

5

CHAPTER

ANNUAL REPORT 2014-15



PUBLIC SECTOR UNDERTAKINGS

Public Sector Undertakings

Coal India Limited (CIL)

Coal India Limited (CIL) as an organized state owned coal mining corporate came into being in November 1975 with the government taking over private coal mines. With a modest production of 79 Million Tonnes (Mts) at the year of its inception CIL today is the single largest coal producer in the world.

- CIL works within the framework of an overall vision to emerge as a global player in the primary energy sector by attaining environmentally and socially sustainable growth through best practices from mine to market. The Company is headed by a Chairman-cum-Managing Director, assisted by 4 Functional Directors, namely, Director (Technical), Director (Personnel and Industrial Relations), Director (Finance) and Director (Marketing). Each Subsidiary Company has its Board of Directors headed by a Chairman-cum-Managing Director assisted by 4 functional Directors in each of the seven production companies i.e. Director (Personnel), Director (Finance), Director (Planning and Projects) and Director (Technical). CMPDIL has four functional Directors on its Board of Directors designated as Director (Technical), Director (Coal Production and Utilization), Director (Planning and Design) and Director (Research, Development & Technology). In addition, there are several part-time or nominee Directors on the Board of CIL and its subsidiary companies, who are appointed in accordance with the Articles of Association of the Company and Government guidelines prescribed in this regard from time to time.
- **CIL's Strategic Relevance**
 - Produces around 81.1% of India's overall coal production.
 - In India where approximately 52% of primary commercial energy is coal dependent, CIL alone meets to the tune of 40% of primary commercial energy requirement.
 - Commands nearly 74% of the Indian coal market.
 - Feeds 82 out of 86 coal based thermal power plants in India.
 - Accounts for 76% of total thermal power generating capacity of the Utility sector.
 - Supplies coal at prices discounted to international prices.
- Insulates Indian coal consumers against price volatility.
- Makes the end user industry globally competitive
- **Milestones in 2014-15**
 - By Dec.2014-15, CIL managed an incremental production of 23.18 Mt and incremental off-take of 13.02 Mt over the same period last year. It also met around 84% of its supply under FSA commitments to power utilities including 89.5% of committed quantity to NTPC till Dec 14. The company's coal production and off-take of 342.38 Mt and 354.66 Mt respectively by Dec.'14 was more than 319.20 Mt of coal production & 341.64 Mt of off-take of the same period last year. The dispatch of coal to the Power sector was 279.78 Mt against a target of 293.23 Mt till Dec'14 with a growth of 9.4% against the same period last year.
 - Upto the 3rd quarter of 2014-15, CIL and its subsidiaries achieved a PBT of ₹ 14,592.48 crores and a PAT of ₹9,488.15 crores. CIL and its subsidiaries paid/adjusted ₹ 14,088.53 crores towards Royalty, Cess, Sales Tax and other levies till 3rd quarter of 14-15.
 - On 27th Feb '2015, the CIL Board approved payment of Interim Dividend of ₹ 20.70 per share of face value of ₹10/- each i.e. 207% for the year 2014 - 15. The total out-go from the company was ₹15,601.19 crores. Out of this, Government of India which held 79.65% of company's shares, received ₹ 10,414.13 crores. In addition, Govt. of India also got dividend distribution tax of ₹ 2,526.32 crores, thus making the total out-flow to the Government ₹ 12, 940.45 crores.
 - An amount of ₹ 22,557.63 crores has been realized through the CIL Disinvestment process in Jan. 2015. This is the largest ever disinvestment among Central Public Sector Enterprises. With this, the Government of India has disinvested a further 10% paid up equity capital in CIL out of its shareholding of 89.65% through the Offer For Sale (OFS) method.
- The total manpower of CIL including its subsidiaries as on 31.12.2014 is 336675. The Company wise position of manpower is given in the table on the following page:-

Manpower

Company	2011-2012	2012-2013	2013-2014	2014-2015 (as on 31.12.2014)
ECL	78009	74276	71826	69477
BCCL	64884	61698	58960	57010
CCL	50026	48126	46686	45551
WCL	56989	54960	52484	50489
SECL	76078	73718	70910	68736
MCL	22023	22065	22278	22210
NCL	16329	16073	16741	16392
NEC	2538	2376	2199	2057
CMPDIL	3129	3142	3135	3381
DCC	562	551	512	490
CIL(HQ)	979	941	907	882
TOTAL	371546	357926	346638	336675

