

By Hand



Government of India
National Commission for Scheduled Tribes

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

File No. Review/Service/P&NG/2013/RU-II

Date: 12/09/2013

To

The Secretary to the
Government of India,
Ministry of Petroleum & Natural Gas,
Shastri Bhawan,
New Delhi

Sub: ATR on the points raised in the Sitting of Review of Ministry of Petroleum & Natural Gas and Oil Marketing Companies under the Ministry.

Sir,

I am directed to refer to this Commission's letter of even no. 12/06/2013 on the subject mentioned above and to enclose herewith a copy of records of proceedings of the Sitting taken by Dr. Rameshwar Oraon, Chairperson NCST on 30/07/2013 at 1400 Hrs in the National Commission for Scheduled Tribe (NCST), with the officers of Ministry of Petroleum & Natural Gas (MoPNG) and officials of the Oil Marketing Companies.

It is requested that an action taken report on the points raised in the record of proceedings of the Sitting may please be furnished to this Commission within a month.

Yours faithfully


(M.S. Chopra)
Director

Copy alongwith a copy of record of proceeding of the Sitting :-
Held on 30/07/2013 at 1400 Hrs in the NCST forwarded for information and necessary action to the:-

1. **CMD, Indian Oil Corporation Ltd.**, Corporate Office, 3079/3, J B Tito Marg, Sadiq Nagar, New Delhi – 110049.
2. **CMD, Bharat Petroleum Corporation Ltd.**, Bharat Bhavan, 4 and 6 Currimbhoy Road, Ballard Estate, Mumbai- 400001.

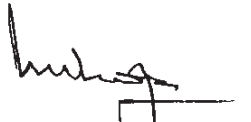
-p.t.o-

3. **CMD, Hindustan Petroleum Corporation Ltd.**, Petroleum House, 17, Janshedji Tata Road, Mumbai, Maharashtra Pin- 400020.
4. **CMD, Oil and Natural Gas Corporation Ltd.**, Tel Bhavan, Dehradun - 248003, Uttarakhand.
5. **CMD, GAIL (India) Ltd.**, GAIL Bhawan, 16 Bhikaji Cama Place, R K Puram, New Delhi – 110066.
6. **CMD, Chennai Petroleum Corporation Ltd.**, New No:536, Anna Salai, Teynampet, Chennai- 600 018.
7. **CMD, Petronet LNG Ltd.**, 1st Floor, World Trade Center, Babar Road, Barakhamba Lane, New Delhi - 110 001.
8. **CMD, Bongaigaon Refinery and Petrochemicals**, PO – Dhaligaon, Dist. Chirang, Assam -783385.

NOO

Copy for information to:

1. PS to Chairperson, NCST
2. AD (Coord)
3. ✓ SSA NIC


(M.S.Chopra)
Director

Record of the Proceedings of the Sitting taken by Dr. Rameshwar Oraon, Chairman, NCST on 30/07/2013 at 1400 hrs. in the National Commission for Scheduled Tribes (NCST) with the Ministry of Petroleum and Natural Gas (MoPNG) and officials of the Oil Marketing Companies.

A list of the officials present in the meeting is annexed.

2. The meeting was convened with reference to the NCST letter of even number dated 18/5/2012 and 12/6/2013 to review implementation of programme for safeguards provided for STs concerning their welfare, reservation in service etc. and the policies being implemented by the Oil Marketing Companies with regard to outlets/ retail dealership/ fuel transport contracts etc., in relation to the STs.


3. Initiating the discussion, Chairman, NCST observed that the Oil Marketing Companies, being one of the major employers, are expected to strictly adhere to the policy framework laid down by the Govt. with regard to welfare schemes and reservation in service in relation to the STs. He further emphasized that there was an imperative need to setup mechanisms to timely address grievances of the ST employees. Thereafter, Chairman, NCST invited the CMDs/ officials of the Oil Marketing Companies to make audio-visual presentations on the issues raised by the Commission vide letters dated 18/5/2012 and 12/6/2013.

4. The representations by the Oil Marketing Companies included status of reservation of STs and details of the various welfare schemes being run by them for STs. It was confirmed that all guidelines issued by the DoPT and BPE with regard to various concessions/ relaxations for the STs were being followed. The companies are also maintaining separate roster for each post or group of posts for direct recruitment and the post filled by promotion. The management of the companies are also having periodical meeting with the ST Employees Welfare Association to sort out their grievances.

5. Joint Secretary, NCST desired to know the position with regard to setting up of a Logic Driven Computerized Roster Management System and Grievance Management System in the Oil Marketing Companies (OMCs). Director, IOC mentioned that a software package has been developed for updation and maintenance of reservation rosters maintained for direct recruitment and promotions. It was noted that such initiative has not been taken by other OMCs. The Commission desired that IOC may make a presentation on the Logic Driven Computerized Roster Management System at an appropriate time, before the Commission. Further, all OMCs should urgently establish Computerized Grievance Management System, if not done so far.

