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STUDY MATERIAL FOR MINE MANAGER CERTIFICATE & PSU EXAMS

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- Mine Machinery & Electricity
- Mine Ventilation And Environmental Hazards
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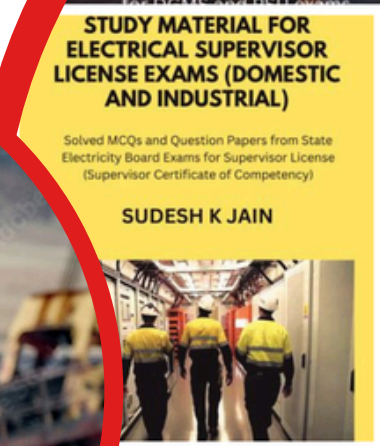

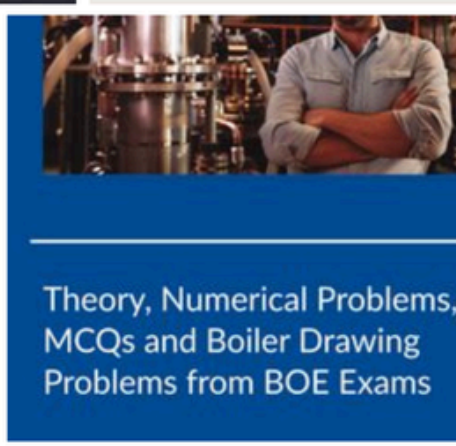



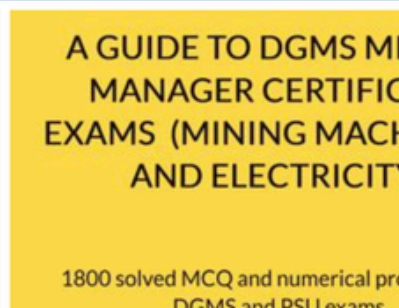

THE MINES CRECHE RULES, 1966

[1]G.S.R. 516, dated the 1st April, 1966.- In exercise of the powers conferred by clauses (d) and (w) of section 58 of the Mines Act, 1952 (35 of 1952), the Central Government hereby makes the following rules, the same having been previously published and referred to every Mining Board concerned as required by subsections (1) and (4) respectively of section 59 of the said Act, namely:-

1.Short title and application.-(1) These rules may be called the Mines Crèche Rules, 1966.

(2) They shall apply to all [2]* * * mines to which the Mines Act, 1952, applies

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2.Definitions.- In these rules, unless the context otherwise requires,-

(a) "Competent authority" means, in respect of coal mines, the Coal Mines Welfare Commissioner and, in respect of the Chief Inspector of Mines, and includes any person authorised in writing in this behalf by the said Welfare Commissioner in the case of coal miens of by the Chief Inspector in the case of [3][other mines] to perform all or any of the functions of a competent authority under these rules;

(b) "crèche" means a room of rooms with ancillary accommodation reserved for the use of children under six years of age, of women employed in a mine;

(c) "Medical Officer-in-charge" means a qualified medical practitioner employed, whether on a whole time or part-time basis, by the owner of a mine to perform the duties assigned to such officer b these rules.

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1. Published in the Gazette of India, 1966, Part II, Section 3(i), Page 591
2. Omitted by GSR 1371, dated 2.9.1967
3. Substituted, ibid

[The owner or agent] of every mine (hereafter in this rule referred to as the said person) wherein any women are employed or were employed on any day of the preceding twelve months, shall within such period as may be specified by the competent authority, construct there at a creche in accordance with the standards prescribed under rule 4:

Provided that where the competent authority is of opinion that the situation, nature and extent of the workings or other places where women are employed are such as to render compliance with the provision of these rules not reasonably practicable, the competent authority may by order in writing exempt the said person from the provisions of these rules for such period as may be specified in the order subject to the condition that the competent authority may require the provision and maintenance of a suitable room or rooms with as attendant and necessary equipment at or near any working place or part of the mine :

Provided further that if the competent authority is satisfied that by reason of shortage of building material or of labour, the said person is unable to provide within the stipulated period a crèche in accordance with the specifications in these rules, that authority may approve of the erection of a temporary structure to be replaced by a permanent structure within such time as he may prescribe.

(2) If the competent authority is of opinion that the conditions in any mine or part thereof are such as to render compliance with the said rule unnecessary, he may be order in writing and subject to such conditions as he may specify therein exempt the mine from the provision of a crèche.