➤ Transformational HR Initiatives in CIL

- CIL has set an ambitious corporate plan to achieve one billion coal production, by the year 2019 – 2020. The key strategies for achieving the target include ramping up production capacity of the brownfield, aggressive action plan for greenfield operations, massive modernization and technology adoption. The achievement of the above target hinges largely on the defined contribution of the company's more than 19000 executive cadre employees and 3.4 lakhs non-executive employees who collectively constitute the human capital of the organization. HR, the strategic partner to the corporate plan, has swiftly switched into action to revitalize the HR strategies of the organization for execution of the corporate plan.
- CIL, with KPMG as the knowledge partner, has completed a comprehensive study of its HR policies and rules to redefine the role of HR in CIL and to create a business driven HR to take on the business challenges, so that the HR strategies are well aligned to the business imperatives. The key strategies in the HR manual include a robust succession planning process by leadership pipeline approach, a 4 tier learning and development model focused on competence development, Reward & Recognition scheme for building

a high employee-engagement environment, merit driven career management system, aligning various employee benefits to the needs, mentoring and self development programme for higher talent retention etc. Execution of the above strategies would go a long way in building critical capabilities for realising CIL's vision.

- Organizational studies are considered as vital for continuously improving the people processes in the organization for high HR impact. CIL, with help of the *Great Place to Work Institute of India* has completed a study on organizational culture in the year 2014-15. The study provided insights into the areas of strength and gap. Critical areas are being identified for developing projects (HR interventions) to address the areas of concern. The study reveals that in the Trust Index score of CIL (75%) is higher to average Trust Index score of Energy sector in India (73%) and PSEs (72%).
- CIL has recruited around 5000 management trainees during the last 5 years from multiple sources. They are being groomed as *GenNext* leaders through off-the-job as well as on-the-job training interventions under the guidance of senior experts in the company. This process facilitates easy transfer of the tacit knowledge base of the organization

from the senior leaders to the *GenNext* leaders, besides easy adaptation into the organizational culture.

- CIL has planned to add about 6000 management trainees into its *GenNext* pool of leaders, in the next 5 years, to ensure sustained supply of talent for strategy implementation.

➤ **'People Performance' of CIL**

Employees are the central theme of coal mining in India and the people processes in CIL encompass not only the concerns of the multiple stakeholders in the value chain of the Company's operations, but also those affected directly and indirectly by such operations. The multiple stakeholders include the company's own employees and their families, more than 65,000 indirect workers, villagers around coal fields, auxiliary industries, Govt. & Non Govt. agencies operating in the coalfields etc. CIL, the company with a larger social purpose, is deeply committed to all the stakeholders and is in a constant endeavour to harmonize the varying needs of the stakeholders and that of the company, for sustainable growth, with its people-centric principles, policies and programmes; a snapshot of which is given below:

➤ **Employee welfare**

The company follows a 'total care approach' towards employee welfare. The employee welfare programmes address not only the need of the employees but also their families. Employees are provided with free family accommodations, electricity, water supply etc. The residential areas are well connected with roads and other community facilities like recreation centres, stadium, play grounds, gyms libraries etc.

The employees and their family members, including parents, are entitled to free medical treatment anywhere in the country. The company has also developed medical facilities at all its operational areas. There are about 80 hospitals, 413 dispensaries and 592 ambulances engaged in the medical services to the employees and their family members. There are 1268 medical Officers and specialists who provide round the clock medical services to them.

Educational facilities have been created for providing free education to the children of the employees. There are 63 public schools financed by the company to provide quality education. The company provides scholarships to the meritorious students. It also supports higher education by bearing 100%

financial support to children getting admissions in Govt Medical colleges and Govt. Engineering colleges.

