

## **National Commission for Scheduled Castes**

### **File No. 13/Review-PGCIL/2014/SSW-I**

**Minutes of the review meeting undertaken by the National Commission for Scheduled Castes on 13.10.2014 to monitor the implementation of reservation policy for Scheduled Castes in Power Grid Corporation of India Limited (PGCIL).**

The National Commission for Scheduled Castes held a Review Meeting to assess the implementation of the reservation policy in PGCIL as per the mandate given under Article 338 of the Constitution of India. Prior to holding of the Review meeting, the Commission sought replies from the PGCIL on a detailed Questionnaire and after receipt of the requisite information / reply, the full Hon'ble Commission under the Chairmanship of Dr. P.L. Punia, Chairman along with Dr. Raj Kumar Verka, Vice Chairman, Shri Raju Parmar, Member, Shri Ishwar Singh, Member and Smt. P.M. Kamalamma, NCSC conducted the review meeting on 13.10.2014 at the headquarter of PGCIL Corporate Office, Gurgaon. The CMD and other senior office from PGCIL attended the meeting.

A list of the participants in the meeting is enclosed at Annexure A.

#### **Meeting with the PGCIL SC Employees Welfare Association:**

The Commission met the representatives of the three Associations representing the SC/ST employees of the Corporation. They submitted a memorandum of grievances highlighting mainly the lack of facilities to the SC/ST Associations, holding of regular meeting, quarterly meeting at Central level and monthly meetings at Station/Group /Division, provision of office accommodation, protection against arbitrary transfers and postings of the representatives, resolving of vigilance cases against SC/ST employees and revision of accommodation charges. The Commission advised the representatives to have a single association instead of three for the sake of better coordination.

#### **Meeting with the PGCIL Management:**

After the welcome address a copy of the memorandum of grievances provided by the SC/ST Associations was provided to the management for consideration and decision. An action taken report on these issues should be sent to the Commission within two months. Thereafter following issues were discussed:

- (i) In direct recruitment on all India basis by open competition. 15% and for other than open competition 16.67% reservation is given to SC. Commission suggested that percentage of reservation should be given state-wise instead of region wise so that regional balance in employment of SC is maintained
- (ii) There is no reservation beyond level EI and extra marks given to the SC is 1 at Sr. Engineer to Dy Manager and 2 marks from Dy Manager to Manager. Commission suggested that more extra marks should be given in order to give sufficient representation to SC in the higher grades.
- (iii) The management has given the representation of SCs Group-wise instead of cadre wise. The Commission therefore advised that Cadre-wise strength should be calculated and rosters maintained to know the actual backlog in each cadre. The Commission also suggested that special recruitment drive should be made to fill up

the backlog vacancies as there is no restriction of 50% for filling up of the backlog vacancies of SCs.

- (iv) The Commission pointed out that the rosters are not maintained as per model roster format of DOP&T as these do not indicate points earmarked for SC, ST, OBC and UR. It is therefore not clear if the points meant for SC have been utilized or not. The Commission advised to rectify the rosters in consultation with their Administrative Ministry and NCSC.
- (v) As per information provided 114, 85 and 03 SC employees in Gr. B, Gr. C and Gr. D have been selected on their own merit. Commission desired to know as to how their seniority has been fixed.
- (vi) Engagement of Sweepers: the management informed that persons are engaged on contract basis for cleanliness through contractor. The Commission suggested that it should be ensured that sufficient SC persons engaged for this work.
- (vii) It was noted that majority of the Liaison Officers (L.O) are from HR Department and belong to ST or general caste. The Commission suggested that for the sake of transparency and independence in performance of duties, the LO should be from Departments other than the HR and preferably belonging to SCs.
- (viii) On scrutiny of data provided the Commission suggested that SC employees should be given due representation in training abroad.
- (ix) As per the data provided by the management, it is not indicated if any funds from CSR are spent on the welfare activities of SCs. The Commission suggested that some funds should be spent on maintenance and infrastructure development in SC Hostels and especially the girls hostels.

The CMD/PGCIL agreed to rectify the errors and send the action taken report (ATR) on the recommendation within 02 months before the Commission.

Meeting ended with Vote of thanks to the Chair.

**NATIONAL COMMISSION FOR SCHEDULED CASTES**

**List of Participants from NCSC**

1. Dr. P.L. Punia, Chairman
2. Dr. Raj Kumar Verka, Vice Chairman,
3. Shri Raju Parmar, Member
4. Smt. P.M. Kamalamma, Member
5. Shri Ishwar Singh, Member
6. Dr. Smita S. Choudhary, Joint Secretary
7. Shri Kanhaiya Lal, Director
8. Shri G.K. Baurai, Deputy Secretary
9. Shri M.R. Bali, Consultant
10. Shri S.K. Dubey, Under Secretary

**Officers of PGCIL**

1. Shri R. N. Nayak, CMD
2. Shri R.P. Singh D (Pers)
3. Shri I.R. Kidwai, ED (HR)
4. Shri N. Shankar, GM (HR)
5. Shri Yatindra Dwivedi, DGM (HR)
6. Shri Vinod P. Bada, Manager (HR)
7. Shri Sandeep Kumar Basik, Manager (HR)
8. Shri Arun Kumar

**The SC officials of Welfare Association of PGCIL**

1. Shri Ramesh Babu, Vice-President /JE
2. Shri Gkduprasada Rao, National President
3. Shri Suraj Prasad, A.E.
4. Shri Shiv Ram Tech, HR-1
5. Shri N. Sukumar, JE
6. Shri M. Kambagiri, JE,