Action: IOC, All OMCs

6. The Commission also emphasized the need to establish a proper HRD system in relation to the ST employees to enable them to improve their shortcomings / deficiencies in comparison to the other categories. The Commission desired that OMCs should ensure that pre-promotion training is imparted to all ST employees and also they are rotated to the Deptts.


Dr. RAMESHWAR ORAON
Chairperson
National Commission for Scheduled Tribes
Govt. of India
New Delhi

Dealing with core functions of the organization to enable them to equip themselves to undertake responsibility to higher levels.

Action: All OMCs


7. The Commission also noted that shortfall/ backlog existed with reference to the post reserved for STs and desired that special recruitment drive should be undertaken immediately, wherever necessary to fill-up the post. Chairman, NCST further observed that MoPNG should apprise the overall progress in this regard to the Commission within 3 months.

Action: MoPNG

8. It was noted from the details of expenditure of various welfare schemes for STs furnished by various OMCs, that it was grossly inadequate and the OMCs were placed in a position to play a bigger role in this regard both in respect of the scope of the schemes as well as increase in the present level of expenditure. Chairman, NCST also observed that considering the large level of migration of STs to the metropolitan cities particularly women like in case of Delhi etc., the oil companies, as a model employer should consider their engagement at the petrol pumps for oil filling etc., which was certainly a better engagement for them compared to the petty jobs and harassment they are subjected to in other occupations. The MoPNG as well as the OMCs agreed to consider feasibility of such employment to STs at petrol pumps and impress upon the dealers to have such an engagement for STs.

Action: MoPNG
OMCs

9. Chairman, NCST desired to know the policy with regard to marketing of petroleum products like sulphur, pet coke, polymers, benzene etc. The MoPNG clarified that there was no policy for reservation of marketing of such products. Further, the transportation of petroleum products are being resorted to through open competition.


Dr. RAMESHWAR ORAON
Chairperson
National Commission for Scheduled Tribes
Govt. of India
New Delhi

NATIONAL COMMISSION FOR SCHEDULED TRIBES

Attendance Sheet

Date: 30/07/2013 at 1400 Hours

**Sitting taken by Dr. Rameshwar Oraon, Hon'ble Chairperson, NCST on 30/07/2013
at 1400 Hrs in the NCST with Ministry of Petroleum and Natural Gas and Oil
Marketing Companies**

National Commission for Scheduled Tribes

1. Dr. Rameshwar Oraon, Hon'ble Chairperson
2. Shri Bheru Lal Meena, Hon'ble Member
3. Dr. R. Vijaykumar, Secretary
3. Shri Aditya Mishra, Joint Secretary
3. Shri M.S. Chopra, Director
4. Shri Dwarka Karol, Director
5. Shri T.D. Kukreja, PS to Chairperson
6. NIC, NCST

Ministry of Petroleum

1. Shri Rajive Kumar, Additional Secretary
2. Shri Anil Kumar V. Patil, Director
3. Shri Sunil Kumar, U.S.
4. Shri Than Singh, Ch. Asstt.

ONGC

1. Shri K.S. Jamestin, Director (HR)
2. Shri A.K. Shah
3. Shri Pradeep Saharuja, ED. Chief, ER
4. Shri M.V. Cherean, GM(HR)
5. Shri Aseem Sinha, CM (HR)
6. Shri Himanshu Bhatt, Manager(HR)

IOCL

1. Shri Lee Bee Sen, Executive Director, HR/CSR
2. Shri S.K. Gosain, Chief Manager, LPG
3. Shri Namak Chand

4. Shri Vinay K. Misra, GM(Re), HO
5. Shri S.K. Palit, DGM, HR
6. Gunjan Jain, Senior Employees Relations Officer
7. Shri K.J. Kumar, DGM, HR
8. Shri K. Bagga, Manager

BPCL

1. Shri K.K. Gupta, Director(Mktg)
2. Dipti Sanzgiri, ED, HRD
3. Priya Satish, Dy. Mgr. CSR
4. Devyani Rozario, Ch.Mg, LPG
5. Momi Khan, D.G.M, Coord
6. Shri Ravi Bhardwaj, Ch. Mgr

HPCL

1. Shri P.K. Joshi, Dir(HR)
2. Shri Subhankar Biswas, GM, LPG
3. Shri M.S. Damle, ED, Retail
4. Shri Rakesh Misri, ED, HR
5. Roselina Dungdung, Chief Manager, Liasoning
6. Shri H.V. Kenj
7. Shri G.S.V. Prasad, GM (Retail), Hq.

GAIL

1. Shri P.K. Jain, Dir(F)
2. Shri Rajeev Semphal, ED(HR)
3. Shri A.S. Mahapatra, DGM(HR)
4. Vandana Chanana, GM(CSR&CC).
5. Shri D.V. Shastri, GM(HRD)

CPCL

1. Shri S.A. Sokan, GM, HR