The concept of social welfare has been borrowed from the western democracies by Indian planners. Both in the socialist and capitalist democracies, the welfare programmes have drawn the attention of the governments and the general public alike. One of the important corporate objectives of SCCL is “to enable all the singarenians to lead healthy, peaceful, stress-force and prosperous lives”. The objective entails as humanizing working conditions, making mining operations safer, and providing welfare facilities thereby improving the quality of work life of employees which, would be conducive to higher productivity, self-development, and steady growth of the company.

A brief profile of SCCL

In the year 1871, Dr. King of the Geological Survey of India, discovered coal near the village of Yellandu in Khammam District. And one of the important coal seams bore his name. The Hyderabad (Deccan) company Limited., incorporated in England, acquired mining rights in 1886 to exploit coal found in Yellandu area. The present company was incorporated in 1920 under the Hyderabad Companies Act, and was floated in the year 1921 as a public limited company with the name ‘Singareni Collieries Company Limited’ (SCCL). It acquired all the assets and liabilities of the Hyderabad (Deccan) Co. Ltd. Best & Co. acted as secretaries and selling agents. The state of Hyderabad purchased the majority shares of the Company in 1945. From 1945 to 49, the Hyderabad Construction Co. Ltd were acting as managing agent. In 1949, this function was entrusted to Industrial Trust Fund by the then Government of Hyderabad. The controlling interests of the Company devolved to the Government of Andhra Pradesh in 1956, pursuant to the reorganization of the states. Thus, the SCCL became a government company under the Companies Act in 1956.
Large-scale expansion of Singareni Collieries was undertaken during the initial five-year Plans. The Central Government, in 1960, stated its participation in the equity of the company as also rendering the required loan assistance. Thus since March, 1960, it has been jointly owned by the Government of Andhra Pradesh and The Government of India. In 1974, the Government of India transferred its share capital to the newly constituted Coal Mines Authority Limited (Coal India Limited). The manner of participation in the company financial assistance for its expansion, by the State Government and the Central Government, were agreed upon in the Four Party Agreements of 1974. Subsequently, the Central Government decided to control its equity directly in SCCL. Accordingly, agreements were concluded on 13th March 1977. The SCCL, the State Government, the Central Government and Coal India Limited were parties to the agreement. These two agreements are popularly called quadripartite agreements.

For financial assistance during VI and VII Plan periods, separate agreements were executed on 31st March, 1985 and 10th February, 1989, 1994, 2002 and 2004 between the Government of India, the Government of Andhra Pradesh and SCCL. These Agreements are called Tripartite Agreements.

The company’s accredited function is to explore and exploit the coal deposits in the Godavari valley coal field, which is the only repository of coal in South India. The mining activities of the company spread over to four districts of Telangana State namely, Adilabad, Karimnagar, Khammam and Warangal. The reports of Geographical Survey of India indicate that the coal reserves in Godavari field area are a whopping 9435.78 million tonnes and the inventory covers up to a depth of above 600 meters, which includes reserves confirmed, indicated as well as inferred.
Mission

- To retain the strategic role of a premier coal producing company in the country and excel in a competitive business environment.
- To strive for self-reliance by optimum utilisation of existing resources and earn adequate returns on capital employed.
- To exploit the available mining blocks with maximum conservation and utmost safety by adopting suitable technologies and practices and constantly upgrading them against international benchmarks.
- To supply reliable and qualitative coal in adequate quantities and strive to satisfy customers needs by constantly sharing their experience and customising the products.
STRUCTURE OF MANAGEMENT

Chairman & MD

- Functional Directors
- Govt. of AP Nominee Directors
- Govt. of India Nominee Directors

Director (Operations)

Director (Finance)

Director (Planning & Projects)

Director (PA&W) SCCL

Executive Director (M&W)

Director (E&W)

Special Chief Secretary, Energy Department

Principal Secretary, Finance Department

Joint Secretary, Ministry of Coal

Chairman cum MD, Mahanadi Coal Fields Ltd

Director, Ministry of Coal

Source: HRD Manual of SCCL

All the Directors such as functional directors, directors nominated by the Government of Telangana and Directors nominated by the Government of India perform various functions as assigned to them.
Organisation Structure at Corporate level

C & MD

SO TO C&MD

DIR (OPRN)  DIR (PA&W)  DIR (FIN)  ED (MM&PR)  DIR (E&M)  DIR (P&P)

CGM, KGM  CGM (HRD)  GM (F&A)  GM (UGMs)

GM, YLD  CGM (PERS)  GM (F&A)  CGM (OCPs)

CGM, MNG  C MS  AUDIT  GM (WSs&PHs)

CGM, RG 2  GM (IE)  CO. SEC  GM (Stores)

