



## **PARTICULARS REQUIRED UNDER THE COMPANIES (DISCLOSURE OF PARTICULARS IN THE REPORT OF THE BOARD OF DIRECTORS) RULES, 1988:**

### **A. CONSERVATION OF ENERGY**

#### **a) Energy conservation measures taken**

Some of the important energy conservation measures taken during the year 2007-2008 in different areas are as under:

#### **ENERGY AUDITS**

During the year 2007-08, 105 in-house energy audits in the areas of auxiliary power consumption, water balance, cooling water system, compressed air, coal handling plant, MGR, lub oil System, air conditioning, ash handling system, GT compressors, GT open cycle efficiency, WHRB performance, lighting etc. were carried out at different stations of the Company. In addition, special APC audits in Badarpur and NCPP Dadri stations were carried out. Also, a workshop on Energy Conservation Potential in Feed Water System was conducted at NTPC-NRHQ, Lucknow. During the year, the Company has successfully completed external energy audits of auxiliary power consumption at Panipat Thermal Power Station, Panipat, Haryana. The Company has also completed energy audit job of 15 units of different power plants in the Kingdom of Saudi Arabia.

Till now 110 executives of the Company have passed Energy Auditors Examination of Bureau of Energy Efficiency to become accredited energy auditors. In addition, 34 executives have also qualified to be the certified energy managers.

The details of various measures taken during the year under various heads of energy conservation are as below:-

#### **AUXILIARY POWER CONSUMPTION**

Replacement of inefficient BFP cartridges, overhauling of BFPs and attending of recirculation valves of BFPs (at Korba, Kawas, Dadri, Kahalgaon, Ramagundam etc.), Installation of FRP blades in Cooling Towers at Ramagundam, Optimized running of HPBFP at Gandhar, use of vapour absorption machine for air conditioning at Kahalgaon, Optimization of operation of CW pumps, ACW pumps & Cooling Tower Fans (at Rihand, Dadri-Coal, Dadri-Gas, Auraiya, Faridabad, Kahalgaon etc.), Optimized running of HVAC and air washer system at Gandhar, Attending leakages in Compressed air system and optimization of running of compressors (at Badarpur, Rihand, Unchahar, Simhadri Gandhar, Dadri-Coal, Dadri-Gas, etc), Reduced pressure setting of Instrument air / Plant air in compressed air system (at Badarpur, Simhadri etc ), Arresting flue gas leakages (at Tanda, Rihand, Unchahar, Dadri-Coal, Talcher Thermal, Talcher Kaniha, Kahalgaon, etc.), Maintaining optimum DP across Feed Regulating Station (at Vindhyachal, Korba, Talcher Thermal, Kahalgaon etc), optimizing crusher operation and running CHP conveyor with one motor in place of dual motor at Korba, External cleaning of Heat exchanger through steam jetting at Kawas are some of the measures taken to reduce APC.

#### **LIGHTING**

Installation of timer switches in plant and township lighting at Simhadri, Provision of Group switching for 'ON/OFF' control at Farakka, replacement of conventional GLS lamps and conventional FTLs with CFLs (at Unchahar, Korba, Kahalgaon Singrauli, Ramagundam etc), Lighting voltage optimization at Dadri, replacement of HPMV and HPSV lamps at Singrauli etc.

#### **HEAT ENERGY**

Repair of Thermal Insulation and cladding (at Rihand, Talcher Kaniha, Talcher Thermal, Simhadri, Singrauli, Vindhyachal, Korba, Farakka, Unchahar, Badarpur etc), Re-use of recovered coal from settling tank & yard at Dadri-Coal, Cleaning & replacement of CT nozzles, fills, drift eliminators (at Simhadri, Vindhyachal, Talcher Kaniha, Gandhar etc.), HP Turbine efficiency improvement by wet steam washing at Badarpur, Acid cleaning of condenser tubes at Badarpur, Arresting various air ingress points in flue gas ducts and condenser at Tanda, Minimizing Super heater & Re-heater atemperature and arresting high energy drain passing at Korba.

#### **FUEL OIL**

Off line compressor washing of Gas Turbine at Kayamkulam, Attending insulation hot spots in WHRB at Kayamkulam, Optimizing oil consumption during starting (at Korba, Talcher Thermal, Singrauli etc.), Using J-11 oil guns at Unchahar.

#### **FUEL GAS**

Off line compressor washing of gas turbines at Auraiya, Cleaning of condenser tubes and water box at Auraiya, GT inlet air filter cleaning and replacement at Auraiya and Gandhar.

#### **LUBRICANTS**

Attending lub oil leakages and changing/toping up oil on actual condition basis (at Badarpur, Singrauli, Kayamkulam etc), recycling of used up oils for reuse (at Unchahar, Korba, Kayamkulam, Kahalgaon, Talcher Thermal and Vindhyachal etc).

