

## **National Commission for Scheduled Tribes**

### **Proceedings of the meeting to review the implementation of service safeguards and development programmes for Scheduled Tribes in the Pawan Hans Helicopters Ltd. (Ministry of Civil Aviation) New Delhi held on 27/7/2009.**

The meeting to review the implementation of service safeguards and development programmes for Scheduled Tribes in the Pawan Hans Helicopters Ltd. (Ministry of Civil Aviation) New Delhi was held on 27/7/2009 in the office of the Pawan Hans Helicopters Ltd. The review meeting was chaired by Shri Maurice Kujur, Hon'ble Vice-Chairman, National Commission for Scheduled Tribes. Shri R.K. Tyagi, Chairman & Managing Director, Pawan Hans Helicopters Ltd. and other officers from Pawan Hans Helicopters Ltd. were present in the meeting. Shri Aditya Mishra, Joint Secretary and other officers of National Commission for Scheduled Tribes also participated in the review meeting. List of all participants in the meeting is enclosed at **ANNEXURE I**.

2. The meeting commenced with the welcome by Chairman & Managing Director, Pawan Hans Helicopters Ltd. followed by a Power point presentations about genesis and working of Pawan Hans Helicopters Ltd. and about the implementation of service safeguards and development programmes for Scheduled Tribes in the Pawan Hans Helicopters Ltd. Replies to the points included in the Questionnaire were discussed alongwith the information furnished in the presentation. The following action points emerged after the discussions.

- (i) It was noticed that as on 01.01.2009, there were 194 posts in Group 'A', 196 in Group 'B' and 162 in Group 'C', while there is no post in Group 'D' category Pawan Hans Helicopters Ltd. Some Group 'B' level services were initially taken up on contract basis and those persons have filed a case in the Court for regularization and the same is still pending. There is no ST in Group 'A' while representation of Scheduled Tribes is 5.10% in Group 'B' category and 16.04% in Group 'C' category with overall of 6.52% in all category of posts A note on the subject and progressive position in the Court case may be furnished.
- (ii) The Commission was also informed that no official among Group 'A' posts was appointed either on Direct Recruitment basis, or by promotion from Group 'B' or 'C' categories of posts even in the lowest rung of Group 'A' posts. It may, therefore, be explained as to how 194 posts were filled. Moreover, all Group 'A'

category posts are not held by Pilots which are not easily available from amongst Scheduled Tribes. There are several posts belonging to secretariat, management and general engineering/ technical services for which ST candidates are available. The mode of recruitment/ appointment in various Group 'A' category posts and reasons for not appointing ST candidates against this post, inspite of the fact that company follows Time Bound Promotion Policy and hence some of the Group 'B' and 'C' employees ought to have been promoted to Group 'A' posts, may be furnished.

- (iii) There are 69 employees in various categories of Group 'A', 'B' and 'C' posts in the Corporate Office but none belong to ST. The reasons for non-induction of ST against any post in the Hqrs. Office may be furnished.
- (iv) The administrative Ministry normally keeps administrative/ cadre control over Group 'A' posts and administration of Group 'B', 'C' and 'D' category posts is left with the subordinate organisations/ PSUs. On the same lines Pawan Hans Helicopters Ltd. may also be having administrative control over some of the posts, but the material furnished by Pawan Hans Helicopters Ltd. does not give any information on the matter. The actual position may be furnished.
- (v) In reply to question relating to recruitment and representation of Scheduled Tribes, it has been mentioned that the sanctioned strength of Group 'A' and 'B' was increased from 2006 to 2007 and again in the year 2008. However, the reply indicates non-occurrence of vacancies or much less occurrence of vacancies than the increase in number of posts. Six vacancies in Group 'A' posts occurred in the year 2007 and 12 vacancies occurred in the year 2008, but no post was reserved for or filled from amongst Scheduled Tribes. If the additionally sanctioned posts were not filled, the objective of creating additional posts is defeated. If the additionally sanctioned posts were filled, the shortfall of STs in various categories of posts could have been filled in the year 2007, 2008 and 2009. The reason for not-filling the additionally sanctioned posts and not appointing any ST amongst the vacancies filled during 2006 and 2007, although there is heavy shortfall as well as backlog in Group 'A' categories of posts, may be furnished.
- (vi) It is also noticed that the sanctioned strength of various categories of Group 'C' posts is on continuous decrease from 220 in 2006 to 187 in 2007 and 162 in 2008. In case the reduction of sanctioned posts causes for retrenchment of employees, it has to be ensured that the representation of Scheduled Tribes in

the remaining posts compares well with the prescribed percentage of reservation.

