except in the year 2018 when it rose to 22 from 16 in the year 2017, the Committee find to their satisfaction that in RINL, there were no fatalities for two consecutive years i.e. 2017 and 2018. Again, the number of reportable accidents both in SAIL and RINL are either reduced or remained at the same level. Emphasizing on safety of each and every employee who work in the Steel Plants, the Committee recommend that SAIL and RINL should adopt all protective mechanism/Standard Operating Procedures (SOPs) to ensure eliminating accidents altogether while managing working environments with the highest standards of safety and health conditions. The Committee would also desire that they may be apprised of the number of Reportable accidents and Fatal Accidents in SAIL and RINL during 2020.

### **Action Taken**

**Steel Authority of India Ltd.:** SAIL Management lays top most priority to safety of its employees & other stake holders as well as the assets/property in line with the Company's Safety Policy. All Plants & Units have a well established Safety Management System comprising various safety activities which is reviewed for its effectiveness at different levels at regular intervals.

To bring continual improvement in Safety Standards & Performance, Plants/Units have got accreditation to advanced Safety Management System (migrated from OHSAS-18001 to ISO 45001: 2018 certification) as per the global best practices. Further, benchmarking of safety activities is done with World Steel Association as well as other Steel Plants in domestic sectors in association with National Safety Council. Also recently a new award scheme titled 'Safety Excellence Award for Integrated Steel Plants' (i-SEA) has been launched which would facilitate improvement in Safety Standards & Practices amongst the ISPs through learning & benchmarking the good practices of each other.

Standard Operating & Maintenance Procedures (SOPs & SMPs), an important element of Safety Management System, have been meticulously developed for various important activities, which are religiously followed in the course of working. Being an important guidance document, the SOPs & SMPs are reviewed and updated periodically and made available on the Web Portals of Plants/Units for ready reference by the employees/ working personnel.

Further, to ensure safety of each working employee and achieve highest standards of safety, recent thrust has been towards safety culture transformation through systematic approach by engagement of reputed consultants in the field of Safety Management. The intervention, which has already started at Bhilai Steel Plant (BSP), will shortly begin in other Steel Plants of SAIL. This will play a vital role in improving safety culture through involvement & commitment of all level of employees.

The updated figures of 'Number of Reportable & Fatal Accidents in SAIL during 2020' is at **Annexure – I.**

**Rashtriya Ispat Nigam Ltd.:** RINL has been committed to eliminate hazards by adopting different type of mechanisms like

- a. Monthly Safety inspections by the safety officer and departmental representative.
- b. Reviewing of compliance of safety inspection at department level and at plant level.
- c. Monthly review of safety by CMD to monitor safety performance, safety points compliance, safety initiatives.

- d. Special Safety audits.
- e. OHSMS Audits (External and Internal).
- f. Statutory Safety audit by external agency.
- g. Safety training to regular employees and contract workers.
- h. Past accidents presentation to all the employees and contract workers.
- i. Conducting safety day celebrations at department level to improve awareness and participation of workers
- j. HAZOP, HAZAN and Risk Management studies in all the process plants and hazardous areas to identify all the potential hazards and device the mitigation plan. Accordingly, new process controls in the processes are being incorporated in the plant.
- k. Conducting NDT tests and physical inspection of all the gas lines, equipment, oil lines, tanks, in order to identify the defective areas.
- l. Pre-startup Safety Review and Risk Assessment for the new units before their commissioning.
- m. Installing Online gas detectors in critical areas.
- n. Inspecting high rise structures, chimneys, gas holders by using Drones.

264 Standard Operating Procedures and 314 Standard Maintenance practices are in place for the critical activities in all departments. Periodically controlling officers will appraise about SOP's /SMP's to the employees/workers.

In addition to National Safety Day celebrations RINL is conducting safety promotional activities such as Steel Safety Day and other safety campaigns to promote safety awareness amongst the employees. In which, awareness programmes on SOPs & SMPs Safety Exhibition in major departments, Nukkad Natak in township of RINL and in nearby villages, Safety quiz/safety essay/ Safety debate/ Drawing competition to School children, employees and contract workers are being conducted.

Number of reportable and fatal accidents of RINL during year 2020: -

	Reportable	Fatal	Total
2020	07	03	10

[Ministry of Steel O.M. No.11013(20)/2021-Parl. dated 29.10.2021]

### **Recommendation No. 3**

The Committee find that in SAIL, 35% of the fatal accidents were due to Moving and Rotating Machines (Hit, Caught, Pressed) and 21% due to fall from height. Similarly, in RINL, 40% of the fatal accidents were due to Slip & Fall and 35% due to burns. The Committee while assuming that steel PSUs must have identified the causes of these accidents and taken the remedial measures required also desire that SAIL and RINL should focus on these hazardous activities which are causing more fatalities and take further necessary steps in this direction for eliminating/reducing accidents after reviewing the causes of accidents. The Committee would like to be apprised of the action taken by the Government.



## Action Taken

**Steel Authority of India Ltd.:** Incident investigation is conducted for every lost time incident including near miss cases and underlying root cause(s) is found out after detailed analysis. The emphasis is on identifying all the various aspects related to Human, Physical & Systematic causes.

The root cause along with recommendations of enquiry reports are shared across all other departments of Plant as well as sister Plants of SAIL to implement the learning in the same/similar areas for preventing recurrence of similar incidents. Necessary control measures like engineering solutions, up-dation of SOPs/SMPs/ HIRAs, organizing training programs, intensifying safety inspections, display of do's & don'ts etc. are taken.

For preventing accidents due to moving & rotating machines, provision of guards over nip points is ensured, all safety devices are provided & maintained and other necessary precautions as per MoS guidelines/IPSS Standards are being taken. Similarly, for preventing fall from height incidents, system of using IS marked full body harness with double lanyards, issuing height pass after medical checkup & safety training, taking PTW (Permit to Work) before start of job etc. is followed.

**Rashtirya Ispat Nigam Ltd.:** i) A Fatal Accident Committee headed by ED level executive thoroughly investigates all the fatal accidents happened in RINL by

- a) Visiting the site,
- b) Enquiring witnesses, controlling officers/ Engineer In-Charge, Section head, Head of the department and persons working in that area
- c) Checking documentation related to the incident etc.