➤ **Employee Training**

The company provides equal opportunity to all employees to grow and develop in their area of specialization by imparting trainings on special fields and in general. Overall professional development of the employees is at the core of the personnel policies of the company. The training enables employees to occupy higher positions in the organization and to better their lives. The company has established Indian Institute of Coal Management (IICM), Ranchi as an apex training provider, a Management Development Institute at every subsidiary, 102 Vocational Training Centres at all projects and 27 other training centres for imparting management and skill development trainings. In the year 2013-14, 93825 employees have been imparted trainings on various professional fields and skills. The company has also tied up with the external agencies for imparting specialized trainings.

➤ **Employee participation in management**

In general, decisions affecting employees are being taken through bilateral forums represented by employees and management. Bilateral forums such as, housing committee, welfare committee, canteen committee, etc. are in operation at all projects. Similarly, bipartite meetings, under the industrial relations system, are held periodically at unit level, area level and corporate level to resolve issues pertaining to employees service conditions and welfare. Every subsidiary is having an apex bipartite committee (Joint Consultative Committee) headed by the Chairman-cum-Managing Director of the company. The Joint Consultative Committee looks at various strategic issues and issues related to quality of life of employees in general. All these bipartite bodies are represented by employee representatives.

➤ **Contract workers**

The company is a source of employment to the nearby villagers. There are about 65000 contract workers (who are largely from the nearby villages) employed in mines through registered contractors for various outsourced works. The company ensures compliance of all legal and company norms, pertaining to the pay and welfare of the contract workers, by the contractor. Minimum wages for the contract workers in

Coal India has been fixed, which is higher than the minimum wages under the Payment of Minimum Wages Act. In addition to the above, the company provides medical treatment at the company's facility at free of cost to the contractor workers. All the contract workers are being subjected to medical examination, safety training and are being provided with personal protective equipments. The company has taken successful effort to cover all the contract workers under the social security schemes (CMPF & CMPS). The payment of wages to the contract workers has been ensured through bank payment only to avoid any exploitation in this count.

➤ **Child labour/ forced labour/ bonded labour**

Engagement of child labour, forced labour or bonded labour, in any form, is prohibited in the company, either by itself or by any stakeholder in the value chain of the company's operation. This is being strictly monitored through mandatory initial medical examination of all contract workers engaged in mines.

➤ **Freedom of Association**

Democratic values are ingrained in the management of human resource in the company. Employees are free to be part of any registered trade union, political parties and other govt./ non-govt. organizations. Branches of all central trade unions and local unions are operating in coalfields. Their representation is allowed in the bipartite bodies in the company under the norms of the Industrial Relations System.

➤ **Non-Discrimination**

The company follows principles of non-discrimination in employee management. There is no discrimination of the employees in the name of religion, caste, region, creed, gender, language etc. All employees are given equal opportunity in service matters.

➤ **Reservation to special groups**

The company complies with the provisions under the Presidential Directives on reservation, in appointments and promotions, to candidates/ employees belonging to Scheduled caste, Scheduled Tribe, OBC, Physical challenged etc.

➤ **Diversity Management**

The company makes effort to maintain diversity in the configuration of employees by recruiting people from different states through All India based selection and campus selection from across the country. Similarly, it provides reservation to SC, ST, OBC communities. The manpower of CIL constitutes 21.5% of SC, 12.5% of ST and 22.4% of OBC.

➤ **Post Retirement Medical Support**

CIL has added a post retirement medical benefit to the inventory of benefits to its 3.6 lakhs employees to provide critical health support to the employees and the spouse, post retirement. Subject to conditions, the scheme provides reimbursement of medical expenses for indoor and outdoor treatment for a maximum amount up to ₹ 5 lakhs and ₹ 25 lakhs, in ordinary cases, and enhanced support in case of critical diseases such as, Heart diseases, Cancer, Renal diseases and paralysis.

➤ **Social security**

All employees are covered under the social security schemes of the company as below:

- **Gratuity:** Employees on their retirement receive Gratuity payment up to ₹ 10 lakhs.
- **CMPF:** All employees are covered under the Coal Mines Provident Fund scheme which is a contributory fund with equal shares both by employee and the company.
- **CMPS:** The employees are covered under the pension scheme by which, on superannuation, they receive 25% of their basic pay as monthly pension. In the event of death of the employee, the spouse and children are eligible to receive pension.
- **Employee Compensation:** In the event of death/ disablement while on duty, the employees are eligible to receive monetary compensation under the Employee Compensation Act. Apart from that, the company provides additional compensation of ₹ 5 lakhs and ₹ 84600 as Ex-gratia.
- **CPRMS:** All employees are covered under this post medical retirement scheme.