### DE-MINERALISED WATER

Reuse of uncontaminated SWAS drains at Kawas, Attending DM water and steam leakages (at Tanda, Singrauli, Unchahar, Ramagundam and Talcher Thermal), diverting drip of chimney steam condenser to hot well at Talcher Thermal.

### MISCELLANEOUS WATER

Substitution of makeup water in AC, AHP and CHP cooling water systems by clarified water and flow adjustment at Unchahar, Recycling of water used for dust suppression system at Korba, Recirculation of ash water at Korba, Ramagundam and Talcher Kaniha, Reducing leakages in raw water lines and ash water return line at Talcher Kaniha, reuse of rinse water & blow down water for horticulture at Gandhar.

### DIESEL/MGR FUEL

Reducing MGR cycle time and reduction in specific oil consumption at Korba and Singrauli, Optimizing operation of locos, Dozers and pay loaders at Badarpur.

### CHEMICALS

Optimizing consumption of Tri sodium Phosphate and NaOH at Badarpur.

b) Additional investments and proposals for reduction in consumption of energy:

Provision of Rs.825 lacs has been kept in BE 2008-09 for different energy conservation schemes like:

- Energy meters, power analyzers and other portable energy audit instruments and online energy monitoring system.
- Vapor absorption system for Air Conditioning.
- Energy efficient devices in lighting.

c) Impact of measures taken for energy conservation:

Savings achieved during 2007-2008 on account of specific efforts for energy conservation:-

S.No	Area/Activities	Energy Unit	Savings	
			Qty. of units	Rs./Million
1	Electrical	MU	172.17	203.59
2.a	Heat Energy (equivalent MT of coal)	MT	145789.85	131.80
2.b	Heat Energy (equivalent MCM of Gas)	MCM	3.99	25.53
2.c	Fuel Oil	KL	1195.33	31.69
3.a	D.M. Water	MT	312943.00	4.06
3.b	Miscellaneous Water	M.Cu M	15.66	83.45
4	Diesel/MGR Fuel	KL	140.05	4.38
5	Lubricants	KL	45.80	2.96
6	Chemical	KL	109.50	2.74
	<b>Grand Total</b>			<b>490.20</b>

Savings achieved during 2006-07 was Rs. 489.40 Million.

### B. TECHNOLOGY ABSORPTION

Efforts made towards technology as per Form-B (Form-B is enclosed)

### C. FOREIGN EXCHANGE EARNINGS AND OUTGO

Activities relating to export initiative taken to increase export, development of new export markets for products and services and export plan:

Total Foreign Exchange Used/Earned		Rs./Million
1.	Foreign Exchange Outgo	
a)	Value of Imports calculated on CIF basis:	
	Capital Goods	11802
	Spare Parts	493
b)	Expenditure:	
	Professional and Consultancy Charges	44
	Interest	3189
	Others	795
2.	Foreign Exchange Earned	
	Consultancy	30
	Interest	4
	Others	1