CGM, RG 3  GM (Estates)  GM (I&PM)  CGM (Stores)

CGM, RG 3  GM (IE)  GM (I&PM)  GM (Purchase)

CGM, RG 4  GM (EDN)  GM (MMR)  GM (Purchase)

GM (CIVIL)  AGM (Vigilance)  GM (Exploration)  DGM (Survey)

GM (QM)  C S O  GM (R&D)  GM (Exploration)

GM (R&D)  Dy. MGR (LAW)  GM (Purchase)  GM (R&D)

RO, DELHI  MD (Super Bazar)  GM (Purchase)  GM (R&D)

Source: HRD Manual of SCCL
Organization Structure at Area Level

SCCL, for production as well as administrative convenience divided itself into eleven areas such as Yellandu, Kothagudem, Manuguru, Ramagundam-I, Ramagundam-II, Ramagundam-III, Ramagundam-IV, Mandamarri, Bellampalli Srirampur and Bhopalapalli. Each area is under the administrative control of General Manager or Chief General Manager. For instance, Yellandu, Ramagundam-III, Mandamarri, Bellampalli, Srirampur and Bhopalapalli areas are under the control of General Managers, while the other areas such as Kothagudem, Manuguru, Ramagundam-I, Ramagundam-II and Ramagundam-IV are under the control of Chief General Managers concerned. These Managers are responsible for the achievement of production targets, maintenance of industrial relations, provision of welfare facilities and safety in mines.

**Organization structure at area level**

**Area General Manager**

![Organization Structure Diagram]

- **SO to GM**
  - **Agents**
  - **Civil**
  - **IT**
  - **COL. MGR**
  - **Safety**
  - **E&M**
  - **Quality**
  - **Personnel**
  - **F&A**
  - **Survey**
  - **IED**
  - **Purchase**
  - **Estates**
  - **CHPs**

*Source: HRD Manual of SCCL*
Organisation Structure at Mine Level

Colliery Manager heads the mines. He reports to the General Manager of the Area concerned through Additional General Manager or Deputy General Manager. The Colliery Manager discharges various functions in accordance with the Mines Act. The Colliery Manager is assisted by various officers such as Safety Officer, Deputy Superintendent, Executive Engineers, Welfare Officer, Office Superintendent, Pit Assistants etc.
ORGANIZATIONAL STRUCTURE AT MINE LEVEL

Source: HRD Manual of SCCL.
The SCCL is taking up all possible measures to provide welfare amenities, particularly in the fields of health, sanitation, residential accommodation, education to workers’ children, supply of drinking water, laying of roads, improving health awareness among employees and their families through communication cell, sports and games to provide recreation in addition to various social security schemes.

**Housing**

Among the **necessities of life, housing** very important and it comes next only to food and clothing. In developing countries like India, housing has been a social problem affecting all sections in some way or the other. SCCL accorded **top priority** for the construction of housing quarters.

As on October 2018 there are 50,427 quarters existing in all the areas of the company quarters are under construction. All the housing quarters are well furnished and they are provided with individual water taps. All the colonies are well connected by roads.

**Medical and health**

SCCL is having 6 area hospitals, 1 main hospital at KGM and 25 dispensaries having 845 beds and 29 ambulances (company -3, private-26) are provided. SCCL has a generous ‘**Medicare**’ scheme for its employees. Wherever specialized treatment is required either for the employees or their dependants, they are referred to Super Specialty Hospitals (29 Nos.) outside the colliery areas as per the medical attendance rules.
As family members /attendants of employee are finding it difficult to have accommodation at Hyderabad, while getting treatment at super specialties hospitals we have provided accommodation for them as under:

1) 10 Rooms in Ramnath Ashram near Osmania General Hospital, Hyderabad.

2) One Hall in II floor at Siva Ganesh Chowltry situated near NIMS, Hyderabad which can accommodate 25 persons.

The details of Family Planning Operations (Vasectomy and Tubectomy) conducted in SCCL Company hospitals are furnished hereunder:

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Period</th>
<th>No. of Family Planning Operations</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>April, 2008 to March, 2009</td>
<td>971</td>
</tr>
<tr>
<td>2</td>
<td>April, 2009 to March, 2010</td>
<td>852</td>
</tr>
<tr>
<td>3</td>
<td>April, 2010 to March, 2011</td>
<td>674</td>
</tr>
<tr>
<td>4</td>
<td>April, 2011 to March, 2012</td>
<td>683</td>
</tr>
<tr>
<td>5</td>
<td>April, 2012 to March, 2013</td>
<td>664</td>
</tr>
<tr>
<td>6</td>
<td>April, 2013 to March, 2014</td>
<td>1223</td>
</tr>
<tr>
<td>7</td>
<td>April, 2014 to March, 2015</td>
<td>927</td>
</tr>
<tr>
<td>8</td>
<td>April, 2015 to March, 2016</td>
<td>908</td>
</tr>
<tr>
<td>9</td>
<td>April, 2016 to March, 2017</td>
<td>887</td>
</tr>
<tr>
<td>10</td>
<td>April, 2017 to March, 2018</td>
<td>850</td>
</tr>
</tbody>
</table>

