WEB BASED CONTRACTORS' LABOUR INFORMATION AND MANAGEMENT SYSTEM [CLIMS] IN NTPC.

INTRODUCTION:

NTPC has implemented an in house 'captive private cloud' based solution; 'Contractors' Labour Information Management System)CLIMS(' to streamline the labour management processes, to ensure physical and social welfare of workers, statutory compliances and to get accurate picture of real time availability of workers.
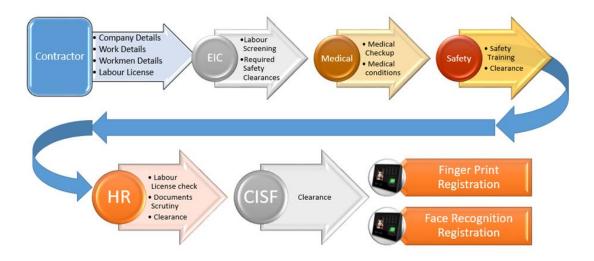
It has also resulted in proper keeping of records in a digitalized format and ensuring that the wages and other benefits of labourers deployed at NTPC Plants are disbursed correctly and in time. The CLIMS application also has inbuilt features like bio-metric attendance, medical fitness, safety training/ clearances, ESI registration and other regulatory checks.

CLIMS is designed to automate several time-consuming processes in a contract involving labour force, including wage sheet processing for contractor's labour and statutory reporting and archival. The application covers the management of information of contractors and their work contracts including management and control of contractor's labour force; their work timings, wages, welfare, safety and health concerns. While the contractor retains ownership of labour data and enjoys full control over labour attendance, work timing, wages etc., system provides real time information windows to concerned NTPC officers like Engineer-in-charge, HR and safety department etc. for ensuring compliance of labour laws and labour welfare.

Pre-set Workflows have been incorporated in CLIMS wherein labour can enter the plant only after the requisite safety training and medical clearance. It is not only a labour information and attendance system but a system spanning bigger objectives of economic development, social justice and safety & welfare of labour.

The administration of CLIMS since its rolling out has proven a game changer by all means. The digital transformation achieved through CLIMS in management of contractors' workers has tremendously benefitted all its stakeholders. It is institutionalized in NTPC and is running successfully at 47 projects ensuring and ascertaining social security, welfare and financial stability to thousands of workers.

CLIMS Process Flow

SALIENT FEATURES OF CLIMS:

1. Repository of Contracts' data, Work' data and Workers' data.

CLIMS keeps information of all types of work contracts including the contracts of project construction, regular operation or periodic maintenance. The database keeps record of the contractors, their works or contracts; single or multiple, and the labour registered by the contractors against each contract. The system also keeps record of workers' medical fitness, safety training, skill training, training requirements, safety clearances and several other regulatory checks. A completely digital data repository of workers' data is maintained which includes workers' addresses, qualifications, designation, skills, bank account details, nominees, PF/ESIC numbers etc.

2. Workers' Biometric data.

Biometric authentication employing face detection or finger print identification ensures that there will be no unlawful entry and each entry and exit will also be immediately recorded. Biometric authentication system at all entry and exit points. This has further helped in strengthening the security of the power plants.

3. Authentication of Workers' for access control and attendance.

Labour authentication at plant gates and automated attendance of contractors' labour form an important part of CLIMS. Plant gates are fitted with biometric face or finger authentication systems. All the contractors' workmen registered in the CLIMS database have a workman ID

and their finger prints and face matrix are captured and recorded by the authentication machines. All the authenticating machines at the gates are connected to the central database of CLIMS through Intranet and the in-out timing of labour at all gates is stored in the central database in real time.

4. Wage sheet preparation

Wage sheets of workers are automatically generated by CLIMS application using the attendance data of workers received from biometric machines. This feature makes it possible to handle millions of numbers in a few minutes and prepare accurate wage sheets of workmen without any manual slogging. This also helps in processing of wages as per statutory guidelines and bringing transparency in wages paid to workers based on their actual attendance. Contractors, EIC, Finance and HR personnel can review the attendance and wage sheets of workers using their CLIMS portal login account. This is the most important feature of CLIMS which helps in faster wage sheet generation, statutory compliances, faster HR clearance and helps in ensuring wage payment on the last day of the Month.

5. Data Management

Contractors are primarily responsible for maintaining correct data of their labour force in CLIMS. Each contractor gets its own login and password to work in CLIMS. Contractor details, assigned work and worker details are filled into the CLIMS web application by contractors using their CLIMS login. Complete details of workmen are captured and stored in the system including their permanent address, emergency contacts, education level, designation & skill level, category, insurance details, EPF, UAN, ESI-IP Number, bank account details, PMJJY and PMSBY data etc. Photographs of workers and scanned identity documents are also uploaded. Contractor uploads all the required forms and documents into the CLIMS repository to get clearance of labour entry inside the plant premise.

CLIMS was awarded as Innovative Best Practice in Digital Transformation in the 'Service Excellence' category by the CII)Confederation of Indian Industries(in the year 2020.

CLIMS won the award of appreciation from CSI)Computer Society of India(in the year 2021.