



भारत सरकार

राष्ट्रीय अनुसूचित जनजाति आयोग

GOVERNMENT OF INDIA

NATIONAL COMMISSION FOR SCHEDULED TRIBES

File No. SAR/8/2012/MSTL1/SEOTH/RU-II

To

The Chairman-cum-Managing Director
Visakhapatnam Steel Plant,
Administrative Building
Visakhapatnam-530031
Andhra Pradesh

छठी मंजिल, 'बी' विंग, लोकनायक भवन,
खान मार्केट, नई दिल्ली-110003
6th Floor, 'B' Wing, Lok Nayak Bhawan
Khan Market, New Delhi-110003

Dated ... 14-12-2012

Sub : ATR on record of the proceedings of the Sitting taken by Mrs. K. Kamala Kumari, Hon'ble Member, NCST on 04/12/2012 at 11:30 A.M. in the NCST Conference Hall with officers of the Vishakhapatnam Steel Plant (VSP) on the representation of General Secretary, Vishakhapatnam Steel Plant, SC/ST Employees Welfare Association.

Sir,

I am directed to refer to this Commission's letter of even number dated 21/11/2012 and Sitting of the Commission dated 04/12/2012 and to forward herewith a copy of proceedings of the Sitting for your information and necessary action on the points discussed in the Sitting.

Yours faithfully,

(M.S.Chopra)
Director

Copy forwarded for information to :

Shri. S Appala Raju, General Secretary, Visakhapatnam Steel Plant, SC&ST Employees Welfare Association, Opp. Thrishna, Ground Sec-2, Ukkunagaram, Visakhapatnam-32, Andhra Pradesh

Copy to:-

1. PPS to Hon'ble Chairman
2. PPS to Member KKK
3. PPS to Joint Secretary
4. Director (Shri. M.S.Chopra)
5. AD (Coord)
6. SSA NIC

(M.S.Chopra)
Director

Record of the proceedings of the Sitting taken by Mrs. K. Kamala Kumari, Hon'ble Member, NCST on 04/12/2012 at 11:30AM in the NCST Conference Hall with officers of the Vishakhapatnam Steel Plant (VSP) on the representation of General Secretary Vishakhapatnam Steel Plant, SC/ST Employees Welfare Association.

The Sitting was chaired by Smt. K. Kamala Kumari, Hon'ble Member with the officers of Vishakhapatnam Steel Plant on the pending issues related to Vishakhapatnam Steel Plant, SC/ST employees.

2. The list of officers who attended the meeting is attached.

3. The following issues were discussed in the Sitting:

- I. Protection of JO to AE (2004-09 batches) - Notional seniority.
- II. Backlog of Vacancies- Promotion from Chageman to JO.
- III. Extension of HBA facility to construct houses at Tribal areas.
- IV. Promotion in E4 to E5 posts.

I. Protection of JO to AE (2004-09 batches) - Notional seniority.

4. It was stated that prior to 2004 all the employees who had completed 5 years of service in JO cadre had been promoted to next higher grade i.e. AE. From 2004 onwards, the Management enhanced the required service period for promotion from JO to AE to 6 years. Thus, eligible employees belonging to SC/ST category were deprived of their promotion even after completing 5 years of service in the previous grade. VSP Management has started considering promotion from JO to AE, as it was done before 2004, with effect from 2009. In the process, the JOs who couldn't be promoted to AE from 2004-09 have lost their seniority by 1 year.


5. VSP Management submitted that the issue was also discussed in details with National Commission for STs in the meeting held on 24/09/2008. As per the advice of the Commission, relaxations have been extended to SC/ST employees in promotions from JO to AE grade in the next available opportunity i.e. since June 2009 because such promotions are effected in June as per the company policy. In case of past promotions, the recommendations of Departmental Promotional Committee (DPC) of respective years were already frozen and promotion orders issued. Reopening of such cases now would have serious repercussions with respect to seniority problems as well as in promotions made in other grades.

6. The Commission advised the VSP Management to review/consider to give 1 year Notional seniority or pass on the benefits in the next higher grade for ST employees those who have lost the 1 year seniority between 2004-09.

Action: VSP

II. Filling up of backlog vacancies – Promotion from Chageman to JO

7. Hon'ble Member observed that 25 posts of JOs for STs were still vacant and not filled up by the Management. These posts are to be filled up by promotion from


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सदस्य / Member
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National Commission for Scheduled Tribes
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Chargeman to JO. VSP Management has not made any efforts to filling the ST quota by allowing the eligible employees who have acquired prescribed qualifications. Some ST employees were not allowed to appear in the test due to delay in submission of their certificates with VSP by one or two days.