The company is having Health Department in each area to look after the maintenance of sanitation. However, much attention has been paid to increasing availability of medical facilities both quantitatively and qualitatively.
Social Security Schemes

(a) Insurance Schemes

<table>
<thead>
<tr>
<th>Name of the schemes</th>
<th>Premium payable</th>
<th>Amount payable</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. JPAIS (Janata Personal Accident Insurance Scheme)</td>
<td>@ Rs.272/- for 2 years</td>
<td>Rs.1,00,000/-</td>
</tr>
<tr>
<td>2. FBIS (Family Benefit Insurance Scheme)</td>
<td>@ Rs.10/- p.m. per employee</td>
<td>Rs.10,000/-</td>
</tr>
<tr>
<td>3. Group Insurance (1.2.2012)</td>
<td>--</td>
<td>Rs.1,12,800/-</td>
</tr>
<tr>
<td>4. Group Service Linked Insurance Scheme (GSLIS)</td>
<td>@ Rs.200/- per month</td>
<td>Rs.2,00,000/-</td>
</tr>
<tr>
<td></td>
<td>@ Rs.100/- per month</td>
<td>Rs.1,00,000/-</td>
</tr>
<tr>
<td></td>
<td>@ Rs.65/- per month</td>
<td>Rs.65,000/-</td>
</tr>
<tr>
<td></td>
<td>@ Rs.60/- per month</td>
<td>Rs.60,000/-</td>
</tr>
</tbody>
</table>

(b) Coal Mines Provident Fund Scheme

Employees contribution : 12 % of wages

Employers contribution : 12 % (equal contribution)

(c) Coal Mines Pension Scheme – 1998

Employees contribution: 2% of the salary from 01-04-1989 to 31-03-1996 and 2% of the notional salary from 01-04-1996 + an amount equivalent to one increment calculated one the basis of salary as on 1st day of July, 1995 of employees appointed after 01-07-1995 or the date of joining whichever is later.

Employee and employer: An amount equivalent to two and one third contribution percent of salary of the employee.

Central Govt. contribution: An amount equivalent to two-third percent of the salary of the employee.

Constitution of Area Terminal Benefits Cells

The management of SCCL has constituted Area Terminal Benefits (ATB) cell in each area to process all types of terminal benefits in the form of a single window for speedy settlement of claims on receiving intimation about superannuation /
leaving company’s service or due to various other reasons in respect of an employee. The following terminal benefits are processed Area ATB Cells as per the Circular No.CRP/PER/WEL/ATB/3565, dated 05.10.2002.

1. Coal Mines Provident Fund
2. Coal Mines Pension Scheme
3. Gratuity
4. FBIS (Death) Claim
5. Refund of FBIS Accumulations
6. Group Insurance Scheme
7. Janatha Personal Accident Insurance Scheme (JPAIS)

The ATB Cell at each area is functioning w.e.f. 15.10.2002. The Area Terminal Benefits (ATB) Cell at each area consisting of one P.M / Dy.PM / Sr.P.O and an Officer from F&A Dept., and assisted with two clerical staff. The Terminal Benefits Cell will function under the charge of Head of the Area Personnel Dept., and process all terminal benefits in the form of a single window for speedy settlement of all the terminal benefits.

A Committee with 4 officers has been constituted in Corporate Area to curb the excessive inflow of CMPF Loan applications.

JPAIS (Janatha Personal Accident Insurance Scheme) policy has been taken from M/s. National Insurance Company Limited, Divisional Office, Hyderabad the rolls as on 01.03.2013 for years 01.03.2013 to 28.02.2015 for an assured amount of Rs.1,00,000/- at one time premium of Rs.272/- per employee.
The management is setting Terminal Benefits like Gratuity, CMPF (Coal Mines Provident Fund), Pension & FBIS (Accumulation) claims on the last working day of his superannuation. This has come into force with effect from July, 2009.

Settlement of terminal benefits in respect of mine accident cases

Department Employment is being provided to the eligible dependants of ex-employees died in Fatal Mine Accident cases at area level immediately on receiving the claim for the same complying with the dependant employment guidelines. If the claimant opts for lumpsum amount of Rs.5 lakhs or payment of Monthly Monetary Compensation @ Rs.6000/- per month the same is being considered and settled on priority in lieu of Dependant Employment.

