

**Minutes of the Review Meeting of NHPC Limited by National Commission for Scheduled Tribes at NCST HQ, Lok Nayak Bhawan, Khan Market, New Delhi on 18.03.2016 at 11:30 AM**


The National Commission for Scheduled Tribes under the Chairmanship of Dr. Rameshwar Oraon, Hon'ble Chairperson, reviewed implementation of Reservation Policy / Development Schemes / Programmes under CSR in NHPC at NCST Headquarters in Lok Nayak Bhawan, Khan Market, New Delhi on 18.03.2016. Shri Anil Kumar Agarwal, Secretary, Shri Santosh Kumar, Joint Secretary, Smt. K.D. Bhansor, Director and Shri Pramod Chand, Deputy Secretary were also present during the review.

List of Participants is annexed.

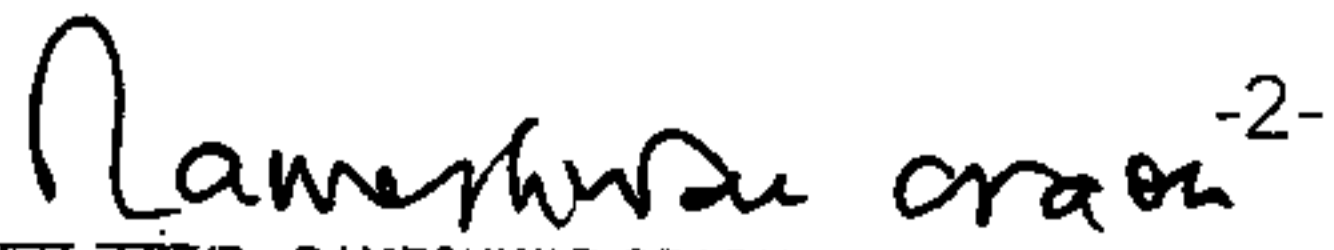
At the outset, Dr. Rameshwar Oraon, Hon'ble Chairperson welcomed the team of NHPC headed by Shri R. S. Mina, Director (Personnel).

Shri R. S. Mina, Director (Personnel) expressed thanks to the Hon'ble Chairperson, National Commission for Scheduled Tribes for choosing NHPC for the above-mentioned Review.

1. Thereafter Shri R.S.Mina gave a power-point presentation on the implementation of Reservation Policy and CSR Schemes for the welfare of Scheduled Tribes.

  
डॉ. रामेश्वर उराव/Dr. RAMESHWAR ORAON  
अध्यक्ष/Chairperson  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
भारत सरकार/Govt. of India  
नई दिल्ली/New Delhi

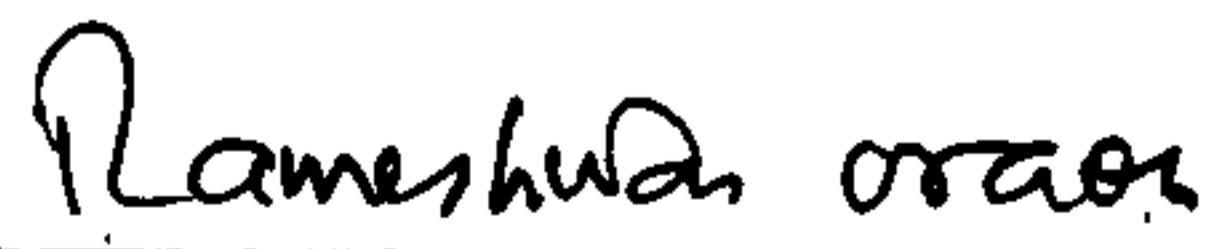
2. Hon'ble Chairperson desired to know the cases of de-reservation in NHPC. In this regard, Director (Personnel) intimated that there is no case of de-reservation in NHPC. However, Hon'ble Chairperson advised to insert a clause in Recruitment & Promotion Rules that if a post is de-reserved in higher group, equivalent number of reserved post would be increased in lower group.
3. Various kinds of relaxations & concessions given to the ST Candidates in the recruitment & promotion in NHPC were explained by Director (Personnel) to the Hon'ble Commission. Hon'ble Chairperson appreciated the rising trend in overall representation of STs in the company. Hon'ble Chairperson, however, advised NHPC to achieve the prescribed percentage of 7.5% of STs representation through Special Recruitment Drive in a time-bound manner keeping in view the lower representation of STs i.e. 5.88% in overall staff-strength in NHPC.
4. It was further apprised by NHPC that 11 numbers of posts of Trainee Officer (Finance) could not be filled up due to non-availability / non joining of ST candidates even after continuous 06 Special Recruitment Drives made since 2008. Director (Personnel) assured that the above vacancies shall not be de-reserved and efforts shall be made to fill up these vacancies through more Special Recruitment Drives. It was also advised that possibility

  
डा. रामेश्वर उरांव/Dr. RAMESHWAR ORAON  
अध्यक्ष/Chairperson  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
भारत सरकार/Govt. of India  
नई दिल्ली/New Delhi

should be explored to fill up these posts by enhancing the scope of essential qualifications.