Root cause for the accident is analyzed and time bound corrective and preventive actions are suggested by the committee. Recommendations of the committee are compiled by the respective departments.

Fatal accident committee recommendations are also circulated amongst other departments to take necessary corrective and preventive action in their departments to avoid recurrence of similar accident.

- ii) To eliminate hazards during critical operations/areas like confined space work, height works, capital repair works, maintenance jobs etc. job is executed by strict adherence to Permit to Work system, protocols, job specific training and also surprise checks are conducted for hazardous activities to ensure safety.
- iii) Around 5500 Hazard Identification and Assessment of Risk and opportunities (HIRA's) are identified for different activities in the plant. HIRA review is done periodically.

[Ministry of Steel O.M. No.11013(20)/2021-Parl. dated 29.10.2021]

#### **Recommendation No. 4**

The Committee recall the unfortunate accident occurred on 9th October, 2018 at Bhilai Steel Plant in which 14 regular employees lost their lives when a protocol job was undertaken for de-blanking of a coke oven gas line. After removal of blank plate, when preparation for inserting ring packing was going on, sudden flame burst out and employees of EMD and Fire Brigade involved in the job got trapped in the fire. A high level enquiry committee constituted by the Ministry of Steel to conduct independent inquiry into the causes of the incident revealed that BSP's practices of working in live gas lines and ignorance of pyrophoric iron sulphide deposits in gas line had caused the fire. Further, there were a number of serious lapses like deviation from SOP, design defects, lack of focus on training and safety awareness. It was also revealed that the accident could have been avoided, if standards developed for Steel Industry were followed. While observing that in 2019 and 2020 (till October, 2020), one fatal accident was again reported in each year, the Committee would recommend that identification of the aforesaid lapses in the hazardous activities should be meticulously taken care of and regular monitoring be administered in this regard to avoid any fatality.

#### **Action Taken**

Subsequent to the major accident on 9<sup>th</sup> October, 2018 at BSP, in line with recommendations of high level enquiry committee as well as internal investigation, series of preventive measures have been taken at BSP as well as other Plants of SAIL to prevent re-occurrence of similar accident. Advanced risk assessment techniques / software (e.g. Bow Tie analysis, fire/ explosion modeling, dispersion modeling etc.) are used for assessment of risks associated with hazardous processes in Steel Plants and necessary control measures are taken. As mentioned earlier, a massive safety cultural turnaround initiative 'Safety Management Consulting Assignment' has been initiated in Bhilai Steel Plant wherein 'High Hazard Processes (HHP)' have been covered as an exclusive element in the intervention. In similar manner, in other Plants of SAIL also, HHP will be appropriately addressed while implementing the Safety Management Consulting Assignment, which is already in pipeline.

[Ministry of Steel O.M. No.11013(20)/2021-Parl. dated 29.10.2021]

#### **Recommendation No. 5**

##### **SAFETY INITIATIVES BY THE MINISTRY OF STEEL**

The Committee learn that the Ministry of Steel had constituted a Working Group comprising of experts from the industry and Academia to study various safety practices followed by the Iron and Steel industry and evolve comprehensive/common minimum safety guidelines for ensuring safety of the workers/employees engaged in the sector. The Committee are happy to learn that the efforts of all the stakeholders have borne fruits and 25 Safety Guidelines have been formulated for the iron and steel sector to address specific activities/hazards associated with the steel industry, for both the large and small players of steel sector. The Committee appreciate that the aforesaid Safety Guidelines are at par with the global standards and are compliant with the requirements of the International Labour Organisation (ILO) Code of practice on safety in the Iron & Steel industry.

Inputs in this regard, have also been taken from the World Steel Association's guidance document on "Safety & Health Principles and Definitions". The Committee, however, are of the view that mere formulation of the Safety Guidelines would not serve the purpose unless Safety Guidelines are implemented in letter and spirit. The Committee, are thus hopeful that these Safety Guidelines would serve as a prerequisite for safe working environment to the employees engaged in the Iron and Steel industry and would be implemented with all seriousness to help prevent accidents to the extent possible.

### **Action Taken**

The 25 Safety Guidelines have been implemented and being complied with in all seriousness by SAIL and RINL.

[Committee of Steel O.M. No.11013(20)/2021-Parl. Dated 29.10.2021]

### **Comments of the Committee**

(Please see para 9 of Chapter I of the Report)

### **Recommendation No. 6**

The Committee find that the adoption of these guidelines by the Steel Sector is voluntary as the Ministry of Steel does not have the necessary regulations to make the Safety Guidelines mandatory. In fact, the main legislation pertaining to worker safety and health in the manufacturing sector in India is under the Factory Act, administered by Ministry of Labour and Employment. However, the Committee are pleased to learn that the Ministry of Steel had requested the Ministry of Labour in October, 2019 in this regard, which stated that Safety Guidelines have been referred for consideration and adoption of the Expert Committee set up for framing standards under Section 18 of Occupational Safety, Health and Working Conditions (OSH &WC) Code and the matter shall be considered after enactment of the OSH&WC Code. In view of the foregoing, the Committee would desire the Ministry of Steel to vigorously pursue the matter with the Ministry of Labour and accordingly apprise them of the progress made in the matter.

### **Action Taken**

Ministry of Steel has vigorously taken up the matter with Ministry of Labour & Employment to facilitate mandatory adoption of the Safety Guidelines by the Iron & Steel Industry. Ministry of Labour & Employment has informed that it is under consideration of the Expert Committee set up for framing standards under Section 18 of the Occupation Safety Health & Working Conditions (OSH&WC) Code 2020.

