


Note

Date: 29.08.2013

Subject: Minutes of the 3rd Meeting of Corporate HR with SC/ST & OBC
Representatives.

Enclosed herewith please find a copy of letter received from SPMCIL vide
letter No. CHO(HR)/IR/8/7/2011/3499 dated 19.08.2013 regarding Minutes of
the 3rd Meeting of Corporate HR with SC/ST & OBC Representatives held on
15.07.2013 in IG Mint, Hyderabad.

The same is circulated herewith for information of all concerned.


(M.C. Bylappa)
General Manager
IG Mint, Kolkata



भारत प्रतिभूति मुद्रण तथा मुद्रा निर्माण लिमिटेड
Security Printing and Minting Corporation of India Limited

मिनिरत्न श्रेणी-1, सीपीएसई
(भारत सरकार के पूर्ण स्वामित्वाधीन)
Miniratna Category-I, CPSE
(Wholly owned by Government of India)

No. : CHO(HR)/IR/8/7/2011/3499

G.M./Sir
& OAS
24-8-13

19th August 2013

भारत प्रतिभूति मुद्रण तथा मुद्रा निर्माण लिमिटेड
India Government Stamp, Kolkata

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To: *[Signature]*
All General Managers, IGM-Kolkata
Mints, Presses & Paper Mill

Sub: Minutes of the 3rd Meeting of Corporate HR with SC / ST & OBC Representatives on 15th July, 2013 in IGM, Hyderabad.

Sir,

Attached please find herewith the Minutes of the 3rd Meeting with SC/ST & OBC Representatives held on 15th July, 2013 in IGM, Hyderabad with Corporate HR under the Chairmanship of Director (HR) for the purpose of record and onward transmission to the authorized Representatives of the Associations.

Yours faithfully,

[Signature]
(B.J. Gupta)
Dy. GM (IR)

Encl.: As above

Copy to:

1. OSD to CMD
2. EA to Director (HR)
3. Director (T)
4. CVO I/c / GM (IT)
5. HR Master folder

MINUTES OF THE 3rd MEETING OF SPMCIL CORPORATE OFFICE INTERACTION WITH SC/ST AND OBC REPRESENTATIVES OF NINE UNITS HELD ON 15TH JULY 2013 AT INDIA GOVERNMENT MINT, HYDERABAD

INTRODUCTION

The 3rd Corporate Office interaction with the SC/ST and OBC representatives of nine Units of SPMCIL was held on 15.07.2013 at India Government Mint, Hyderabad. The meeting was Chaired by Dr. Manoranjan Dash, Director (HR) and Dy. Manager (HR) from the Corporate Office Sh. Vinod Mahria represented on behalf of HR Management. A list of authorised representatives from the Units who participated in the meeting is attached in Annexure A.

1.2 The host Unit General Manager Sh. S P Varma from I.G. Mint, Hyderabad in his welcome address to the participants mentioned about the importance of such meetings of Corporate Office with SC/ST and OBC representatives from across the nine Units to establish a strong bondage with such category of Employees because Company believes in principle and practice their welfare, knowledge and skill development.

1.3 The Director (HR) in his address to all the SC/ST and OBC representatives emphasized that with commitment and hard work an individual can achieve the target to certain extent but as a cohesive force, Teams can accomplish larger objectives and greater goals for which effective communications and joint consultants is a sound platform. Director(HR) also mentioned that SPMCIL as a PSU has come a long way within a short span of Corporatisation and attributed the success to the collective endeavour including the contributions of SC/ST and OBC category of Employees of the Company.

1.4 Having formally addressed the forum, Director(HR) requested the representatives to start the process of interaction and put-forth Unit specific issues, if any and also their view points so as to yield an insight to the common issues of SC/ST and OBC Employees of the Company as a whole.

2. ISSUES HIGHLIGHTED BY THE REPRESENTATIVES

- 2.1
- The representative of SPM, Hoshangabad conveyed their thanks to the Corporate Office HR team for providing a platform where the SC/ST and OBC Employees can interact and communicate with the Top Management of the Company. They also expressed their gratitude to the Unit for authorizing Rs.10,000/- to celebrate the auspicious event of Dr. B R Ambedkar Jayanti.
 - The representative of SPM requested to provide Office space to SC/ST and OBC Association in the Unit and also mentioned for provision of a statue of Dr. B R Ambedkar in the premises.