5. Executive Director (Corporate Social Responsibility) submitted that NHPC is undertaking various activities under CSR in the fields of Education & Skill Development, Health & Sanitation, Rural Development, Environment & Sustainability for overall development of the people living around their projects, including people of the Scheduled Tribes. Besides, under Swachh Bharat Abhiyan, large number of toilets have been constructed near NHPC Projects/ Power Stations situated in tribal areas. Maintenance contracts for these toilets have also been awarded by the company. The Joint Secretary, NCST suggested to explore the possibilities of construction of modern waterless toilets as developed by DRDO, which are almost maintenance free. NHPC ensured that they would be in touch with DRDO in this regard.
6. The Hon'ble Chairperson advised to take due care while awarding scholarships to students so that double payments of scholarships from Central/State Government and from NHPC to students under various schemes be avoided. He further advised that basis for granting scholarships should be – income of parents and performance of students. The Chairperson, NCST also advised that the company should strive hard and ensure that scholarships, cost

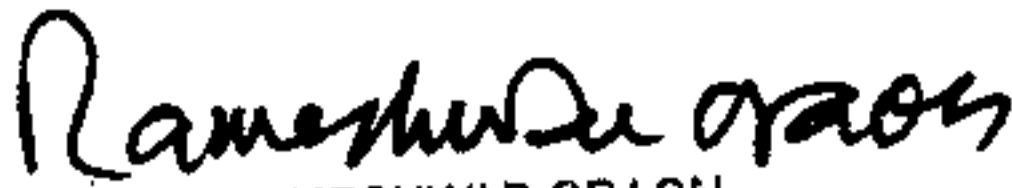
-3-

  
डा. रामेश्वर उरांव/Dr. RAMESHWAR ORAON  
अध्यक्ष/Chairperson  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
भारत सरकार/Govt. of India  
नई दिल्ली/New Delhi

of books, hostel facilities are also provided to the students of Particularly Vulnerable Tribal Groups (PVTGs) living in remote forest areas.

7. Deputy Secretary, NCST pointed out that the funds allocated for CSR activities were utilized partly till the Financial Year 2012-13. It was apprised by ED (CSR) that unspent funds allotted for CSR activities were carry-forwarded and utilized in the subsequent years. An amount of Rs. 64.92 Crores has been allocated for the year 2015-16 out of which Rs. 63.49 Crores (97.79%) has been spent on CSR activities till 15.03.2016.
8. The Hon'ble Chairperson appreciated the initiative taken by NHPC for the Cultural activities on Statehood Day of Arunachal Pradesh and further advised to undertake activities under CSR for promoting tribal languages/traditions/customs also.
9. Secretary, NCST desired to know the NHPC policy for taking up various activities under CSR, with particular reference to STs. He also wanted to know the Policy of NHPC for having independent impact evaluation of CSR activities taken up by the NHPC. NHPC assured to provide their policies quickly.
- 10 Various suggestions and queries made by the Officers of the NCST were endorsed by the Hon'ble Chairperson, NCST.
- 11 The meeting ended with vote of thanks to the Chair.

-4-

  
डा. रामेश्वर उराव/Dr. RAMESHWAR ORAON  
अध्यक्ष/Chairperson  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
भारत सरकार/Govt. of India  
नई दिल्ली/New Delhi

## **List of Participants**

### **National Commission for Scheduled Tribes**

1. Dr. Rameshwar Oraon, Chairperson
2. Shri Anil Kumar Agarwal, Secretary
3. Shri Santosh Kumar, Joint Secretary
4. Ms. K. D. Bhansor, Director
5. Shri Pramod Chand, Deputy Secretary
6. Shri Rajesh Kumar, Under Secretary

### **NHPC Limited**

1. Shri R. S. Mina, Director (Personnel)
2. Shri A. B. Agrawal, Executive Director (HR)
3. Shri Ronel Kumar, Executive Director (CSR)
4. Shri Avinash Kumar, General Manager (HR)
5. Shri Amitabh Srivastav, Chief Engineer (Mech.) – CSR
6. Shri Shahid Ali Khan, Chief (Environment)
7. Shri Ekramul Haque, Chief(HR)
8. Shri Vivek Kumar Mirchia, Dy. Manager (Admn.)
9. Shri Rajesh Ram Ravi, Dy. Manager (HR)
10. Ms. Anju Bhatia, Officer (HR)