[Ministry of Steel O.M. No.11013(20)/2021-Parl. dated 29.10.2021]

### **Comments of the Committee**

(Please see para 9 of Chapter I of the Report)

## Recommendation No. 7

### SAFETY MANAGEMENT AND PRACTICES IN SAIL AND RINL

The Committee note that SAIL has a comprehensive Safety Policy, which underlines the commitment of Top management towards the vital issue concerning Human Resource & Machineries. Also RINL, has adopted an integrated policy that includes the Safety & Health Policy in line with National Safety Policy. Further, in SAIL and RINL, safety engagement for enabling structuring monitoring of safety issues is done at Board, Corporate, Plant and Department levels. Though, all these levels are engaged in a common goal of ensuring full proof safety and aiming for a zero accident environment, the Committee are, however, of the considered view that reportable accidents and fatalities in SAIL and RINL in the past would have been even lesser, had there been better coordination and organised monitoring. It clearly reflects lack of commitment at some level. The Committee strongly feel that safety and health issues in Steel Industry require commitment from everyone and most importantly at all levels of management. The Committee are of the strong opinion that safety and health issues should be accorded topmost priority and desire that needful be done in best interest of the people working in Steel PSUs.

#### Action Taken

**Steel Authority of India Ltd.:** SAIL management is fully committed to provide & ensure a safe working conditions in Plants & Units for which a structured system of review & monitoring is in place. Safety is given due emphasis amidst other business issues and is discussed as first item in various review meetings and all appropriate forums.

The system of structured review at different levels i.e. Board Sub Committee on Health, Safety and Environment (HSE), Corporate level & Plant level and continuous thrust on safety has resulted in improved coordination & monitoring leading to improved compliance at site and gradual improvement in safety performance [measured in terms of RLTIFR (Reportable lost time injury frequency rates)] as given below.

Year	2018	2019	2020
Fatal	22	11	8
Reportable	36	37	12
RLTIFR	0.16	0.14	0.07

However, scope of further improvement exists in strengthening involvement of all level of employees in safety to realize the goal of 'Accident free Steel' for which all required measures shall be taken.

**Rashtriya Ispat Nigam Ltd.:** In RINL occupational health and safety is being managed as per ISO 45001 system with systematic approach, in which safety commitment is ensured at all levels. As per system requirement workers participation in OHSMS matters is being ensured by:

- Weekly review of Safety by ED (W) I/c in presence of all departmental Head of the Department (HOD)'S during co-ordination meeting.

- b. Monthly departmental Safety committee meeting conducted by HOD's of different departments by involving section in-charges, area in-charges and worker representatives.
- c. Departmental QSHE Meeting is conducted by respective HOD along with all Concerned In-charges to monitor status of QSHE objectives.
- d. Quarterly meeting of Central Safety committee consisting of equal number of management & union representatives.
- e. Monthly review of safety by CMD to monitor safety performance, safety points compliance, safety initiatives.
- f. Safety review at board level during Board meeting.
- g. Online reporting system for near misses/unsafe conditions etc. has been developed.

[Ministry of Steel O.M. No.11013(20)/2021-Parl. dated 29.10.2021]

### **Recommendation No. 8**

#### **EMPOWERING SAFETY OFFICERS**

The Committee note that at each Plant/Unit of SAIL and at Vishakhapatnam Steel Plant, RINL there is a fully equipped Safety Engineering Department (SED) which takes care of the day to day safety related aspects of the Plant. The Departmental Safety Officers (DSOs) and Zonal Safety Officers posted at the Plant play a crucial role to promote safety awareness amongst the employees as they assist, monitor and facilitate all safety related activities. The Committee feel that DSOs should be given a free hand in discharge of their duties as they have a better idea about the facts on the ground. The Committee desire that suggestions received from the DSOs during the periodic review meetings should be paid adequate attention as it can prove to be a most crucial link in fixing safety issues.

#### **Action Taken**

**Steel Authority of India Ltd.:** Departmental Safety Officers (DSOs) act as an important interface/link between Safety Engineering Department (SED) and individual Department. They play an important role of monitoring safety in the Department level. Important observations by DSO are discussed and highlighted in daily meetings of HOD and necessary corrective measures including temporary suspension of work, if required, is done based on the severity & consequence of the reported hazard.

**Rashtriya Ispat Nigam Ltd.:** In RINL Safety officer is assigned for every department and also one person from department is nominated as a safety representative to coordinate and monitor safety issues in that department.

Safety officer prepare an annual inspection plan of various areas, equipment and contract agencies. As per plan he inspect the area along with area in-charge and prepare a safety inspection report.

**Theme Based Safety Inspection** are also conducted every month like Earth pit, Gas cutting & Welding sets, Illumination, Control rooms, Walkway, platforms & staircase, Behavior

based safety etc. Points raised during inspections are discussed in departmental daily and safety review meetings. Action plan is made for early compliance of safety points.

Every safety officer is empowered to stop any activity which has a threat of imminent danger.

[Ministry of Steel O.M. No.11013(20)/2021-Parl. dated 29.10.2021]

### **Recommendation No. 9**

#### **MONITORING/INSPECTIONS**

The Committee have been informed that the Annual Performance Plan (APP) for Safety and Fire Services are formulated for each Steel Plant of SAIL. All major repairs and shutdown jobs are also closely monitored round the clock to ensure safe working environment. Findings of internal and external Safety Audits and inspections are being implemented for compliance. Meetings of Heads of Safety and Fire Services of Plants/Units are being organized to monitor & review safety status and compliance of various guidelines including sharing and learning from good safety practices. At RINL too Occupational Health and Safety System (OHSMS) is reviewed regularly. All the risks related to commissioning are assessed and mitigation plans are prepared. The unsafe points identified or the non-conformances noticed are communicated to the concerned Head of Department for liquidation. Compliance of the same is monitored by the Zonal Safety Officers. The Committee believe that besides keeping a check, routine inspections can also be a forum to get feedback from workers. Though, unsafe acts, points and conditions are identified during regular monitoring, there is a need for thorough follow up mechanism to ensure that they are liquidated at the earliest. The Committee desire that recommendations/suggestions made during inspections should be implemented without fail.

#### **Action Taken**

**Steel Authority of India Ltd.:** Safety Inspections are an important tool for improving safety management system. Checklists have been developed for different equipment/processes (e.g. crane, conveyor, cable gallery, locos, rail-road crossings etc.) and periodic inspections are conducted by line managers/safety officers/senior management etc.

