



Government of India
National Commission for Scheduled Tribes

6th floor, 'B' Wing, Loknayak Bhawan
Khan market, New Delhi-110 003.

No. Review/Service/NTPC/2015/RU-II

Dated: 27/06/2016

To

The Chairman-cum-Managing Director,
NTPC Ltd.,
NTPC Bhawan, Scope Complex,
Institutional Area, Lodhi Road,
New Delhi-110003

Sub: Review and monitoring of implementation of reservation policy/development schemes/programmes in NTPC and programmes for the welfare of Scheduled Tribe under Corporate Social Responsibility.

Sir,

I am directed to enclose a copy of the minutes of the review meeting held in the NCST on 10/05/2016 on the above mentioned subject for information and further necessary action. Action Taken Report may be submitted to the Commission as soon as possible.

Yours faithfully,

(Pramod Chand)
Deputy Secretary.

Copy to:-

1. PS to Chairperson/PS to Vice Chairperson
2. Senior PPS to Secretary
3. Office of the Joint Secretary
4. Dir (Admn., RU-III & IV)
5. AD (Coord.)
6. SSA NIC
7. All In-charge of Regional Office, NCST, Bhopal/Bhubaneswar/Jaipur/Raipur/Ranchi/Shillong.

Minutes of the Review Meeting of NTPC Limited by National Commission for Scheduled Tribes at NCST HQ, Lok Nayak Bhawan, Khan Market, New Delhi on 10.05.2016 at 11:30 AM

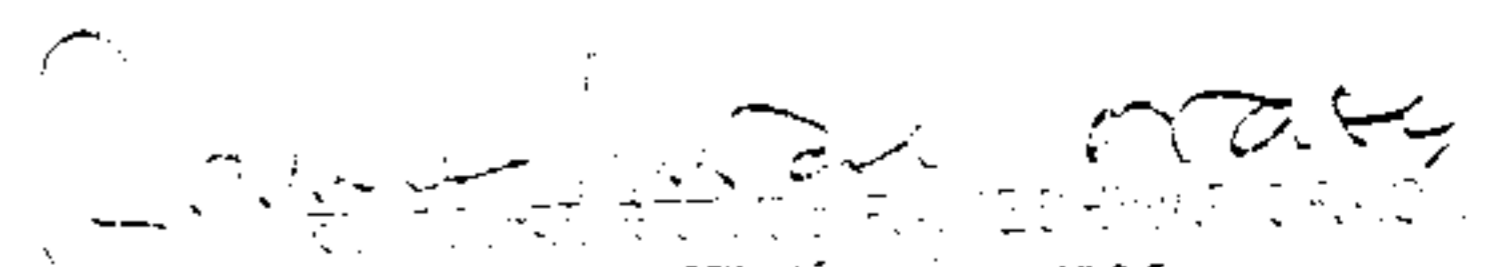
The National Commission for Scheduled Tribes under the Chairmanship of Dr. Rameshwar Oraon, Hon'ble Chairperson, reviewed implementation of Reservation Policy / Development Schemes / Programmes under CSR in NTPC at NCST Headquarters in Lok Nayak Bhawan, Khan Market, New Delhi on 10.03.2016.

List of Participants is annexed.

At the outset, Dr. Rameshwar Oraon, Hon'ble Chairperson welcomed the team of NTPC Limited headed by Shri Gurdeep Singh, CMD-NTPC.

Shri Gurdeep Singh, CMD-NTPC expressed thanks to the Hon'ble Chairperson, National Commission for Scheduled Tribes for choosing NTPC for the above-mentioned Review.

1. Initiating the discussion, Shri U P Pani, Director(HR) first gave a power-point presentation on the implementation of Reservation Policy and CSR Schemes for the welfare of Scheduled Tribes by NTPC.
2. It was noticed by the Commission that Manpower Representation for Scheduled Tribes in Group A, B, C and D as on 01.01.2016 was 6.16% of total manpower that was below the level of 7.5%. Recruitment details of last three years were shared and Hon'ble Chairperson advised NTPC to clear the backlog shown in Group A, C and D by exploring all possibilities like special recruitment drive and taking up the matter for recruitment with concerned state

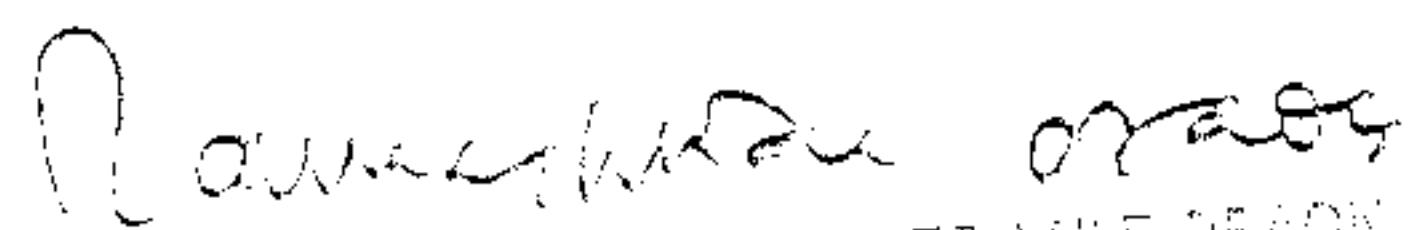

Dr. Rameshwar Oraon
Chairperson
National Commission for Scheduled Tribes

governments. Director(HR) informed that NTPC is committed to bridge the shortfall in the coming years through Special Recruitment Drives and through regular recruitment activities.

