



BHARATIYA PRATIRAKSHA MAZDOOR SANGH

(AN ALL INDIA FEDERATION OF DEFENCE WORKERS)

(AN INDUSTRIAL UNIT OF B.M.S.)

(RECOGNISED BY MINISTRY OF DEFENCE, GOVT. OF INDIA)

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To
The Member-Secretary,
7th Central Pay Commission,
Chatrapati Shivaji Bhawan,
1st Floor, B-14/1, Qutab Institutional Area,
New Delhi – 110016

Sub: - Submission of Memorandum.

Dear Madam,

We have for reference your notification inviting memorandum from stakeholders expressing their views/opinions/comments on the various terms of references to the commission.

In this context, being a responsible stakeholder, we are hereby submitting our detailed Memorandum for your kind consideration.

We also desire to depose oral evidence for the Commission, if and when called upon to do so, and shall be glad to provide any further clarification and/or information as may be needed/called upon by the Commission.

Kindly acknowledge receipt.

Thanking You,

Yours Truly,

(M. P. SINGH)
General Secretary

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Introduction

Bharatiya Pratiraksha Mazdoor Sangh

Bharatiya Pratiraksha Mazdoor Sangh (hereinafter referred to as BPMS) is an Industrial Unit of Bharatiya Mazdoor Sangh.

BPMS has under its belt more than 300 affiliated Unions functioning amongst Civilians across all the Directorates of the Ministry of Defence, and is thus a major stakeholder under the Commission.

As a Federation which is recognised by the Government of India, BPMS has its representatives in all the forums of the Government, including National Council JCM.

Therefore, as a responsible stakeholder, before proceeding further, we feel it would be appropriate and justified, if we could place on record, some of the relevant views expressed by previous Pay Commissions on the system of constituting the Pay Commissions.

3rd Central Pay Commission

“Our Experience has convinced us that the system of periodically revising the pay structure and conditions of service of the Central Government Employees on the recommendations of Pay Commission is not a very satisfactory one. We feel that even broad Judgements in these matters should be based on analysis of the relevant data. This is not possible when a Pay Commission is required to make recommendations on the pay scales and conditions of service for such a large number of employees within a limited period. We would, therefore, suggest the creation of a Standing body on Pay and Cadre Management.”

4th Central Pay Commission

“If we may venture to say so, the work of Pay Commission is laborious and takes time. Moreover Pay Commissions come at Intervals of 10 years or so. A great change take place in the meantime both in regard to the system of pay determination and the promotion policies etc. Such changes take place quite fast in the case of compensatory allowance and other similar payment. An allowance which is considered sufficient today may not be reasonable, if changes take place quickly. It is therefore necessary that there should be permanent machinery to undertake periodical review of the pay, allowances and conditions of service of the Central Government employees. That will also enable Government to reverse the

implantation of its pay policy in an effective, systematic and coordinated manner. We suggest that Government may set up such a body which be responsible for maintaining and updating the basic data on pay and allowance of Government employees to review the pay scales and rates of allowances and other related matters.

5th Central Pay Commission

Para 171.8 “It is suggested that Government may set up a constitutional Body, which should be responsible for maintaining and updating the basic data on pay and allowances of Government employees and to review the pay scales and rates of allowances and other related matters on continuing basis. It would be in the fittest of times if the Permanent Pay Body is given a constitutional status and authority, as is the case with the Finance Commission. The Chairman, Members and Member Secretary can be appointed for a term of three years, so that there is change of guard every now and then. Recommendations of the Pay Body should not merely be advisory in nature as at present, but should be in the nature of an award which is binding on the Government as well as the Government Employees.”

6th Central Pay Commission

While restraining itself from making any direct comments on the issue, the 6th CPC, however, while making its recommendations on “Regulatory Bodies” (Chapter 8.1) has opined that in such institutions / group consisting of sector regulators with an economic or financial role regulating both prices and standards of service, the tenure of their members should be fixed tenure. Therefore, if a broad, logical and unbiased interpretation is taken, the 6th CPC also inter-alia opined the need to have a permanent institution where the role is financial in nature.

In view of the foregoing discussion, it would be appropriate and fair to suggest that the Government should set up a permanent bipartite Wage Negotiating Machinery for Central Government Employees with a mandate to revise their pay and allowances after every Five Years. It is also suggested that such a permanent body should not be merely a recommending body but its recommendations should have mandatory affect.

Nevertheless, we proceed further to place on record our considered views on various aspects governing the terms of reference of this commission.

Ministry of Defence

The Ministry of Defence (Secretariat) comprises of 4 Departments viz. Department of Defence (DOD), Department of Defence Production (DDP), Department of Ex- Servicemen Welfare (DESW) and Department of Defence Research & Development (DDR&D) and a Finance Division.

The Defence Secretary functions as Head of the Department of Defence and is additionally responsible for coordinating the activities of the four Departments in the Ministry.

The principal functions of the Departments are as follows:

- (i) The Department of Defence deals with the three Services and with Inter-Services Organisations. It is also responsible for the Defence Budget, establishment matters, defence policy, matters relating to Parliament, Defence cooperation, and coordination of the activities. It is headed by Defence Secretary who is assisted by Director General (Acquisition), Additional Secretaries and Joint Secretaries.
- (ii) The Department of Ex-Servicemen Welfare which is a new addition is headed by Secretary (ESW). This Department basically deals with the formulation of policy and planning for the Rehabilitation/ Resettlement of Ex-Service Personnel and Pension matters of Ex-Servicemen, including pension grievances.
- (iii) The Department of Defence Production is headed by Secretary (Defence Production). He/She is assisted by one Additional Secretary and Joint Secretaries. This Department deals with matters pertaining to Defence Production, indigenization of imported stores, equipment and spares, planning and control of departmental production units of the Ordnance Factory Board, and of Defence Public Sector Undertakings (DPSUs).
- (iv) The Department of Defence Research and Development is headed by the Secretary (Research & Development) who is also the Scientific Advisor to the Raksha Mantri. Its function is to advise on scientific aspects of military equipment and logistics and the formation of research, design and development plans for equipment used by the Services.

Defence Acquisition Council: The Government has set up a Defence Acquisition Council headed by the Raksha Mantri for decision making in regard to

the totality of the new planning process, which inter-alia involves according '*in principle*' approval of Capital Acquisitions in the long term perspective plan and according '*in principle*' approval for each Capital Acquisition programme. The decision flowing from the Defence Acquisition Council are to be implemented by the following three Boards:-

- (i) Defence Procurement Board headed by the Defence Secretary;
- (ii) Defence Production Board headed by the Secretary (Defence Production);
- (iii) Defence Research & Development Board headed by the Secretary (Defence Research & Development).

These Boards have been entrusted with specific functions. A Defence Acquisition Wing headed by Director General (Acquisition) has also been created to assist the Defence Procurement Board in its functioning.

The Acquisition Wing, within the Ministry of Defence, is a unique structure, having an integrated set up with Officers from the Department of Defence, Finance Division and Services Headquarters working together as a close-knit team. All matters concerning acquisition of Capital nature will be dealt in the Acquisition Wing. It will fill the void of a dedicated specialist organisation for Defence Procurement as pointed out by the Group of Ministers.

The Acquisition Wing consists of four Divisions, viz., Land, Maritime and Air Force Division dealing with Army, Navy & Air Force respectively and a Systems Division dealing with systems having Tri-Services applicability. Each of the Divisions has a Joint Secretary designated as Acquisition Manager, an Additional FA (Joint Secretary level officer) designated as Finance Manager and a Service Officer of 'Two Star' rank designated as Technical Manager. The Acquisition Wing with its components of Civil and Defence Service Officers working as a team provides the necessary synergy to the entire acquisition process.

The new structures are intended to facilitate expeditious decision-making in an integrated manner in areas relating to acquisitions for the three Services while at the same time imparting a higher degree of transparency and cost effectiveness to the process of acquisition of equipment, weapon and weapon systems.

The Finance Division of the Ministry of Defence is headed by a Financial Adviser. He is tasked with exercising financial control over proposals involving expenditure from the Defence Budget, and with the responsibility for internal audit

and accounting of Defence expenditure. In the latter tasks, he is assisted by the Controller General of Defence Accounts (CGDA).

Services Headquarters and Inter-Service Organisations:

In order to execute its assigned functions, the Ministry of Defence is assisted by the three Services Headquarters and a number of Inter-Service Organisations (ISOs). The three Services Headquarters viz. the Army Headquarters, the Naval Headquarters and the Air Headquarters function under the Chief of the Army Staff (COAS), the Chief of the Naval Staff (CNS) and the Chief of the Air Staff (CAS) respectively. They are assisted by their Principal Staff Officers (PSOs). The Inter-Service Organisations are responsible for carrying out the tasks relating to the common needs of the three Services, like medical care, public relations and personnel management of the civilians in the Defence Headquarters. Some Organisations also provide technical assistance to the Department of Defence Production. All these organisations function directly under the Ministry of Defence.

Integrated Headquarters of Ministry of Defence.

Integrated Headquarters of Ministry of Defence comprising Army Headquarters, Naval Headquarters, Air Headquarters and Defence Staff Headquarters are associated in the formulation of policies in relation to matters concerning the Defence of India and Armed Forces of the Union. They would be responsible for providing executive direction required in the implementation of policies laid down by the Ministry of Defence. They shall exercise delegated administrative and financial powers. The role and function of the Services Headquarters 'now' designated as Integrated Headquarters in all other respects remains unchanged.

Principles of Pay Determination

Wages are central to the world of work. Living standards and the livelihood of wage earners and families depend on the level of wages, when and how they are adjusted and paid. Wages are a major component of overall consumption and a key factor in the economic performance of a country.

As a general principle, the ILO convention No.131 calls upon countries to take a balanced approach when determining levels of minimum wages. They should take into account both the needs of the workers and their families and economic factors such as productivity and to maintain high levels of employment.

In India, the Hon'ble Supreme Court has interpreted Article 21 – “Right to Life” – to include right to food, clothing, adequate shelter and other basic necessities of Life.

It may also be pertinent to mention that the United Nations International Covenant on Economic, Social and Cultural Rights of 1966 which has been ratified by India states as follows:

Article 7

The States Parties to the present Covenant recognize the right of everyone to the enjoyment of just and favourable conditions of work which ensure, in particular:

- (a) Remuneration which provides all workers, as a minimum, with:
 - (i) Fair wages and equal remuneration for work of equal value without distinction of any kind, in particular women being guaranteed conditions of work not inferior to those enjoyed by men, with equal pay for equal work;
 - (ii) A decent living for themselves and their families in accordance with the provisions of the present Covenant;
- (b) Safe and healthy working conditions;
- (c) Equal opportunity for everyone to be promoted in his employment to an appropriate higher level, subject to no considerations other than those of seniority and competence;

(d) Rest, leisure and reasonable limitation of working hours and periodic holidays with pay, as well as remuneration for public holidays.

Having discussed the above, the specifics to pay determination which has been outlined by the ILO convention we are of the opinion that the consideration on which the minimum salary in case of lowest Group „C” functionary should be based on the norms set by the 15th International Labour Conference (ILC) with certain amendments. Earlier Central Pay Commissions have kept in the mind that the minimum salary is applicable at the time a person joins the Government which will usually be at a young age when a person may be married and may not have responsibility of parents or many children and accordingly, the family unit for minimum salary can only be taken as three.

Contrary to this, Indian family is considered strong, stable, flexible and enduring and normally it consist of three to four living generations, including brothers, sisters, uncles, aunts, nieces, nephews and grandparents living together in the same home. The official statistics reveal that large segments of the elderly in India are illiterate, out of work force, partially or totally dependent on others and suffering from health problems or physical disabilities. Hence, a person when joins the Government he has to look after his parents, wife, children, brothers and grandparents also. The Maintenance and Welfare of Parents and Senior Citizens Act, 2007 also compels him to take care of his/her parents. It may also be pertinent to note that under clause 2 (d) of this Act even if the parent is not a senior citizen, the responsibility of his maintenance vests with the children.

In such circumstances, the family unit for minimum salary should be taken as Six (06), i.e., 01 Unit = Govt Employee, 01 Unit = Spouse, 02 Unit = 2 Children & 02 Unit = Parents. Total 06 Unit

Therefore, as per consumption pattern as defined by ILO and illustrated in the table below, the yardstick for determination of minimum salary should be based on these considerations/basic requirement of life.

| SL | Item | Consumption per Unit of 3 per Family | Consumption per Unit of 6 per Family | Present Rate** | Market | Total Cost Rs. |
|----|------------|--------------------------------------|--------------------------------------|----------------|--------|----------------|
| 01 | Wheat/Rice | 470 gms/day = 15 Kg/Month | 30 Kg/Month | 40/Kg | | 1200 |
| 02 | Dal/Pulses | 7.2 Kg/Mth | 14.4 Kg/Mth | 90/Kg | | 1296 |

| | | | | | |
|---------------------------------------------|----------------|-------------|-------------|---------|------|
| 03 | Raw Veg. | 9 Kg/Mth | 18 Kg/Mth | 40/Kg | 720 |
| 04 | Veg Green Leaf | 11.25 Kg/M | 22.5 Kg/Mth | 30/Kg | 675 |
| 05 | Other Veg | 6.75 Kg/Mth | 13.5 Kg/Mth | 30/Kg | 405 |
| 06 | Fruits | 10.8 Kg/Mth | 21.6 Kg/Mth | 100/Kg | 2160 |
| 07 | Milk | 18 Ltr/Mth | 36 Ltr/Mth | 45/Ltr | 1620 |
| 08 | Sugar | 5 Kg/Mth | 10 Kg/Mth | 35/Kg | 350 |
| 09 | Edible Oil | 3.6 Kg/Mth | 7.2 Kg/Mth | 120/Kg | 864 |
| 10 | Fish | 2.5 Kg/Mth | 5 Kg/Mth | 300/Kg | 1500 |
| 11 | Meat | 5 Kg/Mth | 10 Kg/Mth | 400/Kg | 4000 |
| 12 | Egg | 90 Nos/Mth | 180 Nos/Mth | 5/No. | 900 |
| 13 | Clothing | 5.5 Mtr/Mth | 11 Mtr/Mth | 400/Mtr | 4400 |
| TOTAL | | | 20090 | | |
| Add 20% as Fuel Charges | | | | 4018 | |
| Add 25% towards Medical, Housing Maint etc. | | | | 6027 | |
| GRAND TOTAL | | | | 30135 | |
| | | | | | |
| | | | | | |
| | | | | | |

** Rates of some of the article mentioned in the table are based on the Average Monthly Consumer Prices of Selected Articles for Industrial Workers, February-2014 issued by Labour Bureau, Govt of India.

It has also been observed that the prices given above are present day prices and are likely to increase by at least 40% by 01-01-2016 (i.e., inflation @ 10% per semester from 01.01.2014 to 31.12.2015) when the 7th CPC will be implemented and hence it would be proper if a boosting of 40% can be given on the above Grand Total to make it realistic as on 01-01-2016.

Therefore, if 40% boosting is given the minimum pay as on 01-01-2016 shall be Rs.42189/- . Hence, this federation demands that gross salary including all allowances would not be less than Rs. 42000/- (Rupees Forty Two Thousands) per month for the lowest category. Considering the above discussions this may be achieved by granting Rs. 35000/- as basic pay (Rs.26000/- as pay in pay band plus Rs. 9000/- as grade pay) plus Rs. 7000/- as various allowances.