In accordance with MOS dtd.24-09-2008 entered into SCCL workers Union (AITUC) – recognized Union vide Item No.4, it has been agreed to pay a special Exgratia of Rs.5 lakhs as detailed below:

a) The payment of Special Relief / Ex-gratia of Rs.5.00 lakhs to the direct dependant of employees who dies or becomes permanently disabled in any mine accident arising out of and in the course of employment, would be in addition to the amount payable under workmen’s compensation act, 1923.

b) In case of any disaster or any other mine accidents, where there is any special announcement for paying relief from SCCL’s fund, in that case, the amount of special relief / Ex-gratia shall be the difference between the announced amount and Rs.5.00 lakhs. In any case the amount of special relief / Ex-gratia paid by SCCL shall be limited to Rs.5.00 lakhs only.
c) Any other exgratia announced by other agencies not related to SCCL’s fund will be paid from their own fund.

**Group Gratuity Scheme with LIC of India**

a) This scheme is effective **from 11.12.2003** and covers both Executives and non-executives and covers trainees in regular grade and other employees who are covered under the Gratuity rules of the company.

b) **Gratuity will be paid by LIC of India** to employee / nominee for the period of service rendered by the employee as per the existing rules and limits.

c) In addition, in case of unfortunate death of the employee, **LIC would also pay gratuity for** the service the employee would have rendered until retirement had he been alive.

d) In accordance with the **NCWA-VIII** the maximum amount of Gratuity payable to an employee has been enhanced to **Rs.10,00,000/-** with effect from **01.01.2007**.

**Ex-gratia**

An amount of **Rs.84,600/-** as ex-gratia **w.e.f. 01.02.2012** is being paid to the bereaved family of the workmen died in mine accidents in accordance with the provisions of National Coal Wage Agreement.

**Matching grant**

Management is giving matching grant subject to a maximum of Rs.1,00,000/- (w.e.f. 01.07.2004) **in case of death** of a workman due to Mine Accident while in service, Rs. 75,000/- in case of death due to natural cause while on duty subject to various conditions and **Rs.5,000/-** in case of death due to other than above two causes
provided the co-workers do not resort to sympathetic strike and contribute their
donation for the welfare of the bereaved family.

Dependant Employment

Dependant Employment is being provided to the dependants of Ex-employees
died in harness / declared medical unfit as per NCWA provisions in pursuance of
various settlements made with the Trade Unions subject to availability of vacancies.
The details of dependant employment provided are furnished hereunder:

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Year</th>
<th>No.of Dependants</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>April, 2004 to March, 2005</td>
<td>234</td>
</tr>
<tr>
<td>2</td>
<td>April, 2005 to March, 2006</td>
<td>342</td>
</tr>
<tr>
<td>3</td>
<td>April, 2006 to March, 2007</td>
<td>290</td>
</tr>
<tr>
<td>4</td>
<td>April, 2007 to March, 2008</td>
<td>363</td>
</tr>
<tr>
<td>5</td>
<td>April, 2008 to March, 2009</td>
<td>337</td>
</tr>
<tr>
<td>6</td>
<td>April, 2009 to March, 2010</td>
<td>236</td>
</tr>
<tr>
<td>7</td>
<td>April, 2010 to March, 2011</td>
<td>300</td>
</tr>
<tr>
<td>8</td>
<td>April, 2011 to March, 2012</td>
<td>225+130 Fast Track</td>
</tr>
<tr>
<td>9</td>
<td>April, 2012 to March, 2013</td>
<td>185+286 Fast Track</td>
</tr>
<tr>
<td>10</td>
<td>April, 2013 to March, 2014</td>
<td>674</td>
</tr>
<tr>
<td>11</td>
<td>April, 2014 to March, 2015</td>
<td>989</td>
</tr>
<tr>
<td>12</td>
<td>April, 2015 to March, 2016</td>
<td>783</td>
</tr>
<tr>
<td>13</td>
<td>April, 2016 to March, 2017</td>
<td>934</td>
</tr>
<tr>
<td>14</td>
<td>April, 2017 to June, 2018</td>
<td>227</td>
</tr>
</tbody>
</table>

In the financial year 2002-03, a settlement was arrived at on 08.03.2002 with
the Recognized Union on payment of Monetary Compensation in lieu of dependant
employment under **Company Voluntary Retirement Scheme (VRS)** on health
grounds). There were about 3075 dependants waiting for employment under
Company VRS. Out of which, **2978 cases have been settled** as on **01-04-2014** for
payment of monetary compensation / lumpsum payment of 24 months' wages last
drawn in lieu of dependant employment.
Monthly Monetary compensation (MMC) / lumpsum Payment

a) MMC:- The Scheme of MMC has been implemented in lieu of Female Dependant Employment in respect of the cases of Death / Board Medical Unfit arose from 02-10- 1991, in accordance with the Memo.of Settlement dated 31-07-1997 and as per the guidelines of JBCCI. As on 31-03-2014, 2,325 claims have been settled and sanction of Payment Orders released to pay the beneficiaries @ Rs.6,000/- per month in case of Death due to Mine accident or natural death or Medical Unfit cases.

