

**Financial Assistance to Kerala State  
Road Transport Corporation**

2535. SHRI SURESH KURUP : Will the Minister of SHIPPING AND TRANSPORT be pleased to state :

(a) whether Union Government or Southern Railway has made any investment or provident financial assistance to Kerala State Road Transport Corporation ;

(b) if so, on what terms and un-conditions ; and

(c) whether any condition regarding payment of interest and return to the amount was also provided ?

THE MINISTER OF STATE IN THE MINISTRY OF SHIPPING AND TRANSPORT (SHRI Z. R. ANSARI) : (a) to (c) : In terms of Section 23(1) of the Road Transport Corporation Act, 1950, the Central Government and the State Government provide to State Transport Corporation, established by the State Government, the capital, in such proportion as agreed to by both the Govts. for the purpose of carrying on the Undertaking and for purposes connected therewith.

Accordingly the Central Govt. have been providing loan capital to different State Road Transport Corporations. As on 31.3.85, an amount of Rs. 13,65,34,400 has been given as Central Government's Capital Contribution to Kerala State Road Transport Corporation. This is an interest bearing loan, in perpetuity.

**Problems of Staff of Badarpur  
T.P.P.**

2536. SHRI C. K. KUPPU-SWAMY : Will the Minister of IRRIGATION AND POWER be pleased to refer to the reply given to USQ. No. 1414 dated 26 March, 1985 regarding findings of the Committee appointed to examine the problems of the staff of Badarpur Thermal Power Station and lay a statement showing :

(a) the recommendations made by the Committee appointed by the Department of Power to examine the personnel problems of Badarpur Thermal Power Station ;

(b) the action taken by Government on each recommendation and full details thereof ;

(c) whether all the recommendations have been implemented ;

(d) if not, the recommendations which are yet to be implemented and full reasons for not implementing them ; and

(e) whether Government would ensure that all recommendations are implemented by the present management without delay ?

THE MINISTER OF STATE IN THE DEPARTMENT OF POWER (SHRI ARUN NEHRU) : (a) to (e) : Most of the recommendations made by the Committee found reasonable/justified have already been implemented. Details of recommendations and the action taken on them are given in the statement below :

**Statement**

*Details of recommendations made by the Committee regarding personnel problems at Badarpur Thermal Power Station and Status of implementation*

| Recommendation of the Committee | Status of Implementation |
|---------------------------------|--------------------------|
| 1                               | 2                        |

1. *Transfer Policy* :

(i) Transfer of employees upto Workmen and Supervisory categories :

Employees of Workmen and Supervi- Recommendation has been

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sory categories are normally not to be transferred from BTPS to any other projects unless the request is specifically made by the employees and approved by the Management.

- (ii) Transfer of employees on promotion from Supervisory category to Executive Category :

- (a) Total sanctioned strength of E-1 and E-2 categories at BTPS may be combined and distributed between promotee Executives and direct-recruited Executives in such a way that at least 50% of the combined sanctioned strength is filled up by promotees. However, in case, in actual practice this percentage happens to be more than 50% as on 1.12.1984, then that percentage of share of promotees in E-1 and E-2 combined sanctioned strength shall be retained for future application.
- (b) At every standard date of promotion in the months of January and July, 50% of the supervisors selected for promotion may be posted at BTPS and the rest 50% may be sent out to other projects.
- (c) To create sufficient number of vacancies at BTPS for accommodating 50% of the promotees to E-1 Executives, 50% of the already working E-1 Executives who have spent at BTPS 3 years in the grade and are due for further promotion to E-2 category, as well as 50% of the E-2 Executives (Promotees as well as direct-recruits) who have spent 3 years at BTPS and are due for further promotion to E-3, may be transferred outside BTPS to other projects of NTPC.
- (d) The criterion for retaining an employees at BTPS should be strictly the order of merit.

accepted and implemented.

Recommendations have been accepted.

To the extent possible officers will be transferred and to keep percentage of promotees to 50%.