The observations are informed to concerned HOD for necessary compliance as per given time frame. One Plant (Bhilai Steel Plant) also has a system of on line logging of observations in their safety portal. After compliance, the individual DSO informs the SED about the remedial action taken along with photograph/s (before & after the corrective action). This is followed by physical verification by the SED representative, who on being satisfied closes the inspection point. Review of pending points (if any) is conducted at HOD as well as ED (Works) level.

**Rashtriya Ispat Nigam Ltd.:** During Safety inspections/Shop floor visits, safety officers observe facts with detailed checklist and also interact with the workers to identify inherent hazards. Based on their feedback and observation, reports are generated and forwarded to the department for compliance. Compliance of these points is checked through follow-up inspections, safety review by CMD/ Head of works/ Head of department and safety audits.

[Ministry of Steel O.M. No.11013(20)/2021-Parl. dated 29.10.2021]

## Recommendation No. 10

### AUDITING

The Committee are happy to note that there exist a 3 tier system of Safety Audit in SAIL which includes Internal Audit by Plant Safety Engineering Department, Audit by SAIL Safety Organisation (SSO) and External Safety Audits in Plants once in every 2 years through independent third parties like National Safety Council, Regional Labour Institutes etc. At RINL, Safety Audit is being conducted once in six months by the respective Zonal Safety Officers in all the major departments. Occupational Health and Safety System (OHSMS) Internal Audits are also conducted once in a quarter in all major departments to improve the safety performance. The Committee do appreciate the existing provision in SAIL whereby the Internal Auditors can report directly to CMD and can take direct orders/guidelines from him. The Committee are hopeful that findings of all the audit reports are taken care of by fixing the responsibilities and taking adequate corrective measures.

### Action Taken

**Steel Authority India Ltd. :** Safety Audits are an integral part of safety management. The safety audits are conducted periodically by internal cross-functional teams, SSO as well as external agencies such as National Safety Council, DGFASLI (Directorate General Factories Advice Service and Labour Institutes) etc.

As compliance mechanism, time-bound action plan with time frame and responsibility is drawn at the individual Department level. The status of compliance is monitored by DSO, SED and reviewed by SSO. The status is also reviewed periodically in the meetings of BSC on HSE.

**Rashtriya Ispat Nigam Ltd.:** Internal Safety Audit is being conducted once in six months by the respective Zonal Safety Officer along with section in-charges in major departments. Special safety audits are also conducted by Safety officers along with departmental representatives in major departments. External Safety Audit is conducted by third party external experts once in a year as a part of the legal requirement. Audit report is sent to the department for early compliance. Department fix the responsibility and time period for early compliance of points.

As per conformance to ISO 45001 system, OHSMS Internal Audits are conducted once in a quarter in all major departments to improve the safety performance. External Audits are being conducted once in six months by an external certifying agency to assess the functioning of the safety system in various departments in plant. NCR's raised and Opportunity for improvement are communicated to all departments to take necessary corrective action within 3 months' time to clear NCR's. Corrective action effectiveness is checked and confirmed by the internal/external auditor in the next cycle of audit.

[Ministry of Steel O.M. No.11013(20)/2021-Parl. dated 29.10.2021]

## Recommendation No. 11

### TRAINING/AWARENESS

The Committee note that SAIL and RINL have been conducting Safety Training Programmes at their steel plants from time to time, for regular employees as well as contract workers to inculcate safety awareness amongst them. According to the information provided to the Committee, quite a few regular employees and contact workers were trained under these programmes in different Steel Plants of SAIL and RINL during the last three years. Special Training Programmes by external safety experts on various topics for addressing key risk areas are also being conducted. SAIL imparts safety induction training of three days duration for newly inducted regular employees and of two days duration for the Contract Workers. Besides, in order to bring cultural transformation in safety, a Behaviour Based Safety (BBS) programme is being imparted at Bhilai Steel Plant and Bokaro Steel Plant. Measures like Roko-Toko are taken to inculcate safety in everyday behaviour of the employees. At RINL, refresher safety training is imparted to all the contract workers and their safety passes are renewed only after such training. Only those Workers are permitted to work at site who have undergone Job Specific and Site Specific Safety Training. RINL also imparts awareness training to its employees on Behaviour Based Safety Management (BBSM).

The Committee appreciate that both SAIL and RINL have taken ample measures to provide a safe working environment to all its regular employees and contract workers at Plants. However, the Committee would earnestly desire that SAIL and RINL should impart safety trainings to more and more regular as well as contractual workers. Moreover, when new methods, technologies or processes are introduced in Steel Plants, it becomes a necessity to retrain the staff accustomed with the older methods, technologies or processes and safety training programmes should be devised accordingly. The Committee further find that induction training for regular as well as contract workers is of a very short duration and therefore desire that the time period for such training programmes should be suitably increased. Besides, refresher safety training programmes should be organised more frequently and the training curriculum should be revised in conforming to the updated risk assessment and hazard identification. The Committee are of the opinion that in view of the operational risk involved in the working of Iron and Steel Industry, cultural transformation of staff is the need of the day. Hence, the Committee recommend that Behaviour Based Safety (BBS) training programme, the one being carried out by SAIL and Behaviour Based Safety Management (BBSM) training programme, the one being imparted by RINL should invariably be extended to all the workers in Steel Plants of SAIL and RINL and should be held more frequently to establish a safer working environment.

### **Action Taken**

**Steel Authority of India Ltd.:** Education is one of the vital element of the 3 E's of Safety Management, the other being Engineering & Enforcement. Realizing the importance of training & awareness as one of the key element, series of routine as well as customized training programmes are organized for regular employees as well as contractual workers.

Every Plant has a Centre for Human Resource Development (CHRD) where safety training programs are organized round the year on different modules for target participants covering



hazards & risks associated with their jobs. For contract workers, system of two days induction training (from earlier 1 day) has been introduced before issue of gate passes. This is followed by half a day on-the-job safety training at site before start of job. Refresher training programs are also organized for contract workers periodically. In addition, employees are also exposed to various training & workshops organized through external faculties as well as by SSO. Retraining of employees is done whenever there is any change in process/ plant/ technology that may introduce new hazards. In this way, a comprehensive coverage is ensured for imparting safety training for all level of employees including contract workers.