- **Life cover scheme:** In the event of death of an employee while in service, the dependants of the employee are entitled to receive an amount of ₹ 112800.00 under the life cover scheme.
- **Employment to dependent:** In the event of death/disablement of an employee, while in service, one of his dependants is entitled for permanent employment in the company.

➤ Grievance Management

The company has a robust online stakeholder grievance management system to deal with the grievances of the stakeholders i.e. employees, consumers, customers and other stakeholders. Under the policy, all grievances are being addressed within 10 days and the stakeholders are informed accordingly.

➤ Resettlement & Rehabilitation (R &R) Policy of Coal India Ltd.

Coal India's R &R policy was first formulated in 1994 and has been in operation with modifications from time to time. The R &R policy, in vogue since 2000, has been further modified in 2004 and 2008. In order to further liberalise the R&R policy and to give more flexibility to the subsidiary companies of CIL, a revised R&R policy, 2012 has been formulated with effect from 13.3.2012.

Some of the operational features of the policy are as follows:-

- Land compensation to land oustees is paid as per the provisions of the relevant Act or State Government notification.
- Employment is provided to land oustees against every two acre of land. All the land losers who are not eligible for employment, are entitled to receive monetary compensation in lieu of employment at the rate of ₹ 5 lakh for each acre of land on pro-rata basis.
- A one time lump-sum payment of ₹ 3 lakhs is paid in lieu of alternate house site. Monetary compensation is also provided for construction of work shed etc.
- Each affected family gets a subsistence allowance at the rate of 25 days Minimum Agriculture Wage per month for one year.

- Coal companies assist project affected people to establish non-farm self-employment. Contractors are encouraged to give jobs to the eligible on a preferential basis.
- As far as possible coal companies shift tribal community as a unit and provide facilities to meet the specific needs of the tribal community – thus allowing them to maintain their unique identity.
- Affected tribal families are given one time financial assistance of 500 days for loss of customary right.
- Affected tribal families settled out of the district are given 25% higher rehabilitation and resettlement site, a school, road with street light, pucca drain, pond, tube well for drinking water supply, community centre, place of worship, dispensary, grazing land for cattle and play ground.
- The community facilities are available to all the residents of the resettlement colonies, including PAPs and the host population.
- The approach for operation of community facilities is flexible and all efforts are made to involve the State and local self-Government/Panchayat. The planning of community facilities and their construction is undertaken in consultation with the affected community.

➤ Care for Environment

One of the inherent tendencies of coal mining is degradation of the land and environment. CIL constantly addresses the impact of mining activities across environmental and social issues. Eco-friendly mining systems have been put in place in all of its mining areas. To make environmental mitigation measures more transparent, CIL introduced state-of-the-art Satellite Surveillance to monitor land reclamation and restoration for all opencast projects. Coal India has made afforestation over an area of around 32,000 Hectares while the total forest area degraded due to mining operation is around 12,800 Hectares, which means, for every hectare of forest land degraded, CIL has made plantation in 2.5 Hectares of land. Committed to minimize the adverse impact of coal mining on environment through well structured Environment Management Plans and sustainable development activities. As a part of 'Clean & Green' programme, massive plantation has been taken up by CIL wherever land is available. CIL has till date planted over 73 million trees.

A positive result of this effort towards improvement of environment through massive plantation undertaken in Singrauli Coalfields since 1985, is such that the analysis for the period 1985-1995 and 1996-2002 carried out by Conservator of Forest indicates that the annual average maximum temperature in Singrauli has decreased by 0.4oC while the annual average rainy days increased by 11.2 days and average annual rainfall has increased by 105.6 mm.

CIL has started integration of Environment Management System (ISO:14001) with Quality Management System (ISO:9001) and till date have successfully achieved certification of 53 of its projects. This integration is being extended to all mines in phases.

North Eastern Region

- In the North Eastern Region, CIL has its mining activities mainly in the Makum Coalfields of Assam. At present 4 mines are in operation. These are Tirap, Tikak, Ledo (OCP) and Tipong. Out of these Tirap, Tikak and Ledo are open cast mines while Tipong is a UG mine.