The details of MMC cases settled are as follows:

<table>
<thead>
<tr>
<th>Year</th>
<th>No.of cases settled</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prior to 1999</td>
<td>297</td>
</tr>
<tr>
<td>2000-01</td>
<td>495</td>
</tr>
<tr>
<td>2001-02</td>
<td>439</td>
</tr>
<tr>
<td>2002-03</td>
<td>260</td>
</tr>
<tr>
<td>2003-04</td>
<td>98</td>
</tr>
<tr>
<td>2004-05</td>
<td>86</td>
</tr>
<tr>
<td>2005-06</td>
<td>89</td>
</tr>
<tr>
<td>2006-07</td>
<td>85</td>
</tr>
<tr>
<td>2007-08</td>
<td>74</td>
</tr>
<tr>
<td>2008-09</td>
<td>68</td>
</tr>
<tr>
<td>2009-10</td>
<td>105</td>
</tr>
<tr>
<td>2010-11</td>
<td>71</td>
</tr>
<tr>
<td>2011-12</td>
<td>57</td>
</tr>
<tr>
<td>2012-13</td>
<td>48</td>
</tr>
<tr>
<td>2013-14 (Up to 31-03-2014)</td>
<td>53</td>
</tr>
<tr>
<td>Total</td>
<td>2325</td>
</tr>
</tbody>
</table>

b) LSP: - Vide MOS dated 21-06-2001, Lumpsum payment of Rs. 3 Lakhs in lieu of dependant employment / MMC was extended to the ex-employee (in case of Medical unfitness), Spouse of the ex-employee in case of Death / Medical Unfitness of the ex-employee or the dependant sponsored for dependant employment. The LSP amount was enhanced from Rs. 3 Lakhs to Rs. 5 Lakhs with effect from 01-01-2009 in pursuance of Settlement Ltd. 20-11-2009. 4427 lump sum claims have been settled as on 31-03-2014.
The details of lumpsum cases settled are as follows:

<table>
<thead>
<tr>
<th>Year</th>
<th>No. of cases settled</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to 2005-06</td>
<td>3260</td>
</tr>
<tr>
<td>2006-07</td>
<td>216</td>
</tr>
<tr>
<td>2007-08</td>
<td>200</td>
</tr>
<tr>
<td>2008-09</td>
<td>280</td>
</tr>
<tr>
<td>2009-10</td>
<td>109</td>
</tr>
<tr>
<td>2010-11</td>
<td>153</td>
</tr>
<tr>
<td>2011-12</td>
<td>113</td>
</tr>
<tr>
<td>2012-13</td>
<td>56</td>
</tr>
<tr>
<td>2013-14</td>
<td>40</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>4427</strong></td>
</tr>
</tbody>
</table>

**Educational Facilities**

SCCL takes special interest in the overall development of the children of its employees. In pursuance of this objective, it set up:

a) No.of High schools and Upper Primary Schools run by S.C. Educational Society : 11

b) No.of Degree Colleges (Women) : 1

c) No.of Junior Colleges (Women) : 1

d) No.of Polytechnic College : 1

The above educational institutions are being run by S.C. Educational Society.

SCCL is extending **infrastructural** and **financial support** to **JNTU, Hyderabad** for establishing an Engineering College in six branches including MINING near Manthani, Karimnagar Dist. From this academic year **2010-11** by contributing an amount of **Rs.20.00 Crores** in a phased manner. Five (5) percentage of supernumerary seats will be provided in each discipline to the children of SCCL. Presently, the College is operating from Godavarikhani.

The SCCL has extended clinical assistance from Ramakrishnapur area hospital to the SRKM College of Nursing, Mancherial. In consideration of the same SRKM College has extended 50% of management quota seats to the employee
children from the academic year 2008-09 in the **B. Sc (Nursing) course** offered by them. The above seats will be **allocated under Rule of Reservation** among the employee children who pursue **B.Sc (Nursing)** course from the above college.

**Grant of Scholarships to merit students, who are children of employees**

SCCL **grants scholarships** to meritorious students who secured admission in **professional** courses.