Minimum-Maximum Ratio

Considering the importance of disparity in ratio between the minimum and maximum pay the Fourth Central Pay Commission opined (Para 7.58) that an effort should be made not only to reduce the number of pay scales, but also to reduce the disparity between minimum and maximum scales of pay. The Fifth CPC had retained the minimum: maximum salary ratio of 1:10.7 inherent in the Fourth CPC pay scales even though the ratio had become 1:8 in 1996 on account of unequal rates of Dearness Allowance neutralization where the highest category was allowed neutralization at 65%.

Hence, it is our considered opinion that the ratio between the minimum & maximum Salary should be of 1:7.

In case of Cabinet Secretary the maximum salary should be 07 times than a lowest paid employee since the Cabinet Secretary, as the overall CEO of the governing system, have to take and ensure implementation of several policy decisions and his accountability is much more than anyone else.

Hence, the Maximum Basic Pay will be $35000 \times 7 = \text{Rs. } 2,45,000.00$ (Rupees Two Lakh Forty Five Thousand) for Cabinet Secretary of India.

Considerations for determining salary for various Levels

The Figure of maximum and minimum salaries would give an arithmetical relationship between the new basic pay and the unrevised basic pay. Normally, the application of such a broad arithmetical ratio may be used for all the existing scales but due to merger of some grade pays or rationalization of pre-revised grade pay this may be re-looked by keeping in the mind the vertical and horizontal relativities of the cadre. It has to be kept in the mind that Pay Band & Grade Pay may not always be enough to fit in every kind or category of employment so a suitable system of "Special pay" or allowances can take care of such cases.

Nevertheless, it is once again reiterated that under no circumstances, should the ratio between minimum-maximum pay exceed 1:7.

Proposed General Pay Structure

Continuing the above discussions, we proposed the following revised pay structure on the basis of logic as follows:

| Pre – Revised Structure | | | | | Revised Structure | | | |
|-------------------------|-----------|-----------|-------|----------|---------------------|-----------|-----------|--------|
| Entry Pay | Grade Pay | Total pay | MTF | Pay Band | Pay Band | Entry Pay | Grade Pay | Total |
| 5200 | 1800 | 7000 | 5.000 | PB-I | 26000 to Open Ended | 26000 | 9000 | 35000 |
| 5830 | 1900 | 7730 | 4.837 | | | 36400 | 11700 | 48100 |
| 6460 | 2000 | 8460 | | | | 40100 | 13100 | 53200 |
| 7510 | 2400 | 9910 | | | | | | |
| 8560 | 2800 | 11360 | 4.674 | | | | | |
| 9300 | 4200 | 13500 | 4.512 | PB-II | 42000 to Open Ended | 42000 | 19000 | 61000 |
| 12540 | 4600 | 17140 | 4.349 | | | 58100 | 20900 | 79000 |
| 13350 | 4800 | 18150 | | | | 65300 | 22600 | 87900 |
| 15600 | 5400 | 21000 | | | | 4.186 | | |
| 15600 | 5400 | 21000 | 4.186 | PB-III | 65000 to Open Ended | 65300 | 22600 | 87900 |
| 18750 | 6600 | 25350 | 4.023 | | | 75500 | 26600 | 102100 |
| 21900 | 7600 | 29500 | 3.860 | | | 84600 | 29400 | 114000 |
| 37400 | 8700 | 46100 | 3.698 | | | 138300 | 32200 | 170500 |
| 40200 | 8900 | 49100 | 3.535 | | | 142100 | 32200 | 174300 |
| 43000 | 10000 | 53000 | 3.372 | | | 145000 | 33800 | 178800 |
| 47100 | 12000 | 59100 | 3.321 | | | 156500 | 39900 | 196400 |
| 75000 | | 75000 | 3.046 | | | 228500 | | 228500 |
| 80000 | | 80000 | 2.884 | | | 230700 | | 230700 |
| 90000 | | 90000 | 2.722 | | | 245000 | | 245000 |

On the recommendation of Sixth CPC various pay scales of erstwhile Group 'D' & Group 'B' employees were merged and upgraded but none of the pay scales of Group 'C' were merged and upgraded. Hence, we demand that there should be only 03 grade pay each in PB-1 & PB-2 by merging/upgrading as under:-

| | | | |
|--------------------------|----------------------|---|----------|
| Rs. 1900 } Rs. 2000 } | Merged & Upgraded | - | Rs. 2400 |
|--------------------------|----------------------|---|----------|

| | | | |
|--------------------------|--------|---|----------|
| Rs. 2400 } Rs. 2800 } | Merged | - | Rs. 2800 |
|--------------------------|--------|---|----------|

| | | | |
|--------------------------|--------|---|----------|
| Rs. 4600 } Rs. 4800 } | Merged | - | Rs. 4800 |
|--------------------------|--------|---|----------|

The minimum-maximum ratio has been fixed at 1:7

Only Three Pay Bands have been proposed since consequent upon abolition of Group “D” Posts, there now remains only 3 Groups viz : C, B, and A. PB-I is for Group “C”, PB-II is for Group “B” and PB-III is for Group “A”.

A large span has been kept in PB-III to ensure financial movement to HAG slot of Officers who otherwise do not find promotional space in the slot.

Multiplication Factor (MTF):

Minimum Revised Basic Pay plus GP has been demanded as Rs. 35000 for the employee who is drawing Minimum Basic Pay plus GP Rs. 7000 (pre-revised) hence MTF for Minimum Pay will be $35000 \div 7000 = 5$. Further, Maximum Revised Basic Pay will be 07 times of Revised Minimum Basic Pay plus GP, i.e., $35000 \times 7 = 245000$ for Cabinet Secretary who is drawing Basic Pay Rs. 90000 (Pre-revised). MTF for Maximum Pay will be $245000 \div 90000 = 2.722$.

There are 14 pay scales above the Minimum or below Maximum pay scales after merger as proposed by this federation. The MTF for these intermediary pay scales have been derived by $\{ (5 - 2.722) \div 14 = 0.162 \}$ and the same has been applied in descending order to determine the relevant pay of other categories.

Overview of Economic Conditions

One of the most important factor usually considered by any commission and/or body entrusted with the responsibility of determining pay scales is the economic condition of the country since any revision shall have financial effect thereto.

Hence, we feel it pertinent to place our views on this aspect too. In our opinion, the true picture of the economic conditions in the country cannot be judged merely from the budgetary provisions of the Government. An optimistic view about the national economic perspective can be taken only by judging the material and human resources of the country and potential wealth.

Whether such an exercise is really necessary for determining the pay scales of Central Government Employees, is a question, for which there may be more than one answer. But it may definitely be laid down that the budgetary position of the Government is certainly not the measure of potentialities of National economy, which can be taken as a base to support a pay scale. In other words the resources of the Government are not fixed and are bound to increase in relation to the Governments own efforts. This does not mean that the additional funds required to pay the increased wages should necessarily be raised through increased taxation. In fact, for a given rate of taxation the revenue can increase in direct proportion to the increases in Gross National Production. All that is needed is, an sincere effort at tax collection, to tap the large flow of black money.

The resources of the central government are neither bound nor static, it is ever expanding with the growth of the economy and increasing production day by day, year by year, even without increasing the rate of taxes, and it can be multiplied by the earnest efforts of the Government in various fields of economy, such as full realisation of taxes etc.

Here, it may not be out of sync to once again refer to an important observation of the 4th CPC which opined that the working population of public and private sector undertakings, financial institutions, corporate sector and other non-governmental bodies outnumber the working population of Central Government. The commission also concluded that these organisations are HIGH WAGE ISLANDS and they have their wage revision at least once in 4 years through their collective bargaining strength. The commission also concluded that the employees of Central Government are placed in disadvantageous position in the matter of

pay and other allied benefits when compared to their counterparts in public sector undertakings.

Even certain State Governments have been revising the pay scales of their employees after every 5 years and some have been improving upon the pay commission recommendations too.

A comparison of salaries between the public sector and the Government may not be appropriate as it would not be a comparison between similarly placed entities. The Fourth Pay Commission, while addressing this term of reference, found that the public sector itself was not a homogenous unit or group for comparison of emoluments. They observed that there were several differences in the packet of total benefits and emoluments of employees in the Central Government and PSUs and it was, therefore, difficult to compare the emoluments of Central Government employees and those in PSUs. Fourth Pay Commission concluded that the pay structure of the employees of such a vast and complex organization like the Central Government cannot be based on a simple comparison of the pay scales of posts at the lowest level in the Public Sector Undertakings. The Public Sector Undertakings were created by Government for specified purposes and had adopted their own pay structure. The nature of work and conditions of service were different. The Fifth CPC, making similar observations in regard to the heterogeneity in the pay scales across the public sector, did not concede the principle of parity between the Government and the Public Sector. It also observed that PSUs were established with a multiplicity of objectives, the commercial objective being most prominent and similar commercial criteria could not be applied to Government which provides services on a different criterion. 6th CPC also noted that as the position which obtains now is no different from the past, the issue of comparison with the public sector has necessarily to be examined in the context of PSUs being commercial undertakings which are required to function in a competitive environment and have the commercial objective as the predominant objective. The public sector undertakings largely follow the Industrial Dearness Allowance (IDA) pattern and related scales of pay and, in some cases, Central Dearness Allowance (CDA) pattern and pay scales. The pay revision for board members, executives and nonunionized supervisors under the IDA pattern is done based on recommendations of Committees set up for the purpose by the Government. The periodicity of such revision was 5 years before 1997 and has thereafter been modified to 10 years. In respect of workmen following IDA pattern scales of pay, the managements of Central PSEs have the freedom to negotiate revision of pay scales with the workmen within certain limited

conditions. Government has allowed the PSUs to opt for either a 10 year periodicity of pay revision with 100% neutralization of DA or a 5 year periodicity on the basis of graded neutralization.

There cannot be any comparison /parity between the pay scales and perquisites between the Govt. Sector and Private Sector. It is also not good to have large gap among the two in the same type of jobs. Comparison should not merely on the basis of monetary benefits, other concessions privileges powers given to the post for decision making should be considered while availing this factors.

It may be pertinent to note that except the Ministries & Offices, most other units of the Central government have also started their own “balance sheet culture’ and their profitability is now in public domain.

Thus the immense and unstinted contribution of Government employees towards increase of Government revenues cannot be undermined.

As discussed above, in comparison to their counterparts in the public Sector, the Central Government employees get their revision of pay once only after a gap of 10 years.

Hence it is once again reiterated that a permanent Bipartite Wage Negotiating Machinery be established with pay revision after every 5 years for Central Government Employees.

We now proceed ahead to discuss other elements of pay associated with the overall pay structure.

To start with, let us examine and propose the pay structure of Common Categories of employees.

Proposed Pay Structure

Common Categories

Common categories of staff are those categories that are engaged in similar functions spread across various directorates of the Ministry of Defence.

In these category, consequent upon implementation of the 6th CPC report various posts have been merged and/or upgraded with a view to de-layer the Government by cutting down the number of hierarchical levels.

Workshop Staff

| SL. | Grade | Existing grade pay | Upgrade Grade pay | Pay Band | Entry Pay | Grade Pay | Total |
|-----|------------------|--------------------|-------------------|-------------------|-----------|-----------|-------|
| | Pre Revised | | | Revised | | | |
| 01 | Semi-Skilled | 1800 | 1800 | 26000- to O.E. | 26000 | 9000 | 35000 |
| 02 | Skilled | 1900 | 2400 | 26000- to O.E. | 36400 | 11700 | 48100 |
| 03 | Highly Skilled | 2400 | 2800 | 26000- to O.E. | 40100 | 13100 | 53200 |
| 04 | Master Craftsman | 4200 | 4200 | 42000 to O.E. | 42000 | 19000 | 61000 |

Ministry of Defence has invited the views of Federations Vide ID No.11(5)/2009/D(Civ-I), dated 23.01.2013 on framing of recruitment Rules for the posts of Master Craftsman (MCM) and Chargeman both in the same Grade Pay of Rs. 4200/- due to Restructuring of cadre of Artisan Staff in Defence Establishments in modification of recommendations of 6th CPC and all the federations are agree that the Master Craftsman in the PB-2 plus GP 4200/- may be promoted to the post of JWM/JTO/Foreman in the PB-2 plus GP 4600/- .

However, the existing recruitment system should be amended for Air Force, Navy & EME Hqrs/Dtes so that Part-A Cadre may be directly recruited on the post of Highly Skilled Grade-I in the PB-1 plus GP 2800/- having qualification of Diploma/B.Sc. as it has been done prior to merger of HS-I & HS-II, i.e., upto 31.12.1995.

It is also proposed that all isolated trades in existence in various directorates should be merged with similarly placed/identical trades and converted into the above structure. This will not only end the dead-end of such posts but shall also rationalise the operational effectiveness of work overall.

National Apprenticeship Certificate holders should be Directly Recruited in the Skilled grade in various Directorates of MOD and Inter Grade Ratio (MCM to Skilled) should be equal in Railways, Defence etc.

Clerical Staff

In this common category, different nomenclature exists in different directorates including hierarchical avenues, therefore, efforts have been made to submit substantive details including re-naming the posts to have familiarity and standardise the category. The Posts of JWM/CGO/AO have been upgraded to earstwhile GP-5400.

| SL. | Grade | Existing Grade Pay | Upgraded Grade Pay | Pay Band | Entry Pay | Grade Pay | Total |
|-----|------------------------------------------------------------------|--------------------|--------------------|----------------|-----------|-----------|-------|
| | Pre - Revised | | | Revised | | | |
| 01 | Admin Assistant Grade. "A" | 1900 | 2400 | 26000- to O.E. | 36400 | 11700 | 48000 |
| 02 | Admin Assistant Grade "B" | 2400 | 2800 | 26000- to O.E. | 40100 | 13100 | 53200 |
| 03 | Section Superintendent | 4200 | 4200 | 26000- to O.E. | 42000 | 19000 | 61000 |
| 04 | Junior Works Manager/ Civilian Gazetted Officer/Admin Officer | 4600 | 4800 | 42000- to O.E. | 65300 | 22600 | 87900 |

Store Keeping Staff

In this category, in certain directorates like OFB, Air Force, EME, DGQA and DRDO it is a 4 Grade structure, whereas in directorates like AOC, MES and Navy it is a 5 Grade structure. It is therefore proposed that all directorates should have a common 5 grade structure for this category.

| SL. | Grade | Existing Grade Pay | Upgraded Grade Pay | Pay Band | Entry Pay | Grade Pay | Total |
|-----|---------------------------------------------------------------------------------------------------------------------------------|--------------------|--------------------|-----------------|-----------|-----------|-------|
| | Pre – Revised | | | Revised | | | |
| 01 | Store Keeper/Assistant Store Keeper/Store Assistant “A” | 1900 | 2400 | 26000-to O.E. | 36400 | 11700 | 48100 |
| 02 | Supervisor/Store Superintendent/Senior Store Keeper/Store Assistant “B”/Barrack & Store Gr.II | 2400 | 2800 | 26000-to O.E. | 40100 | 13100 | 53200 |
| 03 | Chargeman/Senior Store Superintendent/Foreman (Store)/Barrack & Store Gr.I/Senior Store Assistant | 4200 | 4200 | 26000-to O.E. | 42000 | 19000 | 61000 |
| 04 | Junior Works Manager (Store)/Ordnance Officer (Civ-Store)/Civ.Gaztt. Officer (Equip)Asstt. Naval Store Officer-II/Store Officer | 4600 | 4800 | 42000 - to O.E. | 58100 | 20900 | 79000 |
| 05 | Civilian Staff Officer/Asstt. Naval Store Officer-I/Sr. | - | 5400 | 42000-to O.E. | 65300 | 22600 | 87900 |

| | | | | | | | |
|--|-------------------------|--|--|--|--|--|--|
| | Barrack & Store Officer | | | | | | |
|--|-------------------------|--|--|--|--|--|--|