Behaviour Based Safety (BBS) is a very important tool for improving the safety culture in any organization and training on BBS is imparted in all Plants with in-house/ expert faculties. Further, in the ongoing Safety Consulting Assignment at Bhilai Steel Plant, the Behaviour Intervention process has already been started in a structured manner by imparting awareness training, developing resource persons & BBS observers, logging the observations in safety portal developed for this purpose and taking control measures. Similar strategy shall be adopted in other Plants where the consulting assignment is expected to start very shortly.

**Rashtriya Ispat Nigam Ltd.:** Regular Safety Training Programmes and Special Safety Workshops are being conducted for regular employees as well as contract workers to inculcate safety awareness amongst them.

- Special Training Programmes by external safety experts on various topics are also being conducted in co-ordination with Management Development Centre and Technical Training Institute of RINL. In view of COVID pandemic, safety webinar programmes are also arranged to regular employees.
- Refresher safety training is imparted to all the contractor workers every year and also to discuss root causes and corrective measures of past accidents.
- Before start of work contract workers are given Job Specific and Site Specific Safety Training by the Engineer In-charge and safety officer to discuss about process, technology and hazards associated with that specific area and activity.
- Training programmes are being arranged at Shop Floor Learning and Development Centre to regular employees about technological process and changes.
- Height test is conducted for the workers to work at heights and Safety precautions to be taken during painting and roof sheeting jobs etc. are also imparted from time to time.
- Awareness training on Behavior Based Safety Management (BBSM) is being imparted to bring attitudinal change towards safety and to inculcate improved safety culture in the employees.

[Ministry of Steel O.M. No.11013(20)/2021-Parl. dated 29.10.2021]

## **Recommendation No. 12**

### **OVERCOMING CHALLENGES**

The Committee note that Steel PSUs are grappling with many challenges in implementation of safety related initiatives. Major challenges include depletion of skilled manpower, aging workforce, slow rate of behaviour transformation, hesitancy in adoption of new technologies

etc. The Committee understand that safety related initiatives by the Steel PSUs would get the desired impetus once the Steel Industry gets over with the above challenges being faced by it. The Committee expect that the administrative mechanisms/systems available both at the level of the Ministry and Steel PSUs for tackling the challenges before them would be addressed by taking appropriate measures.

### **Action Taken**

**Steel Authority of India Ltd** : Challenges are addressed by adopting appropriate measures, such as deploying state-of-the art & intrinsically safe technologies during project modernization & capital repairs, recruitment / redeployment of manpower and undertaking behavioral interventional programs.

**Rashtirya Ispat Nigam Ltd.:** RINL is overcoming major challenges like depletion of skilled manpower, aging workforce, slow rate of behavior transformation, hesitance in adoption of new technologies etc. by implementing safety initiatives like trainings to the worker to perform the job safely ensuring that workers understand the hazards and risks of the job, displaying of safety signage's, developing and implementing Safe operating procedures/Safe maintenance practices, reducing man machine interface, job rotation of workers, behavior based safety training programmes, good housekeeping practices,preparing and training for emergency response for incidents etc.

[Ministry of Steel O.M. No.11013(20)/2021-Parl. dated 29.10.2021]

### **Recommendation No. 13**

#### **USING TECHNOLOGY FOR SAFETY**

The Committee are pleased to note that use of process interlocks and technology tools have resulted not only in substantial reduction of risk level but has strengthened safety standards across the Plants. Further, new techniques have improved shop floor work environment and have led to reduction of manual intervention, reduced environmental emission of suspended particles, lessened exposure to heat radiation and explosion hazards. The Committee are of the considered view that among the various initiatives being taken by the Steel Industry to provide a safe working environment, there is no denying the fact that use of technology takes the priority. However, with the advent of technology in operations of the iron and steel industry, requirement of technological discipline among the staff working in Steel Plants has grown manifold. Needless to say, compliance to technological discipline assumes more importance when most of the operations in Steel Plants are hazardous in nature. Therefore, The Ministry of Steel/ Steel PSUs should gear themselves up to meet these challenges. The Committee feel that making all the employees to strictly comply with the technological discipline in their area of working would be an uphill task. At the same time, they trust that Ministry of Steel/Steel PSUs would take all corrective measures to improvise their safety measures and practices, to achieve goals of safety and production.

## Action Taken

**Steel Authority of India Ltd.:** Technological discipline plays a very important role in achieving overall process performance as well as controlling the risks associated with hazardous processes. Following measures are in vogue in SAIL plants for strengthening technological discipline as well ensuring its compliance:

1. Process manual, standard procedures & work instructions for the processes are available.
2. Awareness programs for employees/ operators are organized on Operational Control Procedures wherein the importance of compliance with technological discipline is also emphasized.
3. Proper upkeep of plant & equipment through system of Planned Preventive Maintenance.
4. Continuous monitoring of process parameters & maintaining the records along with analysis of reasons of deviations, if any.
5. Active communication channels covering the entire process including preceding & succeeding processes for use in abnormal / emergency situations as per an approved emergency plan.
6. Maintaining a safe working environment through proper housekeeping, illumination & dust free atmosphere.

**Rashtirya Ispat Nigam Ltd.:** RINL has made standard procedures and work instructions for its processes--While preparing the standard procedures and work instructions, the requirements of technological discipline are embedded in the standard procedures and work instructions and get well reflected in them. Awareness and training imparted to employees for following the instructions and operating the processes.

Technological discipline is being ensured through employees commitment, employees awareness about its importance and employees are to have knowledge about Process manual, standard procedure, and work instructions.

RINL with sound technological discipline has the characterized with (i) availability of sufficient resources for the process, (ii) leadership is by example, (iii) enforcement of rules and procedures without accepting any deviations, (iv) up to date operational manuals, procedures, and work instructions, (v) working practices are consistent with the up to date documents, (vi) continuous monitoring of the required process parameters and maintenance of proper records, (vii) simultaneous continuous analysis of the process parameters for determining the deviations of the parameters for timely corrective actions, (viii) absence of shortcuts and 'at risk' behaviors of the process operator, (ix) strong sense of teamwork amongst the process operators is to be available at the workplace, (x) active lines of communication are available covering the entire process, its sub processes and also preceding and succeeding processes (xi) operators with high level of training , they have to practice important skills, and their proficiency is to be demonstrated during the process operation, and (xii) existence of excellent cleanliness and housekeeping at the workplace.

