

VP/DAEFI/103/01.2017
June 15, 2017

SPEED POST

TO

**The Public Information Officer,
Cochin Shipyard,
Ravipuram,
Kochi.**

Respected Sir,

Sub: Request for information under RTI Act 2005

Information sought here under on matters related to the differently abled employees of Cochin Shipyard Limited (CSL) may please be provided as per RTI Act 2005.

1. How many permanent employees are working in Cochin Shipyard Limited (CSL)?
2. How many management employees are working in CSL?
3. How many permanent non management employees are working in CSL?
4. How many Differently abled permanent employees are working in management cadre in CSL? Please give the Name, Designation with office / Station of the Differently abled employees of, loco motor disability (OH), Blind (VH), Deaf & Dumb (HH) by category vice are working?
5. How many Differently abled permanent employees are working in non management cadre in CSL, Please give the Name, Designation with office / station of the Differently abled employees of, loco motor disability(OH), Blind (VH), Deaf & Dumb (HH) by category vice are working ?
6. Please give the names & staff no of visually challenged (VH) permanent employee, who is working as welder in CSL?
7. Please give the names & staff no of Hearing impairment (HH) permanent employee, who is working as welder in CSL?

1 of 3



8. Is the VH category permanent employee, who have the qualification and experience as mentioned in special recruitment notification No.P&A/18(184)12 dt 20.12.2016 given by CSL? if yes please give the certified copy of Qualification and experience certificate of that VH employee.
9. Is the HH category permanent employee, who have the qualification and experience as mentioned in special recruitment notification No.P&A/18(184)12 dt 20.12.2016 given by CSL?
10. How many applications have been received, for the post of WELDER as per special recruitment notification No.P&A/18(184)12 dt 20.12.2016 ?
11. Please give a certified copy of DO letter no. 11053/74/2016-Coord dt 14.07.2016 that mentioned in para.2 b of CSL letter no.PERL/MISC/99(PT) dt 24.04.2017 signed by Shri.Subash sir, DGM & CWO
12. As per para.2 b, last line of CSL letter no.PERL/MISC/99(PT) dt 24.04.2017 signed by Shri.Subash sir, DGM & CWO, says that " CSL had informed Ministry that all post falling under group C & D in CSL had been identified for PWD" So Please give the certified copy of confirmation/sanctioned letter received by CSL from The Ministry for the above said matter.
14. Whether all differently abled employees (Management and non-management category) are granted transport allowances in double the normal rate in CSL?
15. Is it separate roster of both recruitment and promotions are maintained in CSL? If yes, Please give the certified copy of present status of the roster in CSL?
16. Is it 3% promotional quota in all groups and all grades are implemented in CSL? If answer is YES, please give the certified copy of the Name and job group and disability category of promoted differently abled employees from 2006 January to 31st March 2017.
17. If answer to above Q no 16 is 'NO', any type of privileges/reservations are given to differently abled employees of CSL for promotion? Please give the details.
18. According to Govt. of India's office memorandum for the reservation of Differently abled employees in recruitment and promotion, any differently abled employee of CSL got promotion in reservation quota, If yes please give the certified copy of name, work station, disability category and job group of the promoted differently abled employee from 2006 to March 31,2017?

19. A Differently abled candidate who appointed in differently abled (PH) quota in CSL, and who is given medical board disability certificates from the respective District/State Medical board and other supporting documents, for confirmation of his/her job, Is it further medical examination is required?, after confirmation of his/her job.
20. Is a yearly disability certificate is required for getting Income Tax exemption to differently abled employees? Please give the certified details.
21. Whether there is any Grievance Redressal mechanism in CSL as instructed in the DOPT OM No. No.36035/3/209-Estt.(Res) dated 31.03.2014. If yes Please give the certified details like, Names and designations of the members of the committee so constituted may kindly be intimated.

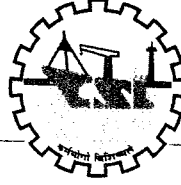
We enclose herewith an *IPO no 33F 568307 for Rs 10.00 (Rupees Ten only)* towards the fee prescribed as per the RTI Act. We also prepared to remit the cost of documents to be provided. Please authenticate the documents by putting seal and signature of the PIO/Related officer on all the pages of all the documents.

It is requested that the information sought here in above may please be send to Vice president's residential address given below:

Thanking you,

Yours faithfully,

Encl: As above



SEC/50/2017-I I

19 July 2017

Sub: Information Under Right to Information Act

Dear Sir

1) Please refer to your RTI application dated 15 June 2017 received by us on 16 June 17. Information regarding the recruitment and promotional prospects of differently abled persons in CSL is given ad seriatum

1. How many permanent employees are working in Cochin shipyard Limited (CSL)?

Ans: 1826 employees are working in the regular rolls of CSL as on 29.06.2017.

2. How many management employees are working in CSL?

Ans: There are 324 executives and 175 Non unionized Supervisors on the regular rolls of CSL as on 29.06.2017.

3. How many permanent non management employees are working in CSL?

Ans: 1327 workmen are on the regular rolls of CSL as on 29.06.2017.

4. How many differently abled permanent employees are working in management cadre in CSL? Please give the Name, Designation with office / Station of the Differently abled employees of, loco motor disability (OH), Blind (VH), Deaf & Dump (HH) by category vice are working?

Ans: There are 15 permanent employees in the executive/Non-unionised supervisor cadre belonging to the differently abled category in CSL as on 29.06.17. Please see **Annexure-I** for details.



5. How many differently abled permanent employees are working in non management cadre in CSL? Please give the Name, Designation with office / Station of the Differently abled employees of, loco motor disability (OH), Blind (VH), Deaf & Dump (HH) by category vice are working?

