



**COMMITTEE ON WELFARE OF OTHER
BACKWARD CLASSES (2019-20)**

(SEVENTEENTH LOK SABHA)

MINISTRY OF POWER

**'Measures undertaken to secure representation of OBCs in
employment and for their welfare in NHPC Ltd'**

FIRST REPORT



सत्यमेव जयते

**LOK SABHA SECRETARIAT
NEW DELHI**

December, 2019/ Agrahayana 1941 (Saka)

FIRST REPORT

COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2019-20)

(SEVENTEENTH LOK SABHA)

MINISTRY OF POWER

**'Measures undertaken to secure representation of OBCs in
employment and for their welfare in NHPC Ltd'**

*Presented to Lok Sabha on 12.12.2019
Laid in Rajya Sabha on 12.12.2019*



सत्यमेव जयते

**LOK SABHA SECRETARIAT
NEW DELHI**

December, 2019/ Agrahayana 1941 (Saka)

C.O.OBC No. 33

Price : Rs

@2014 BY LOK SABHA SECRETARIAT

Published under Rule 382 of the Rules of Procedure and Conduct of Business in Lok Sabha (Fifteenth Edition) and printed by the General Manager, Government of India Press, Minto Road, New Delhi-110002.

CONTENTS

PAGE

COMPOSITION OF THE COMMITTEE (2019-20).....	(ii)
INTRODUCTION.....	(iv)

PART-I

NARRATION ANALYSIS

CHAPTER I	Introductory.....	1
CHAPTER II	Representation of OBCs in NHPC.....	4
CHAPTER III	Backlog Vacancies and Special Recruitment Drive.....	7
CHAPTER IV	Monitoring mechanism for implementation of reservation policy.....	10
CHAPTER V	Corporate Social Responsibility.....	16
CHAPTER VI	Outsourcing of Services/Jobs.....	17

PART-II

Observations/Recommendations.....	20
-----------------------------------	----

ANNEXURES

ANNEXURE-I	Organisation chart of NHPC.....	29
ANNEXURE-II	Certified copy of complaint register of 2017-18 & 2018-19.....	30
ANNEXURE-III	Details of periodical meetings held with NHPC OBC Employees Welfare Association for the last three years i.e. 2016, 2017, 2018 and 2019.....	33
ANNEXURE-IV	Details of Departmental Promotion Committee Constituted since 2016.....	44
ANNEXURE-V	Copies of Advertisement.....	51
ANNEXURE-VI	Details of Office Bearers of NHPC OBC Employees Welfare Association.....	54
ANNEXURE-VII	Unit-wise details.....	55

APPENDICES

I.	Minutes of the Sitting of the Committee held on 09.09.2019.....	57
II.	Minutes of the Sitting of the Committee held on 18.11.2019.....	60
III.	Minutes of the Sitting of the Committee held on 09.12.2019.....	63

COMPOSITION OF THE COMMITTEE ON WELFARE OF OBCs (2019-20)

SHRI GANESH SINGH- CHAIRPERSON

MEMBERS
LOK SABHA

2. Shri Ramesh Bidhuri
3. Shri S. Jagathrakshakan
4. Smt S. Jothimani
5. Shri Dileshwar Kamait
6. Smt. Raksha Nikhil Khadse
7. Shri Bandi Sanjay Kumar
8. Shri Sadashiv Kisan Lokhande
9. Dr. (Smt.) Pritam Gopinathrao Munde
10. Shri Balak Nath
11. Shri Ajay Nishad
12. Dr. Sanghamitra Maurya
13. Shri Parbhatbhai Savabhai Patel
14. Shri Kapil Moreshwar Patil
15. Shri Mahesh Sahoo
16. Shri Sanjay Seth
17. Shri Ram Shiromani
18. Shri K. Sudhakaran
19. Shri Rajesh Verma
20. Shri Ashok Kumar Yadav

RAJYA SABHA

21. Shri Ram Narain Dudi
22. Shri T.K.S. Elangovan
23. Shri B.K. Hariprasad
24. Shri Vishambhar Prasad Nishad
25. Dr. Banda Prakash
26. Shri K.K Ragesh
27. Smt. Vijila Sathyananth
28. Shri Ram Nath Thakur
29. Smt. Chhaya Verma
30. Shri Harnath Singh Yadav

SECRETARIAT

- | | | | |
|----|---------------------|---|---------------------|
| 1. | Smt Anita B. Panda | - | Joint Secretary |
| 2. | Shri N.K. Pandey | - | Director |
| 3. | Shri Md. Aftab Alam | - | Additional Director |

INTRODUCTION

I, the Chairperson, Committee on Welfare of Other Backward Classes (2019-20) having been authorised by the Committee to present the Report on their behalf, present this First Report on 'Measures undertaken to secure representation of OBCs in employment and for their welfare in NHPC Ltd.' pertaining to the Ministry of Power.

2. The Committee took evidence of the representatives of the Ministry of Power and NHPC on 09.09.2019 and 18.11.2019. The Committee wish to express their thanks to the representatives of the Ministry of Power and NHPC Ltd. for appearing before the Committee for evidence and furnishing the information desired by the Committee in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee at their sitting held on 9.12.2019.

4. The Committee place on record their appreciation for the valuable assistance rendered to them by the officials of the Lok Sabha Secretariat attached to the Committee.

5. For facility of reference and convenience, the observations and recommendations of the Committee have been printed in bold letters in Part-II of the Report.

**NEW DELHI;
9th December, 2019
18 Agrahayana, 1941 (Saka)**

**GANESH SINGH,
Chairperson,
Committee on Welfare of Other Backward Classes**

CHAPTER I PART I

Report

Introductory

1.1 NHPC Limited (Formerly known as National Hydroelectric Power Corporation Ltd.), a Govt. of India Enterprise, was incorporated in the year 1975 with an authorized share capital of ₹ 200 Crore and with an objective to plan, promote and organize an integrated and efficient development of hydroelectric power in all aspects. Later on, NHPC expanded its objectives to include development of power in all aspects through conventional and non-conventional sources in India and abroad.

1.2 At present, NHPC is a Mini Ratna Category-I Enterprise of the Govt. of India with an authorized share capital of ₹ 15,000 crore. The Company has promoted subsidiaries/associate companies viz. Narmada Hydroelectric Development Corporation (NHDC), Madhya Pradesh, Chenab Valley Power Projects Pvt. Ltd. (CVPPP), Jammu & Kashmir, Loktak Downstream Hydroelectric Corporation Ltd., Manipur, Bundelkhand Saur Urja Ltd., Uttar Pradesh, National High Power Test Laboratory (P) Ltd.

1.3 It has also been informed that on incorporation, NHPC took over the execution of Salal Stage-I (J&K), Baira Siul (Himachal Pradesh) and Loktak (Manipur) Hydroelectric Projects from Central Hydroelectric Project Construction and Control Board. Since then, it has commissioned 24 Projects with an installed capacity of 7071.2 MW which includes two projects having aggregate Installed capacity of 1520 MW set up in joint venture with Govt. of Madhya Pradesh through subsidiary company NHDC Ltd.

1.4 In connection with the examination of the subject " Measures undertaken to secure representation of OBCs in employment and for their welfare in NHPC Limited,

the Committee obtained Background Note/Written Replies from the Ministry of Power/NHPC Ltd., apart from taking the oral evidence of the representatives of the Ministry of Power and NHPC Ltd. The Committee also undertook study visit to Gangtok, Sikkim to obtain feedback at the field level. Based on the written submissions and oral deposition of the representatives of the Ministry of Power and NHPC Ltd. and inputs gathered during on-the-spot Study Visit, the Committee have examined the subject in detail as enumerated in the succeeding paragraphs.

Organisation Set-up

1.5 The Organisation chart of NHPC is given at *Annexure-I*.

1.6 The composition of Board of Directors as per the details available on the website of NHPC on 31.10.2019 is as under:

A. Whole-time Functional Directors	:	05
B. Government Nominee Directors	:	01
C. Independent Directors	:	05

1.7 In response to the query of the Committee about the officials belonging to OBC category in the Board/Top Management Body of NHPC, it was informed that the appointment of Directors are being made by Government of India and as on date, the Board does not have any member belonging to OBC category.

HUMAN RESOURCE TRAINING

1.8 As per the information provided in the Annual Report of NHPC (2018-2019), during the year, Training & Human Resource Development (T&HRD) has organized competency and capacity building programmes in the areas of Civil & Electrical Engineering, Design, HR, Finance and other core areas to ensure that employees of the Company keep abreast with the latest technological advancement. The reimagined

approach to learning and development has helped the Company to provide 20,744 man-days training to its employees during the period. In addition to these programmes, executives were nominated in customized training programmes, organized at India's leading institutes like IIMs, IITs, CBIP etc. to enhance their skills for achieving higher productivity and efficiency in the organization. Total 583 executives were sponsored in different programmes organized by the above institutes. Besides, executives were also sponsored for higher education courses viz. MBA etc. and deputed for foreign training programmes to become aware of the global practices in the field of hydropower development. NHPC has four training centers viz. Salal (Jammu & Kashmir), Uri (Jammu & Kashmir), Tanakpur (Uttarakhand) and Chamara-I (Himachal Pradesh). These training centers also organized skill development programmes in different trades for the employees. NHPC in its process to benchmark with leading CPSEs in the country, organized various cross sectoral programmes to understand practices followed in the respective organizations. The programmes organized were on 'Contracts and Arbitration', 'Solar Development', 'Hydropower Development' etc. During the year under report, revised pay scales w.e.f. 01.01.2017 for Board Level, Below Board Level executives, supervisors and workmen were implemented in the Company.

CHAPTER II

REPRESENTATION OF OBCs in NHPC

STAFF STRENGTH

2.1 Ministry of Power has informed that in all the recruitment exercises carried out by NHPC Limited, reservation norms with respect to prescribed percentage of reservation have been strictly enforced. After the issue of reservation orders for OBCs effective from September 8, 1993, NHPC Limited has recruited total 1184 OBC employees out of total 4351 employees in Group A and B. Further, NHPC Limited has also implemented the post-based reservation rosters as per instructions contained in Department of Personnel & Training O.M. No. 36012/2/96-SC/ST dated July 02, 1997.

2.2. When asked to provide Group-wise details of the total number of sanctioned posts which are filled through direct recruitment and also the number of posts reserved for OBCs, present strength and shortfall vacancies of OBCs, NHPC furnished information to the Committee as under:

Group	Sanctioned Post	Requirement of No. of OBCs on Sanctioned posts (27% of col. 2)	OBC Manpower (1.8.2019)	Shortfall Vacancies
1	2	3	4	5
A	4121	1112	608	504
B	1769	477	150	327
C	3569	963	112	851
D	1141	308	42	266

2.3 The Committee were further informed that the total manpower in NHPC and number of OBC employees amongst them as on 01.08.2019 is as under:-

Group	Total employees	OBC Employees	Percentage
A	2951	608	21%
B	712	150	21%
C	2027	112	6%
D	823	42	5%
Total	6513	912	14%

The details of total number of employees recruited in Group A and B on all India basis since 08.09.93 and total number of OBC employees recruited are as under:

Group	Total recruitment since 08.09.1993		
	Total employees recruited	Total OBC recruited	Percentage
A	2804	780	27.82%
B	1547	404	26.11%

Reasons adduced by the Ministry for non-recruitment of employees in Group 'C' and Group 'D' in NHPC are as follows:

- NHPC has acquired manpower under its R&R plan by adopting Project Affected Families (PAF) and through compassionate appointment & compulsory absorption from the Brahmaputra Board etc. Now, most of the Projects have been commissioned and are in the operational/generation phase wherein requirement of manpower is very less as compared to construction phase. As such NHPC is having excess manpower in Group 'C' & Group 'D'.
- Due to technical advancement and outsourcing of non-core activities for achieving market competitiveness requirement of manpower in Group 'C' and Group 'D' has reduced.

- Total O&M expenses of NHPC Limited is much higher than the CERC prescribed limit. Any new recruitment will further increase NHPC's O&M expenses which will also lead to increase in tariff rates, thus adversely affect business competitiveness.

CHAPTER III

BACKLOG VACANCIES AND SPECIAL RECRUITMENT DRIVE

3.1 On being asked to furnish the year-wise and post-wise backlog of OBCs on post and vacancies based roster in all categories prior to/since inception of Roster for OBCs and the short fall as switching over to post based roster vide DOP&T O.M. No.3601212/96 Estt.(Res) dated 02.07.1997 category since 02.07.1997, Ministry of Power furnished the requisite details as under:-

Year	Category of Posts	No. of Backlog Vacancies
1993	A	0
	B	0
1994	A	0
	B	0
1995	A	0
	B	0
1996	A	2
	B	0
1997	A	2
	B	0
1998	A	2
	B	0
1999	A	55
	B	87
2000	A	61
	B	87
2001	A	0
	B	0
2002	A	0
	B	0
2003	A	0
	B	0
2004	A	0
	B	0
2005	A	0
	B	0
2006	A	0
	B	0
2007	A	8
	B	0
2008	A	6
	B	0
2009	A	37
	B	3

2010	A	52
	B	5
2011	A	81
	B	8
2012	A	105
	B	9
2013	A	68
	B	9
2014	A	76
	B	11
2015	A	9
	B	11
2016	A	5
	B	5
2017	A	5
	B	5
2018	A	5
	B	5

Details shared by the Ministry regarding shortfall as on 02.07.1997 while switching over to Post Based Roster are as under:-

Level of post	Shortfall
Group A	321
Group B	329
Group C (including erstwhile Group D)	2440

3.2 The Committee were further informed that the above shortfall as on 02.07.1997 was on overall manpower which was due to huge manpower inherited by NHPC alongwith three Central Govt. Projects namely Salal, Bairasiul & Loktak after its formation. Further, as on 31.12.1980, NHPC was having 3293 regular employees, 10394. Work Charged employees and 2619. Muster Roll employees. Subsequently, these Work Charged and Muster Roll employees were regularized in NHPC due to which the total manpower strength stood at 16306 out of which 15913 number of employees were from Non-executives cadre.

Due to above huge manpower in Group 'C' & 'D', no recruitment were made in these categories except on account of Compassionate Appointment/ Project Affected Families (PAF)/ Compulsory Absorption from Brahmaputra Board.

3.3 When asked to indicate the number of backlog/shortfall of vacancies of Backward Classes identified and number of vacancies filled in all the Special Recruitment Drives launched during the last five years, the Ministry in a written note stated that the Special Recruitment Drive launched during the last five years are as under:-

Year	Shortfall of OBCs			Filled up		
	A	B	C (including erstwhile Group D)	A	B	C (including erstwhile Group D)
2014	76	11	0	0	0	0
2015	102	11	0	93	0	0
2016	12	11	0	7	6	0
2017	No recruitment has been carried out in the 2017, 2018 & 2019.					
2018						
2019						

Chapter IV

MONITORING MECHANISM FOR IMPLEMENTATION OF RESERVATION POLICY

4.1 When asked by the Committee about the steps taken by the Ministry to ensure that the reservation policy for Other Backward Classes are implemented properly, the Ministry in a note stated that the following with regard to NHPC:-

- Post-based, discipline-wise, grade-wise recruitment and promotion rosters are maintained.
- An OBC Cell has been set-up for the welfare of OBCs employees.
- A separate Liaison Officer from the OBC category of the rank of General Manager has been nominated at Corporate level for looking after work relating to matters of reservation for the OBCs in service/ posts.
- OBC Association named “NHPC OBC Employees Welfare Association” is functioning to look after the welfare measures of OBC employees.
- Separate Liaison Officers have also been nominated in Projects/ Power Stations/ Units of the Organization for the welfare of OBC employees.
- Periodical inspections of reservation rosters are carried out by Liaison Officer of Ministry of Power and NHPC Limited.
- A separate Grievance Register for OBC employees is maintained in HR Department to lodge their complaints, if any.
- Submission of periodical Reports/returns of OBC employees to Government/ Ministry of Power are ensured.
- Incorporation of reservation information in Annual Report of the Company.
- The posts reserved for Other Backward Classes, which remain unfilled, are not de-reserved but are carried forwarded for such period till the posts are filled by Other Backward Classes.
- The reservation orders are also applied to appointments made, to ‘Scientific and Technical posts’ up to and including the lowest grade of Group ‘A’ posts in the respective services.

4.2 During the Study Visit of the Committee to Gangtok on 23 June, 2018, the Committee held an informal discussion *inter alia* with the representatives of OBC Employees' Welfare Association of NHPC regarding measures undertaken to secure representation of OBCs in employment and their Welfare. The Committee assured them to look into their grievances and take up the issues with concerned authorities.

Liaison Officer for OBCs

4.3 The Committee were informed that a Liaison Officer of the level of General Manager from the OBC category has been nominated at Corporate level for enforcement of the reservation policy and other welfare measures. Further, apart from Corporate level, Liaison Officer for OBCs has also been nominated at Regional / Project level. All these Liaison Officers belongs to OBC category.

4.4 The Committee were further informed that an OBC Cell is functional under the direct control of Liaison Officer along with following supporting staff:

Sr. Manager (HR) - 2 Nos.

Asstt. Manager (HR) - 2 Nos.

Asstt. Programmer (IT)- 1 No.

Grievance Redressal

4.5 As regards the procedure prescribed for redressal of grievances of Other Backward Classes employees, Ministry of Power stated that NHPC has a well-defined Grievance Redressal Mechanism to redress the grievance of employees including OBC Employees which came into effect from 01.03.1979 and this procedure is called "NHPC Grievance Procedure". NHPC Grievance Procedure is a multi-level mechanism for settlement of grievance and Grievances of employees are settled in three stages as under:

❖ Stage-I

- Aggrieved employee may present his grievance verbally to his immediate superior officer.
- If he is not satisfied with the verbal reply, he may submit his grievance in writing to the next superior officer not below the rank of Deputy Manager within a weeks' time.
- Reply is to be given in reasonable time but not more than 15 days.

❖ Stage-II

- If not satisfied by the reply at stage-I he may present his grievance within one week to the head of the Division/Head of the Project.
- Reply is to be given in 15 days' time

❖ Stage-III

- If not satisfied at the stage-II also he may present his grievance to Grievance Redressal Authority which comprises of following members.
 1. Chairman – Officer in the level of Executive Director
 2. Member Secretary- Officer in the level of Executive Director
 3. Member – Officer in the level of Executive Director
 4. Member(PWD)- Officer in the level of Manager
- At this stage the grievance should be settled in reasonable time but should not normally take more than 90 days.

The Ministry of Power further submitted that the Grievance Redressal Authority holds its meeting normally in every month and the Grievances of all employees including OBC employees are redressed in regular manner. Opportunity for personal hearing is also given depending upon the nature of Grievance.

4.6 When asked about the number of complaints received from OBCs employees during each of the last five years, the Ministry in a written reply furnished the details as under:

Year	No. of grievances	Opening Balance	Addition during the year	Closed/Disposed off during the year	Closing Balance
2016	01	0	01	01	00
2017	04	00	04	03	01
2018	03	01	02	02	01
2019	01	01	0	01	00

Certified copy of complaint register of 2017-18 & 2018-19 is enclosed at *ANNEXURE – II*.

4.7 The nature of these complaints, the number of complaints disposed of favorably were also placed before the Committee in the given format as under:

Sr. No.	No. of complaints opening balance	Nature of complaints	Disposed of favorably	The most frequent nature of complaints	Systematic correction measures taken	No. of closing balance
2014-15	01	Evaluation of PAR	00	-	-	00
2015-16	04	Pay Fixation, Evaluation of PAR, Arrear of Lease amount	01	Pay fixation	Yes	01
2016-17	03	Promotion, TTA claims	00	Promotion	-	01
2017-18	06	Promotion	01	Promotion	Yes	01
2018-19	01	Promotion	01	Promotion	Yes	00

4.8 When the Committee enquired about holding periodic meetings with Other Backward Classes employees to sort out their problems and grievances, the Ministry in a note stated as follows:

"Yes, NHPC Management holds periodical meetings with NHPC OBC Employees Welfare Association to sort out their problems and grievances expeditiously"

Details of periodical meetings held with NHPC OBC Employees Welfare Association for the last three years i.e. 2016, 2017, 2018 and 2019 are at *Annexure - III*.

