

GOVERNMENT OF INDIA
MINISTRY OF STEEL

RAJYA SABHA
STARRED QUESTION NO. *123
FOR ANSWER ON 19/12/2022

**CRITERIA FOR DIVISION BETWEEN MANAGEMENT AND NON-EXECUTIVE
EMPLOYEES**

*123 SHRI DHIRAJ PRASAD SAHU:

Will the Minister of STEEL be pleased to state:

(a) the details of the Committees involved in deciding the division between Management and non-executive employees in all the units of Steel Authority of India Limited (SAIL);

(b) the process of selection of the members of the Committees; and

(c) whether it is a fact that the Grievance Redressal Committee has been formed without taking into confidence the unions in Bokaro Steel Plant, if so, the details thereof?

ANSWER

THE MINISTER OF STEEL

(SHRI JYOTIRADITYA M. SCINDIA)

(a)to(c): A statement is laid on the Table of the House.

STATEMENT REFERRED TO IN REPLY TO PARTS (A) TO (C) OF THE RAJYA SABHA STARRED QUESTION NO. *123 FOR ANSWER ON 19/12/2022 TABLED BY SHRI DHIRAJ PRASAD SAHU, MEMBER OF PARLIAMENT REGARDING “CRITERIA FOR DIVISION BETWEEN MANAGEMENT AND NON-EXECUTIVE EMPLOYEES”

- (a) The process of determining benefits arising out of salary/wage revision for executive and non-executive employees of SAIL are different. The salary/wage revision for executive employees are decided as per DPE guidelines. In case of non-executive employees, this is determined through the collective negotiation at the level of National Joint Committee for Steel (NJCS), the apex level bi-partite forum comprising Management and Trade Union representatives, in accordance with the policy laid down by DPE.
- (b) The members of NJCS comprises of representatives of Employer [(Steel Authority of India Ltd.(SAIL)&Rashtriyalspat Nigam Ltd.(RINL)] and workmen nominated by Trade Unions. As regard workers representative, three representatives each are nominated by the Central Trade Unions namely Indian National Trade Union Congress (INTUC), Centre for Indian Trade Unions (CITU), All India Trade Union Congress (AITUC), Hind Mazdoor Sabha (HMS) & Bhartiya Mazdoor Sangh (BMS) and one member each from recognized Trade Union of the main SAIL Plants of Bhilai, Durgapur, Rourkela, Bokaro, Burnpur and Special Steel Plants at Durgapur, Salem, Bhadravati and Chandrapur Ferro Alloy Plant and RINL, Vishakapatnam.
- (c) To address the grievance(s) of employees, Grievance Redressal Mechanism exists at Bokaro Steel Plant in the form of “Special Grievance Redressal Cell” with Management representatives only. This Cell does not have representation from recognized Trade Unions as most of the Trade Unions are not recognised as the matter is also sub-judice.