## FORM FOR DISCLOSURE OF PARTICULARS WITH RESPECT TO ABSORPTION OF TECHNOLOGY

### Research & Development (R&D)

#### 1.0 Specific areas in which R&D activities have been carried out during 2007 - 08:

- 1.1 Enhancement of life of coal burner nozzle tips.
- 1.2 Development of method to chemically remove deposits in generator stator bars of 200 MW units.
- 1.3 Development of methodology for evaluation of mechanical properties of critical components of power plants through small punch technique.
- 1.4 Development of chemical formulation for online cleaning of fouled of PVC film type fills of cooling towers.
- 1.5 Post operational chemical cleaning of boilers.
- 1.6 Development of Specifications for dosing & Testing of chlorine dioxide as a biocide.
- 1.7 Studies & recommendations on problems of organic fouling, fouling of CT fills.
- 1.8 Studies on Restoration of Heat Transfer of HRSGs fouled with Acid Dew Point Corrosion products.
- 1.9 Development of chemical formulation for controlling scaling, fouling & corrosion in CW system of Kota Super Thermal Power station.
- 1.10 Corrosion Assessment of Power Plant systems such as CW systems, HRSGs, Condensers & water boxes, structural corrosion, etc.
- 1.11 Health assessment of 9 gas turbines, 6 steam turbines & boilers using advanced NDT techniques.
- 1.12 R&D is carrying out condition monitoring of around six hundred, 400 KV Class transformers for their health.
- 1.13 Over 1300 rotating equipment are being monitored regularly by R&D for their health assessment through wear debris analysis.
- 1.14 The timely and scientific failure analysis of various components such as Coal bunker hopper cracks; LP turbine blades; compressor blade failures; condenser tube leakages; drinking water pipeline; etc. helped in identifying the cause of failure and thus providing necessary input for taking corrective action in preventing re-occurrence of similar failures thereby increasing the availability of power plant equipment.
- 1.15 Environmental Appraisal of all the operating stations assessing air & water quality, condition of monitoring equipment, etc has been carried out and suggestions for necessary actions required to meet the statutory obligations have been given.
- 1.16 R&D provided Consultancy for acid cleaning of condensers of unit # 6 of Panipat Thermal Power station, Haryana.
- 1.17 R&D is extending scientific services to various other utilities such as Kota Super Thermal Power Plant, Lehra Mohabat Thermal Power Plant, Indian Airlines, PSEB, Panipat, MPPGC, RGPPL IP station, Delhi; Chandrapura, DVC; PGCIL, NHPC, Barauni Thermal Power Station, Mathura Refinery works etc for development of chemical treatment program, Coal quality and particle count of contaminants in lube oils, Quality of Cenospheres, health assessment of water wall tubes, testing of transformer oils, examination of replicas, failure investigations, etc.
- 1.18 Over 8000 samples of transformer oils, boiler tube deposits, turbine blade deposits, condenser & cooling tower deposits, effluents, waters, etc have been analysed till now and necessary recommendations have been given.
- 1.19 Three papers were published in International Journals.
- 1.20 R&D has filed 4 patent applications namely ANN based Expert system for health assessment of high voltage transformers; Heat treatment technique for determining constituents of wear particles in lubricating oil and hydraulic fluids; Ready-to-use Fly ash based product through setting properties enhancement by using a dry plasticizer; Fly-ash Based utensil cleaning powder.
- 1.21 New Facilities like - Dynamic Cooling Water Corrosion Test Rig; Total Organic Carbon Analyser; Advanced Eddy Current Inspection system, etc have been created.
- 1.22 Indian Institute of Science, Bangalore is appointed as Consultant for Restructuring & Strengthening of R&D Centre. Review of recommendations & implementation are in progress.

#### 2.0 Benefits derived as a result of above R&D:

R&D activities as carried out have helped in increasing the availability, reliability and efficiency of the stations. Chemical treatment and corrosion control measures suggested is helping the stations in improving the efficiency,



availability and life of various heat exchangers/cooling towers. Techniques developed by R&D are implemented at stations, which are enhancing the life of boiler & turbine components.

The timely and scientific failure analysis of various components helped in identifying the cause of failure and thus providing necessary input for taking corrective action in preventing re-occurrence of similar failures thereby increasing the availability of power plant equipment.

### 3.0 FUTURE PLANS

1. Implementations of the recommendations of the Consultants, M/s IISc Bangalore.
2. R&D will be working on predictive techniques for reducing forced outages such as Advanced Thermal Monitoring and Steam/Water ratio monitoring for reducing boiler tube failures, carrying out comprehensive on-line monitoring of critical rotating equipment, and conducting corrosion audits of power plants, etc.
3. Technology Development & Scientific Support to Stations for:
  - i. Reducing overhaul duration and increasing time interval between overhauls
  - ii. Reducing forced outages
  - iii. Cost Reduction
4. R&D will work on development of techniques for measurement of pollutants such as Mercury, Arsenic, low levels of SO<sub>x</sub>, NO<sub>x</sub>, etc as a proactive approach for more stringent environmental requirements that are anticipated. R&D will also be working on developing schemes for recycling of waste waters from plants.
5. Three research projects will also be undertaken, namely –
  - Modeling of variable coal orifice for coal flow optimization
  - Lab scale development of technique to determine steam water ratio (online) in boiler tubes
  - Modeling and simulation of ID fan loading through extraction of moisture from flue gases

### 4.0 Expenditure of R&D

(Rs./Millions)

	2007-2008	2006-2007
a) Capital	11	7
b) Recurring	62	54
c) Total	73	61
d) Total R&D expenditure as a percentage of total turnover	0.0197%	0.0187%

### 5.0 Technology Absorption, Adaptation and Innovation

Particulars of some of the important technology imported during last five (5) years are as follows:

S.No.	Technology	Year	Stations
1.	Performance Analysis, Diagnostics and Optimization Software calculates the Equipment Performance and deviation and deviation from ideal conditions, together with reason for shortfall, indicating losses in Rupee terms. This package also calculates set point, which will result in optimized Heat Rate or Specific Coal consumption.	2004	Implemented in Simhadri. Will be continued in future Projects.
2	Super critical Technology with 247 Kg/cm <sup>2</sup> Steam Pressure and 540/568 MS/RH steam temperature is adopted for its improvement in thermal efficiency and reduced emission of green house gasses.	2004	Being implemented at Sipat (3x660 MW), Bath (3x660MW) and North Karanpura STPP
3	Boiler Flame Analysis System (BFAS) observes the flame intensity and regulates the secondary air flow for achieving optimized combustion.	2005	Implemented in Simhadri.
4	765 KV Switchyard & associated equipments including 24KV/ 765KV Generator Step up (GSU) Transformer.	2005	Being implemented at Sipat
5	Switchyard Control & Data Acquisition (SCADA) System based on universal protocol IEC 61850.	2005	- do -