(3).If in any case the competent authority is satisfied that no inconvenience will be caused to the employees concerned, if a single crèche is provided to serve neighboring mines, he may authorise by order in writing [1][the owner or agents] of such mines to provide jointly a single crèche and on such conditions as he may specify in the order.

Mines that the productive capacity of a mine will be exhausted within three years from the date of the certificate, the competent authority may on condition that the said person shall provide a temporary structure to serve the purpose of a crèche and on such other conditions as the competent authority deems fit, grant by order in writing exemption from the construction of a crèche in accordance with these rules.

(5). Subject to such relaxations as may be considered necessary by the competent authority the provision of rules 5 to 13 shall also apply to every room or rooms provided under the first proviso to sub rule (1) and to every temporary structure provided under the second proviso of sub-rule (1) and under sub-rule (4).

4.Standards for crèches:- (1) There shall be four types of crèches according to the number of women employed, namely Type 'A', Type 'B' , Type 'C' and Type 'D'.

(2) The plinth areas of different types of crèches and the type of crèche, which shall be provided, shall be as specified in Schedule I.

(3) Every crèche shall conform to the following standards:-

(i).It shall be contained in one building, built of brick and mortar, adequately lighted and properly ventilated and affording effective protection from all kinds of weather: Provided that, with the previous permission in writing of the competent authority, it may be built of any other material which the said authority may approve.

(ii) It shall be constructed on a suitable site selected by the mine management with the previous approval of the competent authority.

(iii) The flooring shall be of cement or stone and the ceiling shall not be less than 4 metres high from the floor.

the wood-work shall be painted or varnished once in every three years.

(v)It shall be maintained in a clean and sanitary condition to the satisfaction of the inspection staff:

Provided that the competent authority may permit variations in the standards specified in clauses (iii) and (iv) having regard to local conditions.

5.Provision of latrines: - (1) There shall be provided one latrine in each 'A', 'B' and 'C' Types of creches and two latrines in each 'D' type of crèche:

Provided that a separate latrine or commode shall also be provided in all types of crèches , wherever considered necessary by the competent authority for the use of children affected by any infections disease.

(2) The latrines shall be kept in a sanitary condition to the satisfaction of the inspecting staff.

(3) The competent authority may permit variations in the standards specified in sub-rule (I) having regard to local conditions.

6. Provision of bath rooms: - In every crèche there shall be provided a closed bath room with separate space for washing and drying soiled clothes or bed linen. The bathroom shall be equipped either with a sink of masonry tubs and the quantity of water to be provided shall be on a scale of at least 15 liters per child attending the crèche.

(2) The competent authority may permit variations in the standards specified in sub-rule (1) having regard to local conditions.

cradles, cots, beds, linen, bedding, feeding bottles, cooking utensils, toys, furniture and other equipment for the use of children shall be maintained at each crèche on the scale specified in Schedule II.

(2) A supply of cool and wholesome drinking water shall be provided for each crèche on a scale of at least two liters per child attending the crèche.

(3) Milk and diet for children attending crèches and clean clothes for the crèche staff shall be supplied on the scale specified in Schedule III.

(4) The competent authority may permit variations in the standards envisaged in sub- rules (1), (2) and (3) if considered necessary.

8. Time when crèches shall be kept open:- The crèche shall remain open at all times, both by day and by night when women employees are working at the mine and it shall be properly lighted at night.

9. Use of the crèche: - The use of the crèche shall be restricted to children, their attendants, the supervisory staff and; such ;other persons as may be related to or concerned with children in the crèche.

10. Medical Arrangements:- (1) A medical examination of the children attending the crèche shall be made every month by a qualified medical practitioner and a record of such examinations shall be maintained in Form A.

(2) A medical examination of the nursing mothers attending the crèche shall be made once in every two months by a qualified medical practitioner preferably a women. When the examination is conducted by a male doctor, it shall be made in the presence of the crèche nurse. Records of such examination shall be maintained in Form B.

the mine, [or some other person (other than the manager), whom the owner or agent may appoint for securing compliance with the provisions in respect of crèche (hereinafter in these rules called the Officer-in-charge Crèche)], shall be responsible for the general supervision of the crèche.

