

No.T-17014/4/2007-Plant (A)  
Government of India  
Ministry of Commerce & Industry  
Department of Commerce

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New Delhi, the 5<sup>th</sup> October, 2007

To

The Chairman  
Tea Board  
Kolkata

Subject: Approval for “Human Resource Development Scheme” of Tea Board for implementation during the 11<sup>th</sup> Plan period.

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Sir,

I am directed to convey the approval of the Government of India for implementation of “Human Resource Development Scheme” by the Tea Board during the 11<sup>th</sup> Five Year Plan, subject to the following conditions : -

i) The outlay for the scheme shall not exceed Rs. 50.00 crores. The year-wise financial targets would be as indicated below :

Category	07-08	08-09	09-10	10-11	11-12	Total
Health	3.50	4.50	5.50	6.00	6.00	25.50
Education	1.50	2.00	2.50	3.00	3.00	12.00
Training	1.00	2.50	3.00	3.00	3.00	12.50
Total	6.00	9.00	11.00	12.00	12.00	50.00

ii) The over all financial/physical targets for the scheme would be as indicated in annexure I

iii) The financial assistance for training would be in the ration of 60.40 (growers/workers : managers)

iv) The impact evaluation of the training component of the Scheme, based on its achievements during the 10<sup>th</sup> Plan, may be done within 3 months and outcome intimated to this Department.

v) No new posts will be created for implementation of the above scheme by the Tea Board.

2. This issues with the concurrence of the Finance Division vide their U.O. No.2869/FD/2007 dated 5<sup>th</sup> October, 2007

Yours faithfully,

(K.K. Phull)

Under Secretary to Government of India

Tel: 2306 2222

To

1. Planning Commission, (Dr. Nagesh Singh, Adviser (PAMD), Yojana Bhawan, New Delhi.
2. Planning Commission, (Smt. Renu S. Parmar, Director (Agri) )Yojana Bhawan, New Delhi.
3. Planning Commission, (Ms. Sutapa Majumdar, Director), Yojana Bhawan, New Delhi
4. Department of Expenditure, (Ms. Parama Sen, Deputy Secretary- PF-II) North Block, New Delhi.
5. Department of Commerce (Shri Nirmal Singh, Economic Adviser), Udyog Bhawan, New Delhi.
6. CPAO, Ministry of Commerce & Industry, New Delhi.
7. Finance Division, Department of Commerce
8. Principal Director of Audit (Economic & Service Ministries), AGCR Building, New Delhi
9. Guard File.

Copy for information to : Sr.PPS to CS/PS to AS&FA/ Sr.PPS to AS(OPA)

**Annexure-I**

S. No	Activity	Physical targets	Financial Targets Rs. crores	Estimated unit cost
<b>A. Labour Welfare measures</b>				
<b>I. For improving the Health of Workers:</b>				
1	Drinking water (One water point source with hand pump and platform)/Ring well for every 200 workers)	5,000 units	6.00	Rs.12000
2.	Sanitation (one unit of sanitary latrine for every 100 workers)	10,000 Units	15.00	Rs.15000
3	Capital grant for extension of medical facilities and purchase of medical equipments and accessories	25 units	2.00	70% of the cost or Rs.8 lakh whichever is lower
4	Capital grant for construction of clinics and hospitals	20 units	2.40	70% of the cost or Rs.12 lakhs whichever is lower
5	Assistance to disabled persons dependent on tea garden workers	400 workers	0.10	@Rs.2500 per disabled person
	<b>Total for improving the Health of Workers</b>		<b>25.50</b>	
<b>II.</b>	<b>For education of wards of workers</b>			
1.	Educational stipend for the wards of workers for pursuing higher studies	25,000 students	5.00	Actual tuition fees and 2/3 of hostel fees
2	Capital Grant for extension of school buildings and construction of hostels	25 units	2.00	70% of the cost or Rs.8 lakh whichever is lower
3	Capital cost for construction of schools	20 units	2.40	70% of the cost or Rs.12 lakhs whichever is lower
4	Book and School Uniform grant	25,000 students	2.50	@Rs.1000 per student
5	Assistance to Scouts and Guides and sports activities		0.10	-
	<b>Total for Educational support</b>		<b>12.00</b>	-
	<b>Total for Labour welfare activities</b>		<b>37.50</b>	

<b>B</b>	<b>Training programmes</b>	<b>Target</b>		
1.	<p>Short term training programmes for growers/workers and plantation managerial staff</p> <p>The financial assistance for training would be in the ratio of <b>60:40</b> for growers / workers: managers</p>		6.50	
2	<p><b>Training of Trainers ( Extension service providers for small growers):</b></p> <p>The growers are scattered in various districts. It is difficult to extend technical support to them. Although, they are encouraged to organize themselves into Self Help Groups, still it would call for large number of technical officers in the rolls of Tea Board for providing technical support. As there is limited scope of creating additional posts, it is proposed to impart training on technical aspects to selected number of small growers to minimize the dependency of the SHGs for technical help from outside sources. It is proposed to train them for a period of six months at Tea Research Stations. 100% grant is proposed towards the course fee and the boarding and lodging charges for the training period. On completion of the training, the trained members are expected to provide technical support to</p>	2500 trainers	4.75	<p>Course fee for six months payable to TRA/UPASI TRF: Rs.10,000/trainee</p> <p>Boarding and lodging during the training period Rs.6000/trainee</p> <p>Honorarium @Rs.500 per month/trainer for first six months of post training period.</p>

	<p>at least 50 growers in a village in respect of maintenance of the fields, organizing plucking at regular intervals, application of inputs in time and collection of green leaf and its transport to tea processing factory in good condition etc. For this service, an honorarium of Rs.500 per month per person shall be paid for a period of 1<sup>st</sup> six months after the training period. Thereafter, the small growers are expected to provide suitable remuneration for the services availed from the extension service providers on a pro rata basis of the green leaf handled .</p>			
3	Setting up of Plantation Productivity councils in all the plantation districts, seminars and conferences and National Commodity information Grid		1.25	To be organized in collaboration with NPC and IIPM
	<b>Total for Training programmes</b>		<b>12.50</b>	
	<b>Total HRD (A +B)</b>		<b>50.00</b>	