For and on behalf of the Board of Directors

**R Sharma**

(R.S. Sharma)

Chairman & Managing Director

Place: New Delhi

Dated: 9<sup>th</sup> July, 2008

## PARTICULARS OF EMPLOYEES PURSUANT TO SECTION 217(2A) OF THE COMPANIES ACT, 1956

Name	Designation and Nature of duties	Remuneration (Rs.)	Qualification	Date of Commencement of Employment	Exp. (Yrs.)	Age (Yrs.)	Last Employment held	Remarks
1	2	3	4	5	6	7	8	9
<b>Employed for whole of the Year</b>								
Jha Jibachh	RED (W)	4002779	B.Sc. (Elect. Engg.)	09.06.1982	26	57	SAIL, Bokaro	-
Parthiban K	AGM, Consultancy Dubai	3587971	BE (Mech Engg.)	12.12.1984	24	49	-	-
Prakash Hirani	AGM, CC	2640051	BE (E)	15.11.1979	28	52	-	-
<b>Employed for the part of the Year</b>								
Bakshi T K	DGM, Consultancy	1171866	B.E. (Elect.)	17.11.1981	24	49	ET	Resignation
Bali Chander	Tech. Helper, BTPS	555613	-	10.04.1978	29	60	-	Retired
Bedi R N	CDE, CC	1489344	M. Tech	19.03.1994	14	41	-	Resignation
Bhatnagar Jatinder	AMG (CMG), CC	1430149	B. Tech	15.11.1978	29	52	-	Resignation
Binepal H S	GM, CC	2487457	BA	27.08.1981	26	60	-	Death
Chakraborty J R	Sr. Supdt (O&M), BTPS	986117	Dip (Mech)	15.01.1973	34	60	-	Retired
Chatterjee M	DGM, CC	1482357	B. Tech	31.01.1979	28	54	-	Resignation
Chhojar R K	Sr. Mgr. (F&A), BTPS	1406373	BA, SAS	01.04.1981	26	60	-	Retired
Das B M	AGM, CC	2537992	M. Tech	05.09.1983	24	60	-	Retired
Dasari R	Sr. Supdt (O&M), BTPS	1796451	Dip (Elect)	12.06.1974	33	60	-	Retired
Datta Anil	SAO, NCR-HQ	892528	B.Com	27.03.1980	27	60	-	Retired
Goel R K	Supdt, BTPS	1406717	Dip (Mech)	01.04.1978	29	60	-	Retired
Gupta L D	GM, Consultancy	2618323	B.Sc., M. Tech	12.12.1980	27	60	-	Retired
Gupta S G	DGM, CC	2649386	B.Sc. (Engg.)	14.09.1983	24	60	-	Retired
Jain A K	DGM, CC	1612057	BE (Mech)	18.11.1981	26	49	-	Resignation
Joshi D P	GM (CMG), CC	1220023	BE	01.12.1977	30	51	-	Resignation
Kapai S K	DGM (CBE), CC	1952842	B. Sc, MBA	21.01.1977	33	60	Delhi Productivity Council	Retired
Kishore Nand	Tech. Gr. I (C&I), BTPS	811814	-	01.04.1978	29	60	-	Retired
Kumar Anil	AGM, CC	1210634	M. Tech	01.09.1980	27	60	-	Retired
Kumar Mukesh	Sr. Mgr. (C&M), BTPS	1034595	B. Tech (Elect)	09.09.1986	20	45	-	Resignation
Lal Kishan	Sr. Asstt. Gr-II (IT- Commn), CC	464602	Matric	22.07.1980	43	60	Indian Army	Retired
Mathew Thomas	AGM, CC	2704134	B.Sc (M. Engg.)	12.09.1984	23	58	-	Premature Retirement
Maunya P L	AGM, CC	1514037	BE (Mech)	26.03.1982	25	60	-	Retired



