TO

**Shri. D.R.S.Chaudhary**

 **Secretary**

Department of Public Enterprises

Ministry of Heavy Industries and Public Enterprises

Govt of India, New Delhi

**Subject:** **Request to have a personal audience with the representatives of NCOA (National Confederation of Officers’ Associations of Central CPSEs) to discuss below mentioned issues**.

Respected Sir,

NCOA represents more than 1.5 lakh executives of central PSUs. Recently, a NGC (National General Council) meeting of NCOA was held in Bangalore, in which some of issues related to the pay revision of executives were raised which need to be discussed with your good self. Therefore, we request your good self to spare some time to discuss the below mentioned points with the representatives of NCOA.

**Points to be discussed:**

1. That the officers (and other employees) are by law contract workers. The wage agreements constitute the contract. In the absence of a signed contract to the officers of CPSEs by the government of India in violation of the conventions of the ILO, the recommendations of the 2nd Pay Revision committee headed by Justice M.J. Rao and subsequent Presidential Directives constitute the contract.

The Justice Rao committee did not make any recommendations with regard to the tenure of the contract. Even the Presidential Directive has not defined the same. It is illegal and bad in law to have an open ended contract.

NCOA demands that the tenure of the Pay revision effected in 2007 be limited to 31st December 2011 and negotiations initiated for revising the salaries and other Prerequisites relating to the officers serving the Central Public Sector Enterprises.

**2**. The definition of Non-Practicing allowance for Doctors should be the same as applicable for Doctors serving the Government. This has been the practice and there is no reason to deviate from the same.

**3**. That PRP is an integral part of the remuneration package of officers serving CPSEs. There can be no valid reason for not paying the same or for diluting such payments. In the case of loss making Companies, the PRP should be in the form of incentive for improvement in productivity and reduction of losses.

The NCOA demands that a tripartite committee be constituted to review the implementation of PRP and evaluate the successes of the scheme and make such corrections as may be warranted.

**4**. Resolved that there is no seriousness in the Government of India’s policy in respect of revival of Sick Units. The track record of revival is extremely poor. The failure of the Government and the managements to revise the Pay of the officers has resulted in the drain of managerial skills. Unless urgent corrective steps are taken the sick Units may become unviable. Most of these Units have valuable assets and huge Public investments. Underutilization of the assets is a continuous loss to the Nation.

**We once again request your good self to give an early appointment to discuss the above mentioned points.**

**With kind regards**

Yours sincerely

 **(V.K.Tomar)**

 Dy Secretary General

 NCOA