NEC's entire coal production from the opencast mine is outsourced.

(In Lakh Tonnes)

Year	2011-12	2012-13	2013-14	2014-15
Coal Production of NEC	6.02	6.05	6.63	7.53

During 2014-15 out of 5 (five) patches, 4 (four) patches are producing coal since May, 2014. The performance was unsatisfactory at Ledo OCP, which affected the targeted overall coal production resulting in the termination of outsourced contractors. However, the tendering for a new contract is under process and will be finalised shortly. The imposition of Sec. 22 (3) has also affected the coal production at Tirap and Tikak opencast mine at NEC.

➤ PERFORMANCE OF NEC (From 01.04.2014 to 31.12.2014)

1	Coal Production	Unit	Quantity
	i) Under Ground	Lakh Tonnes	0.021
	ii) Open Cast	"	2.998
	TOTAL ---	"	3.019
2	O.M.S.		
	i) Under Ground	Tonnes	0.010
	ii) Open Cast	"	2.710
	iii) Overall	"	1.020
3	Coal despatch / Off take		
	i) Despatch	Lakh Tonnes	3.959
	ii) Domestic Consumption	"	-
	iii) Off take	"	3.959
4	Pit- head Coal Stock as on 31.12.2014	"	0.747
5	Number of Mines	Working	04

PUBLIC SECTOR UNDERTAKINGS

➤ PERFORMANCE OF NEC (From 01.01.2015 to 31.03.2015)

(Prov. Data)

1	Coal Production	Unit	Quantity
	i) Under Ground	Lakh Tonnes	0.009
	ii) Open Cast	..	4.502
	TOTAL ---	..	4.511
2	O.M.S.		
	i) Under Ground	Tonnes	0.010
	ii) Open Cast	..	12.220
	iii) Overall	..	4.570
3	Coal despatch / Off take		
	i) Despatch	Lakh Tonnes	4.041
	ii) Domestic Consumption	..	-
	iii) Off take	..	4.041
4	Pit- head Coal Stock as on 31.03.2015		
		..	1.217
5	Number of Mines		Working
			04

➤ The profitability for the last four years and 2014-15 (UPTO Dec, 2014) have been shown in the table:

(In Lakh Rupees)

MINES	2010-11	2011-12	2012-13	2013-14	2014-15
Tipong (U.G.)	(-) 5749.98	(-)5872.69	(-) 6011.03	(-) 5279.12	(-)4889.21
Ledo (U.G.)	(-) 2217.47	(-) 2191.70	(-) 1688.24	(-) 1464.79	(-)1182.90
Baragolai (U.G.)	(-) 3838.58	(-)3201.22	(-) 3493.09	(-) 2934.05	(-)2219.75
Jeypore (U.G.)	(-) 54.82	(-) 91.44	(-) 110.73	(-) 122.02	(-)73.78
Tirap (OC)	(+) 14883.02	(+) 11070.77	(+) 6423.05	(+) 10718.88	(+)1382.49
Tikak (OC)	(+) 10743.80	(+) 15149.79	(+) 5947.83	(+)1.78	(+)427.80
Ledo OCP	(+) 2409.34	(+) 6343.88	(+) 4831.36	(+) 2306.24	(-)780.09
Service Unit	--	--	(+) 674.09	(+) 31.20	-
TOTAL NEC	(+) 16175.31	(+) 21207.39	(+) 6573.23	(+) 3258.12	(-)7335.44

Projected profitability/loss of NEC for the period 01.01.15 to 31.3.2015 is expected to be of the order of ₹ (+) 8355.26 lakhs. Overall profitability/losses (Projected) of NEC for the financial year 2014-15 will be ₹ (+) 1019.82 lakhs.

All the Mines and the Power Stations of NLC have received **ISO Certification** for Quality Management System, Environmental Management System, and Occupational Health & Safety Management System.

➤ New Projects

The schedule of production from new projects at NEC is shown in the table below.

