

National Commission for Scheduled Tribes

Proceedings of the meeting to review the implementation of service safeguards and development programmes for Scheduled Tribes in the Madhya Pradesh State Electricity Board, Govt. of Madhya Pradesh held on 12/8/2009.

The meeting to discuss the implementation of service safeguards and development programmes for Scheduled Tribes in the Madhya Pradesh State Electricity Board was held on 12/08/2009 in the office of the Madhya Pradesh State Electricity Board at Jabalpur. The meeting was chaired by Smt. Urmila Singh, Hon'ble Chairperson, National Commission for Scheduled Tribes. Shri Aditya Mishra, Joint Secretary and Shri R.C. Durga, Director, National Commission for Scheduled Tribes also attended the meeting.

2. The Commission held the meeting in two phases. In the first phase a meeting was held with various SC/ ST Employees Associations of Madhya Pradesh State Electricity Board and its subsidiary companies to have first hand knowledge of the problems of the ST employees and ground realities about implementation of service safeguards. Shri Pandey, Liaison Officer(SC/ST) in MPSEB was also present in the meeting. List of participants from the employees associations is enclosed at **ANNEXURE I**. The following issues emerged out of the discussions:

- (i) The Rules relating to reservation for SCs/ STs in services framed and followed by Govt. of Madhya Pradesh are not being followed by MPSEB and its subsidiary companies.
- (ii) An order relating to reservation in direct recruitment and promotions issued in 1976 was made applicable in 1992. Similarly, another order on the subject issued in 1978 was applied in 2008.
- (iii) The Company had adopted Time Bound Promotion Scheme under which employees are promoted after successful completion of service in a grade and for this availability of vacancies in posts is not required. The benefit under the scheme was given to Assistant Engineers (Generation) belonging to Scheduled Castes and Scheduled Tribes to the post of Executive

Engineers (Generation) who had completed 5 years of service in the post of AE. This scheme was, however, withdrawn and the promotion given to ST candidates was treated as ad-hoc promotion, although large number of backlog vacancies reserved for STs existed on the date of promotion. This has also blocked the promotions from Jr. Engineers to Asstt. Engineers. In the hearing held in the Commission on 24/10/2008, the Board had been advised to consider the promotion of ST Assistant Engineers from the date of original promotion in the year 1999 as clear backlog vacancies for STs were in existence on the date of promotion. However, MPSEB has not taken any action in this regard.

- (iv) Fast Track Action Committee for looking into the grievances of SC and ST employees was constituted in the year 2004 after visit of the Member, erstwhile National Commission for Scheduled Castes and Scheduled Tribes in the year 2004. The Committee is almost non-functional as the Committee does not hold meetings regularly. Moreover, the recommendations made by the Committee are not honoured by the Board. It was suggested that the FTAC may be set up in each subsidiary company also.
- (v) Since FTAC was set up on the request of the employees associations and the recommendation of the Commission, the proceedings of the Committee should be forwarded to NCST, NCSC as well as Associations.
- (vi) The SC/ ST candidates due for promotion are generally issued show cause notice/ charge-sheet just before they are due for consideration and inquiries into such matters take several years thereby denying their due share, even until retirement.
- (vii) There should be a Liaison Officer (SC/ST) in each field Unit and Chief Liaison Officer (SC/ST) in the Hq. Office of each Company. Similarly, there should be one Principal Liaison Officer (SC/ST) in Madhya Pradesh State Electricity Board. This will help redress of grievances of SC/ST employees fast at each level and reduction of pressure of work relating to grievances at Hq.

- (viii) SC/ ST members included in DPC for various posts do not have knowledge about reservation policy. Therefore, SC/ ST officers in MPSEB and its subsidiary Companies may be provided in-service training on matters relating to reservation in services for SC/ST/OBC.
- (ix) Rosters are not being maintained properly and posts vacated by Scheduled Tribes are being filled from amongst other categories of employees.
- (x) Senior Officers belonging to SC/ ST are ordered to work under the Junior Officers of general categories who are given current charge of the higher posts, ignoring the right and capability of the Senior Officers belonging to SC/ ST. This leads to humiliation to the Senior SC/ ST Officers beside depriving them of the opportunity for gaining experience of the higher post.