Stenographer

| SL. | Grade | Existing Grade Pay | Upgraded Grade Pay | Pay Band | Entry Pay | Grade Pay | Total |
|-----|-----------------------------|--------------------|--------------------|----------------|-----------|-----------|--------|
| | | Pre – Revised | | | Revised | | |
| 01 | Stenographer | 2400 | 2800 | 26000- to O.E. | 40100 | 13100 | 53200 |
| 02 | Per. Asstt. | | 4200 | 42000- to O.E. | 42000 | 19000 | 61000 |
| 03 | Per. Secretary | | 4800 | 42000- to O.E. | 58100 | 20900 | 79000 |
| 04 | Sr. Per. Secretary | | 5400 | 42000- to O.E. | 65300 | 22600 | 87900 |
| 05 | Principal Private Secretary | | 6600 | 65300- to O.E. | 76200 | 26600 | 102800 |

Data Entry Operators

Although these belong to common category of employees, its hierarchical formation varies in different organisation. Hence to standardise the hierarchy it is proposed to have a uniform 3 grade structure for this category.

| SL. | Grade | Existing Grade Pay | Upgraded Grade Pay | Pay Band | Entry Pay | Grade Pay | Total |
|-----|---------|--------------------|--------------------|----------------|-----------|-----------|-------|
| 01 | DEO 'A' | 2400 | 2800 | 26000- to O.E. | 40100 | 13100 | 53200 |
| 02 | DEO 'B' | 2800 | 2800 | 26000- to O.E. | 40100 | 13100 | 53200 |
| 03 | DEO 'C' | 4200 | 4200 | 42000- to O.E. | 42000 | 19000 | 61000 |

Telephone Operator

| SL. | Grade | Existing Grade Pay | Upgraded Grade Pay | Pay Band | Entry Pay | Grade Pay | Total |
|-----|------------------|--------------------|--------------------|----------------|-----------|-----------|-------|
| 01 | Tel. Optr. Gr.II | | 2400 | 26000- to O.E. | 36400 | 11700 | 48100 |
| 02 | Tel. Optr. Gr.I | | 2800 | 26000- to O.E. | 40100 | 13100 | 53200 |
| 03 | Tel. Supr. | | 4200 | 42000- to O.E. | 42000 | 19000 | 61000 |

Drivers

It is proposed to have a 3 Grade structure across all types of Civilian Drivers i.e. Civilian Motor Driver, Ambulance Motor Driver and Fire Engine Driver as follows.

| SL. | Grade | Existing Grade Pay | Upgraded Grade Pay | Pay Band | Entry Pay | Grade Pay | Total |
|-----|-----------------------|--------------------|--------------------|----------------|-----------|-----------|-------|
| | Pre – Revised | | | Revised | | | |
| 01 | Driver Ordinary Grade | 1900 | 2400 | 26000- to O.E. | 36400 | 11700 | 48100 |
| 02 | Driver Gr.II | 2400 | 2800 | 26000- to O.E. | 40100 | 13100 | 53200 |
| 03 | Driver Gr.I | 2800 | | | | | |
| 04 | Driver Spl. Grade | 4200 | 4200 | 42000- to O.E. | 42000 | 19000 | 61000 |

Security Staff

It is proposed to redesignate the existing nomenclature of Durwans, Chowkidars, Watchman, etc., into a single trade of “Security Assistant” and have the following 4 Grade structure.

| SL. | Grade | Existing Grade Pay | Upgraded Grade Pay | Pay Band | Entry Pay | Grade Pay | Total |
|-----|--------------------|--------------------|--------------------|----------------|-----------|-----------|-------|
| 01 | Security Asstt "A" | 1800 | 1800 | 26000- to O.E. | 26000 | 9000 | 35000 |
| 02 | Security Asstt "B" | | 2400 | 26000- to O.E. | 36400 | 11700 | 48100 |
| 03 | Security Asstt "C" | | 2800 | 26000- to O.E. | 40100 | 13100 | 53200 |
| 04 | Security Asstt "D" | | 4200 | 42000- to O.E. | 42000 | 19000 | 61000 |

Multi-Tasking Staff

It is proposed to integrate the services of various categories of MTS, including, Non-Combatant Civilian Unrolled Employee into a 3 Grade Structure as follows:

| SL. | Grade | Existing Grade Pay | Upgraded Grade Pay | Pay Band | Entry Pay | Grade Pay | Total |
|-----|------------|--------------------|--------------------|----------------|-----------|-----------|-------|
| 01 | MTS Gr.III | | 1800 | 26000- to O.E. | 26000 | 9000 | 35000 |
| 02 | MTS Gr.II | | 2400 | 26000- to O.E. | 36400 | 11700 | 48100 |
| 03 | MTS Gr.I | | 2800 | 26000- to O.E. | 40100 | 13100 | 53200 |

Photographers

The following integrated structure and pay scales are suggested for the post of Photographers.

| SL. | Grade | Existing Grade Pay | Upgraded Grade Pay | Pay Band | Entry Pay | Grade Pay | Total |
|-----|---------------------|--------------------|--------------------|----------|-----------|-----------|-------|
| 01 | Photographer Gr.III | | 1800 | 26000- | 26000 | 9000 | 35000 |

| | | | | | | | |
|----|-------------------|--|------|-------------------|-------|-------|-------|
| | | | | to O.E. | | | |
| 02 | PhotographerGr.II | | 2400 | 26000- to O.E. | 36400 | 11700 | 48100 |
| 03 | PhgotographerGr.I | | 2800 | 26000- to O.E. | 40100 | 13100 | 53200 |

Rajbhasha Staff

It is suggested that a 4 Grade structure be made for Rajbhasha Staff and their pay scales be at par with those announced by the Official Language Implementation Committee.

Fire Fighting Staff

Fire Fighting staff play a crucial role in an sensitive organisation like MOD wherein they are required to not only remain alert all the time, but they perform certain hazardous task also in case of fire. Thus in keeping with their role, the following pay structure is recommended for this category.

| SL. | Grade | Existing Grade Pay | Upgraded Grade Pay | Pay Band | Entry Pay | Grade Pay | Total |
|-----|--------------------------------------|--------------------------|--------------------------|-------------------|--------------|--------------|-------|
| | Pre – Revised | | | Revised | | | |
| 01 | Firemen | 1900 | 2400 | 26000- to O.E. | 36400 | 11700 | 48100 |
| 02 | Leading Fireman | 2000 | | | | | |
| 03 | Station Officer | 2800 | 2800 | 26000- to O.E. | 40100 | 13100 | 53200 |
| 04 | Asstt. Divisional Fire Officer | 4200 | 4200 | 42000- to O.E. | 42000 | 19000 | 61000 |
| 05 | Dy. Divisional Fire Officer | 4600 | 4800 | 42000- to O.E. | 58100 | 20900 | 79000 |

Canteen Staff

The following 5 Grade structure is proposed for Canteen Staff employed in statutory and non-statutory canteens across all directorates of MOD.

| SL. | Grade | Existing Grade Pay | Upgraded Grade Pay | Pay Band | Entry Pay | Grade Pay | Total |
|-----|-----------------|--------------------|--------------------|----------------|-----------|-----------|-------|
| | Pre – Revised | | | Revised | | | |
| 01 | Vendor | 1800 | 1800 | 26000- to O.E. | 26000 | 9000 | 35000 |
| 02 | Cook | 1900 | 2400 | 26000- to O.E. | 36400 | 11700 | 48100 |
| 03 | Asstt. Cashier | 2400 | 2800 | 26000- to O.E. | 40100 | 13100 | 53200 |
| 04 | Canteen Supr. | 4200 | 4200 | 42000- to O.E. | 42000 | 19000 | 61000 |
| 05 | Canteen Manager | 4600 | 4800 | 42000- to O.E. | 58100 | 20900 | 79000 |

Drawing Office Staff

The following 4 Grade structure in respect of Staff engaged in various tasks of Drawing & Design Office is recommended.

| SL. | Grade | Existing Grade Pay | Upgraded Grade Pay | Pay Band | Entry Pay | Grade Pay | Total |
|-----|-------------------|--------------------|--------------------|----------------|-----------|-----------|-------|
| | Pre – Revised | | | Revised | | | |
| 01 | Blue Printer | 1800 | 1800 | 26000- to O.E. | 26000 | 9000 | 35000 |
| 02 | Draughtsman | 2400 | 2800 | 26000- to O.E. | 40100 | 13100 | 53200 |
| 03 | Sr. Draughtsman | 4200 | 4200 | 42000- to O.E. | 42000 | 19000 | 61000 |
| 04 | Jr. Tech. Officer | 4600 | 4800 | 42000- to O.E. | 58100 | 20900 | 79000 |

Para Medical Staff

Nursing Staff

| SL. | Grade | Existing Grade Pay | Revised Grade Pay | Pay Band | Entry Pay | Grade Pay | Total |
|-----|---------------------|--------------------|-------------------|-------------------|-----------|-----------|-------|
| | Pre – Revised | | | Revised | | | |
| 01 | Midwife | 2000 | 2800 | 26000- to O.E. | 40100 | 13100 | 53200 |
| 02 | Nurse Gr.II | 4600 | 4800 | 42000- to O.E. | 58100 | 20900 | 79000 |
| 03 | Nurse Gr.I | 4800 | 4800 | 42000- to O.E. | 58100 | 20900 | 79000 |
| 04 | Public Health Nurse | 4800 | 4800 | 42000- to O.E. | 58100 | 20900 | 79000 |
| 05 | Matron | 5400 | 5400 | 65300- to O.E. | 65300 | 22600 | 87900 |

Pharmacist

| SL. | Grade | | | Pay Band | Entry Pay | Grade Pay | Total |
|-----|------------------|-------------------------------|------|-------------------|-----------|-----------|-------|
| | Pre – Revised | | | Revised | | | |
| 01 | Pharmacist Gr.II | 2800, after 02 yrs 4200 | 4200 | 42000- to O.E. | 42000 | 19000 | 61000 |
| 02 | Pharmacist Gr.I | 4600 | 4800 | 42000- to O.E. | 58100 | 20900 | 79000 |
| 03 | Sr. Pharmacist | 4800 | 4800 | 42000- to O.E. | 58100 | 20900 | 79000 |
| 04 | Chief Pharmacist | | 5400 | 65300- to O.E. | 65300 | 22600 | 87900 |

Laboratory Staff

| SL. | Grade | Existing Grade Pay | Upgraded Grade Pay | Pay Band | Entry Pay | Grade Pay | Total |
|-----|-------|--------------------|--------------------|----------|-----------|-----------|-------|
|-----|-------|--------------------|--------------------|----------|-----------|-----------|-------|

| | Pre – Revised | | | Revised | | | |
|----|------------------------------|------|------|----------------|-------|-------|-------|
| 01 | Medical Lab Technician | 4200 | 4200 | 42000- to O.E. | 42000 | 19000 | 61000 |
| 02 | Sr. Medical Lab Technician | 4600 | 4800 | 42000- to O.E. | 58100 | 20900 | 79000 |
| 03 | Chief Medical Lab Technician | - | 5400 | 42000- to O.E. | 65300 | 22600 | 87900 |

Radiographer

| SL. | Grade | Existing Grade Pay | Upgraded Grade Pay | Pay Band | Entry Pay | Grade Pay | Total |
|-----|---------------------|--------------------|--------------------|----------------|-----------|-----------|-------|
| | Pre – Revised | | | Revised | | | |
| 01 | Radiographer Gr.I | 4200 | 4200 | 42000- to O.E. | 42000 | 19000 | 61000 |
| 02 | Radiographer Gr.II | - | 4800 | 42000- to O.E. | 58100 | 20900 | 79000 |
| 03 | Radiographer Gr.III | - | 5400 | 42000- to O.E. | 65300 | 22600 | 87900 |

Medical Staff

| SL. | Grade | | | Pay Band | Entry Pay | Grade Pay | Total |
|-----|------------------------------------|------|------|-----------------|-----------|-----------|-------|
| | Pre – Revised | | | Revised | | | |
| 01 | Ward Sahayak | 1800 | 1800 | 26000- to O.E. | 26000 | 9000 | 35000 |
| 02 | Medical Asstt. | 1800 | 2400 | 26000- to O.E. | 36400 | 11700 | 48100 |
| 03 | Ward Master | 1900 | 2400 | 26000 – to O.E. | 36400 | 11700 | 48100 |
| 03 | Sr. Medical Asstt./Sr. Ward Master | - | 2800 | 26000- to O.E. | 40100 | 13100 | 53200 |

Indian Ordnance Factories

Introduction: Directorate General of Ordnance Factories is one of the important 'Attached Office which is responsible for providing executive direction required in the implementation of the policies laid down by the Department of Defence Production and it also serve as repository of technical information and advise the department on technical aspects of questions dealt with by DDP. The Indian Ordnance Factories organisation - a family of 41 Ordnance Factories under the aegis of its corporate headquarters Ordnance Factory Board, Kolkata - possesses the unique distinction of over 200 years experience in defence production. Ord Fys are engaged in production, testing, logistics, research, development and marketing of a comprehensive product range in the area of land, sea and air systems. The patronage OFB receives both in India and abroad speaks of its quality of products and services. Undoubtedly, it is the force behind armed forces. Indian Ordnance Factories is the oldest and largest industrial setup which functions under the Department of Defence Production of the Ministry of Defence. The ordnance factories form an integrated base for indigenous production of defence hardware and equipment, with the primary objective of self reliance in equipping the armed forces with state of the art battlefield equipments.

Indian Ordnance Factories, headquartered at Kolkata, is a conglomerate of 41 Factories, 9 Training Institutes, 3 Regional Marketing Centres and 4 Regional Controller of Safety. There are 41 Ordnance Factories geographically distributed all over the country at 24 different locations.

Organizational Structure: The Apex Board is headed by Director General Ordnance Factories (DGOF) as Chairman and has 9 Members in the rank of Additional DGOF. Ordnance Factories are divided into 5 operating divisions, depending upon the type of the main products/technologies employed. These are Ammunition and Explosives (A&E), Weapons, Vehicles & Equipments (WV&E), Materials and Components (M&C), Armoured Vehicle (AV), Ordnance Equipment Group of Factories (OEF). Each of the above group of factories is headed by a Member/Additional DGOF. The four remaining Members are responsible for staff functions, viz Personnel (Per), Finance (Fin), Planning & Material Management (P&MM), Technical Services (TS) and they operate from Kolkata. At the unit level, Ordnance Factories are headed by either a Senior General Manager or a General Manager, depending upon the size and value of production.

Manpower Profile: All the management posts in the Ordnance Factories Organization are manned by the personnel belonging to the IOFS cadre, an organized Group 'A' Central Service. The Medical Officers giving medical coverage to the employees of the Ord Fys and allied establishments are organized into IOFHS cadre, a Group 'A' Services.

Supervisory Staff: There are 02 tier Supervisory staff (i) Junior Works Manager (Tech/NonTech), Group 'B' Gazetted, (ii) (a) Chargeman (Tech), Group 'B' Non-Gazetted, Non Ministerial, Total Posts , (b) Chargeman (Non-Tech) (Stores), Group 'B' Non-Gazetted, Non Ministerial, Total Posts , (c) Chargeman (Non-Tech) (Other Than Stores), Group 'B' Non-Gazetted, Non Ministerial.