11. Provision of staff:- (1) [2][The owner or agent] of a mine shall employ, at every crèche, staff on the scale prescribed in Schedule IV:

Provided that only such women as have successfully undergone training as; a crèche nurse at an institution approved by the Central Government shall be eligible for appointment as a crèche-in-charge:

Provided further that in the case of a woman in employment on the 1st June, 1963 as crèche-in-charge in a mine, this provision may be relaxed with the approval of the competent authority subject to such conditions as may be specified.

(2). Where by reason of temporary absence, illness, or any other simi9lar cause, the full–time crèche-in-charge is unable to perform her duties, [the owner, agent or officer-in-charge, crèche of the mine shall authorise in writing anyone whom he considers competent to action her place:

Provided that no such authorisation shall have effect for a period of more than thirty days except with the previous consent of the competent authority.

(3) The crèche-in-charge shall ensure that the crèche is kept in a clean and sanitary condition, that all children attending it are properly looked after, washed and fed in accordance with the provisions of these rules and that they and the nursing mothers are taught clean and healthy habits.

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1. Inserted by GSR 551, dated 29.5.1985
2. Substituted by GSR 551 dated 25.5.1985

children attending a crèche, shall be maintained in Form C.

(2) A register of complaints shall be maintained for inspection by the Medical Officer-in-charge and by the management of the mine.

13. Inspection of crèche:- A crèche may be inspected at any time by the competent authority or by an officer authorised by the said authority for the purpose.

14. Repeal:- The Mines Crèche Rules, 1959 are hereby repealed except as respects things done or omitted to be done before such repeal.

FORM A

[See Rule 10(1)]

Form for recording the results of the medical examination of children attending crèches

Date, month and year of examination……..

SN	Name of child	Age (Date of birth, if available	Mother's name and occupation	Weight of child on the date of last examination	Weight on the date of exam.	Disease or abnormality found, if any	Treatment suggested if any.	Remarks
1	2	3	4	5	6	7	8	9

(Signature of the qualified medical practioner)

[See Rule 10(2)]

Form for recording the results of the medical examination of the nursing mothers

Date, month and year of examination……..

Sl no.	Name of Woman and occupation	Age	Weight on the date of last examination	Weight on date of examination	Disease or abnormality found if any.	Treatment suggested if any	Remarks
1	2	3	4	5	6	7	8

(Signature of the qualified medical practioner)

FORM C

[See Rule 12(1)]

Form for recording the particulars of the children attending the crèche

Name of Mine……. Month and year

SN	Date of admission	Name of child with mother's full name & occupation	Sex	Age	Date of the month (Attendance to be marked each day)	Remarks
1	2	3	4	5	6	7

[See Rule 4(1)]

Standards for crèche

Number of women currently employed or where employed on any day of the preceding twelve months whichever is greater		Type of creche	
Coal Mines	[1][Mines other than coal Mines]	Notation	Minimum plinth area (in square metres)
10 or less	30 or less	A type	27.5
11-50	31-100	B type	90.0
51-100	101-200	C type	140.0
More than 100	More than 200	D type	325.0

SCHEDULE II

[See Rule 7(1)]

Equipment and medicines for first aid in crèche

Description of equipment first aid articles etc.	A type crèche	B type crèche	C type crèche	D type crèche
1	2	3	4	5
1. Dormitory				
1. Cots	2	6	9	15
2. Cradles with railing	2	4	6	10
2. Sick Room				
1. Cots	-	1	1	2
2. Chamber pot	1	1	1	1
3. Montessori Room				
1. Benches	-	-	-	2
2. Desks (long)	-	-	-	2
3. Chair	-	-	-	1
4. Almirah	-	-	-	1
5. Table	-	-	-	1 and usual Montessori apparatus
4. Stores				
1. Dustbin	1	1	1	1
2. Weighing machine (for infants)	-	1	1	1
3. Nail brushes	1	1	1	2
5. Bath				
1. Bath tubs	-	1	1	2
2. Buckets	1	2	2	3
3. Enamel jugs	-	1	1	2
4. Aluminum mugs	-	1	1	2
5. Towel rack	1	1	2	3