3. The representatives of various SC/ ST Employees Associations and some individual employees also submitted written representations to the Hon'ble Chairperson, National Commission for Scheduled Tribes. These representations contained various individual issues beside general issues mentioned above. Copies of these representations were handed over to the Liaison Officer (SC/ST) of MPSEB for taking prompt action on the grievances/ issues mentioned in the representations.

4. In the second phase, the Commission held a meeting with the Secretary, Madhya Pradesh State Electricity Board and other officers of Board and its subsidiary Companies. The Chief Secretary, Govt. of Madhya Pradesh is ex-officio Chairman of Madhya Pradesh State Electricity Board. Due to certain pre-engagements, the Chairman & Managing Director could not attend the meeting. The CMD conveyed his inability over phone to the Hon'ble Chairperson, NCST. List of all participants in the meeting is enclosed at **ANNEXURE II**.

5. The meeting commenced with a power-point presentation about the implementation of service safeguards and development programmes for Scheduled Tribes in the Madhya Pradesh State Electricity Board and its following subsidiaries.

- (i) MP Power Generating Co. Ltd, Jabalpur
- (ii) MP Power Transmission Co Ltd, Jabalpur
- (iii) MP Poorv KVVCL, Jabalpur
- (iv) MP Madhya KVVCL, Bhopal
- (v) MP Paschim KVVCL, Indore
- (vi) MP Power Trading Co. Ltd, Jabalpur

6. As the replies to the points included in the Questionnaire for review in respect of the MPSEB and its subsidiaries were not ready, the discussions were held as per the information furnished in the presentation.

7. The following points emerged after the discussions.

- (i) The MPSEB is a successor entity of erstwhile Madhya Pradesh Electricity Board (MPEB), which was constituted in the year 1957 under the provision of Electricity Supply Act, 1948. Consequent to the MP Reorganisation Act, 2000, the said MPSEB ceased to exist and the successor State of Madhya Pradesh constituted Madhya Pradesh State Electricity Board w.e.f. 1.1.2001. The above mentioned Companies have subsequently been given autonomy except for the matters related to Cash Flow Management. As per provisions of Transfer Scheme notified by the Govt. of MP in Gazette Notification dated 30.09.2003, the services of employees are also to be transferred and finally absorbed in respective Companies. The said transfer and final absorption is yet to take effect. As such, MPSEB is presently looking Cash Flow Management amongst successor Companies and also remains as principal employer of all the employees till their services are transferred and finally absorbed in the Companies.
- (ii) The Madhya Pradesh State Electricity Board and its subsidiaries are following the Acts and Rules relating to reservation for Scheduled Castes, Scheduled Tribes and OBCs in posts and services under the Govt. of Madhya Pradesh, and the promotion policy of the Govt. namely; Madhya Pradesh Lok Sewa (Padonnati) Niyam, 2002 [मध्य प्रदेश लोक सेवा (पदोन्नति) नियम, 2002], adopted by the Madhya Pradesh State Electricity Board as मध्य

प्रदेश राज्य विद्युत मण्डल लोक सेवा (पदोन्नति) नियम, 2002. As per these rules, the reservation in direct recruitment for Scheduled Castes, Scheduled Tribes, and OBCs is 16%, 20% and 14% respectively and the reservation in promotion for Scheduled Castes and Scheduled Tribes is 16% and 20% respectively.

- (iii) Over all representation of ST is 1871 out of a total of 49925 employees of Madhya Pradesh State Electricity Board and its companies, constituting 3.74% only. The representation in the posts in Group 'A' and 'B' category is less than even 2%. It was explained that in 1992-93 a Committee was constituted by State Govt. to suggest improvement in Board's functioning. Upon recommendation of the Committee, the Board stopped all Direct Recruitment in all the cadres including the local induction of Class-IV cadres. The representation for Scheduled Tribes was, therefore, very poor as recruitment in the Board is banned since 1992.
- (iv) The employees of erstwhile Madhya Pradesh Electricity Board have been provisionally allocated to the subsidiaries companies on as is where is basis.
- (v) Urgent requirement of staff in each subsidiary Companies was being met by sanctioning of new posts by the Govt. The policy of reservation for SCs and STs was being completely followed while making appointment to newly created posts in each Company.
- (vi) The issue of division of employees of erstwhile Madhya Pradesh Electricity Board between Madhya Pradesh State Electricity Board and Chhattisgarh State Electricity Board has since been finalized, the final allocation of employees to 6 companies will also be finalized and orders will be issued shortly. This will resolve various pending issues relating to promotion of employees and completion of backlog for SCs and STs.