4.9 In reply to a query relating to inclusion of representative of OBCs in various recruitment Boards / Selection Committees/DPCs for the post wherein reservation / concessions for Backward classes are applicable, Ministry of Power in a note stated as under:

"The Selection Committee always consists of representative of OBC. Although, in promotion reservation is not applicable for OBC category. However, one OBC member is also present in each Departmental Promotion Committee. OBC Member in recruitment Board.

Details of Departmental Promotion Committee constituted since 2016 is enclosed at *Annexure-IV*.

4.10 On being asked whether the number of posts reserved for OBCs are clearly indicated in the advertisement for direct recruitment and also whether copies of advertisement are sent to Welfare Associations and Organizations of Other Backward Classes, Ministry of Power in a note replied as under:

"Yes, the number of posts reserved for OBCs is clearly indicated in the advertisement for direct recruitment. For Wide publicity, the advertisements are published in leading National / local newspapers alongwith Employment News and uploaded on NHPC website, Website of Ministry of Power, Local Area Network and Notice Board."

Copies of advertisement is enclosed at *Annexure - V*.

Details of Welfare Associations and Organizations of Other Backward Classes alongwith names and their caste, address, email and telephone numbers of Office Bearers and its members is enclosed at *Annexure – VI.*

CHAPTER - V

CORPORATE SOCIAL RESPONSIBILITY

5.1 The Committee have been informed that NHPC follows the CSR guidelines issued by Ministry of Corporate Affairs and Department of Public Enterprises (DPE). NHPC undertakes CSR activities to do overall good to the community residing in the vicinity of its Projects/Power Stations/Units with emphasis on activities for the benefit of the poor and needy sections of the society. Under Corporate Social Responsibility (CSR), NHPC has not chalked out any scheme exclusively for the welfare of Other Backward Classes. CSR Initiatives / activities are selected & implemented for the benefit of the community at large which includes Other Backward Classes as well. Hence, the amount spent on the welfare of OBCs is not possible to be separated and quantified.

5.2 Elaborating on the CSR activities of NHPC, representative of the Ministry submitted during the evidence held on 9 September, 2019, that the advantage with NHPC is that its projects are located in backward region and they are all situated in hilly and in accessible areas where majority of the inhabitants belong to SCs, STs and OBCs categories and therefore in a way they get indirect benefits accruing from the setting of the plant.

5.3 Elaborating further during the evidence, the representative stated the as per their policy, 80% of CSR funds are spent in the regions where their projects are located and while spending remaining 20% of the fund, backward classes are given due consideration.

CHAPTER VI

Outsourcing of Services / Jobs

6.1 On being asked whether NHPC is outsourcing some of their non-core functions, the Ministry replied as under:

"Yes, in order to reduce operational costs in the present age of cut-throat competition, certain non-core activities viz. Security, R&M works of Roads, sweeping, Gardening, Maintenance of Guest Houses/Office Building, etc. have been outsourced through specialized agencies. NHPC awards such works & services to Contractors and Contractors in turn engage contract labourers to execute the work as per requirement."

Unit-wise details are enclosed at *Annexure – VII*.

6.2 During the oral evidence held on 9 September, 2019, on a specific query of the Committee regarding representation of OBCs in Outsourcing in technical job, the representative of the Ministry informed the Committee that they do not have any clause in the contract regarding representation of OBCs.

6.3 When the Committee drew attention of the Ministry towards DOP&T's guidelines which provide for representation of OBCs in Outsourcing job, the representative of Ministry of Power/NHPC submitted that there are a few individual contract in NHPC. The representative further assured the Committee that NHPC will comply with the laid down provisions.

6.4 In reply to a query about the steps being taken by Ministry to secure the interest of OBCs in outsourced jobs, the Committee were informed that NHPC ensures that Contractors who engaged contract labourers adhere to all applicable Govt. guidelines.

6.5 When asked as to what type of services are being outsourced through designated contract agencies and whether the workers employed by such agencies are provided adequate salary as per Minimum Wages Act, medical and PF facilities etc, the Ministry in a written reply stated as under:

"NHPC awards work contracts & service contracts and contractors in turn engage contract workers to execute the work as per their requirement. The conditions pertaining to rate of minimum wages, timely payment of wages, EPF, ESI for medical benefits etc. are being included in the Conditions of Contract as a part of the Tender conditions. The wages are being paid according to the provisions of the Payment of Wages Act, 1936 / Minimum Wages Act, 1948 as per rate notified by the appropriate Government for different category of workers from time to time."

6.6 When asked to enumerate the existing mechanism in the Ministry to ensure payment of minimum wages to such employees as per the Minimum Wages Act and adherence to other social security benefits, Ministry of Power in a note stated as under:

"In order that the contractor complies with various Labour Laws, the conditions of contract clearly specifies the compliances towards various labour laws so that there is no exploitation of contract worker on account of underpayment and taking work beyond prescribed working hours. In case any provision of the Act is contravened by the contractors, actions are being taken against the erring contractors as per the penalty clause of the contract agreement."

The wage payment to the contract works are being paid through bank crediting. NHPC ensure appropriate certification by the representative of EIC of the work as well as relevant documents in this regard. Further the presence of representative of Engineer In-charge (EIC) is ensured at the time of disbursement of wages, where the wages is not paid directly through the bank account."

PART II

OBSERVATIONS/RECOMMENDATIONS

1. NHPC a Mini Ratna Category-I Enterprise of the Govt. of India, has been incorporated since the year 1975 with an objective to plan, promote and organize an integrated and efficient development of hydroelectric power in all aspects. The company has also promoted some subsidiaries/associate companies in Madhya Pradesh, Jammu & Kashmir, Manipur and Uttar Pradesh. While examining the subject concerning representation in employment and welfare of OBCs in the company, the Committee observe that as per present composition of its Board of Directors, there are five whole-time Functional Directors, one Government Nominee Director and five Independent Directors. However, as on date, the Board does not have any member belonging to OBC category. While the Committee are aware that Directors in PSUs are appointed by the Government of India, they desire that *the Ministry of Power should comply with the DPE OM No. 2(18)/2011-GM dated 18 April, 2011* and should endeavor to appoint at least one Director belonging to OBC category in the Board of NHPC.

2. The Committee are pleased to note that in the area of Human Resource Development, NHPC has organized competency and capacity building programmes in some of its core areas which has helped the Company to provide 20,744 man-days training to its employees during the year 2018-19. The Committee appreciate that through sponsorship of various training programme in premier institutions of India viz. IIMs and IITs etc., NHPC aims to enhance the skills of their employees for achieving higher productivity and efficiency in the organization. The Committee desire that while selecting the employees for sponsorship in various training/skill development programmes, due consideration would be given to OBCs employees in accordance with DOP&T guidelines No. 3 (ii) & (iii) as enumerated in their OM No. 36038/1(i)/2013 - ESTT

(Res) dated 21.06.2013. They desire to be furnished with the details of training programmes conducted so far and number of OBC candidates included therein.

Representation of OBCs in NHPC

3. The Committee note that since reservation orders for OBCs came into force on September 8, 1993, NHPC Limited has recruited total 1184 OBC employees out of total 4351 employees in Group 'A' and 'B'. The Committee find that as on 01.08.2019 out of total 6513 employees in NHPC, 912 are from OBC category i.e in Group 'A'-608 (21%), Group 'B' - 150 (21%), Group 'C'-112 (6%) and Group 'D' 42 (5%). The Committee are deeply concerned to find that the negligible representation of OBCs in Group 'C' and 'D' category of posts in NHPC. The reasons cited by NHPC regarding for non-recruitment of employees in Group 'C' and Group 'D' are acquisition of excess manpower from Brahmaputra Board etc, less requirement of manpower having completed most of the projects and very high O&M expenses beyond CERC limit. This does not justify the current scenario as out of total 6513 employees, more employees i.e.3663 are in Group 'A' & 'B' which are in higher salary bracket and only 2850 are in Group 'C' and 'D' The Committee understand that now the NHPC is assessing future requirement of manpower for its Teesta-VI project and few other projects too. They therefore urge the Government to complete it fast and desire that NHPC should make concerted efforts to adhere to the stipulation of 27% reservation for OBC employees in all Groups in general and Groups 'C' and 'D' in particular, in all its forthcoming recruitment drives.

Backlog Vacancies and Special Recruitment Drive

4. The Committee find that between 1999 and 2014 a large number of backlog vacancies in Group 'A' & 'B' had accumulated, which came down to 5 each in Group 'A' and 'B' in 2018. The Committee desire that unfilled backlog vacancies may be filled up on priority basis. As regards the shortfall of overall

manpower, the Committee were informed that on 02.07.1997 while switching over to Post Based Roster, there was shortfall of 321 posts in Group 'A', 329 in Group 'B' and 2440 in Group 'C' and 'D'. The Committee further note that as a result of Special Recruitment Drive in 2015 and 2016, while 100 posts were filled up in Group 'A', only 6 posts were filled up in Group 'B' and no post was filled in Group 'C' and 'D' due to already existing huge manpower. They also find that during the last 3 years, NHPC has not conducted any recruitment as a consequence thereof there is still shortfall in all Group of posts and particularly in Group 'C' and 'D'. As near 40 years have passed since NHPC inherited excess manpower, the Committee are of the firm view that most of those employees have since retired. In this connection, the Committee desire to refer to the DOP&T OM No. 36038/1(i)/2013 dated 21.06.2013 which had directed all Ministries/Departments that in order to enhance the employability of reserved category candidates, concerted efforts be made to fill up the backlog vacancies at the earliest and the status be maintained at the highest level. The Committee therefore recommend that whenever fresh recruitment is conducted, shortfall of OBCs in Group 'C' and 'D' in NHPC may be identified and filled up now in order to minimize the huge gap between total number of posts reserved for OBCs and total number of OBC employees in position, and the same may be monitored at the highest level in the Ministry of Power.

5. The Committee also would like to emphasise that the practice of conducting separate job interviews of candidates belonging to General and OBC categories needs to be re-examined in the light of a recent Supreme Court judgment terming the process as "illegal". The Committee desire the Ministry to provide a detailed note on the matter.

6. In the considered view of the Committee, the Ministry of Power and NHPC should follow the orders of the Hon'ble Courts in similar cases in letter and spirit. The Committee further desire that in order to protect the constitutional rights of OBC candidates, merit list should be prepared in such a manner that

OBC candidates securing marks equal or more to the marks of final cut off list prepared for General category candidates should also be called for interview by preparing a combined list. The Committee also recommend that the OBC candidates selected by fulfilling the criteria fixed for the general candidates should be adjusted against unreserved vacancies.

Monitoring Mechanism for Implementation of Reservation Policy

7. The Committee are happy to note that the monitoring mechanism put in place by NHPC such as maintenance of Post-based, discipline-wise, grade-wise recruitment and promotion rosters, setting up of an OBC Cell, nomination of Liaison Officers from the OBC category, periodical inspections of reservation rosters carried out by Liaison Officers of Ministry of Power and NHPC Limited etc. to ensure that the reservation policy for Other Backward Classes are implemented properly etc. The Committee had interacted with the representatives of OBC Employees' Welfare Association of NHPC during their Study Visit to Gangtok on 23 June, 2018, wherein the Association raised certain issues relating to less representation of OBCs in recruitment, requirement of pre-recruitment training, welfare schemes under CSR etc. Hence, the Committee recommend the NHPC to hold regular consultations with OBC Employees' Welfare Association located at all the NHPC project areas, particularly in far flung areas of North Eastern region, and take appropriate measures for redressal of their grievances.

Liaison Officer for OBCs

8. The Committee note that Liaison Officers for OBC employees have been nominated at Corporate level as well as at regional/project level for enforcement of the reservation policy and other welfare measures. They also note an OBC Cell is functional under the direct control of Liaison Officer along with a few support staff. The Committee would like to emphasize that all the Liaison Officers nominated by the NHPC at Corporate level and regional/project level

should belong to OBC category to enable the OBC employees to come forward with their grievances and complaints, if any, without any hesitation.

Grievance Redressal

9. The Committee observe that NHPC has devised a multi-level grievance mechanism called “NHPC Grievance Procedure” to redress the grievances of employees including the OBC Employees. They further note that the Grievance Redressal Authority holds monthly meeting with all employees including OBC employees for redressal of their grievances in regular manner and opportunity for personal hearing is also afforded depending upon the nature of grievance. NHPC has reportedly received very few complaints from OBC employees during the last 5 years. While appreciating the availability of an additional channel available to OBC employees for redressal of their grievances, the Committee recommend that OBC Cell of the NHPC may be further strengthened by deputing adequate support staff and similar OBC Cell may be set up at project/regional level. They also desire that regular interactions/meetings between the management, Liaison Officers, Head of the OBC Cell and the OBC Employees' Association be further encouraged to enhance productivity and improve working conditions.

Better Awareness of available job opportunities

10. The Committee note that number of posts reserved for OBCs are clearly indicated in the advertisement for direct recruitment and the same are published in leading National / local newspapers, Employment News and uploaded on NHPC website, Website of Ministry of Power, Local Area Network and Notice Board. The Committee would however desire that the copies of advertisement should also be sent to Welfare Associations and Organizations of Other Backward Classes for better awareness of the available opportunity.

Corporate Social Responsibilities

11. The Committee note that NHPC undertakes CSR activities as per the guidelines issued by Ministry of Corporate Affairs and Department of Public Enterprises (DPE). During the evidence, the representatives of the NHPC affirmed that their projects are located in backward regions and they are all situated in hilly and inaccessible areas where majority of the inhabitants belong to SCs, STs and OBCs categories. The Committee, however, observe that NHPC has not chalked out any scheme under CSR specifically for the welfare of Other Backward Classes. The Committee strongly recommend that since projects of NHPC are located in backward and hilly areas, NHPC may allocate a portion of CSR fund on the same for the general welfare of socially and educationally backward classes.

Outsourcing of Services / Jobs

12. The Committee note that NHPC has been outsourcing certain non-core activities viz. Security, R&M works of Roads, sweeping, Gardening, Maintenance of Guest Houses/Office Building, etc. to contractors who, in turn, engage contract labourers to execute the work as per requirement. During the oral evidence, Committee were informed that NHPC do not have any clause in the contract regarding representation of OBCs. At the same time, the Committee were assured that NHPC ensures that Contractors who engage contract labourers, adhere to all applicable Govt. guidelines and they further assured that NHPC will implement all the laid down provisions. In this connection, the Committee would like to remind the NHPC that DOP&T has been issuing instructions/guidelines regarding reservations for SC, ST and OBCs in temporary appointments. The Committee would like to enumerate the following instructions/guidelines of DOP&T which are made applicable to Central Public Sector Enterprises through Department of Public Enterprises, and expect that the same are strictly adhered to:

Reservation in Posts of Industrial Workers

The industrial establishments of the Government of India and the posts and grades in such establishments, whether these have been classified as group A, B, C and D or not, are covered by the scheme of reservation for Scheduled Castes, Scheduled Tribes and Other Backward Classes. [O.M.No.8/7/1974-Estt.(SCT) dated 22/08/1975]

Reservation in Temporary Appointment

There shall be reservation for SC/ST/OBC class candidates in all temporary appointments, which are to last for 45 days or more. [O.M. No.36036/3/2018 - ESTT. (Res.) dated 15.05.2018]

Reservation in Work-Charged Posts

The principle of reservation for Scheduled Castes, Scheduled Tribes and Other Backward Classes should generally be suitably applied to the extent possible, to work-charged posts also except those required for emergencies like flood relief work, accident restoration and relief etc. The percentages of reservation in such appointments may correspond to what is applicable to Group C and Group D posts. [O.M.No.36021/9/1976-Estt.(SCT) dated 10/02/1977]

Reservation in Appointments of Casual Workers to Regular Posts

Appointment of casual workers against regular posts will be a case of direct recruitment. Hence all statutory requirements relating to filling up of posts by direct recruitment should be followed while regularizing the services of casual workers. General orders relating to reservation for persons belonging to SCs, STs and OBCs will be applicable in cases relating to regularization of casual workers. Vacancies meant for these categories of persons should be filled up by casual workers of respective reserved categories and the balance, if any, may be filled up by outsiders belonging to these categories, who are not casual workers. Casual workers, who do not belong to the 16 reserved

categories, can be appointed against unreserved vacancies only.
[O.M.No.49014/12/1988-Estt(C)dated 22/08/1988]

The Committee further recommend that separate rosters should be prepared for regular and temporary appointment for OBCs in NHPC.

Reservation in Voluntary Agencies

The Ministries/Departments should insist as a pre-condition to the sanction of grants-in-aid from Central Government to a non-Government organizations/voluntary agency etc. that it shall provide reservation to the extent of 15% to SCs, 7.5% to STs and 27% to OBCs in case of direct recruitment on all India basis in case of direct recruitment to posts normally attracting candidates from a locality or region where:

- (a) The recipient body employs more than 20 persons on a regular basis and at least 50 percent of its recurring expenditure is met from grants-in-aid from the Central Government; and
- (b) The body is a registered society or a cooperative institution and is in receipt of a general purpose annual grants-in-aid of ₹ 2 lakh and above from the Consolidated Fund of India.

A clause providing for reservations in the services under the voluntary agencies should be included in the terms and conditions under which such voluntary agencies /organizations etc. are given grants-in-aid by Government, somewhat on the following lines: “.....(Name of Organization/ Agency etc.) agrees to make reservations for Scheduled Castes, Scheduled Tribes and Other Backward Classes in the posts/services under its control on the lines indicated by the Government of India.

While sanctioning grants-in-aid to various voluntary agencies the progress made by such agencies in employing Scheduled Caste, Scheduled Tribe and Other Backward Class candidates in their services should be kept in

view by the administrative Ministries/Departments. The voluntary agencies etc. should be informed that the progress in respect to the employment by them of Scheduled Castes, Scheduled Tribes and OBCs in the services under them would be taken into account by Government while sanctioning future grants-in-aid to them.[O.M.No.27/12/73-Estt.SCT) dated 7/10/1974]

13. The Committee observe that NHPC ensures that conditions pertaining to rate of minimum wages, timely payment of wages, EPF, ESI for medical benefits etc. are included in the Conditions of Contract as a part of the Tender conditions. The Committee also take note of the fact that the wages are being paid according to the provisions of the Payment of Wages Act, 1936 / Minimum Wages Act, 1948 as per rate notified by the appropriate Government for different category of workers from time to time and a condition to this effect is specified in the contract as a safeguard against exploitation of contract worker on account of underpayment and taking work beyond prescribed working hours. As the new Code on Wages has since been notified, the Committee desire that the provisions therein for different category of workers from time to time are strictly adhered to by NHPC.