- (vii) Relaxations and concessions are stated to have been given to SC and ST candidates in the matter of Direct Recruitment as well as promotion. Since there has been no direct recruitment and promotion in the past several years, a detailed note on the relaxation and concession provided in general and to each ST employee in Group 'B' and 'C' categories of posts may be furnished.
- (viii) In view of the above discussed position, the National Commission for Scheduled Tribes would like to examine the rosters being maintained for various posts in Pawan Hans Helicopters Ltd. A team of officers from National Commission for Scheduled Tribes will be deputed to inspect the rosters and guide the officials of the personnel department of Pawan Hans Helicopters Ltd. in preparation and maintenance of rosters.
- (ix) Regarding training of pilots for Helicopters, it was informed that the training is conducted at HAL Bangalore, but there is no public sector institution for training with regard to maintenance of the Helicopters. Chairman & Managing Director, Pawan Hans Helicopters Ltd. informed that the company is going to set up a Maintenance Training School for which candidates having qualified 10+2 examination with non-medical science subjects will be selected for training. After training at the MTS, the trainees are likely to be absorbed in Pawan Hans Helicopters Ltd. itself or hired by other private companies in the field of Helicopter service. In order to improve the intake of STs among technical staff, the Commission advised CMD to earmark some seats for ST candidates, to be selected from backward tribal areas. Chairman & Managing Director, PHHL agreed to the proposal and requested the Commission to assist the company in making selection of ST candidates from the tribal areas. It was also stated that the expenditure on training of one candidate is about 1.4 lakhs per annum for three years training followed by one year of practical training. CMD proposed to allot five seats to ST candidates and requested the Commission to indicate if some fundings were available to meet such expenditures. The Hon'ble Vice-Chairman, while agreeing to the request, advised the CMD to send a self-contained proposal to the Commission.
- (x) The Commission was also informed that even a Group 'C' level employee can be promoted through the Group 'A' level (E 1 category), if he qualifies the examination conducted by DGCA, but none of the Group 'C' and 'B' level ST

employees has so far qualified the DGCA examination. The Commission advised the Management for providing in service training to ST employees so that they find themselves eligible and qualifying for the examination and enter Group 'A' training of posts. CMD, PHHL agreed to the proposal saying that the company would like to take any step to increase the intake of ST candidates in the organisation.

- (xi) The PHHL would set up a Grievance Redressal mechanism, preferably through Computerization so that ST employees do not feel frustrated and are not compelled to approach outside agencies for redressal of their grievances.
- (xii) Under the Corporate Social Responsibility and the Tribal Sub-Plan of the organisation, PHHL was advised to undertake welfare activities in the sphere of education and health care of tribal and other population in the tribal areas near the areas of operation and corporate/ business addresses of the organisation.

3. The meeting ended with vote of thanks to the chair.

## ANNEXURE I

Attendance SheetNational Commission for Scheduled Tribes

**Sub: Meeting to review the implementation of service safeguards and development programmes for Scheduled Tribes in Pawan Hans Helicopters Ltd. held on 23.07.2009 at 11:30 Hrs. in the PPHL at Delhi-Participants**

| S.No.      | Name and Designation  | Tel. & Mobile No. | Signature  |
|------------|---|-------------------|------------|
| <b>I.</b>  | <b>National Commission for Scheduled Tribes</b>                             |                   |            |
| 1          | Shri Maurice Kujur, Vice-Chairperson  |                   | (In chair) |
| 2          | Shri Aditya Mishra, Joint Secretary   |                   |            |
| 3          | Shri R.C. Durga, Director   |                   |            |
| 4          | Shri Vinod Aggarwal, Director   |                   |            |
| 5          | Shri R.P. Vasishtha, Deputy Secretary                                       |                   |            |
| 6          | Smt. K.D. Bhansor, Deputy Director  |                   |            |
| <b>II.</b> | <b>Pawan Hans Helicopters Ltd.</b>  |                   |            |
| 1          | Shri R.K. Tyagi, Chairman & Managing Director                               |                   |            |
| 2          | Shri Deepak Kapoor, General Manager (Engineering) & Liaison Officer (SC/ST) |                   |            |
| 3          | Shri C.P. Singh, General Manager (Infocom Services)                         |                   |            |
| 4          | Shri R.B. Kushwaha, Dy. General Manager (Personnel & HRD)                   |                   |            |
| 5          | Shri A.C. Poricha, Dy. General Manager (Personnel and Administration)       |                   |            |