

Managerial pool for Public Sector Enterprises

2705. SHRI BIRENDER SINGH RAO : Will the Minister of FINANCE be pleased to state :

(a) whether 14-year old Industrial Management Pool, set up to provide public sector enterprises with managerial personnel at the top and senior levels, is in stagnation;

(b) whether, despite recommendations of the Estimates Committee, the Pool has neither been converted into a regular service nor expanded to keep pace with the growth of the public sector; and

(c) if so, Government's reaction there to ?

THE MINISTER OF FINANCE (SHRI YESHWANTRAO CHAVAN) : (a) It would not be correct to say that the Industrial Management Pool is in stagnation as can be seen from the table below :—

	Position of IMP Officers	
	Initial position (1960)	Position as on date
Grade I (Rs. 2750 fixed)	—	3
Grade II (Rs. 2500 fixed)	2	13
Grade III (Rs. 2000-125-2250)	3	25
Grade IV (Rs. 1600-100-2000)	9	22
Grade V (Rs. 1300-60-1600)	18	17
Grade VI (Rs. 1100-50-1400)	26	8
Grade VII (Rs. 700-1150)	39	
Lower Grade (Rs. 400-710)	2	
Others in various grades (allocation to grades not available)		31
Total	130	88

(Wastage of strength by resignation from the cadre as well as by normal retirement accounts for the difference in the total figures)

Some of the major public enterprises like Hindustan Steel Ltd. and Bokaro Steel Ltd., are headed by officers of the Pool.

(b) Presumably the Honourable Member is referring to the observations/recommendations made by the Estimates Committee in their Ninth Report (First Lok Sabha, 1953-54) and Fifty-second Report (Third Lok Sabha, 1963-64) where the Committee had emphasised the need for ensuring the availability of adequate managerial talent for manning the public enterprises and in this connection suggested the constitution of a centralised Service as well as the implementation of suitable training programmes. The Industrial Management Pool constituted by the Government of India in 1957, is a Central Service Class I. Appointments to the various grades of the Pool were made during 1959-60. After the initial intake, however, there has been no further recruitment to the Pool.

(c) Government have accepted the validity of the views of the Administrative Reforms Commission in regard to personnel policies in public enterprises, expressed in their Report on Public Sector Undertakings. It was the view of the Administrative Reforms Commission that it is neither necessary nor desirable to constitute a common cadre for managerial and technical personnel for the public sector as a whole. It may also not be desirable to have any external agency for undertaking the recruitment of personnel required by the public enterprises. In this context, Government do not have at present any proposal to revitalise the Industrial Management Pool. However, Government have instituted a suitable machinery to spot managerial talent for the public enterprises. The Bureau of Public Enterprises for this purpose empanels suitable persons with proven ability in various areas of industrial and commercial management and administration drawn from the officers of the public enterprises, Industrial Management Pool, managers of private sector industry and commerce as well as those in permanent civil and defence services in Government. These panels are utilised for selection of managers at the middle and top levels, whenever necessary.

Sale of Jute Mills and Other Concerns by M/S. Andrew Yule and Company, Calcutta

2707. SHRI S. M. BANEJEE : Will the Minister of COMPANY AFFAIRS be

pleased to state:

(a) Whether M/s. Andrew Yule & Company Limited, Calcutta are secretly selling jute mills and other profiteering concerns;

(b) whether this has been brought to the notice of Government by the Employees Union; and

(c) if so, the steps taken in this regard?

THE MINISTER OF COMPANY AFFAIRS (SHRI RAGHUNATHA REDDY)

(a) to (c) : The company's balance sheet as at 31. 12. 70, disclose the disposal of the investments of the value of Rs. 4,92,260/— in other companies. It has come to the notice of the Government that the company is transferring its holdings in M/s. Budge Budge Amalgamated Company Limited which owns a jute mill to certain business houses. M/s. Andrew Yule & Co. Ltd. were the erstwhile Managing Agents of M/s. Budge Budge Amalgamated Company Limited. Matter is being looked into to see if any of the provisions of the Companies Act, 1956 has been infringed. A representation purporting to be from minority shareholders of Budge Budge Amalgamated Company Limited has been received.

Option From Civil Servants for Absorption in Public Undertakings

2708. **SHRI CHINTAMANI PANIGRAHI** : Will the Minister of FINANCE be pleased to state :

(a) whether a vast majority of civil servants on deputation to the public sector undertakings has refused to opt in favour of the undertakings they are currently serving in;

(b) if so, the number of such civil servants; and

(c) whether Government are formulating any personnel policy for the public sector Undertakings?

THE MINISTER OF FINANCE (SHRI YESHWANTRAO CHAVAN) : (a) and

(b). According to Government orders, deputationists from the permanent civil services other than those in the Industrial Management Pool, and from the Defence services other than those employed in the Defence Production Undertakings have to exercise an option, between permanent absorption in the enterprises where they are employed or reversion to their parent cadres within stipulated periods varying from two to three years. As such, in many cases, the time for exercise of option has not yet come. However, according to available information, it appears that a larger number of deputationists is opting for services in the Public Enterprises rather than reverting to their Government Cadres. Out of an estimated 300 deputationists who had to exercise option as on date more than about 50% have decided to permanently opt for service in the undertakings.

(c) Government's intention is to make the public enterprises self-reliant in managerial resources. It is towards this end that the orders for reducing the dependence of the enterprises on deputationists from Government were issued, as this would undoubtedly assist the enterprises in developing homogeneous managerial cadres. Government have further laid down guidelines and Government also render assistance for the recruitment of suitable managerial personnel and their development by training, job rotation, career planning, etc. The personnel policies of the public enterprises are also kept under constant watch so as to take remedial action to meet shortcomings wherever they exist.

Causes of Excessive and Perennial Rains This Year

2709. **SHRI B. R. SHUKLA** : Will the Minister of TOURISM AND CIVIL AVIATION be pleased to state :

(a) whether any steps have been taken to investigate the causes of the unusual and almost perennial rainfalls during this year beginning from early March upto the 18th October, in the northern parts of the country, namely, in U. P., Bihar and Haryana;

(b) if so, the main features; and