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NATIONAL THERMAL POWER CORPORATION, LIMITED  
NTPC SQUARE, NEHRU PLACE, NEW DELHI-110019  
CORPORATE PERSONNEL DEPARTMENT

No.01:Pers:4(19)/

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CORPORATE PERSONNEL CIRCULAR NO.53/80

Sub: Policy on facilities to be given  
to land oustees

A copy of the Company's policy on facilities to be given to land oustees as finalised and approved in the Management Committee meeting held on 30.4.1980 and 1.5.1980 is enclosed herewith for information and necessary action.

sd/-

( R. V. Shahi )  
Chief Personnel Manager

Encl: As above

Distribution:

NATIONAL THERMAL POWER CORPORATION LIMITED  
NTPC SQUARE, NEHRU PLACE NEW DELHI-110019

( CORPORATE PERSONNEL DEPARTMENT )

POLICY ON FACILITIES TO BE GIVEN TO LAND OUSTEES

1. Preamble - In order that a uniform approach is followed by all the projects of NTPC in dealing with the problems concerning land oustees and facilities to be provided to them by the Company, it is necessary to lay down a policy at the Corporate level. While the implementation of the policy will be done on a uniform basis by all the projects, in matter of detailed procedure, there can be marginal variations here and there depending on local conditions and systems being followed by the respective State Governments.
- Definition - A person who has been paid a compensation or in whose case it has been finally decided to pay the compensation for his land and/or house will be called a land oustee. Accordingly, if the land has been acquired and it has not been finally decided to pay the compensation because of some dispute etc., the person concerned cannot be called a land oustee unless the matter regarding compensation is settled. Any concession, therefore, would be with respect to the land oustee so defined herein.
3. List of land oustees 3.1 After the land has been acquired and compensation paid, the Personnel & Administration Department of the Project will prepare a list of persons to whom compensation has been paid alongwith the Khesra number of the land, size of the plot and amount of compensation paid. It may so happen that for a certain Khesra number, there may be more than one family as the owners. Also, one family can be the owner of a number of plots having different Khesra numbers. Keeping these in view, the list will be further refined treating each family as a unit and then listing the relevant details of Khesra number, size of plot and total amount of compensation paid.

3.2 After the complete list has been prepared, the same should be got certified by the concerned Competent Authority in the Revenue Department. Wherever the State Government agrees to prepare the list at their own, the same will be tallied with the list prepared by P&A Department and anomalies if any will be removed after necessary clarifications.

4. List of family members of land oustees 4.1 The Personnel & Administration Department should then prepare a list of family members alongwith their age and qualification. The family for this purpose would include as follows:-

- a) Self (i.e. the head of the family who is the owner of the land);
- b) Name of the spouse;
- c) Name of the dependent sons; and
- d) Unmarried dependent daughters if son is not there.

4.2 The list of family members as mentioned above will be authenticated by the State Government authorities for which the P&A Department would approach the competent authority of the State Government for his certification. This list will then be kept for record.

5. Nominations by land oustees 5.1 The head of the family should give, in writing, his nomination from among the above family members whom he/she will like to get the benefit in the form of employment or shop allotment etc. by the Company. The nomination made by the head of the family, generally, will not be allowed to be changed except in special circumstances. But in no case, he/she will be allowed to change the nomination more than once. Wherever the State Government agrees to forward the list, the same may include names of nominees also.

6. List of Nominees & forwarding thereof to Employment Exchange 6.1 A list will be prepared of the nominees of the owner from the details as in para 5.1 above and this list will be forwarded to the Employment Exchange with a request that these are the nominees (Dependent son etc) of the land oustees and that their names should be forwarded by the Employment Exchange for necessary action by the project in the matter

of their employment. Effort will be made by the P&A Department to obtain such a certificate from the Employment Exchange once for all to avoid reference to them from time to time. If the State authorities send the list of nominees through Employment Exchange, this provision would not be necessary.

7. Priority Groups 7.1

In each project, there will be a large number of land oustees and therefore there will be an equal number of nominees for providing them various facilities. It will obviously not be possible to provide to all of them employment or allot shops. Altogether, there are about 800 land oustees in Singrauli of whom about 75% are illiterate thereby qualifying for appointment only at the lowest level of Mazdoor etc. Even by the time the project reaches its ultimate capacity, it would not be possible to provide job opportunities to as many as 600 workers at the unskilled level. Therefore, it would be necessary to make a sort of merit list in certain order so that facilities can be provided as per the order of the list. Following guidelines are to be adopted for this purpose:-

- a) Land oustees in whose case less than one acre of land and/or house has been acquired and compensation paid by the Company will be listed separately. This category will get the last priority.
- b) Land oustees in whose case a compensation of more than Rs.50,000 to 1,00,000 (depending on the value of land in different projects) has been paid. Each project may fix this limit keeping in view the relevant factors. This will form the last but one group in order of priority.
- c) It is anticipated that because of the limited number of vacancies and opportunities for shop allotment generally it will not be possible to accommodate categories (a) and (b) above. However, these lists can be kept and given such concessions subject to available vacancies/opportunities.
- d) Among the remaining land oustees, two groups will be made:-
  - i) Those whose entire land has been taken and compensation paid; and
  - ii) Those in whose case only a part of their land has been taken.

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7.2 Based generally on the amount of compensation paid, economic status of the family, proportion of land acquired to the total land etc., a list will be prepared in order of merit in each of the above two groups. Persons in group (i) will receive the highest priority in order of the list and then persons in group (ii) in order of the list will be considered.

8. Facilities 8.1 The following facilities can be considered for to be the nominees of land oustees:- allowed

- a) Employment
- b) Shop allotment
- c) Petty contract work

Only one of the facilities namely either employment or shop allotment will be provided to any nominee and not both.

8.2 Generally, the policy is not to employ persons on muster-roll basis but to take care of casual nature of job if and when muster-roll employment is resorted to, the land oustees should be considered for the same.

8.3 The following reservation schedule may be followed in the matter of allotment of shops:-

For land oustees -40% of the shops  
For SC/ST and ex-Servicemen-10% of the shops

After applying the above percentages if the number works out to be less than one, at least one shop for each of the above categories will be reserved.

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