The Strength position of Supervisory staff is as follows:

| S. No. | Post | Existing Grade Pay | Upgraded Grade Pay | Sanctioned Strength | Revised Entry Pay | Revised Grade Pay |
|--------|------------------------------------------|--------------------|--------------------|---------------------|-------------------|-------------------|
| 1 | Chargeman (Tech) | 4200 | 4200 | 10320 | 42000 | 19000 |
| 2 | Chargeman (Non Tech) (Stores) | 4200 | 4200 | 703 | 42000 | 19000 |
| 3 | Chargeman (Non Tech) (other than Stores) | 4200 | 4200 | 1062 | 42000 | 19000 |
| 4 | JWM (Tech) | 4600 | 4800 | 6911 | 58100 | 20900 |
| 5 | JWM (Non Tech) | 4600 | 4800 | 783 | 58100 | 20900 |
| | | Total | | 19779 | | |

Multi Tasking Staff: The Strength position of erstwhile Group 'D' employees who are named as Multi Tasking Staff is as follows:

| S. No. | Post | Existing Grade Pay | Upgraded Grade Pay | ZBB Strength | Revised Entry Pay | Revised Grade Pay |
|--------|----------------------------|--------------------|--------------------|--------------|-------------------------|-------------------|
| 1 | Peon/Orderly/Messenger Boy | 1800 | 1800 | 959 | 26600 - 9000 to O.E. | |
| 2 | Driver Electric Lift | | | 03 | | |
| 3 | Gestetner Operator | | | 35 | | |
| 4 | Dhobi | | | 98 | | |
| 5 | Duftry | | | 110 | | |
| 6 | Blue Printer | | | 74 | | |
| 7 | Record Supplier | | | 295 | | |
| 8 | Jamadar | | | 246 | | |
| 9 | Sweeper | | | 1769 | | |
| 10 | Bhisti | | | 18 | | |
| 11 | Mali | | | 55 | | |
| 12 | Barber | | | 66 | | |
| 13 | Poddar | | | 15 | | |
| 14 | Masalchi | | | 41 | | |
| | Total | | | 3784 | | |

It is proposed to integrate the services of various categories of MTS, including, Non-Combatant Civilian Unrolled Employee into a 3 Grade Structure as follows :

| SL. | Grade | Pay Band | Entry Pay | Grade Pay | Total |
|-----|------------|----------------|-----------|-----------|-------|
| 01 | MTS Gr.III | 26000- to O.E. | 26000 | 9000 | 35000 |
| 02 | MTS Gr.II | | 36400 | 11700 | 48100 |
| 03 | MTS Gr.I | | 40100 | 13100 | 53200 |

Store Keeping Staff: The Strength position of Store Keeping staff is as follows:

| S. No. | Post | Existing Grade Pay | Upgraded Grade Pay | Sanctioned Strength | Revised Entry Pay | Revised Grade Pay |
|--------|---------------------|--------------------|--------------------|---------------------|-------------------|-------------------|
| 1 | Store Keeper | 1900 | 2400 | 1076 | 36400 | 11700 |
| 2 | Supervisor (Stores) | 2400 | 2800 | 827 | 40100 | 13100 |
| 3 | Chargeman | 4200 | 4200 | 725 | 42000 | 19000 |

| | | | | | | |
|---|-----------------|------|------|-----|-------|-------|
| | (Stores) | | | | | |
| 4 | JWM (Stores) | 4600 | 4800 | 317 | 58100 | 20900 |

Clerical Cadre: The Strength position of Clerical staff is as follows:

| S. No. | Post | Existing Grade Pay | Upgraded Grade Pay | Sanctioned Strength | Revised Entry Pay | Revised Grade Pay |
|--------|---------------------------------------|--------------------|--------------------|---------------------|-------------------|-------------------|
| 1 | LDC / Admin Assistant Grade. "A" | 1900 | 2400 | 1682 | 36400 | 11700 |
| 2 | UDC / Admin Assistant Grade. "B" | 2400 | 2800 | 2125 | 40100 | 13100 |
| 3 | Office Superintendent / Section Supdt | 4200 | 4200 | 1857 | 42000 | 19000 |
| 4 | JWM (NT/OTS) | 4600 | 4800 | 466 | 58100 | 20900 |

Further, it is worth to keep in the mind that 6th CPC has recommended to remove the disparity between Secretariat and Field Offices. Vide DOP&T OM No. 20/49/2009-CS.II (B), Dated 22.06.2011 a new grade of UDC (Non Functional Selection Grade) has been created in Central Secretariat Services cadre in the grade pay of Rs. 4200/- in the Pay Band-2 with immediate effect with the condition that UDCs shall be eligible for placement in 'NFSG' on completion of 05 years service as UDC and the total number in the grade will be restricted to 30% of the sanctioned strength of UDC. But the above benefit has not been extended to UDCs posted in field offices. The 7th CPC should recommend to remove this disparity.

Stenographer Cadre: The Strength position of Stenographer staff is as follows:

| S. | Post | Existing | Upgraded | Sanctioned | Revised | Revised |
|----|------|----------|----------|------------|---------|---------|
|----|------|----------|----------|------------|---------|---------|

| No. | | Grade Pay | Grade Pay | Strength | Entry Pay | Grade Pay |
|-----|-----------------------|--------------------------|-----------|----------|-----------|-----------|
| 1 | Stenographer | 2400 | 2800 | 157 | 40100 | 13100 |
| 2 | Personal Assistant | 4200 | 4200 | 286 | 42000 | 19000 |
| 3 | Private Secretary | 4600 | 4800 | 145 | 58100 | 20900 |
| 4 | Sr. Private Secretary | 4800 (5400 after 04 yrs) | 5400 | 09 | 65300 | 22600 |

Hospital Staff: The Strength position of Hospital staff is as follows:

| S. No. | Post | Grade Pay | Upgraded Grade Pay | Sanctioned Strength | Revised Entry Pay | Revised Grade Pay |
|--------|---------------------------------|--------------|--------------------|---------------------|-------------------|-------------------|
| 1 | Matron | 5400 PB-3 | 5400 | 45 | 65300 | 22600 |
| 2 | Staff Nurse/ | 4800 | 4800 | 90 | 58100 | 20900 |
| 3 | Sr. Nurse Gr-I | 4800 | 4800 | 17 | 58100 | 20900 |
| 4 | Public Health Nurse | 4800 | 4800 | 17 | 58100 | 20900 |
| 5 | Sr. Nurse Gr-II | 4600 | 4800 | 191 | 58100 | 20900 |
| 6 | Midwife | 2000 | 2800 | 73 | 40100 | 13100 |
| 7 | Ward Master | 1900 | 2400 | 17 | 36400 | 11700 |
| 8 | Medical Assistant | 1800 | 2400 | 369 | 36400 | 11700 |
| 9 | Ward Sahayak | 1800 | 1800 | 155 | 26000 | 9000 |
| 10 | Laboratory Technician | 2800 | 4200 | 43 | 42000 | 19000 |
| 11 | Blood Transfusion Asstt. | 1900 | 2400 | 10 | 36400 | 11700 |
| 12 | Radiographer | 2800 | 4200 | 34 | 42000 | 19000 |
| 13 | Pharmacist | 2800 | 4200 | 271 | 42000 | 19000 |
| 14 | Physiotherapist | 4200 | 4200 | 01 | 42000 | 19000 |
| 15 | Operation Theatre Technician | 2800 | 2800 | 01 | 40100 | 13100 |
| 16 | Operation Room Asstt. | 1900 | 2400 | 19 | 36400 | 11700 |
| 17 | Ambulance Motor Driver (Spl Gr) | 4200 | 4200 | 10 | 42000 | 19000 |
| 18 | AMD GR-I | 2800 | 2800 | 42 | 40100 | 13100 |

| | | | | | | |
|----|----------------------|------|------|-----|-------|-------|
| 19 | AMD GR-II | 2400 | | 53 | | |
| 20 | AMD (Ordinary Grade) | 1900 | 2400 | 120 | 36400 | 11700 |

Laboratory Technicians:

The 05th CPC (para no. 55.149) covered laboratory staff under a separate common category and following scales of pay may be retained as a whole:-

| DESIGNATION | PAY SCALE | Minimum Qualification | Remarks |
|----------------|-------------------------------------|-----------------------|-----------------------------------------|
| LAB.TECHN. III | Rs.1600-2660 (Rs. 5000 – 8000) | B.Sc. with Dip/Cert. | 50% Direct Recruitment 50% Promotion |
| LAB.TECHN. II | Rs.1640-2900 (Rs. 5500 – 9000) | Ist ACP | |
| LAB.TECHN. I | Rs. 2000-3500 (Rs. 6500 – 10500) | IInd ACP | |

It is worth to mention here that 5th CPC had recommended upgradation of the basic qualification of L.T. to B. Sc. along with DMLT and grant of higher pay scale of Rs.1600-2660 (corresponding to Rs.5000-8000) and that those laboratory technicians presently in the grade of Rs.1320-2040 will be placed in the pay scale of Rs.1400-2300(4500-7000). OFB raised the qualification of L.T. in the recruitment rules published in the year 2005 as recommended by the 5th CPC but retained the pay scale at Rs.4500-7000 (Rs.1320-2040 pre-revised) which was meant for the LTs with the basic qualification of matriculation. Subsequently, Lab Technicians in OFB have been granted the replacement Pay Scale (GP 2800) of 6th CPC. This anomaly was raised in 6th CPC Departmental Anomalies Committee but due to delay in redressal of anomaly, this federation has approached the Hon'ble CAT (Principal Bench) wherein order has been passed to rectify the above anomaly. It is learnt that the incumbents will be granted the GP 4200 with retrospective effect.

Further, at the time of 5th pay commission, the basic pay of staff Nurse was Rs.5000-8000/- in comparison to the basic pay of Medical Laboratory Technician (other than OFB), which was 5000-8000, but the replacement grade of staff nurse (as per 6th CPC) is grade pay Rs. 4600 whereas the Grade pay of Medical Laboratory Technician is Rs. 4200. Hence, considering the pay parity and creating

promotional avenues in comparison to nursing staff, it is demanded that the following structure for Laboratory Technicians may be granted:

| SL. | Grade | Existing Grade Pay | Upgraded Grade Pay | Pay Band | Entry Pay | Grade Pay | Total |
|-----|------------------------------|--------------------|--------------------|----------------|-----------|-----------|-------|
| | | Pre – Revised | | Revised | | | |
| 01 | Medical Lab Technician | 4200 | 4200 | 42000- to O.E. | 42000 | 19000 | 61000 |
| 02 | Sr. Medical Lab Technician | - | 4800 | 42000- to O.E. | 58100 | 20900 | 79000 |
| 03 | Chief Medical Lab Technician | - | 5400 | 42000- to O.E. | 65300 | 22600 | 87900 |

Special pay: 3 Extra increments may be given to Medical Laboratory Technician, as most of the state/central govt. Department where Pathologist (Doctor) post is not sanctioned or vacant, Medical Laboratory Technician is performing the different types of test and finalize the report.

Nursing staff is given with a special allowance i.e. EDUCATION ALLOWANCE, if nursing staff acquires the B.Sc. Nursing qualification, in service or at the time of recruitment, where B.Sc. Nursing is not essential, only diploma in GNM (General Nursing & Midwifery) is required and consequently the Nursing Staff is granted with 2 extra increments @ 3% as a special pay.

It is pertinent to mention here that Medical Laboratory Technicians are performing / executing their work without Pathologist at so many places and saving the salary of one Pathologist (Splt. Dr.). This is a gross injustice which has been imposed on Medical Laboratory Technician.

Accordingly, we demand that 3 extra increments may be given to Medical Laboratory Technician where Medical Laboratory Technicians are performing different types of tests and provide the final report without supervision or guidance of Pathologist (Splt. Doctor).

Non-practice Allowance: Medical Laboratory Technicians are performing various types of different Pathological investigations / test and providing final report to patients in many Central Govt. Department e.g. Ordnance Factory Hospitals, Ministry of Defence, CGHS Dispensaries, Railway hospitals etc. Thus, we demand

that 7th CPC may kindly grant Non-Practice allowance to Medical Laboratory Technician.

Radiographers: 6th C.P.C. Recommendation, accepted by the Government for Radiographer post is given in chapter No.3.8.15 are as follows :

| S.No. | Level | Designation | Recommended Pay Scale (Rs.) | Coressponding Pay Scale & Grade pay (Rs.) | |
|-------|----------|--------------------|-----------------------------|-------------------------------------------|-----------|
| | | | | Payscale | Grade pay |
| 1. | At Entry | Radiographer-III * | 6500-10500 | 9300-34800 | 4200 |
| 2. | | Radiographer II * | 6500-10500 | 9300-34800 | 4200 |
| 3. | | Radiographer | 7450-11500 | 9300-34800 | 4600 |

*Radiographer II & III are both merged in same Pay Scale & Grade Pay of Rs.4200.

In OFB, the Radiographers are recruited in the GP Rs. 4200/- on the basis of educational qualification of 10+2 plus 03 yrs Diploma/Certificate in Radiography but the as per existing recruitment rules it is GP 2800. Hence, considering their job responsibility, promotional avenues may be created for Radiographers as under:

| SL. | Grade | Existing Grade Pay | Upgraded Grade Pay | Pay Band | Entry Pay | Grade Pay | Total |
|-----|---------------------|--------------------|--------------------|----------------|-----------|-----------|-------|
| | Pre – Revised | | | Revised | | | |
| 01 | Radiographer Gr.I | 2800 / 4200 | 4200 | 42000- to O.E. | 42000 | 19000 | 61000 |
| 02 | Radiographer Gr.II | - | 4800 | 42000- to O.E. | 58100 | 20900 | 79000 |
| 03 | Radiographer Gr.III | - | 5400 | 42000- to O.E. | 65300 | 22600 | 87900 |

Pharmacists: There is no promotional avenue for Pharmacists in OFB which causes apathetic attitude and being a common cadre it is demanded that following promotional avenues may be created for the incumbents:

| SL. | Grade | | | Pay Band | Entry Pay | Grade Pay | Total |
|-----|------------------|-------------------------|------|--------------|-----------|-----------|-------|
| | Pre – Revised | | | Revised | | | |
| 01 | Pharmacist Gr.II | 2800, after 02 yrs 4200 | 4200 | 42000-134400 | 42000 | 19000 | 61000 |
| 02 | Pharmacist Gr.I | 4600 | 4800 | 42000-134400 | 58100 | 20900 | 79000 |
| 03 | Sr. Pharmacist | 4800 | 4800 | 42000-134400 | 58100 | 20900 | 79000 |
| 04 | Chief Pharmacist | | 5400 | 65300-245000 | 65300 | 22600 | 87900 |

Medical Assistants: The Medical Assistant has the qualification of (i) Passed 10+2 or equivalent examination, (ii) Undergone a course of Instructions in First-aid from a recognized Institution/St. John's Ambulance, (iii) Knowledge of First-aid and (iv) Knowledge of Operation theatre and Sterilization procedure and he has maximum responsibility in providing preliminary medical care and treatment for the patients attending the dispensaries and wards. The person needs to be well versed in elementary Nursing, First aid, commonly used medical and surgical instruments and their use, ward/dressing room equipment, sterilizer and commonly used drugs and common diseases. Their main sphere of work is Patient Care, Ward discipline, Housekeeping, Infection control, Maintenance and assisting MOs and Sr. Nurses in their work. Keeping in view the limited promotion opportunities and the limited availability of the post of Ward Master, it is proposed that the post of Ward Master may be abolished by converting the existing incumbents to the Grade of Medical Assistant in the equivalent pay scale. It is demanded that the pay scale of Medical Assistant should be upgraded to GP 1900/- from existing GP 1800/- and this federation has a general recommendation that GP 1900/- be merged and upgraded to GP. 2400/-.

