

# HUMAN RESOURCE DEVELOPMENT DEPARTMENT

## ANNUAL REPORT FOR FY 2021-22

Training Vision and Strategy followed by HRD Department, BCCL has been to optimally utilize the human capital including employee skills, competencies, commitment, motivation and loyalty by continuously enhancing their existing knowledge and capabilities and creating new ones by training and retraining them in response to changing market conditions to gain sustainable competitive advantage over others.

It aims to provide continuous training for all categories of employees throughout the year through in-house training Center at HRD Complex, Kalyan Bhawan and 11 Group Vocational Training centers located in Areas. In addition, the company has arranged for a significant number of executives to attend out company training programmes at reputed training institutes within the country which includes IICM, Ranchi. Management Trainees of all disciplines are also exposed to Induction Training, Technical/Functional and Managerial Skill Development Programmes at IICM, Ranchi.

The Department also exposes students of various Institutes to corporate world by arranging industrial/vocational training. In FY 2021-22, it had imparted industrial/vocational training to 880 students. Besides, BCCL is engaging apprentices of various disciplines/trades in compliance to Apprenticeship Act, 1961 and guidelines issued by Ministry of Skill Development and Entrepreneurship, Govt. of India & Ministry of Education, Govt. of India. 1144 Apprentices (i.e. 2.54% of the Workforce including Contractor workers) were provided Apprenticeship Training in FY 2021-22.

**Achievement for FY 2021-22 are as under:**

**1. Details of Target and Achievement of the no. of participants trained:**

Place	2021-22			2020-21*		
	Target	Achievement	% of Achievement	Target	Achievement	% of Achievement
HRD	3794	4429	116.7	1917	2918	152
GVTC	8183	8365	102.2	6543	10689	163
<b>TOTAL</b>	<b>11977</b>	<b>12794</b>	<b>106.8</b>	<b>8460</b>	<b>13607</b>	<b>161</b>

2. No. of employees trained for statutory posts :

Particulars	2021-22	2020-21
Mine Managership	50	90
Overmanship	18	00
Mining Sirdarship	31	41
Surveyorship	16	00
Winding Engine Operator.	12	12
Gas Testing	138	175
Electrical Supervisor	201	20
<b>Total</b>	<b>466</b>	<b>338</b>

3. No. of female employees trained:

Particulars	2021-22	2020-21
Executives	187	90
Supervisors	49	101
Workers	140	08
<b>Total</b>	<b>376</b>	<b>199</b>

4. No. of employees trained in In- House training programmes :

Name of Division	2021-22	2020-21
M.D.D.	2583	1688
M.T.D.	811	547
E.M.T.D.	1035	683
<b>Total</b>	<b>4429</b>	<b>2918</b>

Note:

MDD – Management Development Division

MTD – Mining Training Division

EMTD – Excavation & Mechanization Training Division

5. No. of employees trained in external Institutes :

External Training	2021-22	2020-21
IICM, Ranchi	267	97
Within country	260	187
Abroad	03	00
<b>Total</b>	<b>530</b>	<b>284</b>

6. No. of employees participated in training programmes at GVTCs :

Particulars	2021-22#	2020-21
Basic	206	425
Refresher	5481	5811
Special & others	1039	1157
As per National Safety conference recommendation	1639	3296
<b>Total</b>	<b>8365</b>	<b>10689</b>

# (Due to Covid 19, offline training in GVTC could not be conducted in full capacity in 1<sup>st</sup> Half of FY 2021-22)

7. No. of Contractors' workers imparted training atGVTCs :

2021-22	2020-21
1405	1408

8. Unpaid Vocational Training provided to the students of academic institutions in Technical & Management Courses :

2021-22	2020-21
880	316

9. No. of apprentices engaged during year 2021-22 :

Category	Trade	2021-22	2020-21
Trade Apprentices (ITIs)	Various Trades	617	861
Technician Apprentices(PDPTs)	Mining	253	217
	Non-Mining	159	89
GraduateApprentices (PGPTs)	Mining	07	00
	Non-Mining	108	60
<b>Total</b>		<b>1144</b>	<b>1227</b>

Some of the special programs organized by the Department during FY 2021-22 are as under:

- a) "Achievement and Contribution of Public Sector in Nation Building on Observance of Public Sector Day Celebrations" Date: 15-04-2021
- b) "Sustainable Development in Mining Sector" Date: 13-05-2021 & 14-05-2021
- c) "Covid-19, Mental Health And Spirituality" Date: 26-06-2021
- d) "Webinar on Swachhata" Date: 03-10-2021
- e) "Lifestyle Management" Date: 29-10-2021
- f) "Independent India @ 75: Self Reliance With Integrity" Date: 30-10-2021

- g) “Rastriya Ekta Divas” Date: 31-10-2021
- h) “Samvidhan Divas” Date: 26-11-2021
- i) “Vigilance Awareness Program For Middle Level Executives of BCCL (Preventive Vigilance) Date: 07-12-2021
- j) “Workshop on Sexual Harassment of Women at Workplace (PoSH Act)” Date: 09-12-2021



- k) “Special Training Program For SC/ST Employees of BCCL” Date: 24-12-2021
- l) “Amendments To Labour Laws Including Codification” Date: 18-01-2022 & 19-01-2022
- m) “Training Program For Associates Personnel And Associates Payroll of Various Areas of BCCL (SAP Training)” Date: 24-01-2022 to 07-02-2022
- n) “Training Program For Participants in Security Cadre for The Purpose of their Placement in T/S Grade G” Date: 14-02-2022 to 12-03-2022



- o) “Conducting Training Program on PME & Occupational Health For Newly Appointed Doctors of BCCL” Date: 14-03-2022**
- p) “Implementation of Biomedical Waste Management Rules 2016 in Health Care Facility (Hospital/ Dispensary) of BCCL” Date: 30-03-2022**
- q) 140 HEMM Operators of BCCL have undergone Simulator Training conducted by NCL, L&T, BEML, TIL and Tata Hitachi at their premises during 2021-22.**

.....