

REVIEW OF COCHIN PORT TRUST (CPT), KOCHI ON 12/10/09 WITH REGARD SERVICE SAFEGUARDS AVAILABLE TO THE ST EMPLOYEES DURING THE VISIT OF THE NATIONAL COMMISSION FOR SCHEDULED TRIBES TO THE STATE OF KERALA AND LAKSHADWEEP ISLANDS FROM 7/10/2009 TO 13/10/2009

1.0 MEETING WITH ST ASSOCIATION/FEDERATION

1.1 The Federation of Central Govt Scheduled Castes and Scheduled Tribes employees (Kerala), Cochin Port Trust Unit, Willington Island, Kochi submitted a memorandum on the issues concerning the ST employees.

1.2 It was noted that the cases pertaining to (i) Smt. Mary George, Senior Deputy Chief Accountant-II, in Chief Mechanical Engineering Department, regarding harassment by Police, (ii) Shri George Johnson, Welder in Mechanical superintendent Office pertaining to his promotion, (iii) Shri Lalu M. B. Auto Electrician in I.C. Engine Office of CME's Office regarding his promotion, (iv) Shri R. Ramesh, Lascar in Ernakulam Wharf Traffic Department regarding his appointment and further issuance of safety equipments, and (v) Smt. Anita Xavier, Section Officer, DLB Office regarding reported misappropriation of stipend funds were pending for a suitable reply/clarification from the management. The Commission observed that such cases had arisen as a result of lack of proper communication and interpretation of the relevant rules/authorisation by the concerned administrative authorities. In this regard, the Liaison Officer could play an effective role, which was not demonstrated during the interaction held by the Commission with the complainants. The Commission, therefore, desired that the Federation should again discuss these issues with the Liaison Officer to solicit a proper reply/clarification to the affected persons.

1.3 The representatives of the Federation also indicated improper management of the roster and attempts on the part of the management to conceal the factual position contained in the matters relating to promotion and concerning DPCs.

It was assured by the Commission that the issues raised by the federation would be discussed with the authorities of CPT with the directive that an appropriate reply to all the complainants should be furnished within a month.

2.0 MEETING WITH CHAIRMAN, CPT AND OTHER SENIOR OFFICIALS

2.1 The Commission briefly mentioned the issues raised by the Federation and emphasised that there was a need to strengthen the existing grievance management system in the organisation as it was pointed out by the

representatives of the ST Federation that in respect of many cases contained in their memorandum submitted to the Commission, replies were not furnished by the CPT in spite of lapse of considerable period. It was assured by the Chairman, CPT that appropriate responses to the individual grievances would be furnished to the complainant under intimation to the Commission, within a month.

Action: CPT, Kochi

2.2 The Commission also advised the CPT that as a measure of transparency, the factual position concerning the matters relating to promotion including rosters should be shared with the employees. It was indicated by the Chairman, CPT that as a part of the ongoing computerisation programme, the rosters were also being computerised and the position relating thereto would also be available on-line. The process is targeted to be completed by the end of December 2009. The Commission appreciated the initiative taken by the CPT in the matter and observed that computerised management of rosters by CPT would inspire other organisations too to establish such systems. Chairman, CPT requested that during the implementation of the computerised management system of rosters, the Commission could also advise necessary input and check points. The system on its completion would also be demonstrated to the officials of the Commission.

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2.3 Regarding lower representation of STs in group 'A' and 'B' in promotion [3.33 and 2.99% respectively] against the stipulated target of 7.5%, it was explained by the CPT that eligible candidates for promotion were not available in the feeder grades. The Commission advised that CPT could consider, in consultation with the Federation, possibility of direct induction of ST employees to improve their representation in the organisation. The management assured that the suggestion made by the Commission would be looked into.

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