

**NATIONAL COMMISSION FOR SCHEDULED TRIBES**  
**Regional Office, Raipur.**

**Minutes of the meeting taken by Smt. Urmila Singh, Hon'ble Chairperson, National Commission For Scheduled Tribes, New Delhi with office bearers of National Thermal Power Corporation SC/ST Employees Welfare Association & NTPC Management, Korba Unit at Korba (CG) on 26.06.2009.**

A meeting was taken by Smt. Urmila Singh, Hon'ble Chairperson, National Commission For Scheduled Tribes with the office bearers of National Thermal Power Corporation SC/ST Employees Welfare Association & NTPC Management, Korba Unit at Korba (CG) on 26.06.2009. Shri Aditya Mishra, Joint Secretary, NCST, New Delhi, Shri R.K. Dubey, Assistant Director and Shri P.K.Das, Sr. Investigator, NCST, Raipur accompanied the Chairperson. Shri J. Kar, General Manger & Shri G.C. Surdev, DGM (HR) & other senior officers of NTPC Korba Unit represented the Management. Sr. M. S. Paikra, General Secretary, NTPC SC/ST Employees Welfare Association & other Office bearers also attended the meeting.

Following issues were discussed in the meeting:

**1. Training of SC/ST officers & employees in various courses in India & abroad:**

The Association raised the issue of training of SC/ST officers & employees in the courses for their career development in India and abroad and requested that due representation should be given to SC/ST in such courses. The Management informed the Commission that the nominations for training Courses abroad are decided at the corporate level which is purely on the basis of functional requirement of the organization. Hon'ble Chairperson suggested that due representation should be given to SC/ST employees in the training courses conducted in India and abroad as per the DOPT's guidelines/ instructions.

## **2. Career Progression of SC/ST Employees in NTPC:**

The Association informed the Commission that many SC/ST employees having ITI certificates have been unable to develop their career by obtaining Diploma due to the reason that they did not possess qualification of Mathematics subject at the School level which was essential for taking admission in Diploma Courses. GM, NTPC, Korba Unit informed that the Management was in the process to tie up with Jamia Millia Islamia University, New Delhi to arrange for Diploma certificates for such ITI certificate holders, where Mathematics is not an essential subject. Similarly, Graduate Engineers of NTPC could acquire further qualification from Birla Institute of Technology and Science, Pilani. It was stated that arrangement was being made to facilitate Management Courses for Employees of NTPC. Hon'ble Chairperson advised that the Management should take necessary steps to facilitate educational development of SC/ST employees to enable them to develop their career.

## **3. Coaching Facility for MBBS Courses for the Children of SC/ST Employees of NTPC, Korba:**

It was brought to the notice of the Commission that a Coaching Centre was being run in the Township to provide Coaching for admission in Engineering Courses to the children of the NTPC employees but no such coaching was available for students seeking admission in Medical Courses. During the discussion, the Management expressed doubts about availability of sufficient number of students in Medical Courses. However the management agreed to start a faculty of Medical courses on trial basis.

## **4. Reservation of Seats in the Institutions aided by NTPC:**

It was informed that some seats were reserved for the employees and their wards in the educational Institutions being aided by NTPC but there was no reservation for SC/ST candidates. Hon'ble Chairperson requested the

Management to ensure that the employees and wards belonging to SC/ST category are also benefited in the process.

**5. Issuance and verification of caste Certificates:**

Some of the representatives of the NTPC SC/ST Employees Welfare Association informed the Commission that the Management was verifying the caste certificates as per Government's instructions and sending it to their respective district authorities who in place of verifying the validity of the certificates were demanding old records prior to the year 1950 and harassing by issuing short notices to them through their employers. Being in service, it is very difficult for them to go to their respective Districts again and again. The Chairperson informed that it was a major issue and will be taken up with the State Govt. by the Regional Office of the Commission at Bhopal.

The Meeting ended with a vote of thanks to the Chair.