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- The representatives requested for nomination of SC/ST and OBC to attend foreign training/tour programmes. Director(HR) mentioned that the deputation abroad are based on functional priority and such nominations for foreign trips also includes SC/ST and OBC Employees.
 - Employees working as Technical Officer in the level of S-2 have not been promoted in the Unit to the post of Assistant Works Manager, as mentioned by the SPM representative. Director(HR) clarified that during the Govt. time, the promotions were strictly as per the sanctioned posts whereas the Promotion Policy of the Company provides opportunity for automatic progression in the cluster subject to suitability. Once SPMCIL Promotion Policy for Executives is approved by the Board, the career progression shall be assured to many extent without stagnation.
- 2.2
- The representative of the BNP, Dewas informed that the production target of the Unit for the year 2012-13 was achieved inspite of having shortage of raw materials at every interval. But BNP representatives mentioned about their concern and disparity in Incentive payment because CNP has paid more Incentives to the Employees for higher production and requested that same benefit should be extended to them. Further they mentioned about deployment of contract labour in the Unit and insisted that unloading of the printing paper should be by Company Employees instead of taking the work through outsourced employees. Director(HR) mentioned that these are Unit specific issues and matter shall be taken up with the Unit Management at the appropriate forum.
- 2.3
- The representative of SPP, Hyderabad mentioned that the Grant of Rs.10,000/- which was sanctioned to celebrate Dr. B R.Ambedkar Jayanti may be enhanced.
 - Further it was mentioned by the representative of SPP that service of Sh. M. C. Nath, Technical Officer be regularized from retrospective date. Director(HR) clarified that the matter is under the purview of the Unit because Corporate Office has already delegated the powers to the Unit in respect of Unit Cadre Employees upto the level of S-2.
 - SPP representative also pointed out that One ST candidate Sh. Ganesh was not considered for promotion to the post of Assistant Technical Officer whereas he is eligible for promotion. Director(HR) clarified that while delegating the powers to the Units it is obligatory to have Liaison Officer at the appropriate level as DPC member and hence should be reflected to him.

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- It was also mentioned by the SPP representative that Sh. D C Raghav, Dy. Works Manager was transferred from ISP, Nasik to SPP but till date he has not been provided any office space by the Unit and requested Director(HR) to look into the matter.
- 2.4
- The representatives of ISP and CNP, Nasik jointly conveyed their sincere thanks to the Corporate HR team and also IGM Hyderabad Unit for making great arrangements for the participants.
 - Further, they requested that Education Tour should be conducted for SC/ST and OBC representatives to visit the Units of SPMCIL which shall enable them to update knowledge on production, maintenance and give an exposure to various operation processes. Director(HR) immediately responded and requested the GM, IGM Hyderabad to organize a factory visit for the representatives to start with after the interaction session is over.
 - The representative requested that training should be conducted at least once in a year for the benefit of the SC/ST and OBC Employees of the Units. Director(HR) assured that one organized programme for two days shall be conducted between April-May, 2014 by the Corporate Office to upkeep the spirit and knowledge upgradation of SC/ST and OBC Employees from across all the Nine Units.
 - The representative of ISP and CNP also highlighted about the shortage of raw materials particularly in ISP which has adversely affected the production and if proactive measures are not taken then situation is likely to further deteriorate. Director(HR) mentioned that the new Director(Tech.) has since joined and the Unit Management and as well as the Top Management of the Company is looking into all available options to deal with the issue of material scarcity.
- 2.5
- The representative of IGM, Kolkata were critical about the functioning of their Unit and mentioned that Employees do not come on time to the job and leave the factory premises before time and still continue to take full payment along with the Overtime and Incentive. In the process the moral of the honest and sincere employees are badly affected. The representatives from IGM, Kolkata also pointed at gross mismanagement of the Benevolent Fund, Canteens and Employees Welfare Fund and insisted that the matter should be looked into.
- 2.6
- The representatives of IGM, Mumbai conveyed their thanks to Director(HR) for conducting 3rd Interaction meeting at Hyderabad and requested to conduct the 4th Meeting at IGM, Mumbai. Mumbai Mint celebrated the Dr. B R Ambedkar Jayanti for which Rs. 10000/- was received from the Unit and thanked GM of the Unit for his continuous support for the cause of SC/ST and OBC Employees.