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**2. Promotion Policy :**

- (i) An employee who qualifies in this AMIE examination and has already put in at least 3 years, in supervisory grade may be considered for promotion to Executive E-1 grade.
- (ii) BTPS Management should finalise immediately Channel-of-Promotion Charts for each Discipline and circulate these Charts widely among the concerned employees.
- (iii) In the case of these employees whose career growth is obstructed on account of subsequent fixation of minimum educational qualification and who are already discharging their responsibility efficiently the condition of minimum educational qualification may be relaxed.
- (iv) In the case of those employees when Management has specifically directed to perform on regular basis duties of a higher grade, consideration may be given to their placement in the proper grade of work.

NTPC considers employees who qualify in AMIE for appointment to executive cadre through executive training scheme on completion of which they can be straightaway placed in E-2 category.

Channel of promotion chart has been prepared by NTPC. This will be circulated only after it is discussed in Joint Bipartite Negotiating Committee.

Based on merit such relaxation has already been granted for categories like Loco-Dozer Operators, Shuntman, Assistant Gr. II and Technical Helpers etc.

These cases, if any, will be examined on merits.

**3. Overtime Allowance :**

- (i) Management must exercise strict vigilance in authorising overtime. The ceiling in number of hours of work in a week including overtime should not exceed 60 hours for any employees as per Section 64(4) of the Factories Act, 1948.
- (ii) Six day shift rota system following the existing shift hours may be adopted in the Operating Wing by discontinuing the off-day after every three days of shift work and by providing only one off-day/week.

This recommendation has been accepted and overtime is being regulated according to need.

This recommendation has been accepted by the Management. However, due to employees' composition, it has not yet been implemented.

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(iii) Workmen in Operating Wing may be allowed overtime allowances for double shift performed at twice the rate of ordinary wages.

(iv) Workmen in Operating Wing may also be allowed overtime allowance for all holidays whether the person is on shift duty or is on weekly rest day, at twice the ordinary wage; or a compensatory off, as per the discretion of the workman.

These are linked with the recommendation No. (ii) above and hence, could not be implemented.

(v) All employees working in Supervisory categories at BTPS may be allowed overtime wages for working beyond normal duty hours at single rate of ordinary wages on the basis of the principle laid down in NTPC Corporate Personnel Division Circular No. O1 : Pers : 7(3)/dated 14th May, 1984.

This has been accepted and implemented in respect of Supervisory categories performing duty of 48 hours in a week.

#### 4. *Welfare Amenities at BTPS :*

(i) Sufficient facilities for changing the clothes, locker facilities for shortage and clean tiled bathing rooms with hot and cold water shower arrangements should be provided.

Necessity of providing facility for hot water is not felt by the employees as they are habitual in leaving the working places immediately after completing work to catch the Chartered buses or to go to their houses in the close by township. However, facility for cold water and changing clothes exit, wherever necessary.

(ii) Sufficient number of wooden stools at suitable locations in the various Plant areas should be provided for the sitting facility of an operating staff whenever he is not engaged in his normal work.

Chairs have been provided whenever necessary.

(iii) Eleven First-Aid boxes are insufficient as per the norm of one box for every 150 workers/employees as stipulated in the Factories Act. On this basis of the norms, at least 18 First-Aid Boxes

Recommendation has been implemented.

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should be provided. Employees Morcha have demanded 20 First-Aid Boxes. I would recommend provision of 20 First-Aid Boxes.

- (iv) There are at present 2 Ambulances at BTPS—one kept at the Dispensary and the other kept in the Station area under the control of the Shift-Charge-Engineer. Two more are being procured by the Management. These Ambulances should be well maintained and kept in a state of readiness along-with the Drivers all the time.
- (v) Employees' Morcha have asked that there should be a qualified Medical Practitioner round the clock. The Management has stated that qualified Doctors are available in the Dispensary upto 10 P.M. I would recommend availability of a Doctor on duty at the Dispensary during night hours also.
- (vi) The Canteen kitchen is rather dark and needs to be properly ventilated, naturally-lighted and illuminated. BTPS Management told me that very soon they are going to switch over to gas cooking which will improve the condition in the kitchen considerably:
- (viii) Employee's Morcha have asked that lunch room should be provided for the shift staff in all the 3 stages of the Plants. I would feel that provision of a separate Lunch room for the operating staff may be difficult as they are stationed over a very wide area and they cannot leave their Stations. Possibility of provision of a number of small lunch enclosure near the Stations of duty could be explored. The BTPS Management may discuss this with the employees to find a feasible solution.
- (viii) Rest rooms may be provided.