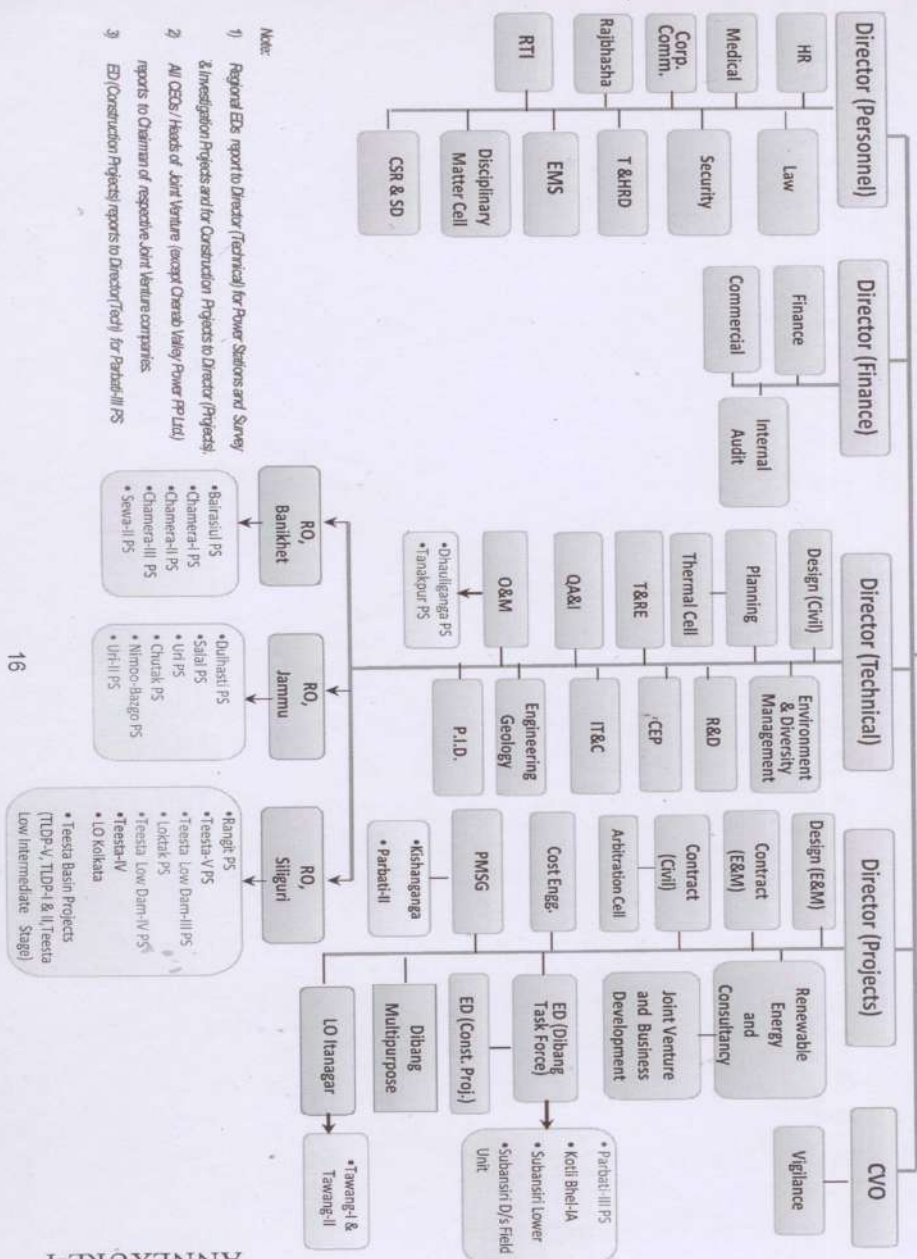
14. The Committee are glad to note that in NHPC the wage payment to the contract workers are being paid through bank crediting and appropriate certification by the representative of ECI of the work as well as relevant documents in this regard is ensured. The Committee feel that such measures would ensure transparency and reduce the role of intermediaries and hence must be adhered to.

NEW DELHI;
9th December, 2019
18 Agrahayana, 1941 (Saka)

GANESH SINGH,
Chairperson,
Committee on Welfare of Other Backward Classes

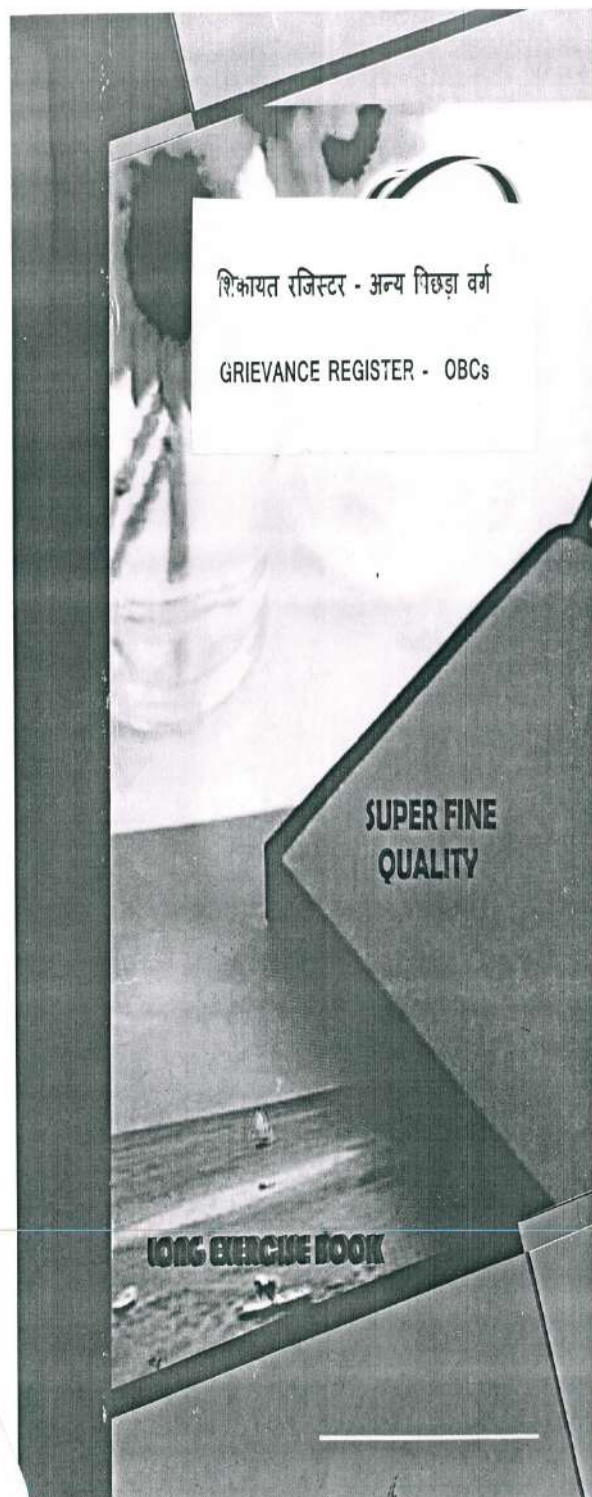
Chairman & Managing Director

Company Secretary



ANNEKÜR-I

CERTIFIED COPY OF COMPLAINT REGISTER OF 2017-18 & 2018-19



Page 5					Page 6		
Date					Date		
Grievance No.					Decision of Grievance Redressal Authority		
Details of Employee, Name, Designation, Date of Application, Category					Remarks		
Grievance in Brief					Authority		
1	2	3	4	5	6	7	8
वर्ष (2017-18)							
01	01/2017-18	मो. अन्तर विहारी सहायक अभियंता (मैक)	04.05.2017	ओ बी जी	ग्रेड 1 से ग्रेड 2 में फ़ॉर्म 01-04-16 के पदोन्नति के संबंध में।	विचार हेतु भेजा गया (मेक) नहीं पाया गया, अतः फ़ॉर्म 01-04-16 का निराकरण किया गया।	
02	03/2017-18	नरेश कुमार वर्मा सहायक अभियंता (मैक)	02.05.2017	ओ बी जी	ग्रेड 1 से ग्रेड 2 में फ़ॉर्म 01-04-16 के पदोन्नति के संबंध में।	विचार हेतु भेजा गया (मेक) नहीं पाया गया, अतः फ़ॉर्म 01-04-16 का निराकरण किया गया।	
03	04/2017-18	नरेश कुमार वर्मा सहायक अभियंता (मैक)	29.11.2017	ओ बी जी	ग्रेड 1 से ग्रेड 2 में पदोन्नति के संबंध में।	विचार हेतु भेजा गया (मेक) नहीं पाया गया, अतः फ़ॉर्म 01-04-16 का निराकरण किया गया।	
04	16/2017-18	शैलेश सिंह सहायक अभियंता (मैक)	26.11.2017	ओ बी जी	ग्रेड 1 से ग्रेड 2 में पदोन्नति के संबंध में।	विचार हेतु भेजा गया (मेक) नहीं पाया गया, अतः फ़ॉर्म 01-04-16 का निराकरण किया गया।	
05	19/2017-18	शैलेश सिंह सहायक अभियंता (मैक)	01.02.18	ओ बी जी	पदोन्नति के संबंध में।	गैरकानूनी पाया गया, पदोन्नति में संबंधित अनुसूचित, अल्पसंख्यक एवं प्रत्येक निर्देशिका वर्ग प्रदान की गई।	

क्र	प्रयोग	विद्युत की विद्युत	आवृत्ति की	विद्युत की	विद्युत की आवृत्ति	विद्युत की आवृत्ति	विद्युत की आवृत्ति	विद्युत की आवृत्ति
1	2	3	4	5	6	7	8	9

वर्ष (2018-19)

21/21

[Signature]

विनय सिंह / VINAY SINGH
सहायक निदेशक (वि. वि.) (Senior Manager (VR))
एन.एन.पी.सी. लि. / NHPCL Ltd.
एन.एन.पी.सी. लि. / NHPCL Ltd.
सेक्टर-33, पार्क रोड

Details of periodical meetings held with NHPC OBC Employees Welfare Association for the last three years i.e. 2016, 2017, 2018 and 2019

(25)
42
5

मानव संसाधन विभाग (ओबीसी सेल)

सं. एनएच/एचआर/ओबीसी/एसोसि/153 /177

दिनांक: 15.02.2016

प्रबंधन और एनएचपीसी ओबीसी कर्मचारी कल्याण संघ के प्रतिनिधियों के बीच दिनांक 28.01.2016 को दोपहर 4.00 बजे पुरानी बिल्डिंग, सम्मेलन हॉल, भूतल में बैठक आयोजित की गयी। इसमें निम्नलिखित प्रतिनिधियों ने भाग लिया-

प्रबंधन के प्रतिनिधि

श्री ए बी अग्रवाल, कार्यपालक निदेशक (मानव संसाधन)
श्री अविनाश कुमार, महाप्रबंधक (मानव संसाधन)
श्री आर्दू बोसल, प्रमुख (मानव संसाधन)
श्री एल गुडिया, प्रमुख (मानव संसाधन)
श्री एकरामुल हक, प्रमुख (मानव संसाधन)
श्री विवेक कुमार गिरिचिया, उप प्रबंधक(प्रशासन)
श्री राजेश राय शर्मा, उप प्रबंधक (मानव संसाधन)
श्रीमति अंजू भाटिया, अधिकारी (मानव संसाधन)

कर्मचारी कल्याण संघ के प्रतिनिधि

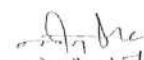
श्री दिनेश सिंह
श्री प्रवीण कुमार सिंह
श्रीमति हिना कौसर
श्री नारायण सोलंकी
श्री उमा शंकर सैनी
श्री ए रहमान

सभी प्रतिभागियों को श्री ए बी अग्रवाल, कार्यपालक निदेशक (मानव संसाधन) द्वारा स्वागत किया गया। संघ के प्रतिनिधियों ने श्री ए बी अग्रवाल, कार्यपालक निदेशक (मानव संसाधन) को सूचित किया कि एन एच पी सी ओबीसी कर्मचारी कल्याण संघ के रजिस्ट्रेशन का कार्य प्रगति पर है जिसके तहत संघ के प्रतिनिधियों ने संघ के By Laws Dist. Registrar के समक्ष प्रस्तुत कर दिये हैं।

श्री ए बी अग्रवाल, कार्यपालक निदेशक (मानव संसाधन) ने संघ के प्रतिनिधियों को बताया कि वरिष्ठ प्रबंधक से प्रमुख / मुख्य अभियंता की पदोन्नति का मामला विचारधीन है तथा इसके अलावा बच्चे की देखभाल के लिए दी जाने वाली छुट्टी में संशोधन प्रस्तावित किया जा रहा है।

श्री ए बी अग्रवाल, कार्यपालक निदेशक (मानव संसाधन) ने कहा की आचधिक बैठको के अतिरिक्त भी आवश्यकानुसार संघ के प्रतिनिधि कभी भी किसी भी समस्या के समाधान के लिए उनसे मिल सकते हैं।

बैठक का समापन सौहार्दपूर्ण माहौल में संपन्न हुआ।


(एन के जैन) 15/2/16

व.प्रबंधक (मानव संसाधन)
ओबीसी सेल

श्री एस सी पाल,
प्रतिनिधि

एनएचपीसी ओबीसी कर्मचारी कल्याण संघ

मानव संसाधन विभाग (ओबीसी सेल)

सं० एनएच/एचआर/ओबीसी/एसोसि/153/288

दिनांक: 30.09.2016

प्रबंधन और एनएचपीसी ओबीसी कर्मचारी कल्याण संघ के प्रतिनिधियों के बीच दिनांक 19.09.2016 को दोपहर 4.00 बजे पुरानी बिल्डिंग, सम्मेलन हॉल, भूतल में बैठक आयोजित की गयी। इसमें निम्नलिखित प्रतिनिधियों ने भाग लिया:-

प्रबंधन के प्रतिनिधि

श्री ए. बी. अग्रवाल, कार्यपालक निदेशक (मानव संसाधन)
 श्री अविनाश कुमार, महा प्रबन्धक (मानव संसाधन)
 श्री आई. बोराल, प्रमुख (मानव संसाधन)
 श्री एकरामुल हक, प्रमुख (मानव संसाधन)
 श्री नवीन कुमार जैन, वरिष्ठ प्रबन्धक (मानव संसाधन)
 श्री अनुराग भारद्वाज, वरिष्ठ प्रबन्धक (मानव संसाधन)
 श्री संजय श्रीवास्तव, वरिष्ठ प्रबन्धक (मानव संसाधन)
 श्री विवेक कुमार मिरचिया, प्रबन्धक (प्रशासन)
 श्री राजेश राम रवि, उप प्रबन्धक (मानव संसाधन)
 श्रीमति अंजू भाटिया, अधिकारी (मानव संसाधन)

एसोसिएशन के प्रतिनिधि

श्री एस. सी. पाल, अध्यक्ष
 श्री साजन मोईदीन, उपाध्यक्ष
 श्री प्रवीण कुमार सिंह, महा सचिव
 श्री दिनेश सिंह, संयुक्त सचिव (प्रशा.)
 श्रीमति हिना कौसर, कोषाध्यक्ष
 श्री अनिल कुमार जैसवाल, कार्यकारी सदस्य
 श्री ए. रहमान, कार्यकारी सदस्य

सभी प्रतिभागियों का श्री एन. के. जैन, वरिष्ठ प्रबन्धक (मानव संसाधन) द्वारा स्वागत किया गया।

वरिष्ठ प्रबन्धक (मानव संसाधन) ने सूचित किया की एसोसिएशन द्वारा उठाए गए बिन्दुओं पर पिछली बैठक में विस्तार से चर्चा की गई और सौहार्दपूर्ण ढंग से सुलझा लिया गया है।

अध्यक्ष, ओबीसी कर्मचारी कल्याण संघ ने सूचित किया कि ओबीसी कर्मचारी कल्याण संघ को रूम का आबंटन हो गया है। संघ के अध्यक्ष ने यह भी बताया कि अब तक संघ के कुल 39 सदस्य बन चुके हैं और नए सदस्य बनाने की प्रक्रिया जारी है। तत्पश्चात संघ के अध्यक्ष ने सीधी भर्ती में चयनित कर्मचारियों का प्रतिशत तथा own merit पर चयनित कर्मचारियों के बारे में जानना चाहा।

इस विषय में सूचित किया गया कि ओबीसी कर्मचारी कल्याण संघ के प्रतिनिधि कभी भी प्रमुख (मानव संसाधन) से समय लेकर ओबीसी से संबंधित डेटा का निरीक्षण कर सकते हैं।

श्री ए. बी. अग्रवाल, कार्यपालक निदेशक (मानव संसाधन) ने कहा की आवधिक बैठकों के अतिरिक्त भी आवश्यकतानुसार संघ के प्रतिनिधि कभी भी किसी भी समस्या के समाधान के लिए उनसे मिल सकते हैं।

बैठक का समापन सौहार्दपूर्ण माहौल में संपन्न हुआ।

(एन के जैन) 30/9/16

व. प. (मा. सा.) - ओबीसी सेल

श्री एस सी पाल,

अध्यक्ष,

एनएचपीसी ओबीसी कर्मचारी कल्याण संघ

30/9/16

मानव संसाधन विभाग (एससी/एसटी तथा ओबीसी सेल)

सं- एनएच/एचआर/एससी-एसटी /153/201

दिनांक: 05.12.2016

कौमी एकता सप्ताह (19 नवम्बर से 25 नवम्बर 2016 तक) के अंतर्गत वीकर सेवशन डे मनाने के उपलक्ष्य में प्रबंधन वर्ग और एन एच पी सी अनुसूचित जाति / जनजाति कर्मचारी कल्याण संघ तथा ओबीसी कर्मचारी कल्याण संघ के प्रतिनिधियों के बीच आवधिक बैठक दिनांक 22.11.2016 को दोपहर 3.00 बजे पुरानी बिल्डिंग, सम्मेलन हॉल, भूतल पर आयोजित की गई। इसमें निम्नलिखित प्रतिनिधियों ने भाग लिया :-

प्रबंधन के प्रतिनिधि	ओबीसी एसोसिएशन के प्रतिनिधि	अनुसूचित जाति / जनजाति एसोसिएशन के प्रतिनिधि
श्री ए. बी. अग्रवाल, कार्यपालक निदेशक (मा. स.)	श्री एस. सी. पाल, अध्यक्ष	श्री नरेंद्र कुमार, अध्यक्ष
श्री अतिनाश कुमार, महा प्रबन्धक (मा. स.)	श्री प्रवीण कुमार सिंह, महासचिव	श्री नारायण सिंह, उपाध्यक्ष
श्री आई. बोराल, प्रमुख (मा. स.)	श्री दिनेश सिंह, संयुक्त सचिव (प्रशा.)	श्रीमति शर्मिला नाथ, महासचिव
श्री लुकास गुडिया, प्रमुख (मा. स.)	श्रीमति हिना कौसर, कोषाध्यक्ष	श्रीमति कमलेश, संगठन सचिव
श्री एकरामुल हक, प्रमुख (मा. स.)	श्री नारायण सोलंकी, उप-कोषाध्यक्ष	श्री मिलाप सिंह, क्षेत्रीय सचिव
श्री नवीन कुमार जैन, वरिष्ठ प्रबन्धक (मा. स.)	श्री अनिल कुमार जायसवाल, कार्यकारी सदस्य	श्री मार्क लाकड़ा, कार्यकारी सदस्य
श्री-विवेक कुमार मिरचिया, प्रबन्धक (प्रशासन)	श्री उमाशंकर सैनी, कार्यकारी सदस्य	
श्री राजेश स. रवि, उप प्रबन्धक (मा. स.)	श्री ए. रहमान, कार्यकारी सदस्य	
श्रीमति अंजू भाटिया, अधिकारी (मा. स.)		