### **Corrective measures taken to ensure safety:**

- a. ISO 45001:2018 system in RINL ensures Preventive Safety Management practices that covers:
  - Hazard Identification and Assessment of Risk and opportunities (HIRA) - More than 5500 HIRA's are in place ensuring the Risk Control Measures.
  - As per ISO 45001:2018 Audits by external experts once in a 6 months are being conducted and the compliance is being ensured. Regular Review of the system through periodic meetings by the top management.
  - Conformance to the Legal and other requirements.
  - As a part of the OHSMS, Standard Work Procedures which include Standard Operating Procedures (SOPs), Standard Maintenance Procedures (SMPs) and Safe Working Instructions (SWIs) have been prepared for all the major and minor departments of the plant and implemented meticulously in each department.
- b. Regular Safety Inspections/Audits are being conducted by Safety Officers along with the line managers and compliance of the inspections is being ensured.
- c. Permit-to-work systems and protocols are being strictly followed.
- d. Color coding of all the gas and utilities lines is being strictly followed.
- e. Awareness training programs are being conducted on process safety for all the line managers
- f. All the lifting equipments, pressure vessels, etc., are being tested with the competent person.
- g. Do's and Don'ts instructions and signage boards are displayed at all the critical areas.
- h. Pre-startup Safety Review and Risk Assessment is being conducted for the new units before their commissioning.
- i. Online gas detectors have been installed in critical areas.
- j. Round the clock gas leak is being monitored in all gas prone areas with portable gas monitors.
- k. Safety interlocks have been provided for all the critical processes.
- l. Mock drills are being conducted at departmental level, Plant level (Onsite & Offsite) to check the preparedness.
- m. Mutual aid with nearby industries like M/s NTPC and M/s Hinduja National Power Corporation Limited.
- n. All departments identified the hazardous materials stored and / or used in their departments. The material safety data sheets (MSDSs) indicating the material's potential for incidents and measures to be taken are prepared.
- o. All the buildings and structures are being inspected periodically and strengthening is being done as per the requirement.
- p. Ensuring healthiness of all the roof sheeting.

[Ministry of Steel O.M. No.11013(20)/2021-Parl. dated 29.10.2021]

## Recommendation No. 15

Further, RINL is registered under Factories Act and as per Rule 61(SC)B(c)(i) of The AP Factories Rules, 1950 and accordingly, RINL is having one doctor for every 160 employees. It also provides for an Occupational Health Services and Research Centre (OHS&RC) with state-of-the-art equipment for carrying out activities like periodical medical examination, industrial hygiene surveys etc. Two first-aid stations are located in the plant, with qualified doctors, paramedical staff and Ambulances. Supporting facilities are also available at the 150 bedded Visakha Steel General Hospital (VSGH) located in Ukku Nagaram Township. The Committee are glad to note that in RINL, no worker has been identified with any occupational disease during last 3 years.

The Committee further note that employees engaged in hazardous areas at SAIL Plants undergo health check-up once in a year as per the provisions of the Factories Act, whereas in RINL, periodicity of health check up of employees varies from half yearly to once in 5 years according to the Department they are posted at. The Committee feel that the periodicity of health check up at both PSUs needs to be reviewed to ensure that health check up of all employees posted in hazardous zones is done more frequently.

### Action Taken

**Steel Authority of India Ltd.:** The recommendation has been noted for compliance.

**Rashtriya Ispat Nigam Ltd.:** As per the Recommendations of the Standing Committee on Coal and Steel 2020-2021, Periodicity for Health Checkup for employees working in various areas has been revised & scheduled as given below:

#### Revised schedule for periodical medical examination of employees at RINL

Departments / areas	Revised periodicity
All workers exposed to Benzene and other by-products of Coal Chemical plant – Hazardous Area.	Half-yearly
All Departments of Works Area	Once in every year
All Departments of Non- Works Area	Once in every 3 years
All Canteen (Contract) Workers	once in every year

- Earlier employees exposed to other by products of Coal Chemical Plant ( i.e. other than Benzene -Half yearly) were medically examined once in a year will now be examined half yearly.
- Similarly, earlier employees of some high risk Depts. under works used to be examined once in a year & employees from low risk Depts. (under works) once in 3 years. Now all employees from all departments under works area will be examined once in a year uniformly.
- All employees of Non Works Area, earlier used to be examined once in 5years, will now be examined once in 3 yrs.

- The Canteen (contract) employees continued to be examined once a year as earlier.

[Ministry of Steel O.M. No.11013(20)/2021-Parl. dated 29.10.2021]

### **Recommendation No. 17**

#### **CONTRACTOR WORKERS MANAGEMENT SYSTEM**

The Committee have been informed that accidents are more prevalent in case of contract workers. In such a case, the Committee observe that SAIL, in order to elevate the quality of contractors and in a bid to ensure their efficiency, has prepared a draft for a system through which the contractors will be reviewed through a Contract Workers Management System where they would be given star rating according to their efficacy on the basis of various parameters. As has been informed, this draft which would be approved by the Committee on Health, Safety and Environment and guidelines made in this regard have also been circulated to the contractors. The Committee are of the opinion that review with regard to the efficacy of the contract labourers through a Contract Workers Management System would serve as a benchmark for handling various hazardous jobs in Steel Plants and would therefore recommend the SAIL to expedite its efforts in this direction. They also desire that if this system yields positive results, it can be replicated in other Steel PSUs.

#### **Action Taken**

SAIL management realizes that Contract workers are our partners in growth & prosperity and makes all necessary efforts as far as their safety issues are concerned. All contract documents necessarily include safety clauses for clear understanding of the contractors' w.r.t safety expectations before start of job. Necessary supervision is ensured by the contractor supervisors as well as the executing agency of the contract. Necessary arrangements for their safety training & safety talk are made so as to make them fully aware of the hazards & preventive measures. Site inspections & audits are conducted to highlight & make them understand & rectify the mistakes before penalizing.