Mitra G P	CDE, CC	954707	BE (Civil)	05.02.1980	27	59	-	Death
Mukherjee Gautum	SM, CC	860166	M. Tech.	20.09.1988	19	43	-	Resignation
Randey M	Tech. Gr.I, BTPS	419048	-	01.01.1979	28	60	-	Retired
Rangasa V K	Sr. Supdt (O&M), BTPS	1278282	AMIE (Elect.), Dip (Elect.)	15.11.1978	28	58	-	Death
Pant Vijay	CDE, CC	627857	BE (Mech.)	09.09.1987	20	43	-	Resignation
Perumal TA	Sr. Manager, Consultancy	988408	Diploma (Civil)	26.06.1984	22	60	BHEL	Retired
Rai A K	SM, CC	1384944	AMIE	22.06.1982	25	60	-	Retired
Ramachandra	ED, CC	2390093	B. Tech (Civil)	25.11.1978	29	60	-	Retired
Rana J S	SM, NCR-HQ	1349222	Dip. (Mech.)	01.10.1978	29	60	-	Retired
Rastogi L M	DGM, CC	1588512	B. Tech (Mech.)	01.12.1978	29	60	-	Retired
Ray M K	ED, NCR-HQ	756951	BE (Mech.), MBA	31.12.1979	39	60	CWPC	Retired
Saha N K	GM (Fin), CC	1389249	BL, S Sc, CA	31.07.1984	34	60	PDL	Retired
Seth K K	AGM, CC	2676678	B.Sc. (Engg.), MBA	12.05.1977	31	59	-	Premature Retirement
Sharma B B	SM, CC	2475746	ICWA	01.04.1982	26	60	-	Retired
Sharma P S	AGM, NCR-HQ	2313466	BE (Elect.)	10.11.1978	28	60	ASW Ltd.	Retired
Sharma S C	Dy. Supdt., BTPS	1151733	Dip (Elect)	08.10.1974	32	60	-	Retired
Sharma V B	SM (CMG), CC	314371	BE, B. Tech	15.03.1993	14	37	-	Resignation
Singh C N	DGM, CC	1413497	BE (Mech.)	10.11.1983	24	46	-	Resignation
Singh J P	AGM, CC	1341070	B.Sc. (Civil)	16.09.1994	13	60	-	Retired
Soni J K	DGM, CC	2503995	Ph.D.	18.11.1983	24	55	-	Resignation
Talpa M S	GM, CC	1269965	BE (Elec)	30.01.1981	26	60	-	Retired
Yadav S R	ED, NCR-HQ	2648094	B.Sc. Engg. (Elect.)	29.12.1980	36	60	PATRATU	Retired

## Notes:

- Persons named above are/were employees of the Company.
- Remuneration includes salary, allowances, leave encashment, leave travel concession, payment for subsidized leased accommodation, reimbursement of medical expenses to employees and employer's contribution to Provident Fund and other funds. However, it does not include the monetary value of the medical treatment provided in the Company's dispensaries/hospitals at Project sites, since it can not be quantified employees-wise. In addition, the employees are entitled to gratuity/ group insurance in accordance with Company's Rules.
- None of the employees listed above is related to any director of the company.
- Remuneration mentioned above is inclusive of retirement /separation benefits paid during the year and is not indicative of any regular remuneration structure of employees of the Company.

For and on behalf of the Board of Directors



(R.S. Sharma)

Chairman &amp; Managing Director

Place: New Delhi

Dated: 9<sup>th</sup> July, 2008

## STATEMENT PURSUANT TO SECTION 212 OF THE COMPANIES ACT, 1956 RELATING TO SUBSIDIARY COMPANIES

	NAME OF THE SUBSIDIARY	PIPAVAY POWER DEVELOPMENT COMPANY LTD.	NTPC ELECTRIC SUPPLY COMPANY LTD.	NTPC VIDYUT VYAPAR NIGAM LTD.	NTPC HYDRO LTD.	KANTI BIJLEE UTPADAN NIGAM LIMITED*	BHARTIYA RAIL BIJLEE COMPANY LIMITED
1.	Financial year of the Subsidiary ended on	March 31, 2008	March 31, 2008	March 31, 2008	March 31, 2008	March 31, 2008	March 31, 2008
2.	Date from which they became Subsidiary	December 20, 2001	August 21, 2002	November 1, 2002	December 12, 2002	September 6, 2006	November 22, 2007
3.	Share of the subsidiary held by the company as on March 31, 2008 a) Number & face value b) Extent of holding	375000 equity shares of Rs. 10/- each 100%	80910 equity shares of Rs. 10/- each 100%	20000000 equity shares of Rs. 10/- each 100%	56280000 equity shares of Rs. 10/- each 100%	51000 equity shares of Rs 10/- each 51%	74000 equity shares of Rs 10/- each 74%
4.	The net aggregate amount of the subsidiary companies Profit/(loss) so far as it concerns the member of the holding company a) Not dealt with in the holding company's accounts i) For the financial year ended March 31, 2008 ii) Upto the previous financial years of the subsidiary company b) Dealt with in the holding company's accounts i) For the financial year ended March 31, 2008 ii) For the previous financial year of the subsidiary company since they become the holding company's subsidiaries	(26135) (3715540) Nil Nil	126651784 9227508 Nil Nil	190496719 68684809 Nil Nil	- (81315892) Nil Nil	(53350) (39500) Nil Nil	(828070) -** -** Nil

\* The name of Vaishali Power Generating Company Limited has been changed to KANTI BIJLEE UTPADAN NIGAM LIMITED w.e.f. 10.04.2008.