श्री एन. के. जैन, वरिष्ठ प्रबन्धक (मानव संसाधन) ने कौमी एकता सप्ताह में उपस्थित सभी प्रतिभागियों का स्वागत किया।

कार्यपालक निदेशक (मानव संसाधन) ने बैठक को आगे बढ़ाते हुए कौमी एकता सप्ताह के बारे में विस्तारपूर्वक बताया। महोदय ने बताया कि कौमी एकता सप्ताह समारोह के दौरान विभिन्न विषयों से संबंधित कार्यक्रमों का आयोजन किया जा रहा है तथा इसी क्रम में दिनांक 22.11.2016 को वीकर सेवशन डे का आयोजन किया गया है। कार्यपालक निदेशक (मानव संसाधन) ने यह भी बताया कि सामाजिक समानता से ही एकता प्रबल होती है।

इस अवसर पर कार्यपालक निदेशक (मानव संसाधन) ने देश में राष्ट्रीय अखंडता को कायम रखने की महत्ता पर जोर दिया एवं कहा कि हमारे देश के विकास और स्थिरता हेतु सभी नागरिकों के बीच एकता की भावना होना जरूरी है। निदेशक महोदय ने सेकुलरिज्म, एंटी कम्युनिजिज्म और नॉन-वोटलेंसे के विषयों पर भी प्रकाश डाला।

इसके उपरान्त ओबीसी एसोसिएशन के अध्यक्ष श्री एस. सी. पाल ने कार्यक्रम की प्रशंसा करते हुए कहा कि एनएचपीसी कि सभी परियोजनाएं अपने आप में विविधता में एकता का अनुठा उद्घाटन है और इस तरह के सौहार्दपूर्ण वातावरण को भविष्य में भी कायम रखा जाएगा और समय समय पर इस तरह के कार्यक्रम आयोजित होने चाहिए।

अनुसूचित जाति / जनजाति एसोसिएशन के अध्यक्ष श्री नरेंद्र कुमार ने ओबीसी एसोसिएशन के अध्यक्ष श्री एस. सी. पाल के विचारों का समर्थन करते हुये कौमी एकता को बढ़ावा देने के लिए किए गए प्रयासों की सराहना की और कहा कि एनएचपीसी में देश के विभिन्न प्रदेशों से आए हुये सभी लोग मिलजुल कर कार्य करते हैं व एक परिवार कि तरह रहते हैं जो कि अपने आप में अनेकता में एकता की मिसाल है।

बैठक का समापन सौहार्दपूर्ण माहौल में संपन्न हुआ।

व. प्र. (मा. सा.) - एस सी/ एस टी तथा ओबीसी सेल

श्री एस. सी. पाल,
अध्यक्ष, एनएचपीसी ओबीसी कर्मचारी कल्याण संघ

श्री नरेंद्र कुमार,
अध्यक्ष, एन एच पी सी अनुसूचित जाति / जनजाति कर्मचारी कल्याण संघ

मानव संसाधन विभाग (एससी/एसटी तथा ओबीसी सेल)

सं० -एनएच/एचआर/एससी-एसटी /153/26

दिनांक: 20.03.2017

प्रबंधन वर्ग और एनएचपीसी अन्य पिछड़ा वर्ग कर्मचारी कल्याण संघ के प्रतिनिधियों के बीच आवधिक बैठक दिनांक 16.03.2017 को दोपहर 3:30 बजे नीर शक्ति सदन, सम्मेलन हॉल नंबर -I, चौथी मंजिल पर आयोजित की गई। इसमें निम्नलिखित प्रतिनिधियों ने भाग लिया :-

प्रबंधन के प्रतिनिधि

श्री निखिल कुमार जैन, निदेशक (कार्मिक)
श्री के. डी. साह, कार्यपालक निदेशक (मा. स.)
श्री अविनाश कुमार, महा प्रबन्धक (मा. स.)
श्री आई. बोराल, प्रमुख (मा. स.)
श्री लुकास गुडिया, प्रमुख (मा. स.)
श्री एकरामुल हक, प्रमुख (मा. स.)
श्री नवीन कुमार जैन, वरिष्ठ प्रबन्धक (मा. स.)
श्री विवेक कुमार मिरचिया, प्रबन्धक (प्रशासन)

ओबीसी एसोसिएशन के प्रतिनिधि

श्री एस. सी. पाल, अध्यक्ष
श्री साजन मोईदीन, उपाध्यक्ष
श्री प्रवीण कुमार सिंह, महासचिव
श्री दिनेश सिंह, संयुक्त सचिव (प्रशा.)
श्रीमति हिना कौसर, कोषाध्यक्ष
श्री अनिल कुमार जैसवाल, कार्यकारी सदस्य
श्री ए. रहमान, कार्यकारी सदस्य

महाप्रबन्धक (मा. स.) ने बैठक में उपस्थित सभी प्रतिभागियों का स्वागत किया तथा अन्य पिछड़ा वर्ग कर्मचारी कल्याण संघ के अध्यक्ष से निवेदन किया कि संघ के प्रतिनिधियों का परिचय निदेशक (कार्मिक) से करवाएँ। अन्य पिछड़ा वर्ग कर्मचारी कल्याण संघ के अध्यक्ष ने अपना तथा उपस्थित सभी प्रतिनिधियों ने अपना अपना परिचय निदेशक (कार्मिक) को दिया।

तत्पश्चात निदेशक (कार्मिक) ने संघ के अध्यक्ष को अपनी समस्याएँ प्रस्तुत करने के लिए आमंत्रित किया। संघ के अध्यक्ष ने सूचित किया कि हमारे संघ कि स्थापना सन 2016 में ही हुई है तथा नये सदस्य बनाने कि प्रक्रिया जारी है तथा उन्होने यह भी बताया कि संघ के प्रतिनिधियों द्वारा उठाए गए सभी बिन्दुओं पर विभिन्न बैठकों में विस्तार से चर्चा होती रही है तथा इन्हें सौहार्दपूर्ण ढंग से सुलझा लिया जाता है।

बैठक का समापन सौहार्दपूर्ण माहौल में संपन्न हुआ।

श्री एस सी पाल,
अध्यक्ष, एनएचपीसी ओबीसी कर्मचारी कल्याण संघ

व. प्र. (मा. सा.) - एस सी/ एस टी तथा ओबीसी सेल

(हस्ताक्षर)
(एन के जैन)

का. प्र. वि. वि. वि.
20/3/17

(हस्ताक्षर)
20/3/17

सं० -एनएच/एचआर/एससी-एसटी /153 /60

दिनांक: 06.09.2017

प्रबंधन वर्ग और एनएचपीसी अन्य पिछड़ा वर्ग कर्मचारी कल्याण संघ के प्रतिनिधियों के बीच आवधिक बैठक दिनांक 22.08.2017 को दोपहर 3:30 बजे सम्मेलन हॉल नं०(015- , भूतल, ज्योति सदन) पुरानी बिल्डिंग में आयोजित की गई। इसमें निम्नलिखित प्रतिनिधियों ने भाग लिया :-

प्रबंधन के प्रतिनिधि

श्री अविनाश कुमार, कार्यपालक निदेशक (मा. स.)

श्री आई. बोराल, प्रमुख (मा. स.)

श्री एकरामुल हक, प्रमुख (मा. स.)

श्री विवेक कुमार मिरचिया, प्रबन्धक (प्रशासन)

श्री राजेश राम रवि, उप प्रबन्धक (मा. स.)

ओबीसी एसोसिएशन के प्रतिनिधि

श्री एस. सी. पाल, अध्यक्ष

श्री प्रवीण कुमार सिंह, महासचिव

श्री दिनेश सिंह, संयुक्त सचिव (प्रशा.)

श्री नारायण सोलंकी, उप-कोषाध्यक्ष

श्री ए. रहमान, कार्यकारी सदस्य

प्रबन्धक (प्रशासन) ने बैठक में उपस्थित सभी प्रतिभागियों का स्वागत किया एवं ओ बी सी कर्मचारी कल्याण संघ के अध्यक्ष से अनुरोध किया कि वह कार्यपालक निदेशक (मा.स.) महोदय के समक्ष Agenda Points प्रस्तुत करें। तत्पश्चात ओ बी सी कर्मचारी कल्याण संघ अध्यक्ष महोदय ने Foundation Programme for Newly Recruited TEs /TOs के बारे में चर्चा की। इस programme के बारे में उन्हें पूरी जानकारी दी गयी। ओबीसी कर्मचारी कल्याण संघ के अध्यक्ष ने संघ को आबंटित कक्ष में फर्निचर की समुचित व्यवस्था करने का अनुरोध किया। कार्यपालक निदेशक (मा.स.) महोदय ने मामले को कार्यपालक निदेशक (ई एम एस) के संज्ञान में लाने का आश्वासन दिया। ओ बी सी कर्मचारी कल्याण संघ के अध्यक्ष ने यह भी बताया कि संघ द्वारा उठाए गए सभी बिन्दुओं पर विभिन्न बैठकों में विस्तार से चर्चा होती रही है तथा इन्हें सौहार्दपूर्ण ढंग से सुलझा लिया गया है।

बैठक का समापन सौहार्दपूर्ण माहौल में संपन्न हुआ।

विवेक कुमार मिरचिया
6/9/2017

(विवेक कुमार मिरचिया)

प्रबन्धक (प्र.शा.)-ओबीसी सेल

श्री एस सी पाल,

अध्यक्ष, एनएचपीसी ओबीसी कर्मचारी कल्याण संघ।

क्रौमी एकता सप्ताह (19 नवम्बर से 25 नवम्बर 2017 तक) के अंतर्गत 22 नवम्बर "वीकर सेक्शन डे" के रूप में मनाया गया। इस अवसर पर प्रबंधन वर्ग और एनएचपीसी अनुसूचित जाति / जनजाति कर्मचारी कल्याण संघ तथा एनएचपीसी ओबीसी कर्मचारी कल्याण संघ के प्रतिनिधियों के बीच एक बैठक दिनांक 22.11.2017 को शाम 4.00 बजे पुरानी बिल्डिंग, सम्मेलन हॉल, भूतल पर आयोजित की गई। इसमें निम्नलिखित प्रतिनिधियों ने भाग लिया :-

प्रबंधन वर्ग के प्रतिनिधि	ओबीसी एसोसिएशन के प्रतिनिधि	अनुसूचित जाति / जनजाति एसोसिएशन के प्रतिनिधि
श्री अविनाश कुमार, कार्यपालक निदेशक (मा.स.)	श्री एस. सी. पाल, अध्यक्ष	श्री ब्रज मोहन, अध्यक्ष
श्री लुकास गुडिया, प्रमुख (मा.स.)	श्री प्रवीण कुमार सिंह, महासचिव	श्रीमती हेमलता, उपाध्यक्ष
श्री एकरामुल हक, प्रमुख (मा.स.)	श्री दिनेश सिंह, संयुक्त सचिव (प्रशा.)	श्री सत्यवीर सिंह, संयुक्त सचिव
श्री मनीष कुमार, प्रबंधक (मा. स.)	श्रीमति हिना कौसर, कोषाध्यक्ष	श्री मिलाप सिंह, क्षेत्रीय सचिव
श्री अशोक कुमार दास, प्रबंधक (मा. स.)	श्री अनिल कुमार जायसवाल, कार्यकारी सदस्य	
श्रीमती इंद्रप्रीत कौर, प्रबंधक (मा. स.)	श्री ए. रहमान, कार्यकारी सदस्य	
श्री राजेश राम रवि, उप प्रबन्धक (मा. स.)		
श्रीमती अंजू भाटिया, अधिकारी (मा. स.)		
श्री पी. के. पात्रा, सहायक प्रोग्रामर		

उप प्रबन्धक (मा. स.) ने वीकर सेक्शन डे के उपलक्ष्य पर आयोजित बैठक में उपस्थित सभी प्रतिभागियों का स्वागत किया।

कार्यपालक निदेशक (मानव संसाधन) ने बैठक को आगे बढ़ाते हुए क्रौमी एकता सप्ताह के दौरान आयोजित होने वाले विभिन्न कार्यक्रमों पर प्रकाश डाला और बताया कि इसी क्रम में दिनांक 22.11.2017 को वीकर सेक्शन डे का आयोजन किया गया है। महोदय ने यह भी बताया कि एनएचपीसी में सौहार्दपूर्ण वातावरण है तथा सभी कर्मचारियों की समस्याओं को ध्यान पूर्वक सुना जाता है व यथासंभव निदान किया जाता है।

इसके उपरांत ओबीसी कर्मचारी कल्याण संघ के अध्यक्ष श्री एस. सी. पाल ने कार्यक्रम की प्रशंसा करते हुए कहा कि एनएचपीसी में सभी समुदाय के कर्मचारियों को एक समान अवसर दिये जाते हैं और कभी भी किसी प्रकार का भेदभाव नहीं किया जाता। निगम में सभी कर्मचारी मिलजुल कर रहते हैं जिससे निगम प्रगति की ओर अग्रसर है।

अनुसूचित जाति / जनजाति कर्मचारी कल्याण संघ के अध्यक्ष श्री ब्रजमोहन ने बताया कि एनएचपीसी की सभी परियोजनाओं में क्रौमी एकता सर्वोत्तम रूप में देखने को मिलती है जहाँ विभिन्न प्रदेशों से आए हुये सभी लोग मिलजुल कर कार्य करते हैं व एक परिवार की तरह रहते हैं।

दोनों संघों के पदाधिकारियों ने भी इस विषय पर अपने-अपने विचार व्यक्त किए।

बैठक का समापन सौहार्दपूर्ण माहौल में संपन्न हुआ।

श्री एस सी पाल,

अध्यक्ष, एनएचपीसी ओबीसी कर्मचारी कल्याण संघ

श्री ब्रजमोहन,

अध्यक्ष, एन एच पी सी अनुसूचित जाति / जनजाति कर्मचारी कल्याण संघ


07/12/17
उप प्रबन्धक (मा. स.)



मानव संसाधन विभाग (ओबीसी सेल)

सं० एनएच/एचआर/ओबीसी/एसोसि/153

35

दिनांक: 09.04.2018

प्रबंधन वर्ग और एनएचपीसी ओबीसी कर्मचारी कल्याण संघ के प्रतिनिधियों के बीच दिनांक 27.03.2018 को सम्मेलन हॉल, भूतल, ज्योति सदन में आवधिक बैठक आयोजित की गयी। इसमें निम्नलिखित प्रतिनिधियों ने भाग लिया- :

प्रबंधन के प्रतिनिधि

श्री अविनाश कुमार, कार्यपालक निदेशक (मा. स.)
 श्री आई. बोराल, प्रमुख(मा. स.)
 श्री लुकस गुडिया, प्रमुख(मा. स.)
 श्री एकरामुल हक, प्रमुख(मा. स.)
 श्री अश्वनी कुमार साहू, प्रबंधक (मा. स.)
 श्री विवेक कुमार मिरचिया, प्रबंधक (प्रशासन)
 श्री राजेश राम रवि, उप प्रबंधक (मा. स.)
 श्रीमति अंजू भाटिया, अधिकारी (मा.स.)

एसोसिएशन के प्रतिनिधि

श्री एस. सी. पाल, अध्यक्ष
 श्री प्रवीण कुमार सिंह, महा सचिव
 श्री दिनेश सिंह, संयुक्त सचिव (प्रशा.)
 श्रीमति हिना कौसर, कोषाध्यक्ष
 श्री अनिल कुमार जैसवाल, कार्यकारी सदस्य
 श्री ए. रहमान, कार्यकारी सदस्य

प्रबंधक (प्रशासन) ने बैठक में उपस्थित सभी प्रतिनिधियों का स्वागत किया तत्पश्चात संघ के अध्यक्ष ने कार्यपालक निदेशक (मा.स.) महोदय के समक्ष Agenda Points प्रस्तुत किए।

- ओबीसी कर्मचारी कल्याण संघ के अध्यक्ष ने Ministry of Heavy Industries & Public Enterprises के OM no. DPE-GM-/0020/2014-GM-FTS-1740 दिनांक 25.10.2017 "Establishing equivalence of posts in Central Public Sector Enterprises (CPSEs) with Posts in Govt. for establishing Creamy Layer criteria" से संबंधित विषय पर जानकारी मांगी। कार्यपालक निदेशक (मानव संसाधन) ने संघ के अध्यक्ष को सूचित किया कि इस विषय पर विस्तृत अध्ययन के उपरांत पॉलिसी सेक्शन, मानव संसाधन विभाग द्वारा उचित कारवाई की जाएगी।
- संघ के अध्यक्ष ने ओबीसी कर्मचारी कल्याण संघ को आबंटित रूम के विषय में बताया कि रूम में बैठने की उचित व्यवस्था नहीं है। कार्यपालक निदेशक (मानव संसाधन) महोदय ने मामले को संबंधित विभाग के संज्ञान में लाने का आश्वासन दिया।
- संघ के अध्यक्ष ने E-5 एवं इससे ऊपर स्तर के अधिकारियों के लिए रिज़र्वेशन पॉलिसी पर ट्रेनिंग करवाने का अनुरोध किया। इस विषय में सूचित किया गया कि E-5 एवं इससे ऊपर स्तर के अधिकारियों के लिए रिज़र्वेशन पॉलिसी पर प्रशिक्षण हेतु टी. एंड एच. आर. डी. विभाग को अनुरोध किया जाएगा।

बैठक का समापन सौहार्दपूर्ण माहौल में संपन्न हुआ।

प्रबंधक (मा. सं.)

श्री एस सी पाल,
 अध्यक्ष, एनएचपीसी ओबीसी कर्मचारी कल्याण संघ

9/4

मानव संसाधन विभाग (एससी / एसटी / ओबीसी सेल)

सं० एनएच/एचआर/ओबीसी/एसोसि/153 | 97

दिनांक: 11.09.2018

प्रबंधन वर्ग और एनएचपीसी ओबीसी कर्मचारी कल्याण संघ के प्रतिनिधियों के बीच दिनांक 30.08.2018 को दोपहर 3:30 बजे सम्मेलन हॉल, भूतल, ज्योति सदन में आवधिक बैठक आयोजित की गयी। इसमें निम्नलिखित प्रतिनिधियों ने भाग लिया:

प्रबंधन के प्रतिनिधि

श्री अविनाश कुमार, कार्यपालक निदेशक (मा. स.)
श्री आई. बोराल, प्रमुख (मा. स.)
श्री एकरामुल हक, प्रमुख (मा. स.)
श्री अरुण कुमार, प्रमुख (मा. स.)
श्री विवेक कुमार मिरचिया, प्रबन्धक (प्रशासन)
श्रीमति अंजू भाटिया, अधिकारी (मा.स.)

एसोसिएशन के प्रतिनिधि

श्री एस. सी. पाल, अध्यक्ष
श्री साजन मोइदीन, उपाध्यक्ष
श्री प्रवीण कुमार सिंह, महा सचिव
श्री रमेश कुमार, संयुक्त सचिव (वेलफेयर)
श्रीमति हिना कौसर, कोषाध्यक्ष
श्री अनिल कुमार जैसवाल, कार्यकारी सदस्य
श्री ए. रहमान, कार्यकारी सदस्य

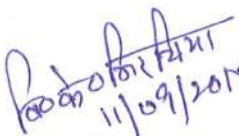
प्रबन्धक (प्रशासन) ने बैठक में उपस्थित सभी प्रतिनिधियों का स्वागत किया तथा तत्पश्चात संघ के अध्यक्ष ने कार्यपालक निदेशक (मा.स.) महोदय के समक्ष Agenda Points प्रस्तुत किए।

- ओबीसी कर्मचारी कल्याण संघ के अध्यक्ष ने OM "Establishing equivalence of posts in Central Public Sector Enterprises (CPSEs) with Posts in Govt. for establishing Creamy Layer criteria" से संबंधित एनएचपीसी द्वारा जारी सर्क्युलर पर चर्चा की और इस सर्क्युलर के संदर्भ में Managerial Level Posts के बारे में जानकारी मांगी। इस संदर्भ में प्रमुख (नीति) ने बताया कि एनएचपीसी में बाकी सभी पीएसयू में प्रचलित नियमावली एवं DPE & DOPT से प्राप्त दिशा - निर्देशों को ध्यान में रखते हुये यह सर्क्युलर जारी किया गया है। कार्यपालक निदेशक (मानव संसाधन) ने आश्वासन दिया कि इस विषय पर स्पष्टीकरण हेतु DPE को पत्र लिखा जाएगा।
- संघ के अध्यक्ष ने निगम के कर्मचारियों एवं अधिकारियों को रिजर्वेशन पॉलिसी पर प्रशिक्षण देने हेतु सुझाव दिया। इस संबंध में कार्यपालक निदेशक (मानव संसाधन) ने बताया कि प्रशिक्षण हेतु टीएंडएचआरडी विभाग से अनुरोध किया जाएगा।

बैठक का समापन सौहार्दपूर्ण माहौल में संपन्न हुआ।

श्री एस सी पाल,

अध्यक्ष, एनएचपीसी ओबीसी कर्मचारी कल्याण संघ


11/09/2018
प्रबन्धक (प्रशासन)
का. प्र. नि.