Recommendation has been accepted.

Appointment Order to Medical Officer has been issued for night duty. However, even at present Dispensary is working round the clock.

Gas cooking has already been introduced in the kitchen and ventilation arrangements made.

Technically it is not feasible to provide several luncheon enclosures at the work spots. Spacious Canteen with staggered lunch hours exists.

Half hour rest interval does not justify additional rest room. Workers leave

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the work places for their houses immediately at the close of the shift due to closeness of township and fixed things of Chartered Boxes.

5. *Payment of Bonus to BTPS Employees :*

- (i) Keeping in view the stipulations of the Payment of Bonus Act, BTPS is not entitled for payment of Bonus. However, as per instructions of the BPE, BTPS employees are already being paid Ex-gratia payment equivalent to the amount of Bonus which they would have received had the provision of the Bonus Act been applicable to BTPS. The employees should be satisfied with this special dispensation.

No action is called for.

6. *Carry forward of Earned Leave of CEA/CWC staff absorbed in BTPS :*

- (i) My view on this matter is clear, the CEA/CWC employees were at BTPS because the Project was managed at that time by the CEA/CW&PC. The decision for transfer of the Project to NTPC was that of the Government. For the running of the Project, the continuance of the CEA/CWC staff was in public interest. The Government decision and the public interest should not jeopardise the personal interest of the employees. Settlement of leave account and the remittance of cash equivalent are matters to be shrted out between NTPC and CEA/CWC which are the limbs of the Government. Even in the case of work-charged employees, the benefit of carry forward of earned leave accumulated by them prior to the NTPC take over was given as per the Settlement dated 31.8.1978 between the NTPC Management and the BTPP Employees Union. There is no reason why regular employees of CWPC, now CEA/CEC, posted at BTPS and absorbed by NTPC, in the BTPS

N.T.P.C. has been asked to discuss this with CEA/CWC.

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organisation should suffer in comparison with the work-charged employees.

- (ii) Carry-forward of the entire earned leave accumulated by CEA/CWC employees prior to NTPC take-over is therefore, imperative, even if it calls for relaxation of rules of grant of special dispensation at the highest level. Most urgent action is required as the dead-lock has been continuing for a long time.

**Payment of Royalty by M/s. A. H. Wheeler and Company and M/s. H. Botham and Company**

2537. DR. KRUPASINDHU BHOI : Will the Minister of RAILWAYS be pleased to state :

(a) what is the percentage of the royalty being paid to Government by M/s. A. H. Wheeler and Company and M/s. H. Botham and Company on behalf of the railway book stalls allotted to them ;

(b) when was this percentage fixed ;

(c) whether the royalty has been revised recently, if so, the details thereof ;

(a) whether the same percentage of royalty is being taken from other vendors and companies, such as unemployed graduates etc. ; and

(e) if not, the reasons therefor ?

**THE MINISTER OF RAILWAYS (SHRI BANSI LAL) :** (a) 3 per cent of sales turnover.

(b) and (c) : The percentage of royalty was raised from 2½% to 3% with effect from 1.1.1985.

(d) No, Sir.

(e) It is the Government's policy to encourage running of bookstalls by unemployed graduates, their partnerships, associations, etc. and not to treat them at par with major bookstall contractors as far as royalty is concerned.

**Nidubrolu-Nizampatnam Rail Line**

2538. SHRI C. SAMBU : Will the Minister of RAILWAYS be pleased to state :

(a) whether the survey work to construct 25 k.m. broad gauge railway line from Nidubrolu to Nizampatnam has been completed ; and

(b) if so, by what time the construction work on said rail line is likely to be started ?

**THE MINISTER OF RAILWAYS (SHRI BANSI LAL) :** (a) and (b) : The survey completed recently reveals that this line, 21.5 kms long, would cost Rs 12.19 crore and will be financially unremunerative.

In view of the severe constraints of resources and heavy commitments already in hand, there is no likelihood of taking up this work in the near future.

**Scheme to Open Screening Centre in Sagar (Madhya Pradesh)**

2539. SHRI NANDLAL CHAUDHARY : Will the Minister of