3. Director(HR) informed that backlog of vacancies for STs in Group A is mainly due to the non-availability of candidates in Finance Discipline and non-acceptance of offer of appointment by ST candidates. In Group C, backlog of unfilled vacancies is noticed for NTPC Sipat. It is learnt that NTPC has commitment with local administration for recruitment from amongst the landoustees and the number of STs landoustees is very less. However, NTPC is continuously taking up the matter with local administration to fill the backlog vacancies at the earliest. NTPC has organized 16 Special Recruitment drives for Scheduled Tribes so far in all groups.

3.1 Hon'ble Chairperson advised that NTPC, Sipat should take up the matter with state government concerned and try for amicable solution so that landoustees interest is protected and backlog vacancies are also filled up.

3.2 Hon'ble Chairperson enquired about the qualification required for Finance discipline. Director(HR) informed that NTPC generally takes ICWA in Group A. Hon'ble Chairperson advised NTPC to take candidates through Campus placement route, if possible. It was further advised to NTPC that they may take up ^{foreign} training


रामकृष्ण प्रसाद
रामकृष्ण प्रसाद, एम.एस.एस.डी. डेप्युटी
कॉन्ट्रोलर, सिपाट, नए दिल्ली
National Commission for Scheduled Tribes
भारत सरकार, Govt. of India
नई दिल्ली/New Delhi

activities under CSR in respect of posts for which they found a difficult to get applicants.


4. Foreign Training details of last three years was shared and Hon'ble Chairperson took a serious note of the dismal percentage of Scheduled Tribes candidates sent for foreign Trainings.
- 4.1 CMD, NTPC informed that this is the area of improvement and NTPC will take steps as required for improving the percentage of Scheduled Tribes in Foreign trainings.
5. Schedule of Structured meetings of SC/ST employees with Liaison Officer, Head of HR/Head of Project/RED/Director(HR) level was shared. Hon'ble Chairperson advised that there should be separate office space for Liaison Officer and LO should be advised to keep himself free for one hour every week and should remain available at specified location during that period so that SC/ST employees can approach him for resolving their Grievances.
6. Grievance data for the last three years was reviewed and Hon'ble Chairperson desired to know the specific grievances of the Scheduled Tribe employees received in last three years, which was explained by Officers of the company.
7. Grievance case pertaining to transfer of a couple was discussed and Director(HR) informed that couple was transferred based on manpower requirement at a particular project and company -policy for

Ramesh Kumar

श्री. रामेश्वर कर्मा/Dr. RAMESH K. KARMA
अध्यक्ष/Chairperson
राष्ट्रीय अनुसूचित जनजाति आयोग
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accommodating married couple at the same location. They informed that there was no discrimination to the ST employees in this case.

- 7.) Hon'ble Chairperson informed that Commission does not normally interfere in the transfer matters; but, at the same time Commission wants that couple should not be harassed. Director(HR) informed that as and when vacancy arises the request for transfer of the couple will be taken up.
8. Director (HR) explained that NTPC 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 belonging to the Scheduled Tribes. Besides, under Swachh Bharat Abhiyan, more than 24,000 toilets have been constructed near NTPC Projects/ Power Stations situated in tribal areas.
9. Hon'ble Chairperson asked about amount spent and specific work done for Scheduled Tribes, particularly around NTPC projects. NTPC mentioned that they would sent this information quickly. NTPC was advised to have road map for next five years for utilization of CSR funds for upliftment/welfare of tribals. Hon'ble Chairperson suggested that NTPC could provide Ambulances in tribal villages as remote tribal belts generally do not have access to medical facilities. The ambulance will be of good help for tribals at the time of emergency.


Dr. RAJENDRA PRASAD, CHAIRPERSON
राजेंद्र प्रसाद, अध्यक्ष
National Commission for Scheduled Tribes
भारत सरकार / Govt. of India

GM(CSR) shared the work done for Scheduled Tribes by NTPC in the neighboring villages of its projects and also informed that NTPC generally takes up various CSR activities around its projects/stations.

10. Hon'ble Chairperson asked how families displaced by NTPC projects are taken care of. CMD informed that such families are provided adequate monetary compensation, other benefits under NTPC CSR-R&R policy and at some locations NTPC has established resettlement colonies for displaced families, for example at Koldam and Dalipalli. Hon'ble Chairperson suggested to provide one big photo of Resettlement colony at Dalipalli which can be displayed at NCST so as to show good work done by NTPC.

11. Hon'ble Chairperson appreciated the efforts of NTPC for welfare of Project Affected Persons but stressed that targeted efforts should be made for welfare and upliftment of tribal population under CSR. He also stressed that 2 % of the profit should compulsory be spent under CSR as per latest Government guidelines.

The meeting ended with vote of thanks to the Chair.

*****X*****

Rameshwar Oraon

डा. रामेश्वर उरांव/Dr. RAMESHWAR ORAON
अध्यक्ष/Chairperson
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
भारत सरकार/Govt. of India
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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. Smt. K. D. Bhansor, Director
5. Shri Pramod Chand, Deputy Secretary
6. Shri Rajesh Kumar, Under Secretary
7. Shri Hari Ram Meena, Senior Investigator

NTPC Limited

1. Shri Gurdeep Singh, Chairman & Managing Director
2. Shri U.P. Pani, Director(HR)
3. Shri D .Chakrabarty, Executive Director(HR)
4. Shri D K Patankar, General Manager(CSR and R&R)