11/9/2018

मानव संसाधन विभाग (एससी / एसटी / ओबीसी सेल)

सं० एनएच/एचआर/ओबीसी/एसोसि/153/129

दिनांक: 26.11.2018

प्रबंधन वर्ग और एनएचपीसी ओबीसी कर्मचारी कल्याण संघ के प्रतिनिधियों के बीच दिनांक 01.11.2018 को शाम 4:30 बजे सम्मेलन हॉल, भूतल, ज्योति सदन में आवधिक बैठक आयोजित की गयी। इसमें निम्नलिखित प्रतिनिधियों ने भाग लिया:

प्रबंधन के प्रतिनिधि


श्री अविनाश कुमार, कार्यपालक निदेशक (मा. स.)
श्री एकरामुल हक, महाप्रबंधक (मा. स.)
श्री अरुण कुमार, महाप्रबंधक (मा. स.)
श्री आर. के. गुप्ता, उप महाप्रबंधक (मा.स.)
श्री राजेश राम रवि, वरिष्ठ प्रबंधक (मा.स.)
श्रीमति अंजू भाटिया, सहायक प्रबंधक (मा.स.)

एसोसिएशन के प्रतिनिधि

श्री एस. सी. पाल, अध्यक्ष
श्री दिनेश सिंह, संयुक्त सचिव (प्रशा)
श्री रमेश कुमार, संयुक्त सचिव (वेल्फेयर)
श्रीमति हिना कौसर, कोषाध्यक्ष
श्री अनिल कुमार जैसवाल, कार्यकारी सदस्य
श्री ए. रहमान, कार्यकारी सदस्य

वरिष्ठ प्रबंधक (मा.स.) ने बैठक में उपस्थित सभी प्रतिनिधियों का स्वागत किया, तत्पश्चात संघ के अध्यक्ष ने "Establishing equivalence of posts in Central Public Sector Enterprises (CPSEs) with Posts in Govt. for establishing Creamy Layer criteria" से संबंधित DPE द्वारा जारी सक्क्युलर पर चर्चा की और इस सक्क्युलर के संदर्भ में Managerial Level Posts के बारे में विस्तृत जानकारी मांगी। इस संदर्भ में कार्यपालक निदेशक (मानव संसाधन) महोदय ने सूचित किया कि इस विषय पर DPE से स्पष्टीकरण लिया जा रहा है।

बैठक का समापन सौहार्दपूर्ण माहौल में संपन्न हुआ।


26/11/18
वरिष्ठ प्रबंधक (मा.स.)

श्री एस सी पाल,
अध्यक्ष, एनएचपीसी ओबीसी कर्मचारी कल्याण संघ

मानव संसाधन विभाग (एससी/एसटी तथा ओबीसी सेल)

सं० -एनएच/एचआर/एससी-एसटी/ओबीसी/153/130

दिनांक: 28.11.2018

क्रौमी एकता सप्ताह (19 नवम्बर से 25 नवम्बर 2018 तक) के अंतर्गत 22 नवम्बर "वीकर सेक्शन डे" के रूप में मनाया गया। इस अवसर पर प्रबंधन वर्ग और एनएचपीसी अनुसूचित जाति / जनजाति कर्मचारी कल्याण संघ तथा एनएचपीसी ओबीसी कर्मचारी कल्याण संघ के प्रतिनिधियों के बीच एक बैठक दिनांक 22.11.2018 को शाम 4.00 बजे पुरानी बिल्डिंग, सम्मेलन हॉल, भूतल पर आयोजित की गई। इसमें निम्नलिखित प्रतिनिधियों ने भाग लिया :-

प्रबंधन वर्ग के प्रतिनिधि	ओबीसी एसोसिएशन के प्रतिनिधि	अनुसूचित जाति / जनजाति एसोसिएशन के प्रतिनिधि
श्री अविनाश कुमार, कार्यपालक निदेशक (मा.स.)	श्री एस. सी. पाल, अध्यक्ष	श्री ब्रज मोहन, अध्यक्ष
श्री आई बोरल, महाप्रबंधक (मा.स.)	श्री रमेश कुमार, संयुक्त सचिव (वेलफेयर)	श्री सुनील जे गणवीर, महासचिव
श्री एकरामुल हक, महाप्रबंधक (मा.स.)	श्री अनिल कुमार जायसवाल, कार्यकारी सदस्य	श्री मिलाप सिंह, क्षेत्रीय सचिव,
श्री अरुण कुमार, महाप्रबंधक (मा.स.)	श्री ए. रहमान, कार्यकारी सदस्य	श्री सत्यवीर सिंह, संयुक्त सचिव
श्री ए. के. साहू, वरिष्ठ प्रबंधक (मा सं)		श्री अरविंद सिंह, संगठन सचिव
श्रीमती अंजू भाटिया, सहायक प्रबंधक (मा. स.)		

वरिष्ठ प्रबंधक (मा. स.) ने वीकर सेक्शन डे के उपलक्ष्य पर आयोजित बैठक में उपस्थित सभी प्रतिभागियों का स्वागत किया।

कार्यपालक निदेशक (मानव संसाधन) ने बैठक को आगे बढ़ाते हुए क्रौमी एकता सप्ताह के बारे में विस्तारपूर्वक बताया।

इसके उपरान्त अनुसूचित जाति / जनजाति कर्मचारी कल्याण संघ के अध्यक्ष एवं पदाधिकारियों द्वारा बताया गया कि एनएचपीसी के सभी कर्मचारियों में परस्पर प्रेम है और सभी एक दूसरे के विचारों का सम्मान करते हैं। और इसी भावना को लेकर कांफ्रेंस में कार्य किया जाता है।

ओबीसी कर्मचारी कल्याण संघ के अध्यक्ष एवं पदाधिकारियों ने कार्यक्रम की प्रशंसा करते हुए कहा कि एनएचपीसी में सभी समुदाय के कर्मचारियों को एक समान अवसर दिये जाते हैं और कभी भी किसी प्रकार का भेदभाव नहीं किया जाता। निगम में सभी कर्मचारी मिलजुल कर रहते हैं जिससे निगम प्रगति की ओर अग्रसर है।

एनएचपीसी की सभी परियोजनाएं अपने आप में विविधता में एकता का अनूठा उदाहरण है और इस तरह के सौहार्दपूर्ण वातावरण को भविष्य में भी कायम रखा जाएगा और समय समय पर इस तरह के कार्यक्रम आयोजित होने चाहिए।

क्रौमी एकता को बढ़ावा देने के लिए किए गए प्रयासों की गयी और एनएचपीसी में देश के विभिन्न प्रदेशों से आए हुये सभी लोग सभी परियोजनाओं एवं पावर स्टेशनों पर मिलजुल कर कार्य करते हैं व एक परिवार की तरह रहते हैं जो कि अपने आप में अनेकता में एकता की मिसाल है।

बैठक का समापन सौहार्दपूर्ण माहौल में संपन्न हुआ।


वरिष्ठ प्रबंधक (मा. स.)

श्री एस सी पाल,
अध्यक्ष, एनएचपीसी ओबीसी कर्मचारी कल्याण संघ

श्री ब्रजमोहन,
अध्यक्ष, एन एच पी सी अनुसूचित जाति / जनजाति कर्मचारी कल्याण संघ

मानव संसाधन विभाग (एससी / एसटी / ओबीसी सेल)

सं० एनएच/एचआर/ओबीसी/एसोसि/153 /68

दिनांक: 12.07.2019

प्रबंधन वर्ग और एनएचपीसी अन्य पिछड़ा वर्ग कर्मचारी कल्याण संघ के प्रतिनिधियों के बीच आवधिक बैठक दिनांक 17.06.2019 को सम्मेलन हॉल नं०(015-), भूतल, ज्योति सदन) पुरानी बिल्डिंग में आयोजित की गई। इसमें निम्नलिखित प्रतिनिधियों ने भाग लिया:

प्रबंधन के प्रतिनिधि

श्री अविनाश कुमार, कार्यपालक निदेशक (मा. स.)
श्री अरुण कुमार, महा प्रबंधक (मा. स.)
श्री आर. के. गुप्ता, उप महा प्रबंधक (मा. स.)
श्री पिंगल किस्पोट्टा, उप महा प्रबंधक (मा. स.)
श्री राजीव रंजन करकेटा, वरिष्ठ प्रबंधक (मा. स.)
श्री राजेश राम रवि, वरिष्ठ प्रबंधक (मा. स.)
श्री ब्रजेश कुमार, वरिष्ठ प्रबंधक (मा. स.)
श्रीमति बिन्दु कपूर, सहायक प्रबंधक (मा. स.)
श्रीमति अंजू भाटिया, सहायक प्रबंधक (मा. स.)


एसोसिएशन के प्रतिनिधि

श्री एस. सी. पाल, अध्यक्ष
श्री अनुराग गंगवार, सदस्य
श्री प्रवीण कुमार सिंह, महासचिव
श्री दिनेश सिंह, संयुक्त सचिव (प्रशा.)
श्री रमेश कुमार, संयुक्त सचिव (वैल्फेयर)
श्रीमति हिना कौसर, (कोषाध्यक्ष)

वरिष्ठ प्रबंधक (मा.स.) ने बैठक में उपस्थित सभी प्रतिनिधियों का स्वागत किया। तत्पश्चात संघ के अध्यक्ष ने सूचित किया कि संघ का कार्य बहुत ही सुचारु रूप से चल रहा है तथा यह भी बताया कि एनएचपीसी प्रबंधन, कर्मचारियों के लिए निरंतर सक्रिय रूप से कार्य कर रही है जो कि प्रशंसनीय है। संघ के अध्यक्ष ने कार्यपालक निदेशक (मानव संसाधन) महोदय को बताया कि ग्रेड ई -4 स्तर तक के अधिकारियों को रिजर्वेशन पॉलिसी पर प्रशिक्षण दिया जा चुका है। तथा अनुरोध किया कि ई-5 से ऊपर के संघ के पदाधिकारियों को भी रिजर्वेशन पॉलिसी पर प्रशिक्षण दिया जाए।

कार्यपालक निदेशक (मानव संसाधन) महोदय ने संघ के अध्यक्ष से रिजर्वेशन पॉलिसी पर प्रशिक्षण प्राप्त करने हेतु इच्छुक पदाधिकारियों की सूची प्रदान करने का अनुरोध किया ताकि प्रशिक्षण हेतु टी एंड एच आर डी विभाग को अग्रेषित की जा सके।

बैठक का समापन सौहार्दपूर्ण माहौल में संपन्न हुआ।


12/7/2019
वरिष्ठ प्रबंधक (मा.स.)

श्री एस सी पाल,

अध्यक्ष, एनएचपीसी ओबीसी कर्मचारी कल्याण संघ

N.O.O.

महाप्रबंधक (मा. स.) - नीति / स्थापना (ईई) - कृपया सूचनार्थ एवं आवश्यक कारवाई हेतु अग्रेषित।

DETAILS OF DEPARTMENTAL PROMOTION COMMITTEE CONSTITUTED SINCE
2016

Year	Level of Posts	Selection Committee (S/Sh./Smt)		Name of OBC Members (S/Sh./Smt)
2016	GROUP A	K.M.Singh, CMD	Chairman	
		R.S.Mina, Director(Personnel)	Member Secretary	
		Jayant Kumar, Director(Finance)	Member	
		Ratish Kumar, Director(Projects)	Member	
		Balraj Joshi, Director(Technical)	Member	
		Dr. Ved Prakash, CVO	Member	
		Cherian Mathew, ED	Member Minority Rep.	
		Om Prakash, ED	Member OBC Rep.	Om Prakash, ED
		Savitri Srivastava, GM	Member Women Rep.	
		O. M.Solanki, Ex-Director(Pers.), NTC	External Expert & SC/ST Rep.	
	E5 to E6	R.S. Mina, Director(Personnel)	Chairman	
		Jayant Kumar, Director(Finance)	Member	
		Ratish Kumar, Director(Projects)	Member	
		Balraj Joshi, Director(Technical)	Member	
		Dr. Ved Prakash, CVO	Member	
		A.B. Agrawal, ED(HR)	Member Secretary	
		Om Prakash, ED	Member OBC Rep.	Om Prakash, ED
		A.G. Ansari, GM	Member Minority Rep.	
		Savitri Srivastava, GM	Member Women Rep.	
		O. M.Solanki, Ex-Director(Pers.), NTC	Member-Independent External Expert & SC/ST Rep.	
	(E2 to E5 w.e.f. 01.01.2016)	A.B. Agrawal, ED(HR)	Chairman	
		Cherian Mathew, ED	Member Minority Rep.	
		Vijay Kumar, ED(Finance)	Member	

		Om Prakash, ED	Member & OBC Rep.	Om Prakash, ED
		M.K. Goel, Dy. CVO	Member	
		Dr. (Ms.) Kamla Fartyal, CMO	Member and SC/ST & Women Rep.	
2016	GROUP A	Cherian Mathew, ED (RE & C)	Chairman	
		K.D. Sah, ED (HR)	Member & Member OBC	K.D. Sah, ED (HR)
		Avinash Kumar, GM (HR)	Member Secretary	
		Dr. (Mrs.) Kamla Fartyal, CMO	Member SC/ST & Women rep.	
	GROUP B	I Boral, Chief (HR)	Chairman	
	(S-1 to S-2/ S-2	Anurag Bharadwaj, SM (HR)	Member Secretary	
		H.P. Singh, SM (IT)	Member SC/ST rep.	
		Shaji K., SM (Elect)	Member	
		Sajan Moideen, Sr. Manager (M)	Member -OBC	Sajan Moideen, SM (M)
		H.S. Grover, DM (Fin.)	Member Minority rep.	
		Deepa, DM (HR)	Member Women rep.	
	GROUP B	I Boral, Chief (HR)	Chairman	
	Skilled to Superv	Anurag Bharadwaj, SM (HR)	Member Secretary	
		H.P. Singh, SM (IT)	Member SC/ST rep.	
		Shaji K., SM (Elect)	Member	
		H.S. Grover, DM (Fin.)	Member Minority rep.	
		Deepa, Dy. Manager (HR)	Member OBC & Woman R	Deepa, Dy. Manager (HR)
	GROUP B	I. Boral, Chief (HR)		
	S-2/S-3/S-4 to E-	R.T. Nathan, Sr. Manger (HR)		
		H.P.Singh, Sr. Manager (IT)		
		Shaji K, Sr. Manager (Elect.)		
		Sajan Moideen, Sr. Manager (Mech.)		Sajan Moideen, SM (Mech.)
		H.S. Grover, Dy. Manager (Finance)		
		Deepa, Dy. Manager (HR)		
2016	GROUP C	Lucas Guria, Chief (HR)	Chairman	
	Skilled (W-8) to	Anurag Bharadwaj, SM(HR)	Member Secretary	
		H.P. Singh, SM (IT)	Member SC/ST rep.	
		Sandeep Lal, SM (C)	Member (OBC) rep.	Sandeep Lal, SM (C)

		H.S. Grover, DM (Fin)	Member & Minority rep.	
		Deepa, DM (HR)	Women rep.	
	GROUP C	I Boral, Chief (HR)	Chairman	
	W-7 to W-8, W-6	Anurag Bharadwaj, SM (HR)	Member Secretary	
		R.R. Kerketta, DM (HR)	Member SC/ST rep.	
		Deepa, DM (HR)	Member OBC & Women rep.	Deepa, DM (HR)
		H.S. Grover, DM (Fin.)	Member Minority rep.	
	GROUP C	Lucas Guria, Chief (HR)	Chairman	
	Skilled (W-8) to	Anurag Bharadwaj, SM(HR)	Member Secretary	
		H.P. Singh, SM (IT)	Member SC/ST rep.	
		H.S. Grover, DM (Fin)	Member & Minority rep.	
		Deepa, DM (HR)	Women rep.	Deepa, DM (HR)
	GROUP C	I Boral, Chief (HR)	Chairman	
	W-9 to W-10, W-	Anurag Bharadwaj, SM (HR)	Member Secretary	
		H.P. Singh, SM (IT)	Member SC/ST rep.	
		Deepa, DM (HR)	Member OBC & Women rep.	Deepa, DM (HR)
		H.S. Grover, DM (Fin.)	Member Minority rep.	
2017	GROUP A	Sh. Ratish Kumar, Director(Projects)	Chairman	
		Sh. Balraj Joshi, Director(Technical)	Member	
		Sh. N. K. Jain, Director (Personnel)	Member	
		Sh. M.K. Mittal, Director(Finance)	Member	
		Sh. Cherian Mathew, ED	Member (Min. Rep.)	
		Sh. K.D. Sah, ED	Member Secretary & OBC Rep.	K.D. Sah, ED
		Sh. M.K. Goel, Dy. CVO	Member	
		Dr. (Ms.) Kamla Fartyal, CMO	Member and SC/ST & Women Rep.	
	GROUP A	Sh. Cherian Mathew, ED	Chairman & Minority Rep.	
	E2 to E5 w.e.f. 0	Sh. Vijay Kumar, ED(Finance)	Member	
		Sh. K.D. Sah, ED	Member Secretary & OBC Rep.	K.D. Sah, ED
		Sh. Avinash Kumar, GM(HR)	Member Secretary	

		Sh. M.K. Goel, Dy. CVO	Member	
		Dr. (Ms.) Kamla Fartyal, CMO	Member and SC/ST & Women Rep.	
	GROUP A	Sh. S. R. Roy, ED (Engg. Geology)	Chairman	
		Sh. Avinash Kumar, ED (HR)	Member Secretary	
		Sh. Rajesh Kumar, GM (Design E&M)	Member	
		Dr. (Mrs.) Kamla Fartyal, GM(MS)	Member SC/ST & Women rep.	
		Sh. Sat Pal Singh, CE(Mech.)	Member Minority	
		Sh. Mithilesh Prasad Dinkar, CE(Elect.)	Member OBC	M P Dinkar, CE(Elect.)
	GROUP C	Lucas Guria, Chief (HR)		
	Skilled (W-8) to	H.P. Singh, Sr. Manger (IT)		
		H.S. Grover, Dy. Manager (Finance)		
		Deepa, D.M. (HR)		Deepa, D.M. (HR)
		Rajeev Ranjan Kerketta, DM (HR)		
2017	GROUP C	Lucas Guria, Chief (HR)	Chairman	
	W-9 to W-10, W-	H.P. Singh, Sr. Manger (IT)	Member SC/ST rep.	
		H.S. Grover, Dy. Manager (Finance)	Member Minority	
		Deepa, D.M. (HR)	Member OBC & Women rep.	Deepa, DM(HR)
		Rajeev Ranjan Kerketta, DM (HR)	Member Secretary	
	GROUP B	I. Boral, Chief (HR)	Chairman	
	S-3 to S-4 Grade	R.T. Nathan, Sr. Manger (HR)	Member Secretary	
		H.P.Singh, Sr. Manager (IT)	Member SC/ST rep.	
		Shaji K, Sr. Manager (Elect.)	Member	
		Sajan Moideen, Sr. Manager (Mech.)	Member OBC rep.	Sajan Moideen, SM (Mech.)
		H.S. Grover, Dy. Manager (Finance)	Member Minority rep.	
		Deepa, Dy. Manager (HR)	Member Women rep.	
	GROUP B	I. Boral, Chief (HR)	Chairman	
	S-2/S-3/S-4 to E-	R.T. Nathan, Sr. Manger (HR)	Member Secretary	
		H.P.Singh, Sr. Manager (IT)	Member SC/ST rep.	
		Shaji K, Sr. Manager (Elect.)	Member	
		Sajan Moideen, Sr. Manager (Mech.)	Member OBC rep.	Sajan Moideen, SM (Mech.)
		H.S. Grover, Dy. Manager (Finance)	Member Minority rep.	