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- The representatives also requested that; (i) Amount of Rs. 10000/- sanctioned for celebration of Dr. B R Ambedkar, Jayanti may be increased to Rs.20000/-; (ii) Photograph of Dr. B R Ambedkar should be displayed in the Building premises; (iii) 100% incentive should be given to the Sweepers; (iv) Annual subscription of SC/ST and OBC category of Employees should be deducted by the Unit from Salary; (v) Rosters are not maintained properly in the Unit.
 - Responding to the issue of roster and backlog vacancy, Director(HR) clarified that since 2000 no recruitment has taken place in the Mints, Presses and Paper Mill because of restriction imposed by the Govt. During the intervening period from 2000 till Corporatisation on 13.01.2006 whatever recruitment has been done it is only to fill up the backlog vacancies and hence there is any remote possibility of backlog vacancy existing in the Unit. After en-masse transfer of employees on 01.11.2008, SPMCIL as a Corporatised entity is under obligation to recast the Roster as on 01.11.2008 and Units have already been instructed accordingly.
 - Regarding other concerns raised by the representatives of Mumbai Mint, Director(HR) advised to take up the matter with the Unit management and if need be, escalate to the level of General Manager for appropriate direction within his competency.
- 2.7
- The representative of IGM, Noida requested to compile and publish a book in the fond memories of Dr. B R Ambedkar. To this effect, it was suggested that all relevant publications and available materials of the Units may be compiled together and then after due editing process by a core team, the same shall be given a final shape.
 - The Noida representatives also emphasized on learning and training to the SC/ST and OBC category of Employees to enhance their skill and potential.
- 2.8
- The representative of IGM, Hyderabad congratulated Director(HR) on receiving the Bureaucracy Today - PSU Excellence Award in individual capacity as Star Director (Personnel). He also conveyed his sincere thanks to SPMCIL Management for deputing Sh. T Ramgopal from SC/ST fraternity abroad to Italy.
 - The IGM Hyderabad representatives requested that (i) all Units of SPMCIL may be provided with a statue of Dr. B R Ambedkar as it has been done in IGM, Hyderabad, (ii) also requested to utilize the CSR fund of the Company for upliftment of SC/ST community by constructing Ambedkar Smriti Bhavan and (iii) a passing reference was also made by the

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representatives of IGM Hyderabad to transfer Sh. Dhillon, AWM back to Noida Mint.

3. The important part of the interaction was a presentation given by the Director(HR) himself with the theme as "Know Your Company". The objective of the presentation was sharing of knowledge which was unanimously acclaimed by one and all representatives because of the exposure they got in the classroom learning. The representatives were univocal in their commitment to the Director(HR) that they will whole-heartedly contribute towards the production process and create an environment in the Units which shall go a long way in generating intrinsic values for the Organisation.

4. The meeting of 3rd Corporate Office interaction with SC/ST and OBC representatives of Nine Units of SPMCIL ended with applaud and with special thanks to the IGM Hyderabad team for whole-heartedly providing logistic support and taking care of the participants and making the event a grand success.

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LIST OF SC/ST/OBC REPRESENTATIVES

Sr. No	Name of the Unit	Name of the Representatives
1	India Government Mint, Kolkata	Shri Raja Ram Prasad
		Shri Ravi Shankar Kond
2	Bank Note Press, Dewas	Shri Canga Ram Malviya
		Shri Mahender Parmar
3	Currency Note Press, Nashik	Shri Dalip Barve
		Shri Subhash Ji Ghuge
4	Security Paper Mill, Hoshangabad	Shri Shivraj Singh
		Shri Shakti Singh Markaam
5	India Security Press, Nashik	Shri P.B. Pagare
		Shri B. M. Lokhande
6	Security Printing Press, Hyderabad	Shri K. Bikshapathy
		Shri Preetam Singh
7	India Government Mint, Mumbai	Shri S. A. Sherkhane
		Shri V.R. Mane
8	India Government Mint, Hyderabad	Shri B. Ramesh
		Shri N. Sudarshan
9	India Government Mint, Noida	Shri Anand Kumar Nimesh
		Shri Komal Prasad