In order to encourage the sons and daughters of employees (NCWA / Executives) to excel in their studies, a Scholarship of Rs.6000/- every year per head (enhanced to **Rs.10,000/- from 2010-11**) during the course period for the son / daughter of SCCL employees (NCWA employee / Executive cadre) is being **sanctioned** from the **year 1998** in the event of he or she securing admission in the **Engineering, Medical & Management** courses by getting a rank below 2000 in the **EAMCET / IIT** and better ranks in **AIEEE (NIT), AIIMS, BITSAT (BITS Pilani) CAT (IIM)**.

Year-wise break-up of No.of students granted Merit scholarships is given hereunder.

<table>
<thead>
<tr>
<th>Year</th>
<th>No.of students awarded scholarships</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to 2007-08</td>
<td>239</td>
</tr>
<tr>
<td>2008-09</td>
<td>26</td>
</tr>
<tr>
<td>2009-10</td>
<td>26</td>
</tr>
<tr>
<td>2010-11</td>
<td>46</td>
</tr>
<tr>
<td>2011-12</td>
<td>22</td>
</tr>
<tr>
<td>2012-13</td>
<td>19</td>
</tr>
<tr>
<td>2013-14</td>
<td>22</td>
</tr>
<tr>
<td>2014-15</td>
<td>21</td>
</tr>
<tr>
<td>2015-16</td>
<td>27</td>
</tr>
<tr>
<td>2016-17</td>
<td>28</td>
</tr>
<tr>
<td>2017-18</td>
<td>21</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>497</strong></td>
</tr>
</tbody>
</table>
50% fee reimbursement of fee to SSC students who secured 500 and more marks in SSC examinations have been fixed as criteria by the company.

Merit Scholarship for SCCL Employees Students

A scheme was formulated by SCCL to the children of certain categories of Employees who passed SSC examination with 500 and more marks and studied in the Singareni Schools. They are eligible for 50% of tuition and Hostel fee reimbursement subject to their admission in the Corporate Colleges. The Scheme is implemented from the academic year 2007-08.

Financial assistance to the children of SCCL employees who qualify for UPSC Main Exams

In order to encourage the employees children for excelling in Civil Services Examination, a scheme was formulated for extending the financial assistance as a welfare measure from the year 2004. The candidate who qualifies in main examination will be considered for awarding financial assistance @ Rs. 12,000/-, Rs.8,000/- and Rs.4,000/-as the case may be, for the children of workmen (06 nos.) / Supervisory staff (03 nos.) / Executives (01 no.) respectively as per order of merit. Further the said scheme is effective from 2005 onwards on the same guidelines.

Free VTC Training to Project Affected Persons

The Management of SCCL extended the following concessions / facilities to Project Affected Persons over and above R & R packages for their employment under various Contractors.

1) To extend VTC Coaching free of cost.
2) Rs. 100/- only to be collected for Initial Medical Examination instead of Rs.500/- to the Projected Affected Persons.

**Leprosorium**

Medicines and provisions (Rice, Dal, Oil etc.) are **being supplied** for patients of Leprosy at Kothagudem Leprosorium (Hemachandrauram) by the main hospital authorities once in a week.

**Consumer co-operative stores**

These stores are of immense help to workers and employees. The access to these stores helps in eliminating intermediaries besides providing the necessary consumables at less market prices.

The Singareni Collieries Company Limited has established S.C. Co-operative Central Stores Limited (popularly known as ‘Singareni Super Bazaar’) in which, the workmen of SCCL are members. The infrastructure facilities like buildings and furniture are being provided by SCCL to the Super Bazar. A total **46 Sales Depots of Super bazar** (including Gas Gowdowns) sell all essential commodities of daily use and cosmetics at less than market prices, thereby providing value for money to the customers.

**Free Supply of LPG to the Employees**

It has been made mandatory that all employees of SCCL including workers should go for LPG connection for their domestic use for which SCCL will **reimburse the cost of 12 L.P. Gas cylinders** in a year. Thus, the use of coal for cooking purposes in households is banned by not supplying coal to the SCCL employees. The
SCCL arranged 19 Nos. **LPG Distribution Points** in all over the Collieries Areas for the benefit of the employees through Singareni Super Bazar.

**Employees’ Co-operative Credit Societies**

SCCL laid emphasis on increasing the number of credit societies in coal field areas. The workmen of SCCL working in the mines and departments are encouraged to become members of "**Employees Cooperative Credit Society**" with a view to inculcate the culture of thrift and avoid our employees going to money lenders for obtaining loans.