		Deepa, Dy. Manager (HR)	Member Women rep.	
	GROUP B	M.K. Paulose, Chief (HR)	Chairman	
	Skilled to Superv	R.T. Nathan, Sr. Manger (HR)	Member Secretary & SC/ST rep.	
		Shaji K, Sr. Manager (Elect.)	Member	
		H.S. Grover, Dy. Manager (Finance)	Member Minority	
		Deepa, Dy. Manager (HR)	Member OBC & Women rep.	Deepa, Dy. Manager (HR)
2018	GROUP A	Sh. Cherian Mathew, ED	Chairman & Minority Rep.	
	E2 to E5 w.e.f. 0	Sh. Vijay Kumar, ED(Finance)-IA	Member	
		Sh. Avinash Kumar ED(HR)	Member Secretary & OBC Rep.	
		Sh. M.K. Goel, Dy. CVO	Member Secretary	
		Sh. S C Pal, GM	Member	S C Pal, GM
		Dr. (Ms.) Kamla Fartyal, GM(MS)	Member SC/ST & Women Rep.	
	GROUP A	N. S. Parmeshwaran, ED (O&M)	Chairman	
	E1 TO E2 GRAD	Sarabjit Singh, GM (Civil)	Member Minority Rep.	
		Nanhe Ram, GM (Civil)	Member SC/ST Rep.	
		Arun Kumar, GM (HR)	Member Secretary	
		Smt. Manisha Srivastava, GM (Elect.)	Member & Woman Rep.	
		Mithilesh Prasad Dinkar, GM (Elect.)	Member & OBC Rep.	Member & OBC Rep.
	GROUP B	Arun Kumar, Chief (HR)	Chairman	
	S-2 to S-3 & S	Pingal Kispotta, SM(HR)	Member Secretary & SC/ST Rep.	
		Sajan Moideen, Sr. Manager (Mech.)	Member OBC Rep.	Sajan Moideen, SM (Mech.)
		M.B. Gurung, Mgr. (Finance)	Member	
		Inderpreet Kaur, Mgr. (HR)	Member Minority & Women Rep.	
	GROUP B	Arun Kumar, Chief (HR)	Chairman	
	Skilled to Superv	Pingal Kispotta, SM(HR)	Member Secretary & SC/ST Rep.	
		Sajan Moideen, Sr. Manager (Mech.)	Member & OBC Rep.	Member & OBC Rep.
		M. B. Gurung, Manager (Finance)	Member	
		Inderpreet Kaur, Mgr. (HR)	Member Minority & Women Rep.	
	GROUP C	Pingal Kispotta, SM(HR)	Chairman	
2018	W5 TO W6,W7 T	Sajan Moideen, Sr. Manager (Mech.)	Member Minority	

		Rajeev Ranjan Kerketta, Manager (HR)	Member Secretary & SC/ST Rep.	
		Smt. Deepa, Manager (HR)	Member OBC & Women Rep.	Smt. Deepa, Manager (HR)
	GROUP C	Pingal Kispotta, SM(HR)	Chairman	
	Skilled (W8) to H	Sajan Moideen, Sr. Manager (Mech.)	Member Minority	
		Rajeev Ranjan Kerketta, Manager (HR)	Member Secretary & SC/ST Rep.	
		Smt. Deepa, Manager (HR)	Member OBC & Women Rep.	Smt. Deepa, Manager (HR)
	GROUP C	Pingal Kispotta, SM(HR)	Chairman	
	Skilled (W8) TO	Sajan Moideen, Sr. Manager (Mech.)	Member & OBC Rep.	Member & OBC Rep.
		Rajeev Ranjan Kerketta, Manager (HR)	Member Secretary & SC/ST Rep.	
		Smt. Inderpreet Kaur, Manager (HR)	Member Minority & Women Rep.	
	GROUP C	Pingal Kispotta, SM(HR)	Chairman	
	W5 TO W6, W7	Sajan Moideen, Sr. Manager (Mech.)	Member & OBC Rep.	Member & OBC Rep.
		Rajeev Ranjan Kerketta, Manager (HR)	Member Secretary & SC/ST Rep.	
		Smt. Inderpreet Kaur, Manager (HR)	Member Minority & Women Rep.	
2019	GROUP B	Arun Kumar, GM (HR)	Chairman	
	S3 TO S4 GRAD	Anand Kumar, DGM (Elect.)	Member	
		Dr. (Smt.) Runa Gogoi, DCMO	Member OBC & Women Rep.	Dr. (Smt.) Runa Gogoi, DCMO
		Sumit Ekka, SM (HR)	Member Secretary & ST/SC Rep.	
		Ashfaq Ahmad, Manager (Civil)	Member Minority Rep.	
	GROUP B	Arun Kumar, GM (HR)	Chairman	
	Skilled to Superv	Anand Kumar, DGM (Elect.)	Member	
		Dr. (Smt.) Runa Gogoi, DCMO	Member OBC & Women Rep.	Dr. (Smt.) Runa Gogoi, DCMO
		Rajeev Ranjan Kerketta, Manager (HR)	Member Secretary & SC/ST Rep.	
		Ashfaq Ahmad, Manager (Civil)	Member Minority Rep.	
	GROUP A	Arun Kumar Mishra, ED (Planning)	Chairman	
	E2 TO E3, E3 T	Vijay Kumar, ED (Finance)	Member	
		Imran Syeed, CGM	Member Minority rep.	
		S C Pal, CGM	Member OBC rep.	S C Pal, CGM

		Dr. (Ms.) Kamla Fartyal, GM(MS)	Member SC/ST & Women Rep.	
		A K Choudhary, Dy. CVO	Member	
		Indrajit Boral, GM (HR)	Member Secretary	
2019	GROUP C	Arun Kumar, Chief (HR)	Chairman	
	Skilled (W8) TO	R.K. Gupta, Sr. Manager (HR)	Member Secretary	
		Sajan Moideen, Sr. Manager (Mech.)	Member & OBC Rep.	Member & OBC Rep.
		Rajeev Ranjan Kerketta, Manager (HR)	Member Secretary & SC/ST Rep.	
		Dr. (Smt.) Runa Gogoi, DCMO	Women Rep.	
	GROUP C	R.K. Gupta, DGM (HR)	Chairman	
	W5 TO W6, W6	Anand Kumar, DGM (Elect.)	Member	
		Mohammad Ghalib Aziz, Sr. Manager (Civil)	Member & OBC Rep.	
		Rajeev Ranjan Kerketta, Sr. Manager (HR)	Member Secretary & SC/ST Rep.	
		Dr. (Smt.) Runa Gogoi, DCMO	Women Rep.	
	GROUP C	R.K. Gupta, DGM (HR)	Chairman	
	Skilled (W8) to H	Dr. Rakesh Ranjan, DCMO	Member	
		Shahid Khan, Sr. Manager (Elect.)	Member Minority	
		Rajeev Ranjan Kerketta, Sr. Manager (HR)	Member Secretary & SC/ST Rep.	
		Deepa, Sr. Manager (HR)	Member OBC & Women rep.	Deepa, Sr. Manager (HR)
2019	GROUP C	R.K. Gupta, DGM (HR)	Chairman	
	W4 TO W5, W6	Dr. Rakesh Ranjan, DCMO	Member	
		Shahid Khan, Sr. Manager (Elect.)	Member Minority	
		Rajeev Ranjan Kerketta, Sr. Manager (HR)	Member Secretary & SC/ST Rep.	
		Deepa, Sr. Manager (HR)	Member OBC & Women Rep.	Deepa, Sr. Manager (HR)

COPIES OF ADVERTISEMENT

NHPC Limited (A Government of India Enterprise)			
Regd. Office : NHPC Office Complex, Sector-33, Faridabad-121005 (Haryana) JOIN HANDS WITH NHPC IN ENERGISING INDIA	Advertisement No. NH/Recd/09/2015		
<p>NHPC Limited, a "Mini Ratne", Schedule - A Public Sector Enterprise of the Govt. of India, having established itself as the premier organization in Hydropower Sector in the country, is now expanding and diversifying to enter other sectors of power development including Thermal, Solar and Wind Power - both within the country as well as abroad.</p> <p>NHPC is having 20 Hydro Power Schemes with capacity of 6507 MW which includes 1620 MW through its JV subsidiary NHDC and 8 Projects under construction with capacity of 3343 MW (4 Hydro Projects - 2400 MW & 1 Wind Project - 80 MW).</p> <p>In order to achieve this targets, NHPC is looking for promising, competent, energetic, young Graduate Engineers, professionals with brilliant academic records to join the organization for the following Positions:</p>			
A. SPECIAL RECRUITMENT DRIVE (SRD) TO FILL UP BACKLOG VACANCIES OF SC/ST OBC (NRI) AND CURRENT YEAR VACANCIES			
Sl. No.	Post/Grade/Job Title	Minimum Qualification & Experience	Maximum Age (as on 30.11.2015) (Upper Limit)
1.	Trainee Engineer (Civil)(E2) ₹ 20900 - 3% - 46500 (IDA)	Full time regular Bachelor's degree in Engineering/Technology/B. Sc. (Engineering). Degree in Civil Engineering from recognized Indian University/Institute approved by AICTE or AMIE (Civil Engineering). Candidate must have secured minimum 60% marks or equivalent grade in Bachelor's degree or AMIE.	30 Yrs. Total - 03 Nos. SC - 01, ST - 01, OBC - 01
2.	Trainee Officer (Finance)(E2) ₹ 20900 - 3% - 46500 (IDA)	Graduate with CA from Institute of Chartered Accountants of India/ CWA or UWA from Institute of Cost Accountants of India (formerly known as Institute of Cost & Works Accountants of India).	30 Yrs. Total - 11 Nos. ST - 11
3.	Medical Officer (E2A) ₹ 24300 - 3% - 50500 (IDA)	MBBS Degree with valid registration. Experience: Two years post internship experience (as on 30-11-2015) excluding period spent on Courses/PG etc.	33 Yrs. Total - 08 Nos. OBC - 08
4.	Trainee Officer (Law)(E2) ₹ 20900 - 3% - 46500 (IDA)	Full time regular Graduate Degree in Law (Professional) (5 years LLB or 5 years integrated course) from recognized Indian University/Institute recognized by Bar Council of India. Candidate must have secured minimum 60% marks or equivalent grade in Graduate's degree/integrated course.	33 Yrs. Total - 01 Nos. ST - 01
5.	Trainee Officer (PR)(E2) ₹ 20900 - 3% - 46500 (IDA)	Full time regular Post Graduate Degree/Post Graduate Diploma of two years duration in Communication/Mass Communication/Journalism qualification from recognized Indian University/Institute approved by AICTE. Or Post Graduate Diploma Course in Journalism (English / Hindi / Radio & Television) / Advertising and Public Relations from Indian Institute of Mass Communications, under Department of the Ministry of Information and Broadcasting, Govt. of India. Candidate must have secured minimum 60% marks or equivalent grade in Master's degree or P.G. Diploma.	33 Yrs. Total - 02 Nos. OBC - 02
6.	Trainee Officer (Company Secretary)(E2) ₹ 22900 - 3% - 48500 (IDA)	Graduate with membership of the Institute of Company Secretaries of India.	30 Yrs. Total - 01 Nos. OBC - 01
7.	Trainee Engineer/Officer (Geophysics)(E2) ₹ 20900 - 3% - 46500 (IDA)	Full time regular M.Tech/M.Sc. (Tech) in Applied Geophysics/ Exploration Geophysics/Geophysics from recognized Indian University/Institute approved by AICTE. Candidate must have secured minimum 60% marks or equivalent grade in Master's degree.	30 Yrs. Total - 01 Nos. OBC - 01
8.	Trainee Engineer/Officer (Geo-Technical)(E2) ₹ 20900 - 3% - 46500 (IDA)	Full time regular M.Tech/M.Sc. (Tech) in Geotechnical Engineering from recognized Indian University/Institute approved by AICTE. Candidate must have secured minimum 60% marks or equivalent grade in Master's degree.	30 Yrs. Total - 02 Nos. SC - 01, OBC - 01
9.	Trainee Engineer/Officer (Earthquake)(E2) ₹ 20900 - 3% - 46500 (IDA)	Full time regular M.Tech. (Structural Vulnerability & Risk Assessment) from recognized Indian University/Institute approved by AICTE. Candidate must have secured minimum 60% marks or equivalent grade in Master's degree.	30 Yrs. Total - 01 Nos. OBC - 01
10.	Assistant Relationship Officer (E2) ₹ 19400 - 3% - 40900 (IDA)	Master's degree from a recognized Indian University in Hindi, with English as an elective subject at the degree level or Master's degree from a recognized Indian University in English with Hindi as an elective subject at the degree level. Candidate must have secured minimum 60% marks or equivalent grade in Master's degree. Essentials: Three years' post qualification experience as on 30-11-2015 in the relevant field in any Central / State Government Department / PSU out of which at least two years' in the scale of pay of ₹ 14500-3%-39000 (IDA) or equivalent scale. The candidate should have experience of using / applying terminology (terminological work) in Hindi and/or translation work from English to Hindi and vice-versa, preferably of technical or scientific literature in any Central / State Government / PSU or teaching, research, writing in any Central / State Government / PSU. Specialization / Research work in the relevant area would be an added advantage. Desirable: i) Knowledge of any local language/dialect will be an advantage to the candidate applying for the post. ii) Knowledge of Sanskrit and/or any Modern Indian Language. iii) Experience of organizing Hindi classes or workshops on noting & drafting. iv) Administrative experience.	33 Yrs. Total - 12 Nos. SC - 01, ST - 01, OBC - 10
B. CURRENT YEAR VACANCIES			
Sl. No.	Post/Grade/Job Title	Minimum Qualification & Experience	Maximum Age (as on 30.11.2015) (Upper Limit)
11.	Trainee Engineer (Safety)(E2) ₹ 20900 - 3% - 46500 (IDA)	Full time regular Bachelor's degree in Engineering / Technology / B. Sc. (Engineering). Degree in (Civil / Electrical / Electrical & Electronics / Power systems & High voltage / Power Engineering / Mechanical) from recognized Indian University/Institute approved by AICTE or AMIE (enrolled before 31.03.2015) and one year full time regular Diploma in Industrial Safety from one of the Central / Regional Labor Institutes. Candidate must have secured minimum 60% marks or equivalent grade in Bachelor's degree or AMIE and Diploma in Industrial Safety.	30 Yrs. Total - 05 Nos. SC - 01, ST - 01, OBC - 03
12.	Trainee Officer (HR)(E2) ₹ 20900 - 3% - 46500 (IDA)	Full time regular two years Post Graduate Degree/Post Graduate Diploma/Post Graduate Program in Management with specialization in Human Resource Management/Personnel Management/Personnel Management & Labour Relations/Industrial Relations/Personnel Management/Personnel Management & Industrial Relations/Industrial Relations & Personnel Management from recognized Indian University/Institute approved by AICTE. Or Full time regular two years Master's in Business with Specialization in Personnel Management & Industrial Relations from recognized Indian University/Institute approved by AICTE. Or Full time regular two years Master's of Human Resource & Organizational Development (MHR&OD) from recognized Indian University/Institute approved by AICTE. Or Full time regular two years M.A. with specialization in Human Resources from recognized Indian University/Institute approved by AICTE. Candidate must have secured minimum 60% marks or equivalent grade in Master's degree or P.G. Diploma/Program.	30 Yrs. Total - 13 Nos. SC - 02, OBC - 04, UR - 07
13.	Trainee Engineer/Officer (Environment)(E2) ₹ 20900 - 3% - 46500 (IDA)	Full time regular B.E/B.Tech. (Environmental Engineering) / M.Sc. (Environmental Science) from recognized Indian University/Institute approved by AICTE with minimum 60% marks or equivalent grade. Desirable: M.Sc./M.A. (Forest Management).	30 Yrs. Total - 03 Nos. SC - 01, UR - 02
14.	Trainee Officer (Fisheries)(E2) ₹ 20900 - 3% - 46500 (IDA)	Full time regular Post Graduate Degree in any branch of Fisheries Science from recognized Institute of ICAR / University / State Agricultural University approved by UGC with minimum 60% marks or equivalent grade in Post Graduate Degree.	30 Yrs. Total - 01 Nos. OBC - 01, UR - 02
15.	Trainee Officer (Finance)(E2) ₹ 20900 - 3% - 46500 (IDA)	- Same as per Sl. No. - 2.	30 Yrs. Total - 30 Nos. SC - 08, ST - 02, OBC - 05, UR - 15

continued from previous page

16. Medical Officer (E2A) / ₹ 24800 - 3% - 50500 (IDA)	- Same as per Sl. No. -3-	33 Yrs Total - 17 Nos. SC - 02, OBC - 05, UR - 09
17. Trainee Officer (Law) (E2V) / ₹ 20800 - 3% - 46500 (IDA)	- Same as per Sl. No. -4-	30 Yrs Total - 03 Nos. OBC - 01, UR - 02
18. Trainee Officer (PR) (E2V) / ₹ 20800 - 3% - 46500 (IDA)	- Same as per Sl. No. -5-	30 Yrs Total - 06 Nos. SC - 01, OBC - 02, UR - 03
19. Junior Engineer (Mechanical) (S-1) / ₹ 15000 - 3% - 37000 (IDA)	Full time regular Diploma in Mechanical Engineering from Govt. / Govt. Recognised Institutes with minimum 60% marks or equivalent grade. Knowledge of AutoCAD will be an added advantage.	30 Yrs Total - 02 Nos. OBC - 01, UR - 01
20. Junior Engineer (Civil) (S-1) / ₹ 15000 - 3% - 37000 (IDA)	Full time regular Diploma in Civil Engineering from Govt. / Govt. Recognised Institutes with minimum 60% marks or equivalent grade. Knowledge of AutoCAD will be an added advantage.	30 Yrs Total - 03 Nos. OBC - 01, UR - 02
21. Junior Engineer (Electrical) (S-1) / ₹ 15000 - 3% - 37000 (IDA)	Full time regular Diploma in Electrical Engineering from Govt. / Govt. Recognised Institutes with minimum 60% marks or equivalent grade. Knowledge of AutoCAD will be an added advantage.	30 Yrs Total - 04 Nos. SC - 01, OBC - 01, UR - 02

Pay Scale & allowances in respect of Executives are provisional.

Vacancies earmarked for Persons with Disabilities:

Post	Total Vacancies	Earmarked for PwD	Identified for	Post	Total Vacancies	Earmarked for PwD	Identified for
Trainee Engineer (Civil)	5	3	OA, OL, HH	Trainee Officer (HR)	13	2	OA, OL, EL, E, OAL, LV, HH
Trainee Officer (Finance)	4	3	OA, OL, BL, OAL, BLOA, HH	Trainee Officer (Environment)	3	1	OL, B, OA, OAL, HH
Medical Officer	22	2	OA, OL	Assistant Railheads Officer	13	1	OL, B, OA, B, LV, HH
Trainee Officer (Law)	4	2	OL, BL, OAL, E, LV	Junior Engineer (Mechanical)	2	2	OA, OL, HH
Trainee Officer (PR)	8	2	OA, OL, B, LV	Junior Engineer (Civil)	3	3	OA, OL, HH
Trainee Engineer (Safety)	6	1	OL, HH	Junior Engineer (Electrical)	4	4	OL, HH

Note: Reservation for PwD's vacancies is Horizontal.

ABBREVIATIONS USED : OA=One Arm, OL=One Leg, EL=Both Leg, OAL=One Arm and One Leg, BLOA=Both Leg & One Arm, BL=Both Leg, LV=Low Vision, HH=Hearing Handicapped.

