

Review of monitoring of implementation status of service safeguards and development programmes/schemes for Scheduled Tribes of United India Insurance Company Limited held on 08.12.2009 at the National Commission for Scheduled Tribes, New Delhi.

The review of the United India Insurance Company Limited (UIICL), Chennai was held on 08.12.2009 at the NCST Hqrs, Conference Room, New Delhi with regard to implementation of service safeguards of ST employees.

2. The list of participants is annexed
3. The review was taken by Shri Maurice Kujur, Hon'ble Vice-Chairperson.
4. UIICL is one of the four public sector general insurance Company under the control of Department of Finance Sector, Ministry of Finance. The UIICL made an audio-visual presentation on various issues covering the ST employees.
5. It was noted from the details furnished by the UIICL with regard to the representation of STs in various categories of employees that the level of representation in Gr. 'B' was only 3.08% though overall representation of STs in the company was 6.51%. On a query from the Commission, it was explained by the CMD, UIICL that Gr. 'B' (Class III) included Development Officers in respect of whom no induction was being made as a result of the decision taken by the UIICL to meet its business requirement.
6. It was informed by the UIICL that the principle of protection clause was being followed in respect of ST officers upto Scale IV. Further, all concessions/relaxations in accordance with the guidelines issued by Govt. were being given.
7. It was pointed out by the Commission that as a result of disbanding of Gr. 'B', the officials falling in Gr. 'C' had their next promotion to Gr. 'A' directly which had higher level of standard/performance requirements. It was therefore, necessary to formulate an special HRD plan in respect of ST officers in Gr. 'B' to meet the performance criterion and other skill requirement for the next promotion to Gr. 'A'. CMD, UIICL assured that the suggestion of the Commission would be looked into

Maurice Kujur
मोरीस कुजुर/MAURICE KUJUR
उपाध्यक्ष/Vice-Chairperson
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
भारत, सरकार/Govt. of India
नई दिल्ली New Delhi

and an effective HRD plan exclusively for STs officers, specially those in Gr. 'C' would be implemented.

Action: UIICL

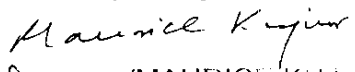
8. The Commission enquired whether a computerized roster management system was being implemented in the UIICL or not. It was informed by the CMD, UIICL that UIICL was in the process of introducing CORE solution and as a part of this initiative, the rosters were also being computerized. The scheme is likely to be introduced by the next financial year. Hon'ble Vice Chairperson desired that the system could be demonstrated to Commission after its implementation. This could also be a model for other govt. organization.

Action: UIICL

9. UIICL informed that a full-fledged SC/ST Cell was functioning at the Corporate level and the rosters were also being audited periodically. Structural meetings with the welfare groups are held at the corporate level and also at regional levels on a regular basis to sort out the problems and grievances of ST employees. The Management also ensures timely disposal of complaints. During the year 2009, total 32 complaints were received which stood disposed off. The Commission pointed out that as on date, 10 representations were pending with the Commission in respect of which certain details/clarifications were sought from the UIICL. Hon'ble Vice-Chairperson desired that the details of such cases should be urgently forwarded to the nominated officer in UIICL for speedy disposal/settlement. CMD, UIICL mentioned Mr. Milind Kharat, General Manager (Pers.) would monitor all these cases and ensured submission of requisite details/clarification within a fortnight.

Action: UIICL

10. While reviewing position furnished by the UIICL regarding employment on the basis of false caste certificate by UIICL, the Commission noted that 13 such cases were pending with the Scrutiny Committee for verification. The delay occurring in the verification was abnormally delaying appointment of these ST candidates against special recruitment drive. The CMD explained that the delay had been occurring in obtaining verification of ST certificate by the Screening Committee specially in the


मोरीस कुजुर/MAURICE KUJUR
उपाध्यक्ष/Vice-Chairperson
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
भारत सरकार/Govt. of India
नई दिल्ली/New Delhi

State of Maharashtra. The Hon'ble Vice Chairperson, NCST expressed his concern over the delay taking place in the matter and advised that the CMD, UIICL should take up the matter with the concerned Scrutiny Committee at a higher level. The UIICL should also make personal contact with concerned authorities

Action: UIICL

11. On a query from the Commission, UIICL confirmed that de-reservation of posts was not followed at all in that organization. The Hon'ble Vice-Chairperson observed that UIICL had not undertaken any special programme in respect of STs under Corporate Sector Responsibility (CSR) and advised CMD, UIICL to formulate specific programmes under CSR for STs. CMD assured the Commission that UIICL would consider the suggestion of the Commission in this regard and undertake programmes covering STs, under CSR.

Action: UIICL

12. The Joint Secretary, NCST pointed out that it was noted from the action taken note submitted by the UIICL on the recommendation of the Parliamentary Committee on the Welfare of the SC/STs (19th Report), that no relaxation in eligibility criteria was extended to SC/ST candidates where none of the vacancies were reserved for these categories. The Parliamentary Committee on the Welfare of SC/STs recommended that eligibility criteria fixed for SC/ST even in case none of the vacancies are reserved in order to at least give in a chance for appearing in the exam to complete alongwith the general candidates and qualify as per general passing standard. The Committee noted that company had no provision for relaxation for SC/ST candidates in respect of unreserved vacancies. The Hon'ble Vice-Chairperson observed that being a policy issue, UIICL should consider the proposal of the Parliamentary Committee alongwith its implications and submit it to the M/o Finance /DOPT for consideration

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मोरीस कुजुर/MAURICE KUJUR
उपाध्यक्ष/Vice-Chairperson
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
भारत सरकार Govt. of India
एन.टी.डी. भवन, नई दिल्ली