(In million tonnes)

Name of the Project/ Mine	Coal Production Programme				
	2013-14 Actual	2014-15 Actual/Ante.	2015-16 (Proj.)	2016-17 (Proj.)	2017-18 (Proj.)
LedoMech. OCP	0.097	0.050	0.10	0.15	0.15
Lekhapani OCP*	--	--	--	0.25	0.25
Tirap Phase II *	--	-	--	0.20	0.20
Tikak Ext *	--	--	--	0.25	0.25
PQ Block	--	--	--	--	--
Tipong OCP	--	--	--	0.10	0.10
Tikak Intregated OCP	--	--	--	--	--
TOTAL:	0.097	0.050	0.10	0.95	0.95

* Subject to the Environment & Forestry Clearance from the MoE&F, New Delhi

Neyveli Lignite Corporation Limited

NLC was registered as a company on 14th November 1956. The Mining operations in Mine-I were formally inaugurated on 20th May 1957 by the then Prime Minister. Neyveli Lignite Corporation has been conferred with the **"NAVRATNA"** status since April 2011.

NLC presently operates four open-cast lignite mines viz., Mine I, Mine IA & Mine II in the State of Tamil Nadu and Barsingsar Mine in the State of Rajasthan, aggregating to a total capacity of 30.6 MTPA and four thermal power stations viz., TPS-I & TPS-I Expansion and TPS-II with a capacity of 2740 MW located in Tamil Nadu and Barsingsar TPS in the state of Rajasthan.

➤ Authorised Capital:

The authorized capital of NLC is ₹ 2000 Crore and paid up equity is ₹ 1677.71 Crore. The investment by Govt. of India as on 30.11.2014 is as under:

(₹ in Crore)

Equity	(GOI portion) : 1509.94
Loan from GOI	(including accrued interest) Nil

➤ Production Performance:

Overburden removal, lignite production, gross power generation and its export during the year 2014-14 up to the end of December, 2014 and provisional for the period January, 2015 to March, 2015 are indicated given in the table on the following page:

PUBLIC SECTOR UNDERTAKINGS

Product	Unit	BE 2014-15	April, 2014 to Dec, 2014		Jan'2015 to March'2015 (prov.)
			Target	Actual	
Overburden	MM ³	155.00	113.65	107.87	41.35
Lignite	MT	25.60	18.59	17.15	7.02
Power Gross	MU	20285.00	14462.80	14201.93	4995.00
Power Export	MU	17082.00	12155.80	11982.06	4188.00

➤ Productivity:

The productivity performance in 2013-14 and 2014-15 (up to December, 2014) is furnished in the table below:

• Output Per Manshift (OMS)

OMS by	Unit	2013-14	2014-15 (up to Dec, 2014)	
		Actual	Target	Actual
Mines	Tonne	12.64	10.17	10.93
Thermal	KwHr	22222	16851	21038

• Plant Load Factor (PLF)

The PLF achieved by TPS-I, TPS-I Expansion, TPS-II and Barsingsar TPS during 2013-14 and 2014-15 up to December, 2014) are as under:

PLF achieved by	2013-14	2014-15 (April 14 to December 2014)	
	Actual	Target	Actual
T.P.S-I	77.22	68.28	65.58
T.P.S-IE	89.48	76.70	89.45
T.P.S-II	86.81	72.18	83.16
Barsingsar TPS	65.66	72.79	60.23

➤ **Product wise sales during 2014-15 (Up to December 2014) is as under:**

Product	Sales (prov.) (₹ in Crore)
Lignite	358.99
Power	3766.52
Other	21.55
Excise Duty	(-) 6.95
Total	4139.71

➤ **Manpower:**

The total manpower of NLC as on 31st December 2014 is indicated below:

Category	Technical	Non-Technical	Others	Total
Executives	3481	560	242	4283
Non Executive	4272	927	2703	7902
Workmen	384	242	3602	4228
Total	8137	1729	6547	16413

➤ **Employees Welfare**

Welfare measures under the following heads have been extended to the employees.

- 100 % housing to employees
- subsidized canteen facilities and uniforms/footwear
- merit scholarships to school students
- special scholarships to SC/ST students
- group accident insurance schemes
- special increments for acquiring higher qualifications
- long service awards
- marriage & superannuation gifts
- free medical treatment to employees & their dependents
- post retirement medical benefit scheme.
- death relief scheme.

