



Regn No. S/61744

NTPC EXECUTIVES' FEDERATION OF INDIA R.O. CALCUTTA, H.O. NEW DELHI

Chairman:
Kumar Devashish

NTPC Sipat
M-9650991271

Vice-Chairman:

- **Niteesh Kumar**
Ramagundam
- **Rajendra Singh Rajora**
Mauda
- **Gurpreet Singh Heer**
Jhajjar

Secretary General:

Rajendra Jat
NVVN- EOC Noida
M: 9413399725

Joint Secretary:

- **Jaina Ram**
Meja
- **Mukesh Kumar**
Chaudhary
Kerandari

Secretary (P & PR):

Mukesh Kumar
Nabi Nagar

Treasurer:

Chandan Bharti
Patratu

Jt. Treasurer:

Vikas Vashist
Unchahar

Organizing Secretary:

Hement Kumar Garg
Jhajjar

Zonal Secretaries:

Zonal Secretary (CC)
Vibhuti Narayan Singh
EOC Noida

Zonal Secretary (NR)
Bharat Varun
Dadri

Zonal Secretary (ER-I)
A K Jha
Farakka

Zonal Secretary (ER-II)
Suman Kumar Singh
Bongaigaon

Zonal Secretary (WR-I)
R P Meena
Gandhar

Zonal Secretary (WR-II)
Manish Kumar
Gadarwara

Zonal Secretary (SR)
Veeranna B
Kudgi

Zonal Secretary (Hydro)
Som Raj Thakur
Koldam

Zonal Secretary (Coal Mining)
Prakash Chandra Biswal
Dulanga

MOM NEFI COUNCIL MEETING

Venue: NTPC Dadri

Date: 7th December

The first meeting of the newly elected NEFI Council was held on **7th December at NTPC Dadri**, following the conclusion of the NEFI elections on **6th December**. The occasion also included the facilitation of newly elected office bearers and the **General Body Meeting (GBM) of NEA Dadri**.

Opening Remarks:

- In his address, **SG-NEFI Rajendra Jat** underscored the importance of transparency and inclusiveness. He noted that the 2025–27 tenure will be pivotal, particularly considering forthcoming pay revisions. Key priorities identified included Circular 976, shift rota, promotions, and transfers. He emphasized that agility should not be narrowly defined as transfers, urging management to consider broader dimensions of agility. He reassured executives that safeguarding self-respect and dignity will remain NEFI's foremost responsibility. Stressing the need for two-way communication between management and executives, he advocated for regular NEFI council meetings with full participation from all members. He further highlighted that council meetings must have clear objectives and focus areas, including power sector issues and concerns, NTPC's role in the sector, NEFI's internal reforms, and policy matters."
- **Chairman-NEFI, Kumar Devashish**, spoke about the importance of teamwork within the council. He noted that executives across NTPC look to NEFI for leadership and that the council's demands are logical and essential. He highlighted concerns around **Circular 976, recruitment policy uniformity, and recent legal issues**, urging careful handling.

Key Issues Raised and Responses:

1. Connecting with Executives & Improving NEFI's Image:

- SG-NEFI assured that the **new body will interact with executives through MS Teams meetings** in the coming days. He also assured that decisions will be made by the council and our team will give our best to resolve all issues.

2. Council Meetings (Timely & Physical Mode)

- As per byelaws, two council meetings will be held physically each year (2–3 days). **The next meeting will be at Coal Mining**, with dates to be announced.

3. Representation of Kahalgaon Association

Rajendra Jat



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- To be addressed in the next executive body meeting of NEFI.

4. Byelaws Registration & Legal Cases

- NEFI registration is valid; updated byelaws will be submitted to the registrar. A **legal cell will be constituted** under SG-NEFI's guidance. Expenses related to legal cases (to individual council member) borne by NEFI and approval will be taken up in next Executive Body Meeting.

5. Safety Incidents & Suspension of executives:

- Council members agreed that NEFI Council meetings should be convened within 1-2 days of any incident. They stressed that **no executive should be suspended without committee recommendations**. Safety must become part of workplace culture.

6. Circular 976 & Recruitment Policy

- Members **opposed Circular 976**, citing its negative impact on young executives' careers. A **subcommittee with management should be constituted** to review it. Concerns were also raised about the current recruitment policy, which may create confusion among executives, another **subcommittee is to be constituted to review recruitment policy**.

7. Manpower Model for Projects/Stations

- Executives highlighted insufficient manpower at several stations, especially gas-based ones. A **manpower model for all stations (RE, Gas, Thermal, Mining, Hydro) should be reviewed urgently**.

8. 365-Day Punching for Operation Executives

- **Shift rota remains a critical issue affecting ~30% of NTPC executives**. Members demanded resolution, noting that continuous punching violates natural justice. The matter will be escalated to functional directors and HR for early resolution. NEFI's subcommittee will provide its input to management and request for early resolution of the matter.

9. Subcommittees with Management

- Members emphasized forming **subcommittees to provide inputs before policy implementation**, ensuring a win-win outcome for both executives and management. **Promotion, PMS, Transfers, Circular 976, Recruitment Policy, Manpower Model, Hydro/RE/Mining policies, education in township** etc. are the key areas where management should seek input from NEFI through subcommittees.

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10. Timely Promotions & Higher Promotion Percentages

- Executives should benefit from NTPC's growth through better promotions. Management should **adhere to promotion cycle with better promotion percentage and at least 50% OS ratings to executives**. Multiple drops in PMS should be avoided, with marks awarded to maintain seniority.

11. Removal of Bottom Rating in PMS

- Members opposed mandatory bottom ratings, linking them to unfair career impacts via CRS. Fresh representation on the same will be made by NEFI to management.

12. Transfer & Manas Transfer Policy

- Calls were made to revise transfer policies, considering government norms, spouse employment, and social obligations. **Executives should be posted closer to their native states where possible**, this will take care individuals' social obligation which will be the key issue in coming years.

13. Special HRA issue of Patratu for current academic year

- Council member from Patratu raised a valid concern regarding the provision of special HRA for the current academic year. Management is requested to review and consider this matter in line with the representation submitted by the Patratu team.

14. Regularization of Previous OD & Leaves

- Members requested management to regularize pending OD and leave cases of NEFI representatives to foster positive relations.

15. Customary Routes

- The concept should be abolished, with all routes treated as customary.

16. Education Facilities in Townships & NCR

- Members raised concerns about deteriorating education facilities. NEFI proposed forming a subcommittee to review and improve facilities, and sought management's intervention with schools like DPS, Bal Bharti, Khaitan, Amity, etc. in NCR, to take care admission of NTPC wards (transfer cases).

17. Revision of HBA Policy

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- Members recommended revising HBA limits and interest rates in line with market conditions. Lease policy should be reinstated, with management bearing tax implications.

18. Review & Revision of Employee Benefit Policies

19. Policies for Coal Mining (NML), Hydro, RE Sites & Nuclear

- NEFI should play an active role in shaping policies for emerging sectors such as mining, renewable energy, hydro, and nuclear. Additionally, provisions for hardship allowances, in any form, must be incorporated into these new policies.

All council members agreed to have transparent communication between management and NEFI which is essential to uphold executives' dignity and self-respect.

The first NEFI Council meeting, held alongside the GBM of NEA Dadri, concluded with fruitful discussions. **SG-NEFI expressed gratitude to NTPC Dadri management, including HOP-Dadri and HOHR-Dadri, as well as the NEA-Dadri team,** for their support in conducting the elections and for their hospitality during the event.

Thanks & Regards

Rajendra Jat

SG-NEFI (2025-27)

Copy to:

- All Council Members