

Minutes of meeting held on 11.11.2014 taken by National Commission for Scheduled Castes at NFL, Corporate Office, NOIDA

A Team of National Commission for SCs headed by Shri Rajkumar Verka, Hon'ble Vice-Chairman & Shri Raju Parmar, Hon'ble Member, Shri Ishwar Singh, Hon'ble Member conducted a Review Meeting regarding implementation of reservation policy in National Fertilisers Limited, NOIDA. Dr. Vinod Aggarwal, Secretary and Smt. Sumita S Chaudhary, Joint Secretary and other Officers of National Commission for SCs were present during the meeting.

Ms. Neeru Abrol, Chairman & Managing Director, National Fertilisers Limited, Corporate Office, NOIDA alongwith other Sr. Officers were present.

At the outset C&MD welcomed Hon'ble Vice-Chairman, Members and Officials of the National Commission for Scheduled Castes and representatives of NFL Management, HR Heads of the Units.

The C&MD apprised to the Commission on the various measures taken by the Company to implement the reservation policy for Scheduled Castes in terms of Presidential Directives and other activities undertaken for the welfare and upliftment of the Scheduled Castes.

The Commission officials mentioned that they have gone through the replies submitted by NFL to the questionnaire and made following observations and sought reply / clarification from NFL Management :-

1. There is no 'SC' Director on the Board of the Company.

It was clarified to the Commission that Directors are appointed by Government of India, being presidential appointees and NFL has no role in these appointments.

2. Regarding point No.10 of the questionnaire pertaining to maintenance of rosters for Direct recruitment and promotion, it was observed by the Commission that in Group 'C' and 'D' 200 point roster is being maintained in Panipat Unit where it should be 100 point roster.

It was informed by NFL that the issue will be examined in terms of relevant rules and the Commission be apprised accordingly.

3. The Commission advised that rosters should be displayed on the Company website to maintain transparency in the system.

It was agreed by NFL that the matter would be examined for compliance within next 30 days..

4. Details of level-wise No. of "SC" employees should be provided.

It was informed that the level-wise details of the employees and no. of SCs at each level shall be provided to the Commission within 30 days.

5. Commission advised that Company should appoint Chief Liaison Officer who can monitor reservation system throughout the Company.

It was informed by NFL that matter would be examined for compliance.

6. Meeting of the Welfare Association be held regularly at Units on quarterly basis and half yearly at Corporate Office. Further it was advised that proper record / register of meetings be maintained i.e. attendance sheet of participants, recording of minutes of the meeting.

7. The Commission advised that Management should provide copies of all circulars / guidelines issued by National Commission for Scheduled Castes, Department of Personnel & Training, Department of Public Enterprises, etc. to the SC/ST Welfare Associations of NFL.

8. Details of percentage of OBC vis-à-vis prescribed reservation of 27% be provided.

It was explained by NFL that reservation for Other Backward Classes was implemented from the year 1993. The reservations for OBC are applicable on the recruitments made after implementation of the Government guidelines on reservation for OBC. The percentage of OBC is to be calculated in terms of the recruitments made after implementation of the reservation of OBC and not with reference to recruitments made prior to implementation of the reservation orders. The total employees as on date include the employees appointed prior to the implementation of reservation orders for OBC.

Required No. of OBC candidates have been appointed in all the recruitments made since 1993 and there is no backlog OBC point in NFL as on date. However, the Commission desired that details in this regard be provided within 30 days.

9. The Commission desired that the complete details regarding de-reservation of SC points be provided against point No.24 of the questionnaire relating to de-reservation of SC points.

It was clarified by NFL that during year 2012, 2013 and 2014 no SC point has been de-reserved due to non-availability of SC candidates in the feeder scale.

10. More 'SC' employees be nominated for training programmes / seminars / foreign training programmes.

Regarding nomination of SC employees for training programmes, the Commission was apprised that the foreign training of the employees is restricted to the technical training related to projects. Accordingly, during the year 2012 total 10 employees were deputed for foreign training related to revamp projects of our three plants out of which three are from SC category. No employees have been deputed / sponsored for foreign training during the year 2013 and 2014. It was also informed to the Commission that out of total 13727 mandays training was imparted to the employees during the year 2014, 3057 mandays training imparted to SC category employees. The suggestion of Commission for nominating more SC employees for foreign and inland training noted for consideration while nominating employees for training programmes.

11. The Commission desired that pre-recruitment and pre-promotion training of the SC candidates be organized.

The NFL management will explore the possibility of conducting training programmes to comply with desire of the NCSC.

12. Details of SC beneficiaries under CSR Scheme be sent to the Commission.

It was informed by NFL that the requisite information shall be provided to the Commission.