Midwife: The Midwife has the qualification of (i) Passed 10+2 or equivalent examination with Science subjects (ii) Two years Auxiliary Nursing Midwife course from a recognised Institution and registered with respective Nursing Council (iii) Must have working knowledge of computers and Desirable: Knowledge of Hindi and local language but Midwife cannot be even promoted to Senior Nurses without nursing training from a recognized institution. But considering the job

responsibility and educational qualification it is demanded that the pay scale of Midwife may be upgraded to GP 2800 from GP 2000.

Canteen Staff: The Strength position of Canteen staff is as follows:

| S. No. | Post | Existing Grade Pay | Upgraded Grade Pay | Sanctioned Strength | Revised Entry Pay | Revised Grade Pay |
|--------|------------------------------------|--------------------|--------------------|---------------------|-------------------|-------------------|
| 1 | Supervisor Grade - I | 4200 | 4200 | 23 | 42000 | 19000 |
| 2 | Supervisor Grade – II | 2400 | 2800 | 88 | 40100 | 13100 |
| 3 | Supervisor Grade - III | 1900 | 2400 | 43 | 36400 | 11700 |
| 4 | Cook | 1900 | 2400 | 277 | 36400 | 11700 |
| 5 | Kitchen Asstt / Tea & Coffee Maker | 1800 | 1800 | 13 | 26000 | 9000 |
| 6 | Server or Bearer | 1800 | 1800 | 448 | 26000 | 9000 |
| 7 | Salesman or Vendor | 1800 | 1800 | 695 | 26000 | 9000 |
| 8 | Washerman or Boy | 1800 | 1800 | 0 | 26000 | 9000 |
| 9 | Masalchi | 1800 | 1800 | 0 | 26000 | 9000 |
| 10 | Safaiwala | 1800 | 1800 | 3 | 26000 | 9000 |

Fire Fighting Cadre: The Strength position of Fire Fighting staff is as follows:

| S. No. | Post | Grade Pay | Sanctioned Strength |
|--------|-----------------|-----------|---------------------|
| 1 | Fireman | 1900 | 1592 |
| 2 | Leading Fireman | 2000 | 391 |

It is worth to mention here that there is no post of Station Officer in GP 2800, hence Leading Fireman is being promoted to the post of Supervisor (Non Tech /

Other than Store) in GP 2400. Cadre Review proposal is pending since long. Being a common category, following pay revision is proposed:

| SL. | Grade | Existing Grade Pay | Upgraded Grade Pay | Pay Band | Entry Pay | Grade Pay | Total |
|-----|--------------------------------|--------------------|--------------------|----------------|-----------|-----------|-------|
| | Pre – Revised | | | Revised | | | |
| 01 | Firemen | 1900 | 2400 | 26000- to O.E. | 36400 | 11700 | 48100 |
| 02 | Leading Fireman | 2000 | | | | | |
| 03 | Station Officer | 2800 | 2800 | 26000- to O.E. | 40100 | 13100 | 53200 |
| 04 | Asstt. Divisional Fire Officer | 4200 | 4200 | 42000- to O.E. | 42000 | 19000 | 61000 |
| 05 | Dy. Divisional Fire Officer | 4600 | 4800 | 42000- to O.E. | 58100 | 20900 | 79000 |

Industrial Employees: The Strength position of Industrial Employees is as follows:

| S. No. | Post | Existing Grade Pay | Upgraded Grade Pay | Sanctioned Strength | Revised Entry Pay | Revised Grade Pay |
|--------|---------------------|--------------------|--------------------|---------------------|-------------------|-------------------|
| 1 | Semi Skilled | 1800 | 1800 | 14541 | 26000 | 9000 |
| 2 | Skilled | 1900 | 2400 | 41742 | 36400 | 11700 |
| 3 | Highly Skilled – II | 2400 | 2800 | 19132 | 40100 | 13100 |
| 4 | Highly Skilled – I | 2800 | | 19132 | | |
| 5 | Master Craftsman | 4200 | 4200 | 12755 | 42000 | 19000 |

It is worth to remind that National Apprenticeship Certificate / National Trade Certificate holders are being recruited as Semi Skilled worker in OFB whereas all other directorates of MOD and Railways are recruited them in Skilled grade. Hence, NAC /NTC holders should not be recruited below Skilled grade.

Further, the Ministry of Finance (Department of Expenditure) vide its Notification G.S.R. 552 (E), Dated 28th July 2009 has amended the Central Civil Services (Revised Pay) Rules, 2008 whereby Master Craftsmen has been granted the Grade Pay of Rs. 4200/- and Highly Skilled Workers are split in a ratio of 50 : 50 and re-designated as Highly Skilled Worker Grade-II (Grade Pay of Rs. 2400 in Pay Band PB – 1) and Highly Skilled Worker Grade-I (Grade Pay of Rs. 2800/- in Pay band PB – 1). According to above, the grade structure of Skilled, Highly Skilled –II, Highly Skilled – I and Master Craftsman has been fixed as under:

| | | | |
|-------|-------------------------|---|--------|
| (i) | Skilled | - | 45 % |
| (ii) | Highly Skilled Grade II | - | 20.5 % |
| (iii) | Highly Skilled Grade I | - | 20.5 % |
| (iv) | Master Craftsman | - | 14 % |

Simultaneously, Ministry of Railways has also revised the inter grade ratio of Industrial Employees as under:

| | | | |
|-------|-------------------------|---|------|
| (i) | Skilled | - | 20 % |
| (ii) | Highly Skilled Grade II | - | 20 % |
| (iii) | Highly Skilled Grade I | - | 44 % |
| (iv) | Master Craftsman | - | 16 % |

Hence, 07th CPC should recommend for similar inter grade ratio in all the Ministries.

DIRECTORATE GENERAL OF QUALITY ASSURANCE

The Directorate General of Quality Assurance (DGQA) is under Deptt. Of Defence Production , Ministry of Defence. The origin of the Directorate General of Quality Assurance (DGQA) can be traced back to 1869, when the first Inspectorate was set up at Ammunition Factory, Kirkee. Up till the end of World War-I, the requirements of Army for Armament, General Stores, Clothing, Electronic Stores, Instruments, Vehicles and Engineering Stores were met mostly by imports from UK. Some facilities were, however set up in the country for production of Armaments Stores. It was realized even in those days that in the field of Defence Armament, Stores and Equipments, adequate inspection units must cover manufacturing establishments.

This organisation provides Quality Assurance (QA) cover for the entire range of Arms, Ammunitions, Equipments and Stores supplied to Armed Forces. Apart from QA activities, the organisation is responsible for import substitution and associates with Defence Research and Development Organisation (DRDO) in the development projects. It also ensures Documentation, Codification and Standardisation Action for minimizing the variety of components / equipments. The other services rendered are promotion of small scale industries, Post procurement services, Defect Investigations and Technical Consultancy to the users, Ministry and the Production Agencies. The establishments under this organisation are spread all over the country where mainly the Ordnance Factories, Defence Public Sector undertakings and Industrial base exist.

DGQA organisation has been structured to cater for varied and specialised product range on functional basis. In order to carry out its functions efficiently and effectively, the Organisation is divided into 12 Directorates: 10 Technical Directorates, Directorate of Administration and Directorate of Policy Planning and Training. Each Technical Directorate is responsible for a group of technologically distinct equipment.

The Strength position of some of the cadres in DGQA is as follows:

| S. No. | Post | Existing Grade Pay | Upgraded Grade Pay | Sanctioned Strength | Revised Entry Pay | Revised Grade Pay |
|--------|---------------------------------------------------------------------------------------------------------------------------|--------------------|--------------------|---------------------|-------------------|-------------------|
| 1 | Semi Skilled | 1800 | 1800 | 1246 | 26000 | 9000 |
| 2 | Skilled | 1900 | 2400 | 1265 | 36400 | 11700 |
| 3 | Highly Skilled – II | 2400 | 2800 | 580 | 40100 | 13100 |
| 4 | Highly Skilled – I | 2800 | | 579 | | |
| 5 | Master Craftsman | 4200 | 4200 | 386 | 42000 | 19000 |
| 6 | MTS (Office) {erstwhile Jr Gestetner Operator, Record Keeper, Daftry, Peon, Orderly, Messenger & Laboratory Attendant} | 1800 | 1800 | 763 | 26000 | 9000 |
| 7 | MTS (Security) {erstwhile Jamadar, Watchman, Chowkidar, Durwan} | 1800 | 1800 | 512 | 26000 | 9000 |
| 8 | MTS (Sanitory) {erstwhile Safaiwala, Hospital Safaiwala, Jamadar, Washerman} | 1800 | 1800 | 288 | 26000 | 9000 |
| 9 | MTS (Horticulture) {erstwhile | 1800 | 1800 | 49 | 26000 | 9000 |

| | | | | | | |
|----|--------------------------------------------------------------------------------|------|------|------|-------|-------|
| | Mali, Gardner & Water Carrier} | | | | | |
| 10 | MTS (Barber) | 1800 | 1800 | 05 | 26000 | 9000 |
| 11 | MTS (Nursing) {erstwhile Nursing Orderly & Orderly Hospital} | 1800 | 1800 | 11 | 26000 | 9000 |
| 12 | AE (QA) {erstwhile JTO & AF} | 4600 | 4800 | 1904 | 58100 | 20900 |
| 13 | JE (QA) {erstwhile Chargeman I & II} | 4200 | 4200 | 2348 | 42000 | 19000 |
| 14 | Chief Photographer | 4600 | 4800 | 03 | 58100 | 20900 |
| 15 | Sr Photographer | 4200 | 4200 | 17 | 42000 | 19000 |
| 16 | CMD (Spl Gd) / CMD (Test & Proof) (Spl Gd) | 4200 | 4200 | 22 | 42000 | 19000 |
| 17 | CMD Gd-I | 2800 | 2800 | 150 | 40100 | 13100 |
| 18 | CMD Gd-II | 2400 | | 128 | | |
| 19 | CMD OG | 1900 | 2400 | 129 | 36400 | 11700 |
| 20 | FED (Spl Gd) | 4200 | | 02 | | |
| 21 | FED Gd-I | 2800 | 2800 | 14 | 40100 | 13100 |
| 22 | FED Gd-II | 2400 | | 13 | | |
| 23 | FED OG | 1900 | 2400 | 13 | 36400 | 11700 |
| 24 | Draughtsman | 2400 | 2800 | 119 | 40100 | 13100 |

| | | | | | | |
|----|--------------------|------|------|-----|-------|-------|
| 25 | UDC | 2400 | 2800 | 714 | 40100 | 13100 |
| 26 | LDC | 1900 | 2400 | 793 | 36400 | 11700 |
| 27 | Sr Store Keeper | 2400 | 2800 | 96 | 40100 | 13100 |
| 28 | Store Keeper | 1900 | 2400 | 100 | 36400 | 11700 |

DIRECTORATE GENERAL OF AERONAUTICAL QUALITY ASSURANCE

The Directorate General of Aeronautical Quality Assurance (DGAQA) is an organisation under Department of Defence Production, Ministry of Defence. This organisation is the regulatory authority for quality assurance and final acceptance of military aircraft, aero engines, airborne systems, avionics, armament, allied ground system and missiles during development, production and overhaul at various defence PSUs.

DGAQA ensures documentation, codification and standardisation action for minimising the variety of components / equipment and materials. The other services rendered are promotion of small scale industries, post procurement services, defect investigations and technical consultancy to the users, Ministry and the production agencies.

The establishments under this organisation are spread all over the country in defence public sector undertakings, ordnance factories and few private companies. DGAQA is also the nodal agency for Missiles System Quality Assurance (inter services establishment) under the Integrated Guided Missiles Development Programme (IGMDP) set up at DRDL, Hyderabad. The increasing significance of the role of air power in warfare underscores the need to acquire might in air. This calls for military aircraft and all other associated equipment to be of high quality, reliability and state-of-the-art technology. The complexity of technology and the critical role of airborne equipment make Quality Assurance (QA) very significant.

The Directorate General of Aeronautical Quality Assurance (DGAQA) was established in 1954 under the auspices of Department of Defence Production and Supplies, Ministry of Defence (M.O.D) as Directorate of Technical Development and Production (Air) [DTD&P (Air)], under Defence Science Services (DSS). In 1979, DSS was trifurcated into Defence Research & Development Service (DRDS), Defence Quality Assurance Service (DQAS) and Defence Aeronautical Quality Assurance Service (DAQAS). R&D Establishments and Certification Functions were transferred to Defence research & Development Organisation (DRDO), Quality Assurance and related responsibilities in respect of Defence Aeronautical Stores were vested with DTD&P(Air). DTD&P(Air) was subsequently

rechristened as DGAQA in 1996. DAQAS is an Organised Group A Scientific Service.

The role envisaged for the organisation initially included development activities, inspection in the field of military aircraft, airborne systems and other aeronautical stores and their certification. It included R & D organizations like Aeronautical Development Establishment (ADE) and Gas Turbine Research Establishment (GTRE). In the subsequent organizational changes, it continued as a QA organisation for Military Aviation with additional duties such as vendor development and related activities. Over the years, the organisation has acquired necessary strength and has grown into an active QA regulatory authority, in line with counterparts world-wide, in the field of military aircraft related stores for the services and para-military agencies within the country.

Civilian Officers and Staff:

| Group of Employees | Sanctioned Strength |
|------------------------|---------------------|
| Group 'A' | 287 |
| Group 'B' (Gaz.) | 234 |
| Group 'B' (Non - Gaz.) | 171 |
| Group 'C' | 493 |
| Group 'D' | 111 |
| Total | 1296 |

| S. No. | Post | Existing Grade Pay | Upgraded Grade Pay | Sanctioned Strength | Revised Entry Pay | Revised Grade Pay |
|--------|-----------------------------|--------------------|--------------------|---------------------|-------------------|-------------------|
| 1 | Civilian Motor Driver (OG) | 1900 | 2400 | 06 | 36400 | 11700 |
| 2 | Civilian Motor Driver Gr-II | 2400 | 2800 | 08 | 40100 | 13100 |
| 3 | Civilian Motor Driver Gr-I | 2800 | | 09 | | |
| 4 | MTS | 1800 | 1800 | 64 | 26000 | 9000 |

| | | | | | | |
|---|-------------------------------------------------------------|------|------|----|-------|-------|
| | (Record Keeper, Duftry, Peon, Watchman, Laskar & Safaiwala) | | | | | |
| 5 | LDC | 1900 | 2400 | 39 | 36400 | 11700 |
| 6 | UDC | 2400 | 2800 | 44 | 40100 | 13100 |

Apart from above there are Industrial Employees, Draughtsman, Junior Scientific Officer, Senior Scientific Assistant, Foreman, Chargeman, Senior Scientific Officer, Senior Scientific Assistant, Stenographer, Assistant, Store Staff and all these staff are common category hence, there pay should be at par with their counterparts in other directorates or departments.