As many as (49) **Cooperative Credit societies** are functioning in the mines and departments of SCCL which grant loans to the member employees for the purpose of meeting expenditure on the education of their children, purchase of two wheelers etc. Depending upon the financial status of each **Coop. Credit society**, **personal loan** to a maximum of Rs.1,50,000/- is being granted by the society to the member employee. The Cooperative Credit Societies would also accept the deposits from the member employees. Further, the maximum amount of loan may vary from one Cooperative Society to another Cooperative Society as per their discretion. The company charges 12% interest on these loans and the loan amount is **recovered in 24 or 36 equated monthly instalments**. It shows that the company has made concerted efforts to extend credit facilities thereby freeing the company workers from the crutches of moneylenders.

Canteens SCCL in accordance with the requirements of **Mines Act, 1952 and keeping in view of the** welfare of its employees provided 50 canteens are maintained by the management at the mines and depts. It also provided the required **infrastructural facilities free of cost** to run these canteens. Since these canteens are
highly subsidized, they serve almost all the eatables except meals and coffee at throwaway prices.

**Community Development Programmes**

**a) Community Buildings / Centres**

In order to provide recreation facilities, the company has constructed recreation clubs and community halls in the coal field areas.

<table>
<thead>
<tr>
<th>No. of Community halls : 10</th>
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<tbody>
<tr>
<td>No. of Recreation Clubs   : 36</td>
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</tbody>
</table>

**Sports & Recreational Facilities**

As aware of ‘**Health is Wealth**’ is a fact. A healthy body bears a healthy mind and obviously, sports are a **prime contributor to health of people**. The SCCL has a long history in encouraging its employees in the field of Sports and Games. Work People Sports & Games Associations (WPS&GA) are formed in all the areas. Even though SCCL is not a subsidiary of CIL, it is one of the participants in the Sports & Games being conducted on All India basis under the banner of **CIL Inter Company Tournaments**.

Tournaments are being conducted to employees under the WPS & GA at following levels.

- Departmental level
- Regional level (within the region)
- Company level (among the three regions)
Coaching camps are organized to the players selected to represent SCCL teams in CIL Inter Company Tournaments.

The Company is also encouraging the employees to participate in the Inter District, State Level Tournaments conducted by Sports Authority of A.P. (SAAP/TSSA). The players from the Company are participating in the National / International level Meets and won the medals.

SCCL is encouraging the workmen and their children to participate in the sports and games events to keep up better health, SCCL teams are being sent to participate in All India Coal Fields Tournaments. The Play grounds / Swimming Pools available are as below:

<p>| | |</p>
<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>No. of play grounds</td>
<td>8</td>
</tr>
<tr>
<td>No. of stadium</td>
<td>10</td>
</tr>
<tr>
<td>No. of swimming pools</td>
<td>17</td>
</tr>
</tbody>
</table>

Scouts & Guides

The SCCL has started Bharath Scouts & Guides movement in SCCL as Singareni District Association in the year 1977. SCCL is giving financial assistance to the Singareni District Association (SDA) for enrolling the Scouts, Guides, Rovers and Rangers from among the employees and the school children in the coal field areas.

The Bharath Scouts & Guides Singareni District Association (SDA) is undertaking voluntary services to provide assistance at the time of Eye Camp, Health Camp, Pulse Polio programme etc., besides rendering service to control the
Pilgrims at the time of Brahmothsavamsat Tirumala Tirupathi Devasthanams and on Srirama Navami and Mukkoti Ekadasi at Bhadrachalam.

**Vocational Training for employees’ children**

Singareni Seva Samithi (SSS) being registered under **Andhra Pradesh Public Societies Act** shall take up all Educational Training Programmes, Self-employment Schemes, help for Army Recruitment etc., and other Educational "raining programmes for the children of employees who died in harness and unemployed youth which includes daughters and sons of employees & Ex-employees and also to spouses of Ex-employees.

In order to make the educated unemployed children of our employees as self employed, **SCCL is organising training programmes free of cost** to the eligible unemployed children in photo lamination, screen printing, dress making and electrical courses etc., in the coal field areas. SCCL is imparting training in 13 categories through Khadi Gramodyog Maha Vidyalaya, Rajendra Nagar, Hyderabad under the aegis of Singareni Seva Samithi.

Family Day programmes were also organized in all the Areas for NCWA Employees with a view to promote" One Family, One Vision & One Mission" the SCCL Slogan. Various cultural programmes display and Mementos were presented to participants.

A Free Yoga Camp was organized in all the Areas for the benefit of "Singarenians".

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Coaching Camps for children of employees / ex-employees for Police / Army recruitments

In order to help the unemployed children of our employees / ex-employees and also the unemployed youth in the vicinity of coal field area, the SCCL is organising free coaching camps to the willing persons to enable them to /participate in the Army & Police recruitments. The unemployed children who are given training in the coaching camps are being paid to & fro train fares from coal field area to the place of selection and other miscellaneous expenditure incurred for their stay at the place of selection.

