



NATIONAL CONFEDERATION OF OFFICERS' ASSOCIATIONS OF CENTRAL PUBLIC SECTOR UNDERTAKINGS (NCOA) - KERALA ZONE

FACT OA, HMT OA, CSL OA, HNL OA, HOC OA, HIL OA, IRE OA, HLL OA, ITI OA & SNEA (BSNL)

New classification to hit public sector firms

R.Ramabhadran Pillai

KOCHI: The boom in the maritime activity across the world has brought handsome rewards to the Cochin Shipyard Limited. With surplus orders for shipbuilding from international marine agencies, CSL has been occupying a place of pride among the central public sector enterprises (CPSEs). But its motivated workforce may face troubled times thanks to a new classification for CPSEs to be implemented soon.

CSL has been placed in the B category by the second pay revision committee for CPSEs. The panel, headed by M.Jagannadha Rao, has recommended five categories for wage revision for the officers of CPSEs. The categories are A+, A, B, C and D. Though the wage revision is applicable to

the officers, the lower cadres will not be eligible for higher pay than the officers and hence all the workers will be affected by the classification. The report has already been submitted to the union government and the wage revision is due from 2007.

Along with Cochin Shipyard Limited, the other PSEs in Kerala falling in the same category are FACT, HOC, HMT and IRE. While IOC, NTPC and BPCL Kochi Refinery come under the A+ category, HIL and HNL are in the C category. Apart from the emoluments, the classification will make it difficult for those companies in the lower categories to get and retain talented workforce. Management trainees, with engineering degree and additional qualifications, have good demand. Without offer-

ing reasonable pay, it will be difficult for Shipyard to get talented hands, observes Abhilash Zacharias, an officer cadre employee of the company. Out of 11 trainees that the CSL had inducted last year, the majority had already left the company. The classification, is irrational, says Siby Michael, an officer of FACT and president of National Confederation of Officers' Associations of Central Public Sector Undertakings - Kerala Zone. It has been made on the basis of employee strength, geographic distribution and turnover. FACT, which is on a mission to increase productivity through reducing staff strength, has been affected by the criterion, he points out. At a time when the company is turning around after having gone through troubled times, the new classification deals a

serious blow to its prospects. Recruitment of staff at key management positions is important now as the average age of FACT employees is 50 years, he points out.

Even profit making units could slip into loss if the core values are not protected, says Suresh Kumar, an employee of Indian Rare Earths Limited. IREL is a strategically important unit, but it has not been taken into account, he says.

HOC had made more than Rs.80 crore profit last year, but productivity is not being looked into for the classification, laments Baby Thomas, an employee of the company. It is a paradox that the recommendations are bound to weaken several PSUs at a time when the relevance of public sector is all the more in focus, he observes.

THE HINDU * MONDAY, NOVEMBER 10, 2008

PROTEST DAY - NOV. 4, 2008

Call to modify pay proposals

Special Correspondent

KOCHI: The National Confederation of Officers' Association (NCOA) of Central public sector undertakings has sought modifications in the recommendations of the second pay revision committee.

Confederation office-bearers said here that the committee had not taken the realities into consideration.

NCOA Kerala zone president Siby Michael and general secretary K. Suresh Kumar said the committee's recommendations to consider five categories for fixing pay is not logical.

THE HINDU * THURSDAY, NOVEMBER 6, 2008

Demand for implementation of pay revision

Express News Service
Kochi, November 4

THE National Confederation of Officers' Associations (NCOA) Kerala Zone president Siby Michael has demanded the immediate implementation of 2007 pay revision in the public sector undertakings owned by the Union Government.

Speaking at a press conference in Kochi on Tuesday Siby Michael said that the recommendations made by the Pay Revision Committee should be modified to solve the issues raised by the NCOA. "The government is unnecessarily delaying the pay revision even after the submission of the second pay revision committee report," he said.

ശമ്പളപരിഷ്കരണം ഉടൻ നടപ്പാക്കണം

- കോൺഫെഡറേഷൻ

കൊച്ചി: കേന്ദ്ര പൊതുമേഖല സ്ഥാപനങ്ങളിലെ ജീവനക്കാരുടെ ശമ്പളപരിഷ്കരണം ഉടൻ നടപ്പാക്കണമെന്ന് നാഷണൽ കോൺഫെഡറേഷൻ ഓഫ് ഓഫീസേഴ്സ് അസോസിയേഷൻ ഓഫ് സെൻട്രൽ പബ്ലിക് സെക്ടർ അണ്ടർടേക്കിംഗ്സ് (എൻ സിഐ) കേരള ഘടകം നേതാക്കൾ പത്രസമ്മേളനത്തിൽ ആവശ്യപ്പെട്ടു.

ശമ്പളപരിഷ്കരണം ഉടൻ നടപ്പാക്കണമെന്ന് ആവശ്യപ്പെട്ട് ന്യൂഡെൽഹിയിൽ നടന്ന ധർണയ്ക്ക് അസോസിയേഷന്റെ കേരള ഘടകം ഐക്യദാർഢ്യം പ്രഖ്യാപിച്ചു. പത്രസമ്മേളനത്തിൽ എൻ.സി.ഐ. കേരള ഘടകം പ്രസിഡൻ്റ് സിബി മൈക്കിൾ, ജനറൽ സെക്രട്ടറി കെ. സുരേഷ് കുമാർ, ദേശീയ ഡയ്യൂട്ടി സെക്രട്ടറി ബേബി തോമസ് എന്നിവർ പങ്കെടുത്തു.

MATHURASHOONI MALAYALAM DAILY

Nov. 5, 2008