

**Minutes of National General Council (NGC) held on 23 Feb 2014**  
**at the MTNL Auditorium, Lodi Road Delhi**

There were 106 delegates from Member Associations as per the list attached.

Minutes of the extended NEC held at Bangalore on 22.09.2013 were read and confirmed.

Shri. Ashok Rao in his presidential address covered a range of issues. He said that the main concern today for NCOA is the survival and profitability of PSUs. A major chunk of remuneration was today in the form of PRP and most of the non-profit unit officers are being denied this even though they have no control on this aspect. Also if PRP is meant to be an incentive for better performance, then the reduction of losses in a loss making unit should be treated as a “profit” to merit. It was therefore necessary for OAs to study the state of the enterprise and demand a participative role to defend the officers PRP remuneration and this should be done with the same vigour as struggling for pay revision. Shri Rao said that NCOA in collaboration with the Institute of Public Enterprises had twice organized a tripartite meeting on PRP and demanded that the Govt. review the PRP based on the recommendations of these meetings.

Shri Rao informed the NGC that NCOA had filed (along with Prof. Kamal Kabra retired professor Indian Institute of Public Administration) a writ petition in the Hon’ble Supreme Court seeking restraint on the Govt. of India from selling the balance 29 % shares in Hindustan Zinc Ltd. Another prayer was that the Hon’ble Supreme Court shall monitor the ongoing CBI enquiry regarding the previous sale/disinvest of HZ.

Shri Rao explained the global and national economic situation and said that whatever the results of the 2014 election any Govt. that is formed would favour privatization. In order to prevent arbitrary decisions and the interests of the officers, Shri Rao wanted each OA shall prepare note on revival of their unit and keep the report ready for submission to the new govt.

Shri Rao commended the member Associations for participation in the NCOA Dharna at Jantar Mantar on 22 Feb 2014. He said that the role played by younger

leaders like Secretary General NCOA Shri Baby Thomas and Shri V.K. Tomar Secretary Delhi Zone was reassuring that a good succession was emerging.

Reports were presented by secretaries of the Zones present. While Karnataka and Kerala zones adhered to prescribed report format others made oral presentation. This tendency needs to be stopped and all Zonal Secretaries should report as per the prescribed format.

The following timeline was decided for the zones that had made oral presentations

West- (Reported by the president of west Zone)-Shall submit the report by 1<sup>st</sup> week of Mar 2014.

AP Zone- By April 1<sup>st</sup> week

TN Zone- By Mar 15 2014

East Zone- (Reported by Shri. BC Ray) -1<sup>st</sup> April

Delhi/NE Zone- By 1 April

This was followed by the report of secretary general:

- Details of the various activities NCOA had after the Bangalore extended NEC.
- Returns to the Registrar of Trade Unions has been filed for the FY 2011-12 and after approval of audited accounts at this NGC the accounts for the FY 2012-13 would also be filed.
- NCOA has written letters to majority of political party heads for the protection of PSE's and to publish their official stand on PSE's in the wake of general elections 2014.
- NCOA has also written letters to Govt. (letters to PM, FM, Minister HI, Sec DPE) regarding various issues faced by PSE and PSE executives and requested the administration to intervene for the protection and survival of Public sector industry and thereby strengthening the Indian economy.
- A meeting was scheduled with DPE secretary on 26.03.2014 where issues like DA merger, 3<sup>rd</sup> PRC etc shall be discussed.

National Treasurer Shri H.M. Mallesh presented the audited accounts for calendar year 2013 which recorded a balance of Rs.223955/-and was passed by the NGC. He has reported a net balance (as on date) of Rs. 1, 83,908/- as per bank statement. The treasurer has requested all zones and OA's to contribute generously to the good causes of NCOA. During NGC against our request to clear dues and support to Delhi events, a cheque receipt of Rs. 84040(RCF, GESE-10000/-, HMT-3000/-, Kerala Zone-26040,NLCx3-(15000,15000,5000)) was received subject to realization. AP zone promised Rs. 50000/-, West Rs. 100000/-, Delhi (MTNL) Rs. 50000/-.

In the business secession, three panel discussions took place which is summarized as under.

### **Panel Discussions.**

#### **1. Pay Related Issues**

(Chair- VK Tomer- Members-Shelhalkar, LaksmiNarayana, Jothi Muhamed).

The decisions are as under.