While agreeing with the committee's recommendations for finalizing the CSM standard, it is to mention that Considering the importance of this vital issue, provision has been envisaged by including Contractor Safety Management (CSM) as a separate element in the scope of proposed Safety Management Consulting Assignment in Steel Plants at Bokaro, Rourkela, Durgapur & Burnpur.

[Ministry of Steel O.M. No.11013(20)/2021-Parl. dated 29.10.2021]

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

(Please see para 18 of Chapter I of the Report)

**CHAPTER-III**

**OBSERVATIONS/RECOMMENDATIONS WHICH THE COMMITTEE DO NOT  
DESIRE TO PURSUE IN VIEW OF THE GOVERNMENT'S REPLIES**

**-NIL-**

## CHAPTER-IV

### OBSERVATIONS/RECOMMENDATIONS IN RESPECT OF WHICH REPLIES OF THE GOVERNMENT HAVE NOT BEEN ACCEPTED BY THE COMMITTEE

#### Recommendation No. 14

#### EMPLOYEES HEALTH

The Committee note that each Plant of SAIL has an Occupational Health Centre (OHC) where qualified doctors and technicians sit round the clock for the benefit of employees. SAIL is also running hospitals like Jawaharlal Nehru Hospital & Research Centre, Bhilai for Bhilai Steel Plant, DSP Main Hospital, Durgapur for Durgapur Steel Plant & Alloy Steels Plant, Ispat General Hospital, Rourkela for Rourkela Steel Plant, Bokaro General Hospital, Bokaro for Bokaro Steel Plant, Burnpur Hospital for IISCO Steel Plant, SSP Hospital for Salem Steel Plant and VISP Hospital, Bhadravathi for Visvesvaraya Iron & Steel Plant. The ratio of doctors to Workers in these hospitals are 1:71, 1:93, 1:97, 1:63, 1:203, 1:124 and 1:158, respectively. The CMD, SAIL admitted to the unsatisfactory ratio of doctors to workers despite lucrative offers and attractive incentives. The Committee, however, note with satisfaction that in order to increase the ratio of Doctors to Workers in the Plant/Unit Hospitals, SAIL Board has sanctioned recruitment of 225 Doctors in the Human Resource Plan for 2020-21. It has been decided to give special incentives like permission for private practice to both SAIL doctors as well as contract doctors and their compensation has also been increased. The Committee would like to be apprised of the latest position of recruitment of doctors at SAIL in this regard and how it has affected Doctors to workers ratio in its Plants.

#### Action Taken

The latest position of recruitment of Doctors at SAIL is given below: -

<b>Status of Joining of Doctors (225) - HRP-2020-21</b>			
<b>Plant</b>	<b>Medical Officer</b>	<b>Specialists</b>	<b>Total</b>
BSP	4	11	15
DSP	#	4	4
RSP	3	13	16
BSL	#	5	5
ISP	12	4	16
Total	19	37	56

**# Recruitment is in process.**

Recruitment of Medical Officers at DSP, BSL, SRU, Collieries Division, Odisha Group of Mines, Jharkhand Group of Mines, ISP (M.O. Dental) is in process.

[Ministry of Steel O.M. No.11013(20)/2021-Parl. dated 29.10.2021]

#### Comments of the Committee

(Please see Para No. 12 of Chapter I of the Report)



## Recommendation No. 16

### COMPENSATION POLICY

According to their compensation policy guidelines as per the provisions of Employees Compensation Act 1923, SAIL provides compassionate employment to one of the eligible dependents in case of death or permanent total disablement of employees due to accident in course of employment and in cases of Medical invalidation of employees suffering from specified debilitating diseases. Further, SAIL also operates an Employee Family Benefit Scheme (EFBS) which provides for monthly payment to the dependents till notional date of superannuation of the deceased employee concerned in lieu of employment. In case of contract workers, SAIL provides employment to eligible dependent in case of death of the contract labourer due to accident in course of employment within the work premises. At RINL, regular employees are covered under Workman Compensation Act and Group Personal Accident Insurance (GPAI). In case of death of the regular employees, option is available to the family to either opt for employment of one dependent or to avail benefits under Employees Family Benefit Scheme. Contract workers in RINL are covered under GPAI and ESI Act. The Committee are of the opinion that compensation policy will lose its purpose, if the aggrieved family of the employee does not get its due benefits in time. Hence, the Committee urge the Government to ensure that there should not be any delay in dealing with matters relating to sanctioning of the compensation package and desire that as soon as the documentation work is complete, the aggrieved family should not be made to run from pillar to post for what is eventually due to them. A nodal officer be appointed and deputed to aid the family in handling all the necessary paperwork. For any dispute in settlement of claims, the Committee have been informed that in maximum cases settlement is done within 7-10 days. While appreciating the prevalent compensation practices in Steel PSUs, the Committee would like to be apprised of the cases of settlement of compensation and resolving of disputes by SAIL and RINL during the last 3 years. They also desire that the Compensation packages offered should be reviewed periodically.

### **Action Taken**

**Steel Authority of India Ltd.:** As recommended by the Hon'ble Parliamentary Standing Committee on Coal and Steel for appointment of a nodal officer to aid the family in handling all the necessary paperwork, "Internal Resource Person" of Plants/Units have been appointed for same. The compensation being paid is as per the provisions of the Employee Compensation Act/Employee State Insurance Act and amendments thereof from time to time as applicable. Details of Compensation paid of last three years are at **Annexure II**.

**Rashtriya Ispat Nigam Ltd.:** In RINL, to provide necessary help/guidance to the family members of deceased employees in handling paper work, a nodal officer has been identified. A team is working under the nodal officer and an Exclusive Section has been set-up. On receipt of the information about the death of an employee, the family members of the deceased employees are contacted and provided with the guidance for obtaining and filling the necessary documents for final settlement. In case of death of an employee while in service, the family is supported by paying them the Last Basic Pay and DA drawn by the employee till his/ her notional date of superannuation under the Employees' Family Benefit Scheme(EFBS). The Section is coordinating with the concerned Agencies/Sections and ensuring timely payment/release of the benefits to the family members. The Section is providing hassle-free services to the separated employees and

their family members (as the case may be) as a single contact point. This has restricted movement of outsiders inside the plant premises besides providing ease of operation and easy services to the separated employees.