8. Infant combs	3	10	15	20
6. Crèche attendant				
1. Writing table	1	1	1	1
2. Chairs	1	1	2	2
3. Stool	1	1	1	1
4. Pens, ink, etc.	As specified by the competent or inspecting authority.			
5. Waste paper basket	1	1	1	1
6. Cup board	1	1	1	1
7. Clock	-	1	1	1
7. Dining				
1. Enamel cups or mugs	6	15	30	50
2. Enamel plates	6	15	30	50
3. Feeding bottles	3	4	6	10
4. Spoons	5	10	15	20
8. Kitchen				
1. Kettles	1	2	3	4
2. Frying pans	1	1	1	2
3. Milk containers	1	1	2	2
4. Buckets	2	2	2	2
5. Tumblers	2	2	2	2
6. Spoons (Big)	2	2	3	4
7. Knife	1	1	1	1
8. Meat safe	-	1	1	1
9. Sauce pans	1	1	2	3
9. Linen				
1. Bed sheets	4	15	25	40
2. Pillows	4	10	15	25
3. Pillow cases	4	15	25	40
4. Towels	3	8	12	15
5. Shirts	10	20	40	50
6. Knickers	10	20	40	50
7. Mosquito nets	-	8	12	15
8. Blankets	4	10	15	25
9. mackintosh	4	10	15	25
10.Bed size durries	1	2	3	4

10. First aid equipment and medicines		
	A type	B,C and D types
1. Ounce measure	1	1
2. Throat spatula	-	1
3. Eye dropper	1	1
4. Thermometer	1	1
5. Kidney dish	1	1
6. Rectangular tray	-	1

8. Tincture Iodine	0.5 Hectogram	1 Hectogram
9. Tincture Benzene	0.5 “	1 “
10.Boric Acid	1.0 “	2.0 “
11. Bandage cloth	1 metre	2 metres
12. Cotton wool absorbent	0.5 kilogram	0.5 kilogram
13. Gauge plain	1 metre	2 metre
14. Dettol	0.5 Hectogram	1 Hectogram
15. Adhes ive plaster	1 spool	1 spool
	11. Miscellaneous	(for every type of crèche)
1. Brooms or Scrubbing brushes	2	
2. Dusters	2	
3. Toys	Adequate number of toys as specified by the competent or inspecting authority.	
4. Electric lights	As required by the competent or inspecting authority.	
5. Torch and Lantern	One each.	

SCHEDULE III
[See Rule 7 (3)]

Diet, Clothing and other amenities

Age group of children	Time, measure and nature of food		
1. Diet			
	9 am	12 noon	3.30 pm
1. 6 weeks to 6 month	0.25 litre milk	0.25 litre milk	0.25 litre milk
2. 6 months to 1 year	-do-	0.25 litre milk with suji	0.50 litre milk
3. 1 year to 2 ½ years	0.25 litre milk with suji or porridge or puffed rice (Muri)	Rice, vegetables.	0.25 litre milk with one chapatti & gur or khir with gur (pudding)
4. 2 ½ Years to 6 years	0.25 litre milk, puffed ice with gur	60 grammes minimum rice with vegetables or meat curry	0.25 litre milk with chapati

Note : 1. Children who are underweight and unhealthy or who are found to be suffering from Marasmus and Rickets should be given one quarter boiled egg in addition to the diet prescribed above.

provided each day for supplying sufficient vitamins.

3. If the competent or inspecting authority is satisfied that milk is not available for any reason, then the said authority may allow Nespray or Glaxo powdered milk prepared according to the directions. In the alternative the said authority may also allow the use of germinated grain in place of milk for children of the age group 2 ½ years to 6 years. The quantity of germinated grain as a substitute for milk should be 0.1 kilogram for 0.25 litre of milk.

2. Uniforms for Crèche Staff	
1. Crèche-in-charge	1. Four cotton white sarees with red borders 2. Four white blouses of long cloth 3. Four white petticoats of long cloth
2. Ayah	1. Four cotton white sarees with black border 2. Four white blouses of long cloth 3. Four white petticoats of long cloth 4. Six white aprons of long cloth
3. Cook	1. Six white aprons of long cloth 2. Six white caps of long cloth

SCHEDULE IV
[See Rule 11 (1)]
Staff in crèches

Designation	A type Crèche	B type Crèche	C type Crèche	D type Crèche
1. Crèche-in-charge	1	1	1	1
2. Ayah	1 Ayah-cum-Cook	1 Ayah-cum-Cook	1	2
3. Woman-cook	-	-	1	1
4. Sweepers	1 (part-time)	1	1	1

NOTE : Staff is to be engaged whole-time unless otherwise indicated.