- a). Pay revision should be effective from 01.01.2012. NCOA shall demand for the immediate constitution of 3<sup>rd</sup> PRC.
- b). NCOA shall demand for the merger of DA immediately with effect from the date it has crossed 50%.
- c). Gratuity shall be at actuals with tax exemption.
- d) PRP – Bell curve should be abolished. PRP shall be applied with 3% BPT and two incremental profits including the profit earned on interest by corporation.
- e) Tax on leave encashment at the time of retirement shall be withdrawn.
- f). Pay revision for the sick and marginally profit making units shall be decided based on production and capacity utilization and not looking at profits.

#### **2. Organisational issues.**

( Chair- Baby Thomas- Members-Anil Kumar, Mallesh, Ramalingeswara Rao)

Objective- To make NCOA more dynamic and structured.

Requirements- a). Member strength  
b). Knowledge base.  
c). Financial support

Actions required- a). Existing OA's to be strengthened  
b). Unaffiliated OA's shall be brought to NCOA  
c). Zonal Committees to be made more dynamic  
d). NEC and NGC also to be made dynamic.

Ways and means to achieve the above objectives- A 20 point programme.

1. Each individual Association to declare its membership strength.
2. Accordingly Each Zone has to provide the compiled statement with details of member Associations, its strength and subscription details to NEC through Secretary General.
3. Ensure the zonal meetings are getting convened at least once in three months.
4. Try to convene these meetings at the premises of each member association.
5. Ensure the presence of at least one office bearer of NEC in these zonal meetings.
6. Ensure that the subscriptions are collected without fail.
7. Remit the subscription part of NEC ( Rupees Two out of the Five Rupee collected from member Association.)
8. Zonal committees to take efforts to bring the Associations of all PSUs falling in the jurisdiction of that particular zone.
9. At national level from Delhi zone, the zonal leadership will make efforts to bring in NTPC, BSNL etc to NCOA.
10. Committees at each level to put some effort on succession plan. Try to entrust some of the activities to a second level of leadership to nurture their organizational capabilities.

11. Each Zone to collect the e-mail ids of unit OA office bearers and committee members and forward the information and communications, circulated through our group mail service.
12. Members shall visit NCOA website frequently and post/communicate events and suggestions.
13. Conduct seminars and other academic sessions on issues related to PSUs, its executives and Managerial aspects.
14. Efforts shall be taken to bring in more lady executives to each level of committees.
15. NECS and NGCs on rotation basis at various Zones.
16. Lobbying at different level of Govt machinery to favor PSUs.
17. Individual Associations to have a study on their PSU and submit the reports to Zonal Committees.
18. Zonal Committee to consolidate such reports from each OA and submit it to NEC.
19. NEC to consolidate it at national level
20. Prepare a draft on the issues, requirements and suggestions of each PSU immediately and get ready to represent to new Govt.

### **3. Public Sector Related Issues.**

(Chair- Shri. K. Ashok Rao- Members- Sreedhar, BC Ray, Geeta)

Resolved that the future of the Public Sector Undertakings and the consequent impact on the executives and employees is uncertain given the economic and political situation in India, as well as the international pressures particularly from the World Bank, IMF and WTO working the tandem with multinationals and their home governments.

That all affiliates shall, by June 2014, prepare a status paper regarding their undertaking and outline the policy support required for the growth or revival of the undertaking.

That NCOA shall present the status papers to the new Govt. to be formed in June 2014. Thereafter, NCOA shall pressure the Govt. to implement the policy support. For this NCOA shall seek the support of the Trade Unions.

## **Meeting with Secretary DPE on 26 Feb 2014.**

We met the DPE secretary along with JS, Director and Consultant and took up the following issues.

### 1. DA merger.

Secretary DPE took a positive stand that in the event of allowing 50% DA merger with basic pay for central govt. officers, she shall take immediate and appropriate action in getting it done for PSE's.

### 2. Constitution of 3 rd PRC/ Implementation of pay revision from 01.01.2007.

Secretary has stated that initiative from DPE is not possible now as the change of Govt. is taking place. However she positively assured that based on the inputs given by NCOA and after study and analysis of various issues, DPE shall prepare notes before the Govt. takes over/once the new Govt. is in place,

### 3. Review of PRP

It was told that a review is possible only with the new committee/new revision. However she assured that DPE shall prepare a paper based on the inputs given by NCOA.

### 4. Others.

With regard to sick and marginally profit making PSE's, the DPE secretary was positive that any improvement in profits/ performance may be considered for awarding incentive to motivate the employs. DPE shall work out a strategy to look in to this issue.

Other decisions;

Based on a request from TN Zone, NGC approved nomination of Shri. Jothi Mohammed of NLC in to national committee of NCOA.

This report is circulated for review and suggestions for any correction/addition.

SG