13. Point No.28 of the questionnaire - Details of action taken against the employees who have got employment on the basis of false caste certificate till date be provided for the period before last three years.

It was informed by NFL that the requisite information would be compiled and provided to the Commission.

14. The case of non-promotion of Shri Rajendra Prasad, CM (Mech), Panipat Unit to the post of Dy. General Manager (Mech).

The Commission was informed that the factual position of the case will be provided in 30 days.

15. Details of NOC issued to General and SC candidates be appraised. Uniformity in the matter should be maintained.

In this regard, it was clarified that no discrimination is made with SC employees. The Commission was informed that in view of the shortage of technical manpower in the Company issue of NOC to the employees for taking job in other Companies / PSU has been restricted and NOC is being issued only in those cases where no replacement is required in case of selection of the applicant.

16. Ambedkar Jayanti celebrations – enhancement in the allocated fund.

The Commission was informed that Ambedkar Jayanti on 14th April and Parinirvan Divas on 6th December is celebrated every year in a befitting manner in all Units / Offices of the Company. In the year 2011 an amount of Rs.30,000/- was allocated for the event. Further, in the year 2013 the amount was revised to Rs.50,000/- and the amount was released for the purpose. However, due to financial crunch being faced by the Company, it was decided to release an amount of Rs.30,000/- for celebration of Ambedkar Jayanti in the year 2014. The matter would be reviewed once the financial condition eases.

17. Point No.26 of the questionnaire - Discrimination in the matter of transfer in respect of SC employees. Details of No. of employees transferred vis-à-vis SC employees be appraised.

It was explained to the Commission that transfers from one Unit / Office to another is made on administrative consideration, operational requirement of the Plants / Offices and on request of the employees in hard cases. No discrimination is made with SC employees in the matter of transfers. However, details of transfers made during the past three years will be provided to the Commission.

18. 25% Safai Karmcharis should be upgraded / diversified to other disciplines. Details be provided.

The Commission was informed that most of Safai Karmcharis are illiterate, hence, they could not be considered for diversification in other disciplines. However, some of the Safai Karmcharis who are literate have been re-designated as Frash or Record Sorter. It was also informed that possibility will be explored to upgrade / diversify more Safai Karmcharis to other disciplines / jobs wherever feasible keeping in view the willingness of the employees.

It was informed that detailed information would be prepared and provided to the Commission.

19. Special Component Plan – Full amount not spent by the Company. More allocation needs to be made.

It was informed that the allocated amount could not be spent fully during the financial year 2011-12 and 2012-13 due to financial crunch faced by the Company in the past two years. For the year 2014-15 an amount of Rs.50,000/- to each Unit has been released for All efforts will be made for utilization of the total allocated amount in the current and coming years.

20. Dealer network – No. of 'SC' Dealers appointed by the Company. Appointment of Dealers – The Commission suggested that for appointment of dealers of SC communities, if required, list of parties can be obtained from industrial organization / associations.

The Commission expressed its pleasure that NFL has maintained high percentage of SC employees in the Company in comparison to prescribed percentage as per Presidential Directives. It also praised the Company for appointment of all the Liaison Officers in the Company belonging to SC/ST category only.

NFL informed that the Company ensures compliance of the Presidential Directives on reservation for Scheduled Castes and the benefits / concessions available in Government guidelines are extended to the beneficiaries. However, the observations made by the Commission will be examined expeditiously and desired clarifications / information will be provided.

The meeting ended with a Vote of Thanks.

Annexure A

List of Participants

National Commission for Scheduled Castes	National Fertilizers Limited
S/Shri	S/Shri
Dr. Raj Kumar Verka, Hon'ble Vice Chairman	Ms. Neeru Abrol, C&MD
Raju Parmar, Hon'ble Member	Capt. P K Kaul, Dir (Mktg)
Ishwar Singh, Hon'ble Member	M Sagar Mathews, Dir (Tech)
Dr. Vinod Agarwal, Secretary	Dr. Harish Chandra Singh, IPS, CVO
Dr. Smita S Chaudhary, Jt. Secretary	A K Asija, GM (Law/IA)-I/c
Kanhaiya Lal, Director	Subodh Gawande, GM (Mktg)-I/c
M L Bali, Consultant	R K Chopra, GM (Tech/Proj)

Jagjit Singh, OSD	Sunil Bhatia, GM (F&A)-I/c
	M K Agarwal, GM (HR)
	J P Sachdev, GM (Mtls)
	Kuldip Chand, DGM (HR), Panipat
	Dinesh Sood, DGM (HR), Panipat
	Jaya Dikshit, DGM (HR), CO
	K K Chauhan, CM (P&A), Nangal
	A K Narang, CM (P&A), Vijaipur
	Mahabir Singh, CM (P&A), CO
	R L Meena, Liaison Officer, CO