8. VSP Management submitted that a decision was taken for considering promotion to the post of Junior Officer who had completed the required period of service in the grade and fulfilled other eligible criteria as on 30/06/2012. A total 688 candidates were eligible to be considered for promotion and were subjected to a written test and interview. Based on the test & the interview, 443 candidates were promoted. Out of this, all 11 ST candidates eligible for JO as on 30/06/2010 have also been promoted. Since no more eligible candidates were available at that point of time, 25 reserved vacancies could not be filled up and were kept vacant. These vacancies will be filled up when the next test for JOs selected will be held.

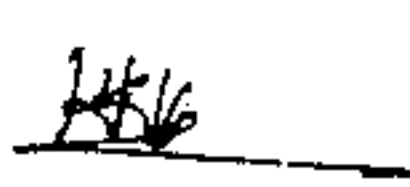
9. The Commission desired that the VSP Management should make earnest efforts to fill up all the 25 posts reserved for STs for JO before 25th Dec 2012 as the posts are lying vacant for a considerable period.

Action: VSP

III. Extension of HBA facility to construct houses at tribal areas

10. The Commission was informed that earlier there was a facility for VSP employees of availing HBA for construction of houses in tribal areas but later on it was stopped. It has become very difficult for tribal and poor people to purchase land or houses in the city areas. VSP Management submitted that at present there is no scheme of HBA loans to the employees of VSP. However, it was impressed upon the Chief General Manager, SBI, Andhra Pradesh that if housing loans are granted to ST employees of VSP for their properties situated in Tribal areas it will help in improving the social, economic and cultural conditions in tribal areas. The SBI Main Branch, Vishakhapatnam had referred the issue to their Head Office to consider sanctioning of loans under "SBI Tribal sub - Plan (TSP)" and the sanction was also accorded. But presently, only 15 applications have been approved and a large number of applications were not being considered as the ST employees were not in a position to mortgage their land as a security. The Commission noted that the mortgage of tribal land is also prohibited in many places. The Commission, desired that the VSP Management should submit a self-contained Paper/Brief, highlighting (i) The procedural requirements for obtaining housing loan from SBI, (ii) The specific issues/problems being faced by the ST employees in meeting stipulated requirements for obtaining SBI loan, (iii) The issues requiring consideration in the SBI/ Ministry of Finance for successful implementation of SBI housing loan schemes among ST employees. The VSP Management confirmed that the Paper/Brief on the subject would be submitted within a month.

Action : VSP


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IV. Promotion in E-4 to E-5 posts

11. The Commission was informed that the VSP had reduced posts at E-5 level. Many ST executives who had joined under special recruitment drive have not been given promotions from E-4 to E-5 and higher grade by imposing certain new norms/guidelines, by increasing eligible period of service for considering promotion. Such an action is hampering ST executives to get promotions to higher grades.

12. VSP Management submitted that as per the promotion policy and rules for executives in VSP, promotions from Manager (E-4 grade) to Senior Manager (E-5 grade) and above, are by selection based on merit. The promotions are vacancy based and effected only on availability of vacancies. As stipulated in DOPT OM No. 36011/1/2011 dated 17/11/2011, there is no reservation in promotion by selection from Gp 'A' post to Gp 'A' posts. VSP Management could also not promote all eligible executives due to restrictions imposed vide DOPT OM dated 04/11/2011 in creating new posts at higher level i.e. in E-7 to E-9 grades and pyramidal structure of the organization which is bulging at middle level.

13. The Commission observed that any change in policy or re-structuring of the organization should ensure that the available level of reservation to the STs, as per the constitutional provisions is not adversely affected. VSP Management assured that necessary care would be taken in future, while considering any change in norms/rules of recruitment or promotion.

Action : VSP

V. Special HRD Schemes for ST employees

14. The Commission also observed that ST employees need special HRD Schemes to improve their performance standard to the higher level of jobs in the VSP. Therefore, the VSP Management should implement special HRD Schemes in respect of ST employees and also expose them to the core areas of functioning of the organization. VSP Management assured that necessary HRD Schemes in respect of ST employees would be implemented.

Action : VSP

The meeting ended with vote of thank by the chair.



के० कमला कुमारी / K. KAMALA KUMARI
सदस्य / Member
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
भारत सरकार / Govt. of India
नई दिल्ली / New Delhi

The following were present in the sitting on 04/12/2012.

NCST

1. Smt. K. Kamala Kumari, Member
2. Shri. Aditya Mishra, Joint Secretary
3. Shri. M.S.Chopra, Director
4. Shri. B.Ram, Research Officer

Vishakhapatnam Steel Plant

1. Shri Y. R. Reddy, Director (P)
2. M.N.S.D Prasad Balu, LO for SC/ST

Petitioners

1. Shri S. Deenamanasu (President)
2. Shri Bayye. Mallayya, W.P, VSP SC/ST Association
3. Shri S. Appala Raju, (General Secretary)
4. Shri M.K. Naik, (Ex) I.N.T.U.C Vice President



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