8. The issues which emerged after discussion with the Employees Associations were also brought to the notice of the Secretary, MPSEB. It was impressed by the Commission that prompt action should be taken on the issues and grievances mentioned in the representations submitted by Associations and individual

employees and information about action taken intimated to the Commission at the earliest. In this context, the Commission also advised Secretary, MPSEB to take action on the following points:

- (i) Allocation of posts and employees between Madhya Pradesh State Electricity Board and each of its subsidiary Companies may be finalized without further delay. Since total sanctioned strength of MPSEB is 72714 and the number of employees in position is 49925, some vacant posts in each category are also likely to be allocated to each Company. Therefore, shortfall/ backlog for Scheduled Tribes in each category of posts may be promptly assessed and special drives may be launched to complete the shortfall/ backlog in promotion as well as Direct Recruitment in a time bound manner.
- (ii) Rosters may be maintained in respect of each category of posts. Separate rosters have to be maintained for Direct Recruitment as well as promotion keeping in view the applicable percentage of reservation for SCs , STs and OBCs. Steps may also be taken to computerize the rosters so that it is easy to identify the reserved point and the replacement for Scheduled Tribes
- (iii) The ST officers, who were given promotion under TBPS in the year 1999 or 2000, were otherwise also eligible for regular promotion since backlog vacancies for the posts of Assistant Engineers and Executive Engineers were available in that year should be treated to have been appointed on regular basis from the date of original promotion. Further action for their promotion to the next higher grade from the due date should also be taken.
- (iv) Liaison Officer (SC/ST) may be appointed in every field Unit and Chief Liaison Officer (SC/ST) at the Hq. Office of each Company. The Chief Liaison Officers may report to the Chief Liaison Officer (SC/ST) in Madhya Pradesh State Electricity Board.
- (v) The Fast Track Action Committee may be set up in each Company, with Chief Liaison Officer of the Company as Convener. The Committee should meet at regular interval, say each quarter, to discuss and resolve the pending issues relating to SC and ST employees. The Fast Track Action Committee constituted in MPSEB may supervise the working of FTAC in the subsidiary Companies. This system will certainly reduce the administrative

problems of the Companies as several issues of SC/ ST employees will be settled by the FTAC.

- (vi) Five sets each of the Material alongwith enclosures, if any, in reply to the Review Questionnaire in respect of MPSEB and each of its subsidiary companies may be sent to the Commission by 30.09.2009. Soft copy of each material may also be sent at Email ID mishra0077@hotmail.com as well as dircood@ncst.nic.in
- (vii) Report about action taken on the representations of SC/ST Employees' Association and individual employees, copies of which were handed over to the Liaison Officer (SC/ST) during the meeting, may be furnished to the Commission by 30/09/2009.

9. Since the material in reply to each point of the Questionnaire for review of implementation of safeguards in respect of Madhya Pradesh State Electricity Board was not complete and the material in respect of subsidiary Companies would also take some time, it was decided that proper review of implementation of safeguards would be held after receipt of complete material in respect of MPSEB as well as its subsidiary Companies in the presence of the Chairman & Managing Director, Madhya Pradesh State Electricity Board and Heads of each subsidiary company.