\*\* Bhartiya Rail Bijlee Company Limited was incorporated as a subsidiary of NTPC Limited on November 22, 2007. Therefore, the period for the first financial year of the Company is from 22.11.2007 to 31.03.2008.

For and on behalf of the Board of Directors



(R.S. Sharma)

Chairman & Managing Director

Place: New Delhi  
Date: 9<sup>th</sup> July, 2008





## STATISTICAL DATA OF GRIEVANCE CASES

2007-08

S. No.	Particulars	Public Grievance Cases	Staff Grievances Cases
1.	Grievance cases outstanding at the beginning of the year	-	06
2.	Grievance cases received during the year	-	26
3.	Grievance cases disposed of during the year	-	22
4.	Grievance Cases outstanding at the end of the year	-	10

For and on behalf of the Board of Directors

Place : New Delhi  
Dated : 9<sup>th</sup> July, 2008

  
(R.S. Sharma)  
Chairman & Managing Director



## STATISTICAL INFORMATION ON RESERVATION OF SCs/STs FOR THE YEAR 2007

Representation of SCs/STs as on 01.01.2008:

Group	Employees on Roll	SCs	%age	STs	%age
A	11242	1291	11.5	357	3.2
B	3264	436	13.4	185	5.7
C	7910	1383	17.5	565	7.1
D	2131	463	21.7	217	10.2
Total	24547	3573	14.6	1324	5.4

Recruitment of SCs/STs during the year 2007.

Group	Total Recruitment	SCs	%age	STs	%age
(1)	(2)	(3)	(4)	(5)	(6)
A	782	111	14.19	60	7.67
B	-	-	-	-	-
C	95	13	13.68	3	3.15
D	2	-	-	-	-
Total	879	124	14.10	63	7.16

Promotions of SCs/STs during the year 2007.

Group	Total	SCs	%age	STs	%age
(1)	(2)	(3)	(4)	(5)	(6)
A	2398	293	12.21	40	1.66
B	733	63	8.59	28	3.81
C	1596	261	16.35	135	8.45
D	107	30	28.03	9	8.41
Total	4834	647	13.38	212	4.38

- The guidelines on reservation were followed in letter and spirit.
- Welfare measures as under were taken by NTPC for SC/ST employees and students:
  - i) Liaison Officers for SC/ST are nominated at each Project/ Regional Headquarters of NTPC to ensure implementation of reservation policy.
  - ii) Liaison Officers for SC/ST have been assigned responsibilities of handling grievances of SC/ST employees promptly. A grievance register is also maintained by them.
  - iii) Pre- promotion training is imparted to SC/ST employees with a view to enhance their competency and better performance in interview.
  - iv) Awareness programmes for SC/ST employees are organized at each Project/ Regional Headquarters so that they may acquire/update their knowledge about the reservation matters.
  - v) Annual Conference of LOs (SC/ST) is organized every year with a view to make LOs (SC/ ST) aware of the latest development in reservation policy and to prepare them to ensure proper implementation of the policy.
  - vi) Infrastructural assistance in organizing Ambedkar Jayanti is provided on requirement and availability basis.
  - vii) Award of Annual Scholarships to SC/ST students pursuing Degree/ Diploma in Engineering and MBA/ PGDBM course is given as under:

Engg. Degree Course  
Rs. 1500/- p.m.  
(30 Scholarships)

Engg. Diploma Course  
Rs. 1000/- p.m.  
(25 Scholarships)

MBA/PGDBM(HR/Finance)  
Rs. 1500/- p.m.  
(10 Scholarships)



- viii) Besides above NTPC has also instituted NTPC Gold Medal Award at Xavier Institute of Social Sciences, Ranchi (2 Medals) and Xavier Institute Business Management, Bhubaneswar (2 Medals) for students topping the merit list of SC/ ST candidates.
- ix) NTPC as a responsible corporate citizen has given guidelines to all new projects/operating stations for adoption of SC/ ST dominated villages in close vicinity for Community Development support.

**Steps taken to fill up all reserved vacancies for SCs/STs, backlog as well as current.**

- i) Six Special Recruitment Drives were undertaken from 1989-90 to 1996. The same was discontinued from 1997 as per the Govt. instructions. Later, the same was restored from July, 2000.
- ii) NTPC has subsequently launched six special recruitment drives during the period from July, 2000 to 31<sup>st</sup> December, 2007.
- iii) Notification of backlog vacancies reserved for SCs/ STs is done every year alongwith current vacancies.
- iv) Exclusive advertisements/ notifications covering populous belts of SC/ STs.
- v) Notifications of vacancies to recognized SC/ST Associations.