Army Headquarters

Indian Army Headquarters occupies portions of South Block along with a gigantic, architecturally modern Sena Bhavan adjacent. The Army has in its Order of Battle, mountain divisions, infantry divisions, armoured divisions (in which tank units predominate) and mechanized divisions (in which mechanized infantry units predominate). Independent brigade groups may be armoured, mechanized, air defence (missile or gun), parachute, engineer, field artillery, electronic warfare or even standard infantry and mountain. These form 'Corps/Army troops', that is, they are held at Corps and Army levels for balancing out missions and task forces. At these levels, one would find heavy logistic support units in terms of supply, transport, field ordnance depots, and medical facilities.

Indian Army has various Directorate / Branches like Adjutant General Branch, CW Directorate ADGPI, Adm and Coord, Canteen Services Directorates, Discipline and Vigilance, DGAFMS, Directorate of Indigenization, DGST, DGWE, DGPP, DGOS, DGEOME, MGO, SD Directorate, QMG Branch.

Further, Indian Army has an organizational set up in the form of Arms / Services like Armoured Corps, Artillery, Army Air Defence, Army Aviation, Engineers, Corps of Signals, Mech Infantry, Army Service Corps, Army Medical Corps, Army Dental Corps, Army Ordnance Corps, Corps of EME, Remount and Veterinary Corps, Army Education Corps, Corps Military Police, Pioneer Corps, Army Postal Corps, Territorial Army, Defence Security Corps.

There are approximately 2.5 lakh Civilian Employees are serving in the above organizational set up of Indian Army in various capacities. Civilian personnel are authorized to the Indian Army to assist the uniformed personnel in executing the role of assigned to the Armed Forces of the country. These civilians are working along side the uniformed personnel, constituting nearly 19% of the total strength of the Army, has been recognized as a category distinct from civilian employees working in other Ministries/Departments. They are known as 'Civilians paid out of Defence Services Estimates'. The present authorization of civilians in the Army (excluding Military Engineering Services) is 119600. The number of employees classified in Group A, B and C is 410, 1095 and 118095 respectively. The civilian workforce in the Army (excluding MES) has been categorized into 354 categories / designations, with further division into industrial and non-industrial categories. Out of these categories, 41 have been classified as Group A, 44 as Group B and 269 categories as Group C.

For the purposes of management, Group 'C' personnel can be divided into two categories i.e. centrally controlled and locally controlled. Centrally controlled personnel are liable to be posted all over India in all the establishments of particular Arms / Services. Locally controlled personnel in this category are in those trades, which are specific to the establishment. Such personnel recruited in one establishment spend their entire career in the same establishment.

Army Ordnance Corps

Army Ordnance Corps is responsible to provide logistics support to the Indian Army during war and peace. The logistics function of the Army Ordnance Corps involves the mechanics of provisioning and procuring of all stores required to raise and maintain an efficient and effective fighting army. The aim is to make available all kinds of stores to all units of the army at the right time, in right quantity, at the right place and right cost. The inventory range covers every conceivable requirement of the soldier from clothing to weapons, from a needle to a tank and also all munitions except fuel, fodder and medicines. The inventory management functions involve provisioning, procurement, receipt, accounting, storage, issue, transportation and disposal of all clothing, equipment, weapons, vehicles, ammunition and spares of all kinds

The Strength position of some of the cadres in AOC is as follows:

| S. No. | Post | Existing Grade Pay | Upgraded Grade Pay | Sanctioned Strength | Revised Entry Pay | Revised Grade Pay |
|--------|-------------------------------|--------------------|--------------------|---------------------|-------------------|-------------------|
| 1 | Telephone Operator Gd-II | 1900 | 2400 | 80 | 36400 | 11700 |
| 2 | Telephone Operator Gd-I | 2400 | 2800 | 41 | 40100 | 13100 |
| 3 | Asstt Divisional Fire Officer | 4200 | 4200 | 30 | 42000 | 19000 |
| 4 | Station Officer | 2800 | 2800 | 234 | 40100 | 13100 |
| 5 | Leading Hand Fireman 'B' | 2400 | 2800 | 438 | 40100 | 13100 |
| 6 | Leading | 2000 | 2400 | 438 | 36400 | 11700 |

| | | | | | | |
|---|------------------------|------|------|------|-------|-------|
| | hand Fireman 'A' | | | | | |
| 7 | Fireman | 1900 | 2400 | 3502 | 36400 | 11700 |
| 8 | Pharmacist | 2800 | 4200 | 36 | 42000 | 19000 |

Military Engineering Services

The Strength position of some of the cadres in MES is as follows:

| S. No. | Post | Existing Grade Pay | Upgraded Grade Pay | Sanctioned Strength | Revised Entry Pay | Revised Grade Pay |
|--------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|--------------------|---------------------|-------------------|-------------------|
| 1 | Tradesman Mate (Semi Skilled) | 1800 | 1800 | 37689 | 26000 | 9000 |
| 2 | Store Keeper Gd-I | 2400 | 2800 | 336 | 40100 | 13100 |
| 3 | Store Keeper Gd-II | 1900 | 2400 | 416 | 36400 | 11700 |
| 4 | JE (Civil) | 4200 | 4200 | 3343 | 42000 | 19000 |
| 5 | JE (E & M) | 4200 | 4200 | 2161 | 42000 | 19000 |
| 6 | CMD OG | 1900 | 2400 | 1392 | 36400 | 11700 |
| 7 | CMD Gd-II | 2400 | 2800 | 1392 | 40100 | 13100 |
| 8 | CMD Gd-I | 2800 | 2800 | 1623 | 40100 | 13100 |
| 9 | Supervisor (B/S) Gr-II | 4200 | 4200 | 339 | 42000 | 19000 |
| 10 | AE (Civil) | 4600 | 4800 | 678 | 58100 | 20900 |
| 11 | AE (E & M) | 4600 | 4800 | 435 | 58100 | 20900 |
| 12 | AE (QS & C) | 4600 | 4800 | 121 | 58100 | 20900 |
| 13 | Tradesman (Skilled)- Electrician, FGM, Refrigeration Mechanic, Vehicle Mechanic, Pipe Fitter, Carpenter, Mason, Painter, Meter Reader, Welder, Blacksmith | 1900 | 2400 | | 36400 | 11700 |
| 14 | Tradesman (Highly Skilled- | 2400 | 2800 | | 40100 | 13100 |

| | | | | | | |
|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|------|--|-------|-------|
| | II)- Electrician, FGM, Refrigeration Mechanic, Vehicle Mechanic, Pipe Fitter, Carpenter, Mason, Painter, Meter Reader, Welder, Blacksmith | | | | | |
| 15 | Tradesman (Highly Skilled - I)- Electrician, FGM, Refrigeration Mechanic, Vehicle Mechanic, Pipe Fitter, Carpenter, Mason, Painter, Meter Reader, Welder, Blacksmith | 2800 | 2800 | | 40100 | 13100 |
| 16 | Tradesman (Mastercraftsman)- Electrician, FGM, Refrigeration Mechanic, Vehicle Mechanic, Pipe Fitter, Carpenter, Mason, Painter, Meter Reader, Welder, Blacksmith | 4200 | 4200 | | 42000 | 19000 |

Apart from above there are tradesmen in isolated trade of Lift Operator.

Army Service Corps

ASC is primarily responsible for provisioning, procurement and distribution of supplies, transport, Fuel Oils And Lubricants (FOL), hygiene chemicals and miscellaneous items to Army, Air Force and where required to Navy and other Para Military forces. The operation of mechanical transport except first line transport and the provision and operation of animal transport is also one of the major responsibilities of the ASC. The directorate general of supplies and transport, which is the apex organisation of ASC, is a major nodal point for army budget expenditure. The provisioning and training of clerks and catering staff for whole army are also the responsibilities of ASC.

The Strength position of some of the civilian cadres in ASC is as follows:

| S. No. | Post | Existing Grade Pay | Upgraded Grade Pay | Sanctioned Strength | Revised Entry Pay | Revised Grade Pay |
|--------|-------------------------|--------------------|--------------------|---------------------|-------------------|-------------------|
| 1 | Station Officer | 2800 | 2800 | 31 | 40100 | 13100 |
| 2 | Leading Fireman | 2000 | 2400 | 131 | 36400 | 11700 |
| 3 | Fireman | 1900 | 2400 | 520 | 36400 | 11700 |
| 4 | FED | 2000 | 2400 | 133 | 36400 | 11700 |
| 5 | Mess Supervisor | 2400 | 2800 | 01 | 40100 | 13100 |
| 6 | Cinema Projectionist | 1900 | 2400 | 02 | 36400 | 11700 |
| 7 | Welder | 1900 | 2400 | 06 | 36400 | 11700 |
| 8 | Electrician | 2400 | 2800 | 03 | 40100 | 13100 |
| 9 | Crusher Operator | 1800 | 1800 | 03 | 26000 | 9000 |
| 10 | Modeler | 1800 | 1800 | 02 | 26000 | 9000 |
| 11 | Laboratory Attendant | 1800 | 1800 | 08 | 26000 | 9000 |
| 12 | Draughtsman Gd-II | 2400 | 2800 | 03 | 40100 | 13100 |
| 13 | Civ Catering Instructor | 1900 | 2400 | 48 | 36400 | 11700 |
| 14 | Vehicle Mechanic | 1900 | 2400 | 120 | 36400 | 11700 |
| 15 | Civilian Pet | 1900 | 2400 | 02 | 36400 | 11700 |

| | | | | | | |
|----|-----------------|------|------|------|-------|-------|
| | Fitter | | | | | |
| 16 | Cleaner | 1800 | 1800 | 810 | 26000 | 9000 |
| 17 | Camp Guard | 1800 | 1800 | 178 | 26000 | 9000 |
| 18 | Tin Smith | 1800 | 1800 | 102 | 26000 | 9000 |
| 19 | Hammer Man | 1800 | 1800 | 02 | 26000 | 9000 |
| 20 | Tarpaulin Maker | 1800 | 1800 | 17 | 26000 | 9000 |
| 21 | Mazdoor | 1800 | 1800 | 4906 | 26000 | 9000 |
| 22 | Carpenter | 1900 | 2400 | 100 | 36400 | 11700 |
| 23 | Painter | 1900 | 2400 | 61 | 36400 | 11700 |
| 24 | Bellow Boy | 1800 | 1800 | 03 | 26000 | 9000 |
| 25 | Tailor | 1800 | 1800 | 05 | 26000 | 9000 |
| 26 | Librarian | 2400 | 2800 | 01 | 40100 | 13100 |
| 27 | Water Carrier | 1800 | 1800 | 05 | 26000 | 9000 |
| 28 | Fire Fitter | 1900 | 2400 | 16 | 36400 | 11700 |
| 29 | Black Smith | 1900 | 2400 | 03 | 36400 | 11700 |

Directorate General of Infantry

The Strength position of some of the cadres in DGI is as follows:

| S. No. | Post | Existing Grade Pay | Upgraded Grade Pay | Sanctioned Strength | Revised Entry Pay | Revised Grade Pay |
|--------|-------------|--------------------|--------------------|---------------------|-------------------|-------------------|
| 1 | Draughtsman | 2400 | 2800 | 20 | 40100 | 13100 |
| 2 | Black Smith | 1900 | 2400 | 21 | 36400 | 11700 |
| 3 | Carpenter | 1900 | 2400 | 41 | 36400 | 11700 |
| 4 | Painter | 1900 | 2400 | 20 | 36400 | 11700 |
| 5 | Tailor | 1800 | 1800 | 51 | 26000 | 9000 |

Corps of Electronics & Mechanical Engineering

INTRODUCTION

The Corps of Electronics and Mechanical Engineering (EME) of the Indian Army is responsible for providing engineering support to the entire range of Army Equipment ranging from light vehicles to tanks, guns, missiles, radars, computers, helicopters, communication equipment like as Laser Rays Finder, Night vision Device, Remotely operated vehicles, GPS, Different types of Test Equipments i.e. Oscilloscope, Spectrum Analyzer, Digital Multimeter, Power Meter, simulators and so on. The civilian employees play a vital role in these functions, particularly in the peace establishments of the Corps. The technical personnel of EME carry out the jobs of high technical caliber on the modern and sophisticated Army equipment. Maintenance and heavy repairs including overhaul of these equipment are under taken apart from manufacturing of spares and fabrication of specialist vehicles and trailers. This Corps is saving Crores of Dollars by repairing of small and sophisticated equipments.

The non-technical staff, on other hand, provides the requisite support for the same. As compared to the technical department under the Central Government and Public Sector Undertaking, the civilian employees of the Corps of EME have not been provided with the pay scales commensurating with their qualifications and experience.

There are roughly 19000 Civilian Employees in the Corps of EME comprising Group 'A' Engineering Cadre, Technical Supervisors, Drawing Staff, Industrial Employees etc.

For the non-technical cadres in the Corps of EME, there is a need to provide better pay scales, service conditions and other facilities compared to other Central Government Department to boost their morale and ensure improve career progression.

Technical Supervisors in the Corps of EME are supposed to co-ordinate and supervise the technical activity of the industrial workers numbering approximately 12000, the various industrial establishments of Indian Army. Till now, there exists a disparity in the inter grade ratio of supervisory cadre with other defence establishments like Air Force and Navy. This has been elaborated further in this proposal.

The civilian Industrial Personnel are the backbone of the Static EME establishments in the Corps. They carry out highly technical and professional jobs on sophisticated army equipment. In order to bring parity with railway as observed by 5th & 6th Central Pay Commission our views and suggestions elaborated further in this proposal.

It is also requested that personal hearing may be granted to this Federation to make a detail presentation before the VIIth Central Pay Commission.

PROPOSED PAY SCALES FOR THE EMPLOYEES

TECHNICAL / INDUSTRIAL CADRE

| S.No | DESIGNATION | GRADE PAY | Upgraded Grade Pay | Revised Entry Pay | Revised Grade Pay |
|------|------------------------------|-----------|--------------------|-------------------|-------------------|
| 1. | Tradesman Mate | 1800 | 1800 | 26000 | 9000 |
| 2. | SKILLED | 1900 | 2400 | 36400 | 11700 |
| 3. | HIGHLY SKILLED GD –II | 2400 | 2800 | 40100 | 13100 |
| 4. | HIGHLY SKILLED GD –I | 2800 | 2800 | 40100 | 13100 |
| 5. | MASTER CRAFTS MAN | 4200 | 4200 | 42000 | 19000 |
| 6. | CHARGEMAN | 4200 | 4200 | 42000 | 19000 |
| 7. | Foreman | 4600 | 4800 | 58100 | 20900 |
| 8 | Civilian Workshop Officer | 5400 | 5400 | 65300 | 22600 |

JUSTIFICATION – In the Corps of EME, sufficient number of Technical Workers are being recruited directly as Highly Skilled with B.Sc./Diploma in Engineering because they are required to handle most sophisticated equipments Radars, Laser Ray Finders, Night Vision Devices Electronic Gadgets, GPS, Multi type Test Equipments etc.

STORE KEEPING STAFF

| S.NO. | DESIGNATION | Existing Grade Pay | Upgraded Grade Pay | Revised Entry Pay | Revised Grade Pay |
|-------|-------------------------------|--------------------|--------------------|-------------------|-------------------|
| 1. | STORE KEEPER | 1900 | 2400 | 36400 | 11700 |
| 2. | SUPERINTENDENT (STORE) | 2400 | 2800 | 40100 | 13100 |
| 3. | SENIOR (STORE) SUPERINTENDENT | 4200 | 4200 | 42000 | 19000 |
| 4. | FOREMEN | 4600 | 4800 | 58100 | 20900 |

JUSTIFICATION – Material Management is a specialized job and needs skilled persons for handling, packing, storage and preservation of stores, Store Keeper should undergo trainings to adopt modern technological methods to keep the items in useable condition, so as to increase the shelf life of the stores. Qualification at induction level should be Graduate with Diploma in Computer of ‘O’ Level and one year experience in the field.