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

ANNEXURE I

National Commission for Scheduled Tribes

Sub: Meeting to review the implementation of service safeguards and development programmes for Scheduled Tribes in Madhya Pradesh State Electricity Board on 12.08.2009 at Jabalpur (MP)- Participants

S.No.	Name and Designation	Signature
I.	National Commission for Scheduled Tribes	
1	Smt. Urmila Singh, Chairperson	(In chair)
2	Shri Aditya Mishra, Joint Secretary	
3	Shri R.C. Durga, Director	
4	Shri R.K. Dubey, Assistant Director	
II.	SC/ ST Employees and Associations	
(i)	MP Rajya Vidyut Mandal Aarakshit Varg Adhikari Karmchari Sangh	
1	Shri S.K. Sachdeva	
2	Shri Anil Kumar Mehra	
3	Shri A. P. Paras	
4	Shri M. K. Namdev	
5	Shri K.K. Vanjari	
6	Shri L.P. Chaudhari	
7	Shri Lalji Ram	
8	Shri Udaybhan Kushwaha	
(ii)	Vidyut Ajaks Federation (MP)	
1	Shri Sanjay Bhagvatker	
2	Shri S.K. Gayakwad	
3	Shri M.L. Chikwa	
4	Shri D.Kumar	
5	Shri S.C. Sagar	
6	Shri Dinesh Chaudhari	
7	Shri Vijay Bansal	
8	Shri Surendra Kumar Ingle	
9	Shri Jageshwar Prasad Raidas	
(iii)	Individual Employees	
1	Shri Anand Prakash Bhairve	
2	Shri Hemraj Shakya	
3	Shri J.P. Rampurya	

- 4 Shri Anil Chouhan
- 5 Shri P.L. Marskole
- 6 Shri P.S. Randhey
- 7 Shri S. B. Invati
- 8 Shri D.D. Ramteke
- 9 Shri C.R. Baghelker
- 10 Shri D.K. Atker
- 11 Shri S. L. Parte
- 12 Shri Somji Uikey
- 13 Shri Kashi Ram

ANNEXURE II

National Commission for Scheduled Tribes

Sub: Meeting to review the implementation of service safeguards and development programmes for Scheduled Tribes in Madhya Pradesh State Electricity Board on 12.08.2009 at Jabalpur (MP)- Participants

S.No. Name and Designation

I. National Commission for Scheduled Tribes

- 1 Smt. Urmila Singh, Chairperson (In chair)
- 2 Shri Aditya Mishra, Joint Secretary
- 3 Shri R.C. Durga, Director
- 4 Shri R.K. Dubey, Assistant Director

II. Madhya Pradesh State Electricity Board

- 1 Shri Arjun M. Sajnani, Financial Advisor
- 2 Shri P.K. Vaishya, Secretary
- 3 Shri Santosh Tiwari, Officer on Special Duty (Pers.)
- 4 Shri Rajeev Srivastava, Addl. Secretary (Pers.)
- 5 Shri Raman Mehta, Executive Engineer
- 6 Shri Sudheer Kumar Pandey, Liaison Officer (SC/ST)

III. MP Power Transmission Co. Ltd, Jabalpur

- 1 Shri R.K. Verma, Chairman & Managing Director
- 2 Shri N. K. Garg, Executive Director

IV. MP Power Generating Co. Ltd, Jabalpur

- 1 Shri R.B. Agarwal, Chairman & Managing Director
- 2 Shri R.K. Saxena, Executive Director
- 3 Shri Kamlesh Tripathi, Addl. Secretary
- 4 Shri V.K. Tiwari, Joint Secretary
- 5 Shri M. Byotra, Supdt. Engineer
- 6 Shri Vinod, Supd. Engineer
- 7 Shri A.K. Nema, Dy. Secretary
- 8 Shri Abhishek Jain, Executive Engineer
- 9 Shri Narendra Gupta, Executive Engineer
- 10 Shri S. Chakravarti, Executive Engineer

V. MP Poorv KVVCL, Jabalpur

- 1 Shri R.K. Verma, Chairman & Managing Director
- 2 Shri Vijendra Singh, Executive Director
- 3 Shri P.S. Tekam, Addl. Chief Engineer (Rewa)
- 4 Shri Mridul Khare, Dy. Secretary

VI. MP Paschim KVVCL, Indore

- 1 Shri Praveen Datt, Sr. Welfare Officer
- 2 Shri A. S. Azad, Asstt. Engineer

VII. MP Madhya KVVCL, Bhopal

- 1 Shri M.P. Chincholker, Joint Secretary
- 2 Smt. Swati Singh, Addl. Chief Engineer (Bhopal)

VIII. MP Power Trading Co. Ltd, Jabalpur

- 1 Shri J. S. Pasricha, DGM(S)