For and on behalf of the Board of Directors

Place : New Delhi  
Dated : 9<sup>th</sup> July, 2008

  
(R.S. Sharma)  
Chairman & Managing Director

## PHYSICALLY CHALLENGED PERSONS

With a view to focus on its role as a socially responsible and socially conscious organization, NTPC has endeavored to take responsibility for adequate representation of physically challenged persons in its workforce. With this in view, NTPC launched a massive recruitment drive to make up the shortfall of physically challenged persons. Total 433 Physically challenged persons are on rolls on NTPC as on 01.01.2008. Reservation has been provided for PH as per rules / policy. Some of the other initiatives taken for the welfare of physically challenged persons by NTPC over the years are as under:

- For individual needs of the VH employees, screen reading software and Braille shorthand machines made available by the Projects of NTPC.
- "Sign language" training for the employees in general.
- Changes in the existing building have been / are being made to provide barrier free access to physically challenged.
- Ramps have also been provided for unhampered movement of wheel chairs.
- At most of the NTPC Projects, wherever houses are located in multi-storied structures, allotments to physically challenged has been made on the ground floor.
- Special parking enclosure near the ramp at the office entrance as well as PH friendly toilet and lift at CC and Projects.
- Wheel chairs have been provided to employees with orthopedics disabilities. If required, the assistance of an attendant has also been sanctioned.
- Wherever required, gates / door of the quarter has been widened and wider covers provided on drains to facilitate movement.
- At CC procurement of stationery items like files, envelopes are mainly being done from NGOs/Agencies like ADDI, MUSKAN, Blind Relief Association who are working for physically challenged thereby creating indirect employment.
- Paintings made by disabled persons have also been procured and placed at different locations in the Company Offices.
- Medical Camps have been organized in various Projects of NTPC for treatment and distribution of aids like artificial limbs, tricycles, wheelchairs, calipers etc.
- Shops have been allotted in NTPC Townships to challenged persons so that they may earn their livelihood. Similarly, PCOs within/outside plant premises are also allotted to physically challenged persons.
- Regular Interactive meetings are being organized with physically challenged employees.
- Training needs are being fulfilled as per the individual requirement.
- 05 number of Scholarship @ Rs. 1500/- per month / per student are given to PH students pursuing MBA / PGDBM Courses.
- 13 Telephone booths have been installed in different corners of Delhi for disabled persons, to support VRC's efforts for financial assistance to disabled persons who were allotted such booths.
- In our Vindhyachal Project, a school named Asha Kiran for deaf / dumb and mentally retarded children, is running.
- Petty contracts like book binding, scribbling pad preparation from waste paper, file binding, furniture repair, screen printing, spiral binding, painting contract are also being given to disabled persons.
- Physically challenged (Orthopedically handicapped) employees have been allowed to purchase a three wheeler vehicle with a hand fitted engine against their normal entitlement (advance for scooter / motorcycle / moped) under NTPC Conveyance Advance Rules.
- At all Projects / Offices, Nodal Officers (Physically Challenged) have been nominated.
- Reimbursement towards low vision aids, dark glasses etc. subject to maximum of Rs. 1000/- every year has been introduced. Similarly hearing aid: behind the ear model for each ear restricted to Rs. 10,000/- or actual cost whichever is lower has been introduced. It may be replaced every four years subject to certificate of condemnation by ENT Specialist.
- Relaxation in qualifying marks for open recruitment : Pass marks only and also 10% relaxation in written test and interview from the year 2002 onwards.

For and on behalf of the Board of Directors

*Rajiv*

(R.S. Sharma)  
Chairman & Managing Director

Place : New Delhi  
Dated : 9<sup>th</sup> July, 2008

## UNGC – Communications on Progress (2007-08)

NTPC expresses its continued support for the Global Compact and its commitment to take action in this regard, as was communicated by the Chairman & Managing Director, NTPC in his letter dated May 29, 2001 addressed to Secretary General, United Nations.

NTPC has posted the brief of Global Compact and its commitment to the principles of GC on its website at [www.ntpc.co.in](http://www.ntpc.co.in). The principles of GC were communicated to all employees through in-house magazines, internal training programmes and posters. NTPC participated in the recent Global Compact Leader Summit held at Geneva, Switzerland in 2007. NTPC, a core member of Global Compact Society (GCS), in India actively participated and organized its Annual Convention on 10<sup>th</sup> Dec'07. Director (HR) of NTPC is nominated as Vice President, NR for GCS, India.

### Human Rights: Principle 1-2

Most of NTPC's operating power stations are located in remote rural areas which are socio-economically backward and deficient in the basic civic amenities. NTPC, as responsible corporate citizen has been addressing the issue of community development in the neighbourhood areas of its stations, which had been impacted due to establishment of the project.

