



Fl. No. 12/6/2024-RU/RM/NALCO

Government of India

National Commission for Scheduled Castes

(A Constitutional Body set up under Article 338 of the Constitution of India)

{Jurisdiction: West Bengal, Odisha, Sikkim & A&N Islands}

Minutes of the meeting held on 22.11.2024 on the review of the implementation of safeguards provided to Scheduled Castes by the National Aluminium Company Limited, Bhubaneswar.

A Meeting was held on 22.11.2024, at 1230 hours, at ITC, Bhubaneswar on the review of the implementation of safeguards provided to Scheduled Castes by the National Aluminium Company Limited, Bhubaneswar.

2. The meeting was attended by the Director and Senior Officers of the National Aluminium Company Limited, Bhubaneswar and representatives of NALCO SC/ST Employees Welfare Associations. The list of the participants is enclosed as **Annexure I**.

3. The Hon'ble Member, National Commission for Scheduled Castes, held a meeting with the representatives of NALCO SC/ST Employees Welfare Associations, on 22.11.2024 at 1230 Hrs. The representatives of the Associations submitted their grievances before the Hon'ble Member, National Commission for Scheduled Castes.

4. The NALCO Corporate SC & ST Employees Welfare Association, Nayapalli, Bhubaneswar, submitted the following grievances:

- a. Less Representation of SC Candidates in Higher Grades (Executives): It is observed that in a number of occasions, the deserving employees belonging to SC category have been deprived to get the promotion during the Departmental Promotion Committee (DPC) and the vacancies have been diverted to general category employees. This has seriously hampered our representation in higher grades. They requested to maintain the vacancies for promotion to the higher grades in a proper way.
- b. Non Absorption of internal candidates in Direct Recruitment and Lateral Entry: The Company does not absorb a single internal candidate in any Direct Recruitment or Lateral Entry, which is a clear violation of Recruitment Policy.
- c. Recruitment of MT & Non-Executives: At present NALCO is recruiting executive manpower through direct recruitment of Graduate Engineer Trainee (GET) only, the Management Trainee (MT) recruitment have not been done since last 12 years as well as the recruitment of non-executives in non-technical posts has not been done

since last 20 years, which is hampering the fresh appointment of SC candidates and also putting a lot of work pressure on the existing manpower. Presently, NALCO has resorted to recruit employees through lateral entry process wherein the policy of reservation for SC employees has been completely ignored.

5. The NALCO SC/ST Employees Welfare Association, Koraput, submitted the following grievances:

- a. To examine low representation in higher grade (SC category) and also shortfall in A grade, B grade is filled by launching Special Drive.
- b. Give preference to job aspirants from retired or deceased LDP (SC) employees.
- c. Discrimination in consideration of seniority in respect of Sh. Manoranjan Behera (SC), AGM (HRD), M&R Complex. He was discriminated while finalisation of seniority and even though he is senior to others, he was not considered for interview.
- d. Establish a Degree College in Damanjodi.
- e. Ensure the provision of basic needs for peripheral villages including drinking water, medical facilities, road connectivity and education.
- f. Ensure that SC Candidates are considered during Lateral Entry recruitment in NALCO.
- g. Exclude the LDP/LAP from the SC Roster.
- h. Ensure the timely conduct of W-T, T-S, T-m parallel conversion and E-0 promotion examinations.
- i. CBSE and BSE Odisha both education society are run by Public Sector Funds but there is no any SC candidate in Staff.
- j. Establish Skill Development Centre in Damanjodi.
- k. Contractor Workers Labour Colony like SVM, DPS, CISF and LDP colony may be constructed separately for the welfare of the Scheduled Caste community.
- l. Request for rehabilitation of dependent of one disabled SC woman employee late Sunamani Khora.

6. The NALCO SC & ST Employees Welfare Association, Angul, submitted the following grievances:

- a. (i) There is less representation of SC executives in higher grade. 7.93% in E7 grade (General Manager) to E9 (Executive Director) i.e. only 13 officers out of 164.
(ii) Also the representation of SC Executives in middle management E4 grade (Senior Manager) to E6 grade (Deputy General Manager) is 13.04%. There are 93 SC executives out of 713.
(iii) In lower management E0 grade (Junior Manager) to E3 grade (Manager) the SC representation is 13.81% i.e. 95 SC Executives out of 688. The representation of SC officers seems more due to non-promotion to higher grade.

Though there is a provision of relaxation in promotion adopting zone of consideration and extended zone. NALCO is not following this policy.

- b. NALCO has not followed the reservation policy for conversion from Technician/Operator grade to Supervisory grade by the plea of parallel posting/conversation without financial benefit. For conversion to supervisory grade higher qualification is essential (Diploma & B-Tech).
 - c. There is no special training to SC employees for skill up graduation, communication, conversation, industrial visit & attending seminar.
 - d. There are more numbers of regular employees retired from service. But, there is no special recruitment drive in non-executive since 2011.
 - e. Two schools namely Delhi Public School and Saraswati Vidya Mandir are running by the finance assistance and other facilities i.e. medical treatment, quarter by NALCO. But the reservation policy is not implemented for recruitment in Teaching & Non-teaching Staff.
 - f. NALCO spends for periphery development from Corporate Social Responsibility fund in every year. They requested to fix a percentage for SC village (Basti) for their health and education. Two of our association representatives may be included in CSR committee (NALCO Foundation).
 - g. The case of Shri Manoranjan Behera (SC), AGM (HRD) P. No. 10163 for discrimination in fixation of seniority & non-consideration of candidature for promotion in DPC-2020.
 - h. Representative in as per DoPT No. 12035(10)/84-Pol.II Dtd. 07.04.1986, 60 Point Roster to be followed, which is not maintained properly. In HAAC (House Allotment Advisory Committee) three more SC & ST Association Representatives (2 from CPP & 2 from Smelter Plant) to be included for better transparency in house allotment.
7. The Hon'ble Member, National Commission for Scheduled Castes, held a meeting with the Director and Senior Officers of National Aluminium Company Limited, Bhubaneswar, on 22.11.2024 at 1300 Hrs. The Commission discussed the grievances of the SC/ST Employees Welfare Associations with the Management and **directed to look into the grievances as per the Rules and Procedures of the Company and Government Orders/O.Ms/Circulars. The Commission directed that information/clarification/ATR on the grievances are to be submitted to the Commission within 15 days.**


(Love Kush Kumar)
Member

Officers of NCSC:

1. Ms. Sonali Dutta, Director, NCSC, State Office, Kolkata
2. Shri Sharad Kumar Garg, PS to Hon'ble Member, NCSC, Hqrs., New Delhi
3. Mrs. Puloma Basu, Senior Investigator, NCSC, State Office, Kolkata
4. Shri Ramesh Kumar, LDC, NCSC, State Office, Kolkata

Officers of National Aluminium Company Limited, Bhubaneswar:

Sl. No.	Name	Designation
1.	Sh. Jagdish Arora	Director (HR)
2.	Sh. H.S. Pradhan	GM (P&A)
3.	Sh. S.S Majhi	AGM (PR)
4.	Sh. R Sivamaran	GM (Civil)
5.	Sh. N Ravi	GGM (BD)

Representatives of NALCO SC/ST Employees Welfare Association:

Sl. No.	Name	Designation
1.	Sh. Bhabani Shankar Das	Member
2.	Sh. KK Sethi	Member
3.	Sh. Surendra Behera	Member
4.	Sh. Nilamadhab Behera	Member
5.	Sh. Pramoda Kumar Sethi	Member
6.	Sh. Kailash Chandra	Member