COMPENSATION PACKAGE:

Compensation in CTC terms is one of the best amongst PSUs. Trainee Engineer(s) Officer(s), on successful completion of one year training period will be posted as Engineer / Officer in the pay scale of 24900-3%-50500 (IDA) (E2A) with probation of one year and others will be also on probation period of one year in their respective pay scale.

Besides basic pay, candidates will also be paid Industrial Dearness Allowance (IDA) and will also be entitled for other allowances & benefits as per company rules in force from time to time.

PLACEMENT:

Candidates will be placed at Projects / Power Stations / Offices including Joint Ventures & Subsidiary Companies of NHPC in various parts of the country or abroad.

SELECTION PROCESSES:

The candidates registered online with NHPC and have uploaded all the requisite documents shall be provisionally allowed to appear for written test.

Eligibility of the candidates shall be checked / verified at the time of interview and only eligible candidates will be allowed to appear before the interview board. List of eligible candidates called for interview will be made available at www.nhpcindia.com & will also be e-mailed to such candidates. The final selected candidates will be offered 'Offer of Appointment'. For the post of Junior Engineer selection shall be based on merit of written test.

TEST CENTRES:

The written test will be held in 16 Cities* as mentioned in the Online Application system. Candidates have to choose one city as Test Centre and no change in any circumstances will be considered subsequently. However, NHPC reserves the right to cancel or add any Centre depending on the response of the candidates for that area/centre. Admission to the test centre will be on production of Admit Card which is to be downloaded only from our website by candidates and photograph should be duly self-attested.

(*Name of cities: Bengaluru, Bhopal, Bhubaneswar, Chandigarh, Chennai, Dehradun, Delhi, Gangtok, Guwahati, Hyderabad, Itanagar, Jaipur, Jammu, Kolkata, Lucknow, Mumbai, Ranchi, Raipur.)

ABOUT WRITTEN TEST:

Test booklet will be provided in English as well as in Hindi. The test duration will be 3 hours and is divided into three parts: Part-I of 140 multiple-choice questions in the concerned discipline, Part-II of 30 multiple-choice questions on General Awareness and Part-III of 30 multiple-choice questions on Reasoning. For Assistant Railheads Officer, the test booklet will consist of Part-I of 40 multiple-choice questions of concerned discipline and 5 descriptive type questions, Part-II of 30 multiple-choice questions on General Awareness and Part-III of 30 multiple-choice questions on Reasoning.

RESERVATIONS AND RELAXATIONS:

01 Reservation for SC / ST / OBC (Non-Creamy Layer) / Persons with Disabilities (PwD) (degree of disability 47% or above) will be as per the Govt. Norms & Directives.

02 No registration fee will be charged from SC/ST/PwD category candidates.

03 SC / ST and PwD (Persons with Disabilities) candidates with 50% marks in Qualifying examination are eligible to apply.

04 The upper age limit is relaxable by 5 years for SC/ST, 3 years for OBC (Non-creamy layer). It is relaxable by 10 years for PwD-General, 13 years for PwD-OBC and 15 years for PwD-SC/ST candidates.

05 The upper age limit is relaxed by 5 years for the candidates who had originally been domiciled in the State of Jammu & Kashmir during 01.01.1980 to 31.12.1989.

06 The relaxation of age for Ex-servicemen shall be as per Government guidelines.

07 SC/ST candidates appearing for written test shall be reimbursed single to & fro 2nd class rail / ordinary bus fare by the shortest route limited to the nearest examination centre from the mailing address mentioned in their application form on production of proof.

SERVICE AGREEMENT BOND:

The selected candidates for the post of Trainee Engineer / Officer shall be required to sign a Service Agreement Bond.

of Unreserved and OBC category will be required to execute a service agreement bond of ₹ 2,50,000 and for SC/ST ₹ 1,25,000 to successfully complete a minimum period of four years of service in the NHPC Ltd. including the period spent on training.

HOW TO APPLY:

01. Eligible candidates have to apply through online registration system of NHPC only. To apply, visit: www.nhpcindia.com with valid e-mail ID.

02. Candidates belonging to General and OBC (NCL) category are required to pay a non-refundable fee of ₹ 250/- . The SC/ST/PwD category candidates need not pay the registration fee.

03. State Bank of India has been authorized to collect the registration fee in a specially opened account No.31713133703 at CAG Branch, New Delhi, on behalf of NHPC. Candidate has to approach the nearby SBI branch with a printed of the "pay-in-slip" which is available on the application registration portal. The pay-in-slip printed from the portal should only be used for depositing the fee for proper crediting of amount in the allocated account. On receipt of the money, the bank will issue a Unique Journal Number and a Branch Code of the bank collecting the money. This Journal Number and the Branch code are to be filled up by the candidate during online registration. In case the candidate deposits the fee in a wrong account, NHPC will not be responsible. There will not be any other mode of payment of registration fee.

04. Fee once paid will not be refunded under any circumstances. Candidates are therefore requested to verify their eligibility & correctness of information on Application Form before paying the registration fee.

05. Read the instructions carefully and fill in the On-line application form giving accurate information. After filling it, system will generate a Unique Registration Number of NHPC. Candidates should keep ready scanned copies of their certificates in separate file given in step no. 4 under head Steps for Applying of less than 100 KB each JPEG / PDF format, along with passport size colour photograph and signature in JPEG format of less than 23 KB size and 15 KB size respectively.

06. Candidates can visit the online registration site from 1200 hours of 05.12.2015 to midnight of 18.12.2015.

STEPS FOR APPLYING:

Step-1: Log on to www.nhpcindia.com & click on Career with us.

Step-2: Read all instructions given on the website.

Step-3: Fill the Online application form with relevant details and submit.

Step-4: Scanned copies of following documents should be kept ready by the candidate before applying online registration for attachment:

(a) Matriculation / Secondary School Certificate as proof of date of birth.

(b) Complete set of mark sheets / certificates in support of qualification.

(c) Casto certificate in format prescribed by the Government of India in case of OBC candidates, the community certificate should have been issued within 6 months for OBC (if applicable) at the time of registration.

(d) Disability certificate issued by competent authority (if applicable).

(e) Certificate from the Principal stating that the candidate has passed the course on full time / regular basis (except AMIE) certified by the university / institution from where they have obtained the bachelor degree, and

(f) A certificate for conversion of grades / CGPA to percentage of marks shall be based on the procedure certified by the university / institution from where they have obtained the bachelor degree.

Step-5: Candidate should upload scanned copies of their certificates in separate space given in the online application form.

Step-6: Take out the print of the registration slip / form generated by the system for future reference.

Application registered without / incomplete documents uploaded shall be considered as incomplete. The registration number will be generated only after successful completion of the application.

not send any documents / certificates or printout of registration slip / form through post.

GENERAL INFORMATION AND INSTRUCTIONS:

01 Only Indian Nationals are eligible to apply.

02 Before applying, the candidate should ensure that he / she fulfills the eligibility and other norms mentioned in the advertisement. If a candidate qualifies in written test and is called for interview based on the information given by the candidate and does not fulfil the same he / she will not be allowed to appear in the interview.

03 Candidate with less than 60% marks (taking average of all the semesters / years, irrespective of the weightage given to any particular semester / year by the University / Institute in Qualifying Educational Qualification (B.E./B.Tech./B.Sc (Engg.)) will not be considered. Candidates with 59.99% marks are not eligible and the same shall not be rounded off to 60%. Candidates who are appearing in final qualifying examination in 2016 need not apply.

04 The candidates should have acquired the qualifying educational qualifications on or before 30.11.2015 to be eligible for applying.

05 Casto certificate shall be in line with the proforma given at NHPC website.

06 No representation will be entertained for relaxation of prescribed qualification in any circumstances.

07 For the post of Trainee Engineer / Trainee Officer (except Finance, CS, Medical Discipline) all qualifications should be full time regular courses from a recognized Indian University / Institute approved by AICTE except AMIE. Candidates who have obtained requisite marks or equivalent grade, taking average of all the semesters / years irrespective of the weightage given to any particular semester / year by Institute / University need not apply.

08 Internal candidates having requisite qualifications are eligible to apply.

09 Candidate has to apply Online only. No manual / paper application will be entertained.

10 The date of declaration of result / issuance of Mark sheet shall be deemed to be the date of acquiring the qualification and there shall be no relaxation on this account. Post qualification experience on a post / level shall be counted only from the said date onwards.

11 Declaration of the registered candidate is liable to be rejected at any stage of recruitment process or after recruitment or joining, if any information provided by the candidate is found to be false or is not in conformity with eligibility criteria mentioned in the advertisement.

12 Candidate is also liable to be rejected if valid registration form is not generated or not uploaded with requisite documents.

13 The admit card indicating roll number, name of the allocated test centre, date of Written Test etc guidelines for the test will be made available on the NHPC website to the candidates found apparently eligible based on the online data. Candidates will also be informed through e-mail. The candidate has to download his/her Admit card. Test Guidelines etc. for downloading the test from the website. Admit cards will not be sent by post.

14 The candidature of all candidates shall be provisional and all the required documents will be checked only at the time of interview. Candidates fulfilling the eligibility criteria shall be allowed for interview.

15 Candidates are advised to keep their e-mail ID active at least for one year. No change in e-mail ID will be allowed once entered. All future correspondence shall be sent via e-mail only.

16 Candidates employed with Government Departments / PSUs / Autonomous Bodies have to produce NOC at the time of interview.

17 In case of any ambiguity / dispute, arising on account of interpretation in version other than English, only English version will prevail.

18 NHPC reserves the right to cancel/modify/withdraw / enlarge its recruitment process, without issuing any notice or assigning any reason therefor.

19 NHPC reserves the right to increase / decrease the vacancies as per requirement.

20 Any canvassing, directly or indirectly by the applicant / disqualification / her candidature.

21 Legal jurisdiction will be maintained at all times.

For recruitment / candidates / SC / ST / PwD / persons / other than Data



NHPC Limited
(A Government of India Enterprise)

Regd. Office: NHPC Office Complex, Sector-33, Faridabad-121003 (Haryana)
CIN No. - L40101HR1975GOI032564

Advertisement No: NH/Recrt./05/ 2015

JOIN HANDS WITH NHPC IN ENERGISING INDIA THROUGH GATE - 2016

NHPC Limited, a 'Mini Ratna', Schedule - A Public Sector Enterprise of Govt. of India, having established itself as the premier organization in Hydropower Sector in the country, is now expanding and diversifying to excel in other sectors of power development including Thermal, Solar and Wind Power - both within the country as well as abroad. NHPC is having 20 Hydro Power Stations with capacity of 6507 MW which includes 1520 MW through our JV subsidiary NHDC and 5 Projects are under construction with capacity of 3340 MW (4 Hydro Project=3290MW & 1 Wind Project=50 MW). In order to achieve the targets, NHPC is looking for promising, competent, energetic, young Graduate Engineers and Officers with brilliant academic record to join the organisation as:

Sl. No.	Post / Grade / Pay Scale*	Minimum Qualification	Maximum Age (as on 01.04.2016) / Vacancies
1.	Trainee Engineer (Electrical)/(E2)/ ₹20600 - 3% - 46500 (IDA)	Full time regular Bachelor's Degree in Engineering / Technology / B.Sc (Engineering) Degree in Electrical Discipline from recognized Indian University / Institute approved by AICTE with minimum 60% marks or equivalent grade or AMIE with minimum 60% marks or equivalent grade (enrollment before 31.05.2013). Electrical Discipline includes Electrical / Electrical & Electronics / Power Systems & High Voltage / Power Engineering.	30 Yrs. Total - 50 (SC-04, OBC-06 UR-40) [09 Vacancies are earmarked for PwD of OL,HH]
2.	Trainee Engineer (Civil) / (E2) / ₹ 20600 - 3% - 46500 (IDA)	Full time regular Bachelor's Degree in Engineering / Technology / B.Sc. (Engineering) Degree in Civil Engineering from recognized Indian University / Institute approved by AICTE with minimum 60% marks or equivalent grade or AMIE with minimum 60% marks or equivalent grade (enrollment before 31.05.2013).	30 Yrs. Total - 20 (SC-04, OBC-06, UR-10) [06 Vacancies are earmarked for PwD of BL,OA,OL,HH]
3.	Trainee Engineer (Mechanical)/(E2)/ ₹ 20600 - 3% - 46500 (IDA)	Full time regular Bachelor's Degree in Engineering / Technology / B.Sc (Engineering) Degree in Mechanical Discipline from recognized Indian University / Institute approved by AICTE with minimum 60% marks or equivalent grade or AMIE with minimum 60% marks or equivalent grade (enrollment before 31.05.2013). Mechanical Discipline includes Mechanical / Production / Thermal / Mechanical & Automation Engineering.	30 Yrs. Total - 20 (SC-03, ST-02, OBC- 05, UR-10) [07 Vacancies are earmarked for PwD of OL]
4.	Trainee Officer (Geology) / (E2)/ ₹ 20600 - 3% - 46500 (IDA)	Full time regular M.Sc. (Geo.) / M. Tech in Applied Geology (should have studied Geology with Mathematics or Physics at Graduation level), from recognized Indian University / Institute approved by AICTE with minimum 60% marks or equivalent grade.	30 Yrs. Total - 09 (SC-02, OBC-02, UR-C3) [02 Vacancies are earmarked for PwD of OA,OL,HH]

*Pay Scale is provisional.

Note: Reservation for PwD's vacancies is Horizontal out of the total vacancies. Abbreviations: BL - Both Legs, OA - One Arm, OL - One leg, HH - Hearing Handicapped.

COMPENSATION PACKAGE:

Compensation in CTC terms is one of the best amongst PSUs. Trainee Engineer(s) / Trainee Officer(s), on successful completion of one year training period will be placed as Engineer / Officer in the pay scale of ₹24900-3%-50500 (IDA) (E2A) with probation of one year. Besides basic pay, candidates will be paid Industrial Dearness Allowance (IDA) and will also be entitled for other allowances & benefits as per company rules in force from time to time.

PLACEMENT:

Candidates will be placed at Projects / Power Stations/ Offices including Joint Ventures & Subsidiary Companies of NHPC in various parts of the country or abroad.

SELECTION PROCESS:

Candidates shall be shortlisted out of the candidates registered with NHPC as per merit based on the GATE - 2016 marks and will be provisionally selected and extended "Offer of Appointment" on provisional basis.

Candidates are required to appear for GATE-2016 paper as detailed below:

Sl. No.	Engineering / Post Graduate Disciplines as advertised by NHPC	Corresponding GATE-2016 paper	Corresponding GATE-2016 paper code
1.	Electrical Discipline includes Electrical / Electrical & Electronics / Power Systems & High Voltage / Power Engineering.	Electrical Engineering	EE
2.	Civil Engineering	Civil Engineering	CE
3.	Mechanical Discipline includes Mechanical/ Production / Thermal / Mechanical & Automation Engineering	Mechanical Engineering	ME
4.	Geology	Geology / Geophysics	GG

RESERVATIONS AND RELAXATIONS:

- Reservation for SC / ST / OBC (Non-Creamy Layer) / Persons with Disabilities (PwD) (degree of disability 40% or above) will be as per the Govt. Norms & Directives.
- SC/ ST and PwD (Persons with Disabilities) candidates with 50% marks in qualifying examination are eligible to apply.
- The upper age limit is relaxable by 5 years for SC/ ST, 3 years for OBC (Non-creamy layer). It is relaxable by 10 years for PwD- General, 13 years for PwD- OBC and 15 years for PwD-SC/ST candidates.
- The upper age limit is relaxed by 5 years for the candidates who had ordinarily been domiciled in the State of Jammu & Kashmir during 01.01.1980 to 31.12.1989.
- The relaxation of age for Ex-servicemen shall be as per Government guidelines.

SERVICE AGREEMENT BOND:

The selected candidates for the post of Trainee Engineer / Officer of General and OBC category will be required to execute a service agreement bond of ₹2.50 lakhs and for SC/ST ₹1.25 lakhs and successfully complete a minimum period of four years of service in the NHPC Ltd. including the period spent on training.

HOW TO APPLY:

- Only candidates who have registered with GATE-2016 with valid GATE Registration Number can register online in NHPC's website of <http://www.nhpcindia.com/career.htm> against Advertisement No. NH/Recrt./05/ 2015
- Read the instructions carefully and fill in the On-line application form giving accurate information including the GATE-2016 registration number. After filling it, system will generate a Unique Registration Number of NHPC. Candidates should keep ready scanned copies of their certificates in PDF format in a separate file as given in step no 4 under head "STEPS FOR APPLYING" in between 100 to 200 KB each JPEG / PDF format along with passport size colour photograph and signature in JPEG format of less than 23 KB size and 15 KB size respectively. The scanned copies of certificates should be readable otherwise candidature shall be treated as rejected.
- Candidates can visit the online registration site from 1200 hours of 01.01.2016 to midnight of 01.02.2016.

STEPS FOR APPLYING:

- Step-1: Log on to www.nhpcindia.com & click on Career with us.
- Step-2: Read all instructions given on the website.
- Step-3: Fill the Online application form with relevant details and submit.
- Step-4: Scanned copies of the following documents should be kept ready by the candidate before applying online registration for attachment:

- Matriculation / Secondary School Certificate as proof of date of birth.
- Complete set of mark sheets / certificates in support of qualification i.e. XII, Graduation

and Post Graduation (if applicable).

- Caste certificate in format prescribed by the Government of India in case of OBC candidates, the community certificate should have been issued within 6 months for OBC (if applicable) at the time of registration.

- Disability certificate issued by competent authority (if applicable).

- Certificate from the Principal stating that the candidate has passed the course on full time / regular basis (except AMIE) certified by the university / institution from where they have obtained the bachelor / post graduate degree.

- A certificate for conversion of grades / CGPA to percentage of marks shall be based on the procedure certified by the University / Institution from where the concerned have obtained the bachelor degree and

- Copy of the GATE-2016 Admit Card / Registration Form.

- Candidate should upload scanned copies of their certificates in separate space given in the online application form.

- Take out the print of the registration slip / form generated by the system for future reference.

Application registered with invalid GATE registration number / without / incomplete documents uploaded shall be summarily rejected and Candidate should not send any documents / certificates or printout of registration slip / form through post.

GENERAL INFORMATION AND INSTRUCTIONS:

- Candidates interested in joining NHPC as Trainee Engineers / Officers in 2015 against Advertisement No. NH/Recrt./05/2015 are required to appear in GATE-2016. Only Graduate Engineers / Post Graduate in Geology discipline with minimum eligibility qualification attained before the last date of online registration with NHPC, can apply online at website <http://www.nhpcindia.com/career.htm>. Final year appearing students in the academic session 2015-16 are not eligible. Candidates who have passed before 31.12.2015 are eligible to apply.

- Only Indian Nationals are eligible to apply.

- Before applying, the candidate should ensure that he / she fulfils the eligibility and other norms mentioned in the advertisement. If a candidate is shortlisted, based on the information given by him / her and does not fulfill the same, he / she will not be allowed to join.

- Only GATE- 2016 score (Marks out of 100) is valid for this recruitment exercise. GATE score of 2015 or prior is not valid.

- Candidate is required to obtain requisite marks / grade in minimum qualification prescribed for the post, taking average of all the semesters / years irrespective of the weightage given to any particular semester / year by Institute / University.

- Caste certificate shall be in line with the proforma given at NHPC website.

- No representation will be entertained for relaxation of prescribed qualification in any circumstances.

- Internal candidates having requisite qualifications are also eligible to apply.

- Candidate has to apply Online only. No manual / paper application will be entertained.

- The date of declaration of result / issuance of Mark sheet shall be deemed to be the date of acquiring the qualification and there shall be no relaxation on this account.

- Candidature of the registered candidate is liable to be rejected at any stage of recruitment process or after selection / joining, in the event of any information, provided by the candidate, is found to be false or is not found in conformity with eligibility criteria mentioned in the advertisement.