➤ **R&R policy – NLC**

The Resettlement and Rehabilitation Policy that was being followed has been replaced with the National Rehabilitation and Resettlement Policy, 2007.

Following are the measures extended by NLC:-

- As against the minimum requirement for allotment of house plot to the extent of actual loss of area of the acquired house, NLC is allotting a resettlement plot of minimum of 120 square meters to each eligible PAF.
- Though the dwellers/encroachers of Govt. lands are not entitled for any compensation, NLC is paying on compassionate grounds, a sum equivalent to 50% of the value of the house structure in which the encroacher is residing, calculated based on the plinth area rate approved by PWD.
- NLC has obtained a special government order for directly calling for the applications from the project affected persons for ITI Apprenticeship Training in NLC, instead of through the employment exchange. NLC is also arranging entrepreneurial development programmes for PAPs in NLC's Training Complex and sponsors candidates to suitable outside training schools/agencies.
- NLC is imparting in-plant training and is also providing opportunities for project work to the PAPs.
- Wherever possible NLC is resolving the enhanced compensation issues through Lok-Adalats, instead of contesting them legally. The rates are negotiated between NLC and Land owners in the presence of representatives of the affected villages, Public Representatives and District Collector.

Settlements at the following rates for the lands acquired from 2006 have been made:

As per tripartite settlement arrived at in March 2008:-

Classification	Rate inclusive of all earlier payments
Wet lands & Irrigated Dry Lands	₹ 5,00,000 per acre
Manavari Dry Lands	₹ 4,25,000 per acre
House site	₹ 25,000 percent.

PUBLIC SECTOR UNDERTAKINGS

Superseding rates as per tripartite settlement arrived at in October 2009:-

Classification	Rate inclusive of all earlier payments
Wet lands & Irrigated Dry Lands	₹ 6,00,000 per acre
Manavari Dry Lands	₹ 5,00,000 per acre
House site for Gangaikondan Village (Town Panchayat)	₹ 50,000 +15,000 Spl. Incentive = ₹ 65,000 percent.
House site for other villages	₹ 25,000 percent.

So far 16434 enhanced compensation cases have been settled in 266 Lok Adalat sittings. NLC has achieved maximum settlement rate in Lok Adalat through complete computerization of the settlement process. Due to these measures, NLC has been facing the least resistance to Land Acquisition and 1268 hectares of land have been acquired since April 2006.

- In its endeavor to become a leading lignite mining and Power Company, NLC has embarked on the following major projects:
 - Bithnok Lignite Thermal Power Station (1x250MW) with Bithnok Mine (2.25MTPA)
 - Barsingsar Thermal Power Station Extension (1x250 MW) with 1.90 MTPA Hadla lignite mines.
 - Joint Venture coal based Ghatampur (NUPPL) Thermal Power Station 3x660MW) in Uttar Pradesh [NLC and UPRVUNL]
 - Coastal "Sirkali Thermal Power Project" (4000 MW) in Tamil Nadu.
 - 10 MW Solar Power Plant at Barsingsar, Rajasthan

Singareni Collieries Company Limited

- The Singareni Collieries Company Limited is a state level enterprise of Government of Telangana in which Government of Telangana and Government of India hold equity capital in the ratio of 51:49 respectively.

➤ Coal Production:

(In million tonnes)

Target 2014-15	Target 2014-15 (upto Dec, 2014)	Actual 2014-15 (upto Dec, 2014)
55.00	39.38	35.24

➤ Productivity:

The OMS during 2014-15 (April'2014 to Dec.'2014) is 3.75 tonnes against 3.50 tonnes during the same period in 2013-14.

	2014-15 (upto Dec.'2014)	2013-14 (upto Dec.'2013)
OMS in tonnes	3.75	3.50

➤ Manpower:

As on 31.12.2014, Employees on roll of SCCL are 59,074 including 2,018 female employees.

➤ Employees Welfare:

The SCCL is taking all possible measures to provide welfare amenities to its employees, particularly in the field of health, sanitation, residential accommodation, education to workers' children, supply of water, laying of roads, improving health awareness among employees and their families in addition to various Social Security Schemes.

SCCL has spent ₹ 405.23 crore lakhs (Provisional) towards Welfare expenditure during 2014-15 (upto December, 2014).