CLERICAL CADRE

| S.NO. | DESIGNATION | Existing Grade Pay | Upgraded Grade Pay | Revised Entry Pay | Revised Grade Pay |
|-------|----------------------|--------------------|--------------------|-------------------|-------------------|
| 1. | LDC | 1900 | 2400 | 36400 | 11700 |
| 2. | UDC | 2400 | 2800 | 40100 | 13100 |
| 3. | OFFICE SUPDT. | 4200 | 4200 | 42000 | 19000 |
| 4. | EME (O) CIV | 4600 | 4800 | 58100 | 20900 |
| 5 | CIV GAZETTED OFFICER | | 5400 | 65300 | 22600 |

JUSTIFICATION – It is now compulsory for the clerks to possess the knowledge of operating computer for which they are not been given any incentive as given in bank etc. Due to deficiency of the clerical staff in the most of the units under the Corps, the clerks have to undertake additional tasks and responsibilities. Apart of this, with the changing time and increase in public awareness, the work pattern of the clerical staff has also changed and they have to deal with critical and sensitive subjects like Court cases, RTI, disciplinary proceedings, APAR etc. The clerical staff of the lower rank like LDCs and UDCs have to draft noting/minute sheets,

letters, statement of case, board proceedings and also have to deal with correspondence, various types of reports & returns and maintenance of various types of records and documents. Now the clerical staff are also entrusted interact directly with the senior officials to explain the facts/details of the cases. These points certainly justifies grant of better pay scale and grade pay for the clerical staff in the Corps of EME.

STENOGRAPHERS

| S.NO. | DESIGNATION | Existing Grade Pay | Upgraded Grade Pay | Revised Entry Pay | Revised Grade Pay |
|-------|--------------------|--------------------|--------------------|-------------------|-------------------|
| 1. | STENOGRAPHER GD-II | 2400 | 2800 | 40100 | 13100 |
| 2. | STENOGRAPHER GD-I | 4200 | 4200 | 42000 | 19000 |
| 3. | PERSONAL SECY. | 4600 | 4800 | 58100 | 20900 |

DRAFTS MAN

| S.NO. | DESIGNATION | Existing Grade Pay | Upgraded Grade Pay | Revised Entry Pay | Revised Grade Pay |
|-------|-----------------|--------------------|--------------------|-------------------|-------------------|
| 1. | DRAFTSMAN GD-II | 2400 | 2800 | 40100 | 13100 |
| 2. | DRAFTSMAN GD-I | 4200 | 4200 | 42000 | 19000 |
| 3. | CHIEF DRAFTSMAN | 4600 | 4800 | 58100 | 20900 |

CIVILIAN MOTOR DRIVERS

| S.NO. | DESIGNATION | Existing Grade Pay | Upgraded Grade Pay | Revised Entry Pay | Revised Grade Pay |
|-------|----------------------------|--------------------|--------------------|-------------------|-------------------|
| 1. | CIVILIAN MOTOR DRIVER O.G. | 1900 | 2400 | 36400 | 11700 |
| 2. | CIVILIAN MOTOR DRIVER-II | 2400 | 2800 | 40100 | 13100 |
| 3. | CIVILIAN MOTOR DRIVER – I | 2800 | 2800 | 40100 | 13100 |
| 4. | CIVILIAN MOTOR DRIVER SPL | 4200 | 4200 | 42000 | 19000 |

NON-INDUSTRIAL (MTS)

| S.NO. | DESIGNATION | Existing Grade Pay | Upgraded Grade Pay | Revised Entry pay | Revised Grade Pay |
|-------|------------------------|--------------------|--------------------|-------------------|-------------------|
| 1. | CHOKIDAR | 1800 | 1800 | 26000 | 9000 |
| 2. | SAFAIWALA - (W/S) | 1800 | 1800 | 26000 | 9000 |
| 3. | SAFAIWALA (HOSP.) | 1800 | 1800 | 26000 | 9000 |
| 4. | ORDERLY (HOSP.+OFFICE) | 1800 | 1800 | 26000 | 9000 |
| 5. | DAFTRY | 1800 | 1800 | 26000 | 9000 |
| 6. | GARDNER | 1800 | 1800 | 26000 | 9000 |
| 7. | WATER CARRIER | 1800 | 1800 | 26000 | 9000 |

SECURITY STAFF (MTS)

| S.NO. | DESIGNATION | Existing Grade Pay | Upgraded Grade Pay | Revised Entry Pay | Revised Grade Pay |
|-------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 1. | SEARCHER | 1800 | 1800 | 26000 | 9000 |
| 2. | LEADING HAND (NT) | 1900 | 2400 | 36400 | 11700 |
| 3. | SUPERVISOR (NT) | 2400 | 2800 | 40100 | 13100 |

LABORATORY ASSISTANT

| S.NO. | DESIGNATION | Existing Grade Pay | Upgraded Grade Pay | Revised Entry Pay | Revised Grade Pay |
|-------|-------------|--------------------|--------------------|-------------------|-------------------|
| 1. | LAB. ASSTT. | 2400 | 2800 | 40100 | 13100 |

FIRE FIGHTING STAFF

| S.NO. | DESIGNATION | Existing Grade Pay | Upgraded Grade Pay | Revised Entry Pay | Revised Grade Pay |
|-------|--------------------|--------------------|--------------------|-------------------|-------------------|
| 1. | FIREMAN | 1900 | 2400 | 36400 | 11700 |
| 2. | FIRE ENGINE DRIVER | 2000 | 2400 | 36400 | 11700 |
| 3. | FIRE SUPERVISOR | 2800 | 2800 | 40100 | 13100 |
| 4. | L.H.F. | A-2000 | 2400 | 36400 | 11700 |

| | | | | | |
|----|----------------------|--------|------|-------|-------|
| | | B-2400 | 2800 | 40100 | 13100 |
| 5 | STATION OFFICER FIRE | 4200 | 4200 | 42000 | 19000 |
| 6. | Dy-Div F O | - | 4800 | 58100 | 20900 |

TELEPHONE OPERATOR

| S.NO. | DESIGNATION | Existing Grade Pay | Upgraded Grade Pay | Revised Entry Pay | Revised Grade Pay |
|-------|-------------------------|--------------------|--------------------|-------------------|-------------------|
| 1. | TELEPHONE OPERATOR – II | 2000 | 2400 | 36400 | 11700 |
| 2. | TELEPHONE SUPERVISOR | 4200 | 4200 | 42000 | 19000 |

CANTEEN EMPLOYEES

| S.NO. | DESIGNATION | Existing Grade Pay | Upgraded Grade Pay | Revised Entry Pay | Revised Grade Pay |
|-------|--------------------|--------------------|--------------------|-------------------|-------------------|
| 1. | SUPERVISOR GD –III | 1900 | 2400 | 36400 | 11700 |
| 2. | COOK | 1900 | 2400 | 36400 | 11700 |
| 3. | VENDOR | 1800 | 1800 | 26000 | 9000 |

PARA MEDICAL STAFF

| S.NO. | DESIGNATION | Existing Grade Pay | Upgraded Grade Pay | Revised Entry Pay | Revised Grade Pay |
|-------|-------------|--------------------|--------------------|-------------------|-------------------|
| 1. | MALE NURSE | 1900 | 2400 | 36400 | 11700 |
| 2. | PHARMACIST | 2800 | 2800 | 40100 | 13100 |

NCsUE STAFF

| S.NO. | DESIGNATION | Existing Grade Pay | Upgraded Grade Pay | Revised Entry Pay | Revised Grade Pay |
|-------|-------------|--------------------|--------------------|-------------------|-------------------|
| 1. | BOOT MAKER | 1900 | 2400 | 36400 | 11700 |
| 2. | COOK | | | | |

| | | | | | |
|----|-----------|------|------|-------|------|
| 3. | BARBER | 1800 | 1800 | 26000 | 9000 |
| 4. | TAILOR | | | | |
| 5. | WASHERMAN | | | | |
| 6. | SAFAIWALA | | | | |

GROUP 'C' INDUSTRIAL CADRE IN CORPS OF EME

There are approximately 13000 industrial employees in various trades employed in the Corps of EME. It is recommended that their pay scales, other facilities and service conditions be enhanced at parity with those of other services. In addition the following points need specific attention by the 7th Central Pay Commission :-

HSDR (Highly Skilled Direct Recruited) – In Corps of EME, there are sufficient number of the workers who have recruited directly as Highly Skilled (HS) and their line of promotion was chargeman on completion of 10 years of service. But now a days their line of promotion is too long after introducing of bifurcation system from HS to HS-I & HS-II and Master Craftsman in hierarchy for chargeman which is not correct and adversely affected to their morale. It is mentionable here that the entry qualification has been enhanced to B.Sc. with Physics, Chemistry & Mathematics due to functional requirement and technical advancements. It is also mentionable that the cadre is available only in the Corps of EME. Hence it is requested that directly recruited as HS again be appoint as HS-I and their first promotion should be Chargeman as was existed earlier.

Master Craftsman (MCM) should not be the hierarchy of Chargeman as both the posts are in the same grade pay ie. Rs. 4200 The RR of MCM has not been accepted by DOPT on the same ground.

Authorisation of Supervisors – Ratio of technical supervisors to tradesmen of Part I and Part II Cadre is presently 1:8 and 1:14 respectively. With an aim to enhance the promotional avenues of tradesmen and also to create more vacancies for in-situ absorption of technical supervisors to tradesmen be revised to 1:6 and 1:10 respectively.

Constitution of Expert Classification Committee It is observed that the charter of duties of the tradesman is not rational with current technical advancement for example to work on valve version set is incorporate in charter of duty of the TCM/ Radar mech. Whereas they are working on microprocessors theory. It is suggested that an expert classification committee may constitute to study on work

being done by the tradesman in various ABWs and station workshops so that their charter of duty can be amended accordingly and un-useful trades can be merged with other trades.

TECHNICAL SUPERVISORS CADRE IN THE CORPS OF EME

At present 1000 approximately Technical supervisors are working in the Corps of EME, which are categorized under different pay scales as follows :-

| S.N | Post | No. of Posts | Existing Grade Pay | Upgraded Grade Pay | Revised Entry Pay | Revised Grade Pay |
|-----|-----------|--------------|--------------------|--------------------|-------------------|-------------------|
| 1. | Chargeman | 695 | 4200 | 4200 | 42000 | 19000 |
| 2. | Foreman | 298 | 4600 | 4800 | 58100 | 20900 |

Indifferent ratio – In Corps of EME, the ratio between categories of technical supervisors is 70:30 whereas in Air Force, Navy, DGOF, DGQA, Railways etc. this ratio is 60:40. The latter provides a better carrier progression/scope for the technical supervisors, which the technical supervisors under the Corps of EME are presently deprived off. It is recommended that 7th CPC should remove this anomaly and proposed implementation of 50:50 ratio for Chargeman & Foreman.

DESIGNATION - It is also requested that nomenclature of Foreman should be re-designated as Workshop Superintendent as recommended by VI CPC or Junior Works Manager as existed in Ordnance Factories.

Civilian Workshop Officer – This post of CWO was in existence earlier in the Corps of EME and was hierarchy of Foreman. Unfortunately it was abolished by unknown reasons. The civilian workers are very frustrated as their promotional avenues have withdrawn from their hands. It is requested that the post of Civilian Workshop Officer in the present Grade Pay of Rs 5400 should be introduced in EME so the workers can feel their height of service in the Corps and motivate to achieve the same post.

The Strength position of some of the cadres in EME is as follows:

| S. No. | Post | Grade Pay | Sanctioned Strength | Upgraded Grade Pay | Revised Entry Pay | Revised Grade Pay |
|--------|------------|-----------|---------------------|--------------------|-------------------|-------------------|
| 1 | Translator | 2400 | 09 | 2800 | 40100 | 13100 |
| 2 | Sub Editor | 4200 | 01 | 4200 | 42000 | 19000 |

| | | | | | | |
|----|-------------------------------------------------------|------|----|------|-------|-------|
| | (Hindi) | | | | | |
| 3 | Civ Offset Printing Machine Operator Gr-I | 4200 | 01 | 4200 | 42000 | 19000 |
| 4 | Poster Artist | 2000 | 11 | 2400 | 36400 | 11700 |
| 5 | Optical Cameraman | 4200 | 01 | 4200 | 42000 | 19000 |
| 6 | Model Maker | 2400 | 01 | 2800 | 40100 | 13100 |
| 7 | Searcher | 1800 | 48 | 1800 | 26000 | 9000 |
| 8 | Supervisor (Non Tech – I) | 2800 | 08 | 2800 | 40100 | 13100 |
| 9 | Supervisor (Non Tech- II) | 2400 | 24 | 2800 | 40100 | 13100 |
| 10 | Leading Hand (Non tech) | 1900 | 87 | 2400 | 36400 | 11700 |
| 11 | Cinema Projectionist | 1800 | 01 | 1800 | 26000 | 9000 |

Military Farm

Military Farm department was established by Britishers in India during 1887 with the aim to supply well hygienically produced fresh cow milk to troops.

Now, the Military Farms are under the Administrative Control of the Dy. Director General of Military Farms. The DDGMF acts as an adviser to the Quarter Master General on technical matters connected with Military Farms. The administrative control of Military Farms in a Command is controlled by Director of Military Farms (DMF). Each farm is in charge of a DADMF/Manager/Farm Officer, who is responsible for the direct management of the farms and the maintenance of its statistical and account books and rendition of accounts to the Controller of Defence Accounts concerned.

The Military Farms are run on quasi-commercial basis. The primary responsibility of a Military Farm is:

to provide wherever it can be economically undertaken a reliable and hygienic supply of dairy produce to the troops as per authorised scale;

to provide fodder for the animals of the Army in India (except belonging to the Army Remount Depots). Vegetables are also produced in certain farms for issue to the troops. While Military Hospitals and others entitled are issued free supplies, surplus produce is issued on payment to officers, ORs and Civilians of Defence Services.

For this purpose Military Farms maintain their own cattle and also own agricultural land for raising fodder. Dry/Young Stock Farms are also organised in some stations to provide for cheap living conditions to dry and young stock so that the over crowding and financial burden on Military Farm is reduced. At other stations where there are no cattle holding Military Farms, Military Farm Depots function and supply milk either by purchasing locally or from a nearby Military Farm, pasteurising it and issuing it to the units. Military Farm Depots may at times be completely dependant for all its pasteurisation of milk on a neighbouring Military Farm or Civil Supply. Such a type of Depot acts only as a delivery centre. To cater for exploitation of hay from forest areas, its cultivation, stocking, baling and despatching to the various Military Farms/Units, Baling Depots are sanctioned.

All the Military Farms have the following four sections:

(a) Cattleyard Section:- This Section is responsible for maintaining milch animals for production of milk. Accounts of feed issued to milch animals and accounts of milk produced are maintained in this section. Milk produced in this section is tested and handed over to the Dairy Section.

(b) Dairy Section:- This Section receives milk from Cattleyard Section, pasteurise it and issues it to various units/Military Hospitals. The accounts of milk issued to various units are maintained by this section.

(c) Cultivation and Fodder Section:- This section is responsible for production of fodder required by the animals, vegetables and other crops. Fodder is sometimes purchased. For this purpose it maintains its own account. This Section is also responsible for stocking and issue of dry/green fodder and silage.