In the last three years, data of EFBS application received and processed to reduce the financial hardship faced by the family is as under:

<b>Year</b>	<b>No. of EFBS Applications Processed</b>
2018-19	75
2019-20	75
2020-21	96
2021-22(Till 30.09.2021)	100

[Ministry of Steel O.M. No.11013(20)/2021-Parl. dated 29.10.2021]

**Comments of the Committee**  
(Please see para 15 of Chapter I of the Report)

**CHAPTER-V**

**OBSERVATIONS/RECOMMENDATIONS IN RESPECT OF WHICH FINAL  
REPLIES OF THE GOVERNMENT ARE STILL AWAITED**

**-NIL-**

**NEW DELHI;  
16, December, 2021  
25 Agrahayana, 1943 (Saka)**

**RAKESH SINGH  
Chairperson  
Standing Committee on Coal, Mines and Steel**

**Annexure- I**

**Number of Persons injured/ died**

Year	No. of persons					
	Injured (Reportable)			Died (Fatal)		
	Regular Employee	Contract Worker	Total	Regular Employee	Contract Worker	Total
2020	4	8	12	2	6	8

## Annexure-II

Plants/ Units	Compensation as per Employees Compensation Act paid to the families of deceased regular employees in fatal accidents occurred during					
	2019		2020		2021 (Till 01.10.2021)	
	Date of accident	Compensation (in Rs.)	Date of accident	Compensation (in Rs.)	Date of accident	Compensation (in Rs.)
BSP					10/01/21 (Late Ram Kumar), Operator	An amount of Rs 11,22,525/- (Rupees Eleven lakhs Twenty Two Thousand Five Hundred and Twenty Five only) was paid.
					07/04/2021 Late Ramdeo, Sr. Tech (Death on 08.05.2021)	An amount of Rs 9,89,625 /- (Rupees Nine lakhs Eighty Nine Thousand Six Hundred and Twenty Five only) was paid.
DSP	12/3/19 (Late Chandra Bhooshan Kumar ), Manager	An amount of Rs. 7,78,560/- (Rupees Seven Lakh Seventy Eight Thousand Five Hundred Sixty only)				
	12/3/19 (Late Utpal Kumar Mandal), Sr. Tech.	An amount of Rs. 5,98,680/- (Rupees Five lakhs Ninety Eight Thousand Six Hundred and Eighty only) was paid				
RSP			08/06/20 (Late Jenga), Sr. Tech	An amount of Rs. 9,62,475/- (Rupees Nine lakhs Sixty Two Thousand Four Hundred and Seventy Five only) was paid.		
BSL	03/07/19 (Late Krishna Ram), Multi-skilled Tech.	An amount of Rs 4,86,000/- (Rupees For Lakhs Eighty Six thousand) was paid			30/12/20 Late Abul Ansari', Multi-skilled Operator (Death on 02/01/21)	An amount of Rs 9,89,625 /- (Rupees Nine lakhs Eighty Nine Thousand Six Hundred and Twenty Five only) was paid.
RMD (MIOM )			24/06/20 Late Prahlad Pan, Mining Equipment Operator (Death on 25.06.2020)	An amount of Rs 11,27,525/- (Rupees Eleven lakhs Twenty Seven Thousand Five Hundred and Twenty Five only) was paid.		

**MINUTES OF THE THIRD SITTING OF THE STANDING COMMITTEE ON COAL,  
MINES AND STEEL (2021-2022) HELD ON THURSDAY, THE 16<sup>TH</sup> DECEMBER,  
2021 FROM 1530 HRS. TO 1600 HRS. IN HON'BLE CHAIRPERSON'S CHAMBER,  
ROOM NO. '210', B-BLOCK, PHA EXTENSION BUILDING, NEW DELHI.**

**PRESENT**

**Shri Rakesh Singh - Chairperson**

**Lok Sabha**

2. Shri Balubhau Dhanorkar *alias* Suresh Narayan
3. Shri Vijay Kumar Hansdak
4. Shri Kunar Hembram
5. Shri Chandra Prakash Joshi
6. Shri Saumitra Khan
7. Shri C. Lalrosanga
8. Shri Ajay Nishad
9. Smt. Riti Pathak
10. Dr. Lorho S. Pfoze
11. Shri S.R. Parthiban
12. Shri Chunni Lal Sahu
13. Shri Arun Sao
14. Shri Pashupati Nath Singh
15. Shri Sunil Kumar Singh
16. Shri Sushil Kumar Singh
17. Dr. Beesetti Venkata Satyavathi
18. Dr. Thirumaavalavan Thol

**Rajya Sabha**

19. Dr. Vikas Mahatme
20. Shri Prashanta Nanda
21. Shri Samir Oraon
22. Shri Deepak Prakash
23. Shri Prabhakar Reddy Vemireddy



(Vide Para IV of Introduction)

**ANALYSIS OF ACTION TAKEN BY THE GOVERNMENT ON THE OBSERVATIONS/RECOMMENDATIONS CONTAINED IN THE TWENTY-FIRST REPORT OF THE STANDING COMMITTEE ON COAL AND STEEL**

I.	Total No. of Recommendations made:	<b>17</b>
II.	Observations/Recommendations that have been accepted by the Government ( <i>vide</i> recommendation at Sl. Nos. 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 15, and 17):	<b>15</b>
	Percentage of total	<b>88.24%</b>
III.	Observations/Recommendations which the Committee do not desire to pursue in view of the Government's replies (NIL)	<b>00</b>
	Percentage of total	<b>00%</b>
IV.	Observations/Recommendations in respect of which replies of the Government have not been accepted by the Committee ( <i>vide</i> recommendation at Sl. Nos. 14 & 16):	<b>02</b>
	Percentage of total	<b>11.76%</b>
V.	Observations/Recommendations in respect of which final replies of the Government are still awaited (NIL)	<b>00</b>
	Percentage of total	<b>00%</b>