Ans: There are 50 workmen belonging to the differently abled category working in CSL as on 29.06.17. Please see **Annexure-II** for details.

6. Please give the names & staff no of visually challenged (VH) permanent employee, who is working as welder in CSL?

Ans: Please see **Annexure-III**

7. Please give the names & staff no of Hearing impairment (HH) permanent employee, who is working as welder in CSL?

Ans: Please see **Annexure-III**

8. Is the VH category permanent employee, who have the qualification and experience as mentioned in special recruitment notification No.P&A/18(182)12 dt 20.12.2016 given by CSL? If yes please give the certified copy of Qualification and experience certificate of that VH employee?

Ans: One candidate has been appointed to the post of Fitter Structural under the category of Welder Cum Fitter (reserved for PWD VH category) notified vide special recruitment notification No. P&A/18(182)12 dt 20.12.2016. The said candidate meets the educational requirement as per the notification No. P&A/18(182)12 dt 20.12.2016. However, the candidate was given certain relaxations as to experience as per applicable norms.

As qualification and experience certificate submitted by the selected candidate is third party "personal information" the disclosure of which has no larger public interest, certified copies of qualification and experience certificate of the selected candidate is not required to be provided as per the provisions of the RTI Act.

9. Is the HH category permanent employee, who have the qualification and experience as mentioned in special recruitment notification NO. P&A/18(182)12 dt 20.12.2016 given by CSL?

Ans: No application was received meeting the educational or experience requirements for the post of Welder cum Fitter (Fitter Pipe) reserved for PWD HH category as mentioned in the special recruitment notification NO. P&A/18(182)12 dt 20.12.2016.

10. How many applications have been received, for the post of WELDER as per special recruitment notification NO. P&A/18(182)12 dt 20.12.2016?

Ans: 66 applications received.

11. Please give certified copy of DO letter no. 11053/74/2016-Coord dt 14.07.2016 that mentioned in para 2b of CSL letter no. PERL/MISC/99(PT) dt 24.04.2017 signed by Shri Subash Sir, DGM & CWO.

Ans: Please see Annexure-IV.

12. As per para.2 b, last line of CSL letter no. PERL/ MISC/99(PT) dt 24.04.2017 signed by Shri Subash Sir, DGM & CWO, says that " CSL had informed Ministry that all posts falling under group C&D in CSL had been identified for PWD " So please give the certified copy of confirmation / sanction letter received by CSL from the Ministry for the above said matter.

Ans: There is no confirmation received from the Ministry regarding the CSL letter no. PERL/ MISC/99(PT) dt 24.04.2017.

14. Whether all differently abled employees (Management and non-management category) are granted transport allowances in double the normal rate in CSL?

Ans: Transport allowance at double the normal rate is granted to all differently abled employees in CSL. For Executives and Non-unionised supervisors, the transport allowance is a part of perks and allowance limited to 49% of Basic Pay as per DPE guidelines.

15. Is it separate roster of both recruitment and promotions are maintained in CSL? If yes, Please give the certified copy of present status of the roster in CSL?

Ans:. Certified copy of the roster maintained at CSL for differently abled employees is enclosed as **Annexure V**.

16. Is it 3% promotional quota in all grades are implemented in CSL? If answer is YES, please give the certified copy of the name and job group and disability category of promoted differently abled employees from 2006 January to 31 March 2017.

Ans: For posts to which promotion is by way of seniority no separate quota for differently abled employees is provided . However, in respect of posts to which promotion is by way of selection the benefit of reservation is extended to differently abled employees of CSL.

17. If answer to above Q no 15 is 'No', any type of privileges /reservations are given to differently abled employees of CSL for promotion? Please give the details.

Ans: NA

18. According to Govt. of India's office memorandum for the reservation of Differently abled employees in recruitment and promotion, any differently abled employee of CSL got promotion in reservation quota, If yes please give the certified copy of name, work station, disability category and job group of the promoted differently abled employee from 2006 to March 31,2017?

Ans: Please see **Annexure VI**.

19. A differently abled candidate who appointed in differently abled (PH) quota in CSL, and who is given medical board disability certificates from the respective District / State Medical board and other supporting documents, for confirmation of his / her job, Is it further medical examination is required?, after confirmation of his/her job.

Ans : The disability certificate issued by a notified authority is accepted only on verification by the Medical Office of CSL.

20. Is a yearly disabled certificate is required for getting Income Tax exemption to differently abled employees? Please give the certified details.

Ans: Certificate of disability on yearly basis is not required for getting Income Tax exemption.

21. Whether there is any Grievance Redressal mechanism in CSL as instructed in the DoPT OM No.36035/3/209 - Estt.(Res) dated 31.03.2014. if Yes please give the certified details like Name and designation of the committee so constituted may kindly be intimated.

Ans: A grievance redressal procedure for officers , supervisors and workmen has been formulated by CSL and differently abled employees can also follow the procedure prescribed for redressal of their grievance. In addition to the above, a special reservation cell has been constituted in CSL for effective implementation of orders issued by the Government in respect of SC/ ST/ OBC/PWD/Ex -servicemen and for timely disposal of complaints from individuals/ associations. A Liaison Officer for Persons With Disabilities is also functioning in CSL for redressal of grievances of Differently Abled Employees as stipulated by GOI.

2) The name and address of the Appellate Authority is given below.

Shri Suresh Babu N V
Director (Operations)
Cochin Shipyard Ltd
Perumanoor P O, post Box 1653
Kochi - 682015

Thanking you,

Yours faithfully


V Kala

Company Secretary & CPIO

Enclosed : As stated