- Candidates are advised to keep their e-mail ID active at least for one year. No change in e-mail ID will be allowed once entered. All future correspondence shall be sent via e-mail only. For any queries, regarding this recruitment exercise, please send email to recrtcell2010@nhpc.nic.in.

- Candidates employed with Government Departments / PSUs / Autonomous Bodies have to attach scanned copy of NOC along with testimonials or at the time of joining.

- In case of any ambiguity / dispute, arising on account of interpretation in version other than English, English version will prevail.

- NHPC reserves the right to cancel/modify/restrict/enlarge/alter recruitment process, without issuing any further notice or assigning any reason thereof.

- NHPC reserves the right to increase / decrease the vacancies as per requirement.

- Any canvassing, directly or indirectly, by the applicant will disqualify his / her candidature.

- In case of any dispute, the competent court at Faridabad / High Court of Punjab and Haryana at Chandigarh, shall have exclusive jurisdiction.

Important Dates:

a. Commencement of Online Registration of application by candidates in NHPC.	01.01.2016 (Friday) 1200 Hours.
b. Last date for online registration of application by candidates in NHPC.	01.02.2016 (Monday) Midnight

DETAILS OF OFFICE BEARERS OF NHPC OBC EMPLOYEES WELFARE ASSOCIATION

SN	EMP NO	NAME	POSITION	CASTE	PERMANENT	MOBILE	E m a i l
1	100548H	SURESH CHANDRA PAL PRESIDENT	CHIEF GENERAL MANAGER	PAL	H.No. 207-A, AWAS VIKAS, 206001 ETAWAH UTTAR PRADESH	7042711944	sepal@nhpc.nic.in
2	102124L	SAJAN MOIDEEN VICE PRESIDENT	DEPUTY GENERAL MANAGER (MECHANICAL)	ISLAM MUSLIM	ABDULLAH MANZIL. TC-20/2333 T.C.STREET. PO- KARAMANA TRIVANDRUM, KERALA	9717464455	sajanmoideen@rediffmail.com
3	102416T	PRAVEEN KUMAR SINGH GENERAL SECRETARY	SENIOR MANAGER (MECHANICAL)	KURMI	Road No. 9A/48, SHiv MAndir Road, PO-Kesarinagar, Indrapuri 800024 PATNA, BIHAR	9971557218	praveen_nhpc2004@yahoo.co.in
	102148V	DINESH SINGH JOINT SECRETARY (ADMIN)	SENIOR MANAGER (HR)	KUSHAWAHA (KAIRI)	J-67 HOUSING COLONY DHANBAD 826001 DHANBAD, JHARKHAND	08130898439	dinesh_singh2@nhpc.nic.in
5	103660A	RAMESH KUMAR JOINT SECRETARY (WELFARE)	MANAGER (PR)	KURMI	S-2/234, PANDEYPUR THANA-CANTT, DISTT- VARANASI 221002 VARANASI UTTAR PRADESH	9910048382	ramesh05nhpc@gmail.com
6	103781F	HINA KAUSER TREASURE	DEPUTY MANAGER (FINANCE)	MUSLIM RANGREJ	29,DHAMAWALA MOHALLA, DEHRADUN - DEHRADUN, UTTARAKHAND	9650013914	hinakausar@nhpc.nic.in
7	112556Y	NARAYAN SOLANKI SUB- TREASURER	ASSISTANT LIBRARY OFFICER	KIRAR	C/O SH.S.K.HARODE, INDERPURI, BHEL PLOT NO.42,S-3,TWINKLE TOWER,SEC-3 462021 BHOPAL, MP	9560363461	solankinhpc@gmail.com
8	112717W	ANIL KUMAR JAISWAL EXECUTIVE MEMBER	ENGINEER (ELECTRICAL)-E02	KALAR	VPO NAWAGOAN (SALKA) TEH KARGI ROAD (KOTA) DISTT. BILASPUR 495113, CHHATTISGARH	7042839996	jswalanil@gmail.com
9	492008X	UMA SHANKAR SAINI EXECUTIVE MEMBER	PRIVATE SECRETARY GR-II - DMC CELL	SAINI	HOUSE NO 571/5, PATEL NAGAR GURGAON, HARYANA	9899527585	saini2019@gmail.com

UNIT-WISE DETAILS

Location-wise Contract Labour engaged by Contractors in the various works awarded to them

Sl NO.	Location	Total Number of Contract Labour engaged 31.07.2019
1	Regional Office, Jammu	46
2	Chutak Power Station	162
3	Dulhasti Power Station	242
4	Kishanganga Project	269
5	Nimoo-Bazgo Power Station	129
6	Salal Power Station	392
7	Uri Power Station	113
8	Uri-II Power Station	167
9	Regional Office, Banikhet	150
10	Bairasiul Power Station	298
11	Chamera-I Power Station	394
12	Chamera-II Power Station	281
13	Chamera-III Power Station	193
14	Sewa-II Power Station	259
15	Regional Office-Siliguri	106
16	Loktak Power Station	404
17	Rangit Power Station	261
18	Teesta Low Dam-III Power Station	378
19	Teesta Low Dam-IV Power Station	341
20	Teesta-V Power Station	440
21	Teesta-IV Project	58
22	Subansiri Lower Project	1394
23	Dibang Basin Project	144
24	Tawang Basin Projects	78
25	RO Chandigarh	36
26	Parbati-II Project	647
27	Parbati-III Power Station	259
28	Dhauliganga Power Station	265
29	Tanakpur Power Station	259
30	Liaison Office, Itanagar	31
31	Liaison Office, Lucknow	21
32	Liaison Office, Mumbai	11
33	Wind Power Project, Jaisalmer	5
34	EMS Division, Corporate Office	377
35	IT&C Division, Corporate Office	14
36	Security Division, Corporate Office	139
Total		8763

Location-wise Contract Labour engaged by Contractors in the various works awarded to them

SI NO.	Location	Total Number of Contract Labour engaged 31.07.2019	Total Number of Contract Labour engaged as on 31.03.2018	Total Number of Contract Labour engaged 13.07.2017
1	Regional Office, Jammu	46	46	46
2	Chutak Power Station	162	162	162
3	Dulhasti Power Station	242	243	231
4	Kishanganga Project	269	130	720
5	Nimoo-Bazgo Power Station	129	128	127
6	Salal Power Station	392	374	346
7	Uri Power Station	113	113	113
8	Uri-II Power Station	167	165	163
9	Regional Office, Banikhet	150	150	143
10	Bairasiul Power Station	298	346	347
11	Chamera-I Power Station	394	394	384
12	Chamera-II Power Station	281	278	271
13	Chamera-III Power Station	193	192	186
14	Sewa-II Power Station	259	259	260
15	Regional Office-Siliguri	106	55	26
16	Loktak Power Station	404	451	441
17	Rangit Power Station	261	265	261
18	Teesta Low Dam-III Power Station	378	347	334
19	Teesta Low Dam-IV Power Station	341	327	360
20	Teesta-V Power Station	440	440	440
21	Teesta-IV Project	58	70	70
22	Subansiri Lower Project	1394	547	428
23	Dibang Basin Project	144	142	143
24	Tawang Basin Projects	78	78	78
25	RO Chandigarh	36		
26	Parbati-II Project	647	911	1075
27	Parbati-III Power Station	259	256	256
28	Dhauliganga Power Station	265	255	267
29	Tanakpur Power Station	259	254	300
30	Liaison Office, Itanagar	31	32	33
31	Liaison Office, Lucknow	21	20	13
32	Liaison Office, Mumbai	11	11	11
33	Wind Power Project, Jaisalmer	5	5	5
34	EMS Division, Corporate Office	377	377	350
35	IT&C Division, Corporate Office	14	14	14
36	Security Division, Corporate Office	139	149	149
Total		8763	7986	8553

COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2019-20)

**MINUTES OF THE SIXTH SITTING OF THE COMMITTEE ON WELFARE OF OTHER
BACKWARD CLASSES (2019-20) HELD ON 9TH SEPTEMBER, 2019 IN COMMITTEE
ROOM 'B', PARLIAMENT HOUSE ANNEXE, NEW DELHI**

The Committee sat from 1400 hrs. to 1500 hrs.

PRESENT

Shri Ganesh Singh — *Chairperson*

MEMBERS

Lok Sabha

2. Shri Ramesh Bidhuri
3. Shri Dileshwar Kamait
4. Shri Bandi Sanjay Kumar
5. Shri Sadashiv Kisan Lokhande
6. Shri Ajay Nishad
7. Dr. Sanghamitra Maurya
8. Shri Ram Shiromani
9. Shri Rajesh Verma
10. Shri Ashok Kumar Yadav

RAJYA SABHA

11. Shri Ram Narain Dudi
12. Shri T.K.S. Elangovan
13. Shri B.K. Hariprasad
14. Shri Vishambhar Prasad Nishad
15. Dr. Banda Prakash
16. Shri K.K Ragesh
17. Smt. Vijila Sathyananth
18. Shri Ram Nath Thakur
19. Smt. Chhaya Verma
20. Shri Harnath Singh Yadav

SECRETARIAT

- | | | | |
|----|--------------------|---|------------------|
| 1. | Smt Anita B. Panda | - | Joint Secretary |
| 2. | Shri N. K. Pandey | - | Director |
| 3. | Shri Janmesh Singh | - | Deputy Secretary |

WITNESSES

Representatives of Ministry of Power

- | | | | |
|----|-----------------------------|---|----------------------|
| 1. | Shri S.K.G. Rahate | - | Additional Secretary |
| 2. | Shri Mrityunjay Kr. Narayan | - | Joint Secretary |
| 3. | Shri S.K. Kassi | - | Director |

Representatives of National Hydroelectric Power Corporation (NHPC)

- | | | | |
|----|------------------------|---|-------------------------|
| 1. | Shri Balraj Joshi | - | CMD |
| 2. | Shri Nikhil Kumar Jain | - | Director (Personnel) |
| 3. | Shri Avinash Kumar | - | Executive Director (HR) |

Representatives of National Thermal Power Corporation Limited (NTPC)

- | | | | |
|----|-------------------------|---|---------------|
| 1. | Shri Saptarshi Roy | - | Director (HR) |
| 2. | Shri A.N. Verma | - | ED(HR) |
| 3. | Shri M S D Bhattamishra | - | ED |
| 4. | Shri Rakesh Prasad | - | ED |

2. At the outset, the Chairperson welcomed the representatives of the Ministry of Power, National Hydroelectric Power Corporation (NHPC) and National Thermal Power Corporation Limited (NTPC) and highlighted the core issues of the subject “Measures undertaken to secure representation of OBCs in employment and for their welfare in PSUs and other organizations under the Ministry of Power”. He emphasized on the need to ensure proper implementation of various orders issued by the Government of India on the subject and to strengthen the monitoring mechanism in this regard.

4. Some of the major issues/points raised by the Chairperson and Members of the Committee in the sitting and responded to by the representatives of the Ministry of Power, National Hydroelectric Power Corporation (NHPC) and National Thermal Power Corporation Limited (NTPC) are as follows:

- (i) Representation of OBCs at various levels in the overall staff strength of National Thermal Power Corporation Limited (NTPC) and National Hydroelectric Power Corporation (NHPC), respectively;
- (ii) Implementation of OBC reservation in National Thermal Power Corporation Limited (NTPC) and National Hydroelectric Power Corporation (NHPC);
- (iii) Reasons for backlog vacancies for OBCs and efforts made to fill up them;
- (iv) Details of the posts lying vacant under OBC category due to unavailability of OBC candidates and steps taken by National Thermal Power Corporation Limited (NTPC), National Hydroelectric Power Corporation (NHPC) and the Ministry to fill such posts;
- (v) Reasons for delay in recruitment to various posts in National Thermal Power Corporation Limited (NTPC) and National Hydroelectric Power Corporation (NHPC);
- (vi) Status of Special Recruitment Drive to fill the backlog vacancies;
- (vii) Percentage of OBC employees amongst appointment made as consultant in National Thermal Power Corporation Limited (NTPC) and details of percentage of ownership of NTPC in various affiliated companies;
- (viii) Regular inspection and maintenance of roster register;
- (ix) Detailed information about outsourcing of jobs and its impact on recruitment under OBC category;
- (x) Status of OBC Employees' Welfare Unions and adherence to the Directives issued by Department of Personnel and Training in this regard; and
- (xi) Details of expenditure incurred on Welfare of OBC under Corporate social responsibility (CSR).

5. The Committee directed the representatives of the Ministry to furnish written replies to the queries which were not responded to by them during the sitting or on which the requisite information was not readily available with them, to the Committee at the earliest.

6. A copy of the verbatim proceedings of the sitting has been kept.

The witnesses then withdrew.

The Committee then adjourned.

COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2019-20)

**MINUTES OF THE TWELFTH SITTING OF THE COMMITTEE ON WELFARE OF OTHER
BACKWARD CLASSES (2019-20) HELD ON 18th NOVEMBER, 2019 IN COMMITTEE
ROOM 'B', PARLIAMENT HOUSE ANNEXE, NEW DELHI**

The Committee sat from 1500 hrs. to 1615 hrs.

PRESENT

Shri Ganesh Singh — *Chairperson*

MEMBERS

Lok Sabha

2. Shri Ramesh Bidhuri
3. Shri S. Jagathrakshakan
4. Smt S. Jothimani
5. Shri Dileshwar Kamait
6. Smt. Raksha Nikhil Khadse
7. Shri Bandi Sanjay Kumar
8. Dr. (Smt.) Pritam Gopinath Munde
9. Shri Balak Nath
10. Dr. Sanghamitra Maurya
11. Shri Parbatbhai Savabhai Patel
12. Shri Kapil Moreshwar Patil
13. Shri Mahesh Sahoo
14. Shri Ram Shiromani
15. Shri Ashok Kumar Yadav

Rajya Sabha

16. Shri Ram Narain Dudi
17. Shri B.K. Hariprasad
18. Dr. Banda Prakash
19. Shri K.K Ragesh
20. Smt. Vijila Sathyananth
21. Shri Ram Nath Thakur
22. Smt. Chhaya Verma

SECRETARIAT

- | | | | |
|----|---------------------|---|---------------------|
| 4. | Smt Anita B. Panda | - | Joint Secretary |
| 5. | Shri Md. Aftab Alam | - | Additional Director |
| 6. | Shri Janmesh Singh | - | Deputy Secretary |

WITNESSES

Representatives of Ministry of Power

- | | | | |
|----|----------------------|---|----------------------|
| 1. | Shri S.K.G. Rahate | - | Additional Secretary |
| 2. | Shri V.K. Dewangan | - | Joint Secretary |
| 3. | Shri Aniruddha Kumar | - | Joint Secretary |
| 4. | Shri S.K. Kassi | - | Director |

Representatives of National Hydroelectric Power Corporation (NHPC)

- | | | | |
|----|------------------------|---|----------------------|
| 1. | Shri Balraj Joshi | - | CMD |
| 2. | Shri Nikhil Kumar Jain | - | Director (Technical) |
| 3. | Shri Avinash Kumar | - | ED(HR) |
| 4. | Shri Ekramul Haque | - | GM(HR) |
| 5. | Shri Sanjeev Gupta | - | SM(PMSG) |

Representatives of National Thermal Power Corporation Limited (NTPC)

- | | | | |
|----|----------------------|---|-------------------|
| 1. | Shri Saptarshi Roy | - | Director (HR) |
| 2. | Shri A.N. Verma | - | ED(HR) |
| 3. | Shri Rakesh Prasad | - | ED |
| 4. | Shri S.R. Sahoo | - | DGM(HR) & LO(OBC) |
| 5. | Shri Bhupesh Kashyap | - | DGM(HR) |

2. At the outset, the Hon'ble Chairperson welcomed the representatives of the Ministry of Power, National Hydroelectric Power Corporation (NHPC) and National Thermal Power Corporation Limited (NTPC) to the follow-up sitting convened to take evidence on the subject "Measures undertaken to secure representation of OBCs in employment and for their welfare in PSUs and other organizations under the Ministry of Power". In his opening remarks he emphasized on the need to ensure proper implementation of various orders issued by the Government of India on the subject and to strengthen the monitoring mechanism in this regard.

3. Some of the major issues/points raised by the Hon'ble Chairperson and Members of the Committee and responded to by the representatives of the Ministry of Power, National

Hydroelectric Power Corporation (NHPC) and National Thermal Power Corporation Limited (NTPC) during the course of the sitting are as follows:

- (i) Representation of OBCs in the Board of Directors and at various levels in the overall staff strength of National Thermal Power Corporation Limited (NTPC) and National Hydroelectric Power Corporation (NHPC), respectively;
- (ii) Implementation of OBC reservation in National Thermal Power Corporation Limited (NTPC) and National Hydroelectric Power Corporation (NHPC);
- (iii) Reasons for backlog vacancies for OBCs and efforts made to fill up them;
- (iv) Details of the posts lying vacant under OBC category due to unavailability of OBC candidates and steps taken by National Thermal Power Corporation Limited (NTPC), National Hydroelectric Power Corporation (NHPC) and the Ministry to fill such posts;
- (v) Reasons for delay in recruitment to various posts in National Thermal Power Corporation Limited (NTPC) and National Hydroelectric Power Corporation (NHPC);
- (vi) Percentage of OBC employees amongst appointment made as consultant in National Thermal Power Corporation Limited (NTPC) and details of percentage of ownership of NTPC in various affiliated companies;
- (vii) Holding of separate interviews of the OBC candidates by the Selection Committee in NHPC and NTPC.
- (viii) Regular inspection and maintenance of roster register;
- (ix) Detailed information about outsourcing of jobs and its impact on recruitment under OBC category;
- (x) Details of expenditure incurred on Welfare of OBCs under Corporate Social Responsibility (CSR).

4. The Committee directed the representatives of the Ministry/PSUs to furnish written replies to the queries which were not responded to by them during the sitting or on which the requisite information was not readily available with them, to the Committee at the earliest. The witnesses then withdrew.

The Committee then adjourned.

A copy of the verbatim record of the proceedings has been kept.

COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2019-20)

**MINUTES OF THE SEVENTEENTH SITTING OF THE COMMITTEE ON WELFARE OF
OTHER BACKWARD CLASSES (2019-20) HELD ON 9th DECEMBER, 2019 IN
COMMITTEE ROOM 'C', PARLIAMENT HOUSE ANNEXE, NEW DELHI**

The Committee sat from 1000 hrs. to 1030 hrs.

PRESENT

Shri Ganesh Singh — *Chairperson*

MEMBERS

Lok Sabha

2. Shri Ramesh Bidhuri
3. Smt. Raksha Nikhil Khadse
4. Shri Sadashiv Kisan Lokhande
5. Dr. (Smt.) Pritam Gopinath Munde
6. Shri Ram Shiromani
7. Shri Rajesh Verma

Rajya Sabha

8. Shri Ram Narain Dudi
9. Shri B.K. Hariprasad
10. Shri Vishambhar Prasad Nishad
11. Dr. Banda Prakash
12. Smt. Vijila Sathyananth
13. Smt. Chhaya Verma

SECRETARIAT

- | | | |
|------------------------|---|---------------------|
| 1. Smt Anita B. Panda | - | Joint Secretary |
| 2. Shri N.K. Pandey | - | Director |
| 3. Shri Md. Aftab Alam | - | Additional Director |
| 4. Shri Janmesh Singh | - | Deputy Secretary |

2. At the outset, the Chairperson welcomed the Members of the Committee. Thereafter, the Committee took up the Draft Report on the following subject for consideration and adoption:-

'Measures undertaken to secure representation of OBCs in employment and for their welfare in NHPC Ltd' pertaining to the Ministry of Power

After some deliberations, the Committee adopted the Draft Report and authorised the Chairperson to finalise and present the same to both Houses of the Parliament.

The Committee then adjourned.