Women’s Welfare

The SCCL is committed to the welfare of women employees as well as the wives of employees as evident from the ‘Corporate Women Cell’. It constituted at its headquarters in Kothagudem and the women cell is constituted in all its mining areas. It also formed Singareni Employees Wives Association (SEWA) in the coal field areas with active participation of wives of employees. These cells and associations undertake different programmes for the benefit of women employees.

The corporate women cell celebrates the international day for women on 8th March every year by conducting & variety of entertainment programmes such as quiz competitions, sports, cultural events and presents mementos to the first three winners.

The SEWA educates and enlightens women employees about the need for health and hygiene, literacy, children’s education, safety and post-retirement planning. The collective role played by these cells and associations received wide applause from employees, their families and the management of the SCCL.
Literacy Mission

A decade ago, illiteracy was rampant in SCCL. In the survey conducted in the year 2001, it was found that about 33,860 workmen were illiterate who cannot read or write Telugu. All of them were made literate and thus 100% literacy among workmen was achieved. 41,000 spouses of workmen were also identified as illiterate, who cannot read or write Telugu. So far 34,000 Spouses of workmen were made literate up to date. Owing to the efforts of the company all the workmen were made literate by March, 2010/2012.

Using TV media for safety publicity

Communication Cell:- Communication Cells have also been established to bring about awareness among the workmen and their families about various welfare amenities provided to enhance their living conditions including Safety Awareness in the Mines and Departments. Communication through letters, pamphlets, posters and through electronic media i.e., Telecasting through SITI cable, programme on various subjects including Safety awareness, dispelling doubts and darkness from the minds of the workmen are telecast every week through "Singareni Tarangalu" in local Cable T.V.

An amount of Rs.82.62 Lakhs was allocated for the year 2013-14 for various communication activities/programmes.

New Communication Policy in SCCL:- With a view to bring more awareness in the workmen and their family members and to inculcate the culture of "SINGARENISM" and to feel a "SINGARENEAN" the new communication policy is designed vide
circular No.CRP/PER/IR/G/234/1025, dated 13.5.2003. As such, the following works are implementing.

1) **Padayatras:** A team of about 30 members consisting of executives, best workmen, member of SSS & SEWA etc., on 1st of every month from 9.00 AM to 12.00 Noon in different colonies by rotation with appropriate banners/play cards etc.

2) **Mine Sadassu:** On 15th and last day of the month from 4.00 PM to 5.30 PM to be conducted by the Manager and all the executives with workmen and family members.

3) **Sadassu in Departments:** On 15th and last day of the month from 4.00 PM to 5.30 PM to be conducted by the HODs and the executives as in the case of Mines.

4) **Cultural Programmes:** The Area Communication Cell to organize cultural programme in the colonies on 20th of every month for about 1 to 1 1/2 hour starting from 6.30 PM.

5) Weekly **Press Meet.**

6) **Singareni Tarangalu** through **SITI Channel** (quality programmes to be produced).

7) **Singareni House Magazine** (Singareniyula Samacharam).

8) **Monthly News letter** type poster (Singareni Samachara Prabha).

9) “**Singareni Sravanthi**” through AIR (FM) Kothagudem.
Singareni Karmika Mitra (a Mobile Audio-Visual Van)

Under New Communication Policy to bring more awareness in the workmen and their families and to go still nearer to nearer to the workmen a mobile Audio-Visual Van "Singareni Karmika Mitra" was introduced.

The van was inaugurated by Director (PA&W) on 20th June, 2004 at Srirampur and moving around Singareni at 2 days in each Area.

During its stay for the days in each Area various Audio-Visual Programmes like safety songs, songs on Paryavaranam, teleplays, telfilmestele skits and Burrakattas, Oggukattas etc. are being displayed in the colonies.

Mana TV

To further have effective communication among the Singarenians Mana Singareni programmes in MANA TV Channel was launched to telecast the Programmes all over the Collieries in Live from 01-05-2006 by our C & MD. In this programme Safety, Welfare, Industrial Relations, Singareni Seva Samithi (SSS) and Singareni Employees Wife's Association (SEWA) etc. are telecasted in Live and Officials talk to the Singarenians callers and clarify the doubts. This programme will be telecasted from 11.00 am to 12.00 Noon every Sunday.

It is observed that SCCL provides both welfare and social security benefits barring few expectations. As SCCL is employee welfare oriented, it has helped in improve of the standards of living of employees directly. However, the company needs to reinforce the welfare programmes continuously as welfare is an important factor of industrial relations, the extra-dimension, giving satisfaction to the workforce in a way.