While, this has been initially administered as part of resettlement and rehabilitation effort, NTPC recognized its social responsibility to continue community and peripheral development works where the same is closed under R&R policy. Towards this, NTPC during 2004-05 adopted "Corporate Social Responsibility–Community Development (CSR-CD) Policy", July' 04.

Under this policy, during 2007-08, NTPC allocated fund of Rs.81.137 million to 20 operating stations for carrying out comprehensive CD work in the area of health, education, drinking water and peripheral development based on needs identified through interactions with the stakeholders. Internal auditing system for the CD works has been initiated. In addition, more than 25 Quality Circles (QCs) have started functioning in neighborhood villages of 10 stations.

With a view to improve the employability of the village youth residing in the vicinity of NTPC Stations/ Projects and also to improve availability of skilled manpower around Projects, NTPC provided sponsorship to close to 750 village candidates from villages for ITI training at Government/ Government recognized private ITIs in the trades of Welder/ Fitter/ Instrument mechanic/ Electrician.

NTPC has committed support for setting up a technical polytechnic at Uattaranchal, at Kaladungi, Nainital and a Women's Polytechnic at Gopeshwar, Chamoli is also committed.

Under its CD initiatives, NTPC supports efforts of Distributed Generation (DG) in remote and far-flung places, for preparation of feasibility reports, project insurance and bridging the funding gap between cost of the projects and available funds, through NTPC Foundation.

NTPC supported various Institutions/ Bodies and undertook initiatives for major activities as detailed below:

- (i) Three Delivery Vehicles for mid-day meal programme for the children of Govt. Schools located in the National Capital Region through Food Relief Foundation of ISKCON.
- (ii) Assistance in self reliance for 200 tribal girls/ women in tribal area of Jhamar Kotra in Udaipur Dist. of Rajasthan.
- (iii) Construction of School cum Multipurpose Building for Girls in Village Shaulana, Ghaziabad, Uttar Pradesh through Nari Jagriti Abhiyan, Hardwar.
- (iv) Construction of one floor each for Girls Hostel in Distt. Ongole and Guntur, AP.
- (v) One dialysis machine to Allapuzha Medical College Hospital, Kerala. The hospital will provide free medical facilities to the economically under privileged patients.
- (vi) Infrastructure works like area lighting, water treatment plant and open car parking in and around Shri Jagannath Temple, Puri in Orissa.
- (vii) Construction of Building and Indoor Hall for Orissa Table Tennis Academy, Angul in Orissa.
- (viii) Three specialized Eye Centers at Bhubneswar Eye Hospital, Bhubneswar, Orissa. The centers were inaugurated on October 10, 2007 by Hon'ble Union Minister of Power.
- (ix) Project "Uddhav Kyari" a 54 acre grove situated in village Nandgaon in Mathura district of Uttar Pradesh, involving regeneration of the grove through Braj Foundation.

NTPC was closely associated in formulation of IS:16001:2007 on "Organisational Accountability at the Workplace-Requirements" prepared by Bureau of Indian Standard (BIS).



NTPC members were actively involved in reviews of draft preparation of ISO 26000- "Guidance on Social Responsibility and the implications for Developing Countries" by Bureau of Indian Standard (BIS) and also participated in the workshop arranged by the BIS on 16<sup>th</sup> & 17<sup>th</sup> April 2007.

NTPC representatives associated with Confederation of Indian Industry (CII) as Certified Assessors for the assessment of CII-ITC Sustainability Award constituted by the CII.

**Labour Standard: Principle 3-6**

For addressing the issue of labour standard in comprehensive manner, NTPC has decided to adopt international standards like SA-8000 and OHSAS-18001 and get the stations accredited from external approved agencies.

During the year 2007-08, two of the NTPC stations viz Farakka and Rihand received SA-8000 accreditation bringing the total number of SA-8000 accredited stations to 14. Anta station got re-accredited for SA-8000 while Auraiya, Badarpur, Faridabad, Kayamkulam, NCPP-Dadri, Ramagundam, Simhadri, Talcher-Thermal, Tanda, Unchahar and Vindhyachal are already accredited in the previous years.

All the 20 operating Stations of NTPC have already obtained accreditation under OHSAS 18001. During 2007-08 Rihand station has been re- accredited under OHSAS 18001.

**Environment: Principle 7-9**

Towards its commitment to environment NTPC has decided to adopt ISO-14001 and all its 20 operating stations have obtained accreditation for ISO-14001.

During the year 2007-08, 6 stations viz. Anta, Badarpur, Farakka, Rihand, Talcher-Kaniha and Vindhyachal stations have been re- accredited under ISO 14001.

For and on behalf of the Board of Directors

(R.S. Sharma)  
Chairman & Managing Director

Place : New Delhi  
Dated : 9<sup>th</sup> July, 2008