(d) Administration Section comprising Establishment, Accounts, Stores, etc. groups:- The Administration Section of the Military Farm maintains Administration / Establishment of the farm and all the cash and coupon accounts of the farm. It also maintains Journal indicating all transactions other than cash.

But it is being observed that some vested interest group have got the Military Farm department totally failed to do so and now even after 125 years only 30 to 40 percent fresh cow milk is being supplied to troops and 60 to 70 percent milk is purchased from the market which is not produce in hygienically atmosphere/condition. Upto 1974 there were 82 Military Farms and now these have been reduced to 37 in number by closing 45 Military Farms.

The Strength position of some of the cadres in Military Farm is as follows:

| S. No. | Post | Existing Grade Pay | Sanctioned Strength | Upgraded Grade Pay | Revised Entry Pay | Revised Grade Pay |
|--------|-------------------------|--------------------|---------------------|--------------------|-------------------|-------------------|
| 1 | MTD (Spl Gd) (Mil Farm) | 4200 | 06 | 4200 | 42000 | 19000 |
| 2 | MTD Gd-I | 2800 | 41 | 2800 | 40100 | 13100 |
| 3 | MTD Gd-II | 2400 | 36 | 2800 | 40100 | 13100 |
| 4 | MTD OG | 1900 | 35 | 2400 | 36400 | 11700 |
| 5 | Tractor Driver (Spl Gd) | 4200 | 05 | 4200 | 42000 | 19000 |
| 6 | Tractor Driver Gd-I | 2800 | 31 | 2800 | 40100 | 13100 |
| 7 | Tractor Driver Gd-II | 2400 | 28 | 2800 | 40100 | 13100 |
| 8 | Tractor Driver Skilled | 1900 | 28 | 2400 | 36400 | 11700 |
| 9 | Electrician (Spl Gd) | 4200 | 02 | 4200 | 42000 | 19000 |
| 10 | Electrician Gd-I | 2800 | 13 | 2800 | 40100 | 13100 |
| 11 | Electrician Gd-II | 2400 | 12 | 2800 | 40100 | 13100 |

| | | | | | | |
|----|---------------------------------------------|------|----|------|-------|-------|
| 12 | Electrician Skilled | 1900 | 12 | 2400 | 36400 | 11700 |
| 13 | Compressor Attendant Pump (Spl Gd) | 4200 | 04 | 4200 | 42000 | 19000 |
| 14 | Compressor Attendant HS-I | 2800 | 26 | 2800 | 40100 | 13100 |
| 15 | Compressor Attendant HS-II | 2400 | 24 | 2800 | 40100 | 13100 |
| 16 | Compressor Attendant Skilled | 1900 | 24 | 2400 | 36400 | 11700 |
| 17 | Machine Operator Spl Gr | 4200 | 02 | 4200 | 42000 | 19000 |
| 18 | Machine Operator HS-I | 2800 | 15 | 2800 | 40100 | 13100 |
| 19 | Machine Operator HS-II | 2400 | 13 | 2800 | 40100 | 13100 |
| 20 | Machine Operator Skilled | 1900 | 13 | 2400 | 36400 | 11700 |
| 21 | Supervisor | 1900 | | 2400 | 36400 | 11700 |
| 22 | Manager | 4200 | | 4200 | 42000 | 19000 |
| 23 | Farm Officer | 4600 | | 4800 | 58100 | 20900 |

RVC Organisation

| SL. | Grade | Existing Grade Pay | Revised Entry Pay | Grade Pay | Total |
|-----|-------------|-----------------------|----------------------|-----------|-------|
| 01 | Syce | 1800 | 26000 | 9000 | 35000 |
| 02 | Farm Belder | 1800 | 26000 | 9000 | 35000 |

Air Headquarters

The Strength position of some of the cadres in Air Hqrs is as follows:

| | | | |
|---------------------------------|--------------------------|-------------------------------------|-------------------------------------|
| Foreman | Chargeman | Fitter (Mate) Semi Skilled | Air Crafts Mechanic 'A' Skilled |
| Air Crafts Mechanic 'B' Skilled | Boiler Attendant Skilled | Book Binder Skilled | Black Smith & Welder Skilled |
| Copy Holder Skilled | Carpenter / Art Skilled | Copper Smith Skilled | Sheet Metal Worker Skilled |
| Electroplater Skilled | Electrician | Fitter General | Fitter Mechanical Transport Skilled |
| Hammerman Semi Skilled | Fitter Mate Semi Skilled | Instrument Repairer Skilled | Leather Worker Skilled |
| Machine Attendant Semi Skilled | Moulder Skilled | Machine Operator (Cylinder) Skilled | Oil Man Semi Skilled |
| Painter Skilled | Pattern Maker Skilled | Rigger Leading Skilled | Printer Semi Skilled |
| Safety Equipment Worker Skilled | Tin Smith Skilled | Tent Repairer Semi Skilled | Turner / Turner Art Skilled |
| Upholster Skilled | Tailor 'A' Skilled | Compositor Skilled | Vulcanizer Semi Skilled |
| Fire Fighting Staff | Junior Translator | Stenographer | Civilian Gazetted Officer (Admin) |

Industrial Employees of Air Hqrs may be granted the following pay structure:

| SL. | Grade | Existing grade pay | Upgrade Grade pay | Pay Band | Entry Pay | Grade Pay | Total |
|-----|----------------|--------------------|-------------------|----------------|-----------|-----------|-------|
| | Pre Revised | | | Revised | | | |
| 01 | Semi-Skilled | 1800 | 1800 | 26000- to O.E. | 26000 | 9000 | 35000 |
| 02 | Skilled | 1900 | 2400 | 26000- to O.E. | 36400 | 11700 | 48100 |
| 03 | Highly Skilled | 2400 | 2800 | 26000- to O.E. | 40100 | 13100 | 53200 |
| 04 | Master | 4200 | 4200 | 42000- | 42000 | 19000 | 61000 |

| | | | | | | | |
|--|-----------|--|--|---------|--|--|--|
| | Craftsman | | | to O.E. | | | |
|--|-----------|--|--|---------|--|--|--|

Clerical Cadre of Air Hqrs may be granted the following pay structure:

| S.NO. | DESIGNATION | Existing Grade Pay | Upgraded Grade Pay | Revised Entry Pay | Revised Grade Pay |
|-------|----------------------|--------------------|--------------------|-------------------|-------------------|
| 1. | LDC | 1900 | 2400 | 36400 | 11700 |
| 2. | UDC | 2400 | 2800 | 40100 | 13100 |
| 3. | OFFICE SUPDT. | 4200 | 4200 | 42000 | 19000 |
| 4. | EME (O) CIV | 4600 | 4800 | 58100 | 20900 |
| 5 | CIV GAZETTED OFFICER | | 5400 | 65300 | 22600 |

Rajbhasha Cadre: It is suggested that a 4 Grade structure be made for Rajbhasha Staff and their pay scales be at par with those announced by the Official Language Implementation Committee.

Fire Fighting Staff

| SL. | Grade | Existing Grade Pay | Upgraded Grade Pay | Pay Band | Entry Pay | Grade Pay | Total |
|-----|--------------------------------|--------------------|--------------------|--------------|-----------|-----------|-------|
| | | Pre – Revised | | Revised | | | |
| 01 | Firemen | 1900 | 2400 | 26000-81300 | 36400 | 11700 | 48100 |
| 02 | Leading Fireman | 2000 | | | | | |
| 03 | Station Officer | 2800 | 2800 | 26000-81300 | 40100 | 13100 | 53200 |
| 04 | Asstt. Divisional Fire Officer | 4200 | 4200 | 42000-134400 | 42000 | 19000 | 61000 |
| 05 | Dy. Divisional Fire Officer | 4600 | 4800 | 42000-134400 | 58100 | 20900 | 79000 |

Naval Headquarters

The Strength position of some of the cadres in DGI is as follows:

| S. No. | Post | Existing Grade Pay | Sanctioned Strength | Upgraded Grade Pay | Revised Entry Pay | Revised Grade Pay |
|--------|-------------------------------|--------------------|---------------------|--------------------|-------------------|-------------------|
| 1 | Data Entry Operator Grade 'B' | 2800 | 28 | 2800 | 40100 | 13100 |
| 2 | Data Entry Operator Grade 'A' | 2400 | 15 | 2800 | 40100 | 13100 |
| 3 | Laboratory Demonstrator | 2800 | 11 | 2800 | 40100 | 13100 |
| 4 | Laboratory Assistant | 2800 | 48 | 2800 | 40100 | 13100 |
| 5 | Sr. Scientific Assistant | 4600 | 47 | 4800 | 58100 | 20900 |
| 6 | Scientific Assistant | 4200 | 68 | 4200 | 42000 | 19000 |
| 7 | Draughtsman (Civil) | 2400 | 02 | 2800 | 40100 | 13100 |
| 8 | Draughtsman (Mech) | 2400 | 40 | 2800 | 40100 | 13100 |
| 9 | Draughtsman (Electrical) | 2400 | 40 | 2800 | 40100 | 13100 |
| 10 | Draughtsman (Construction) | 2400 | 40 | 2800 | 40100 | 13100 |
| 11 | Draughtsman (Armament) | 2400 | 40 | 2800 | 40100 | 13100 |
| 12 | Draughtsman (Cartographic) | 2400 | 18 | 2800 | 40100 | 13100 |
| 13 | Ship Modeling Instructor | 2800 | 01 | 2800 | 40100 | 13100 |
| 14 | Swimming Instructor | 2400 | 05 | 2800 | 40100 | 13100 |
| 15 | Boxing Instructor | 2400 | 04 | 2800 | 40100 | 13100 |

| | | | | | | |
|----|----------------------------------------------------------|------|------|------|-------|-------|
| 16 | Bugler Instructor | 1900 | 03 | 2400 | 36400 | 11700 |
| 17 | Store Keeper (Naval Stores Organization) | 2400 | 668 | 2800 | 40100 | 13100 |
| 18 | Asstt Store Keeper (Naval Stores Organization) | 1900 | 726 | 2400 | 36400 | 11700 |
| 19 | Store Keeper (Naval Armament Supply Org.) | 2400 | 96 | 2800 | 40100 | 13100 |
| 20 | Asstt Store Keeper (Naval Armament Supply Org.) | 1900 | 152 | 2400 | 36400 | 11700 |
| 21 | Technical Assistant (EDP) | 4800 | 03 | 4800 | 58100 | 20900 |
| 22 | Data Entry Operator Gd 'C' | 4200 | 08 | 4200 | 42000 | 19000 |
| 23 | Health Superintendent | 2800 | 07 | 2800 | 40100 | 13100 |
| 24 | Health Inspector | 2400 | 05 | 2800 | 40100 | 13100 |
| 25 | MTS (Sanitation) | 1800 | 147 | 1800 | 26000 | 9000 |
| 26 | Tradesman HS-I | 2800 | 4543 | 2800 | 40100 | 13100 |
| 27 | Tradesman HS-II | 2400 | 4544 | 2800 | 40100 | 13100 |
| 28 | Tradesman Skilled | 1900 | 9913 | 2400 | 36400 | 11700 |
| 29 | MTS (Industrial) {erstwhile Semi Skilled, | 1800 | 7138 | 1800 | 26000 | 9000 |

| | | | | | | |
|----|----------------------------------|------|------|------|-------|-------|
| | Unskilled, Mate } | | | | | |
| 30 | Ammunition Mechanic Gd- I | 2400 | 136 | 2800 | 40100 | 13100 |
| 31 | Ammunition Mechanic Gd- II | 1900 | 137 | 2400 | 36400 | 11700 |
| 32 | Chargeman | 4200 | 1467 | 4200 | 42000 | 19000 |
| 33 | Chargeman (Naval Aviation) | 4200 | 83 | 4200 | 42000 | 19000 |
| 34 | Chargeman (Factory) | 4200 | 101 | 4200 | 42000 | 19000 |

DEFENCE RESEARCH & DEVELOPMENT ORGANISATION (DRDO)

INTRODUCTION:

The Defence Research & Development Organisation (DRDO) is one of the largest R&D Organisations in the country working under Department of Defence Research and Development, Ministry of Defence. The DRDO was formed in the year 1958 by amalgamation of Technical Development Establishments (TDEs) of the Indian Army and the Directorate of Technical Development & Production (DTDP) with the Defence Science Organisation (DSO).

Today, the DRDO is having 57 Laboratories/Establishments all over India engaged in various areas of Military Technology.

DRDO is totally dedicated working towards enhancing self-reliance in Defence Systems and undertakes Design and Development leading to production of World Class Weapon Systems and equipment in accordance with the expressed needs and the qualitative requirements laid down by the three services.

DRDO is working in various areas of Military Technology which includes Aeronautics, Combat Vehicles, Electronics, Instrumentation Engineering Systems, Missiles, Materials, Naval Systems, Advanced Computing, Simulation and Life

Sciences & Cyber Security. DRDO while striving to meet the cutting edge Weapons Technology requirements provides ample spinoff benefits to the society at large thereby contributing to the nation building with workforce of around 30,000 personnel.

The working culture of DRDO is absolutely different from other Central Government Establishments. The basic work culture in DRDO is research oriented and is associated with various sophisticated systems based on latest technology and high precision work that bears continuous knowledge upgrading and also risk factor.

STARTING PAY IN PAY BAND AND GRADE PAY

There is a need for changes to be made in the pay structure of various cadres in DRDO as the existing pay is not comparable with other Scientific Organisations and also other Departments in Ministry of Defence. Hence we suggest the following pay structure for various cadres in DRDO:

ATTENDANT MULTI SKILLED (AMS)

| Sl. No. | Designation | Existing PB & Grade Pay | Proposed PB & Grade Pay |
|---------|-------------------------------------------------------|-----------------------------|---------------------------------------|
| 01. | AMS-III | Rs.5200-20200: GP 1800/- | Rs.5200-20200: GP 1800/- |
| 02. | AMS-II (presently under proposed cadre review) | Rs.5200-20200: GP 1900/- | Rs.5200-20200: GP 2400/- |
| 03. | AMS-I (presently under proposed cadre review) | Rs.5200-20200: GP 2400/- | Merge the post of AMS-I with Sr. AMS. |
| 04. | Senior AMS (presently under proposed cadre review) | Rs.5200-20200: GP 2800/- | Rs.5200-20200: GP 2800/- |

ADMIN STAFF

| Sl. No. | Designation | Existing PB & Grade Pay | Proposed PB & Grade Pay |
|---------|--------------------|--------------------------|----------------------------------|
| 01. | Admin Asst. 'A' | Rs.5200-20200: GP 1900/- | <i>Rs. 5200-20200: GP 2400/-</i> |
| 02. | Admin Asst. 'B' | Rs.5200-20200: GP 2400/- | <i>Rs. 5200-20200: GP 2800/-</i> |
| 03. | Senior Admin Asst. | Rs.9300-34800: GP 4200/- | Rs.9300-34800GP 4200/- |
| 04. | Admin Officer | Rs.9300-34800: GP 4600/- | Rs.9300-34800GP 4800/- |

STORES STAFF

| Sl. No. | Designation | Existing PB & Grade Pay | Proposed PB & Grade Pay |
|---------|--------------------|-------------------------|---------------------------------|
| 01. | Store Asst. 'A' | Rs.5200-20200:GP 1900/- | <i>Rs. 5200-20200:GP 2400/-</i> |
| 02. | Store Asst. 'B' | Rs.5200-20200:GP 2400/- | <i>Rs. 5200-20200:GP 2800/-</i> |
| 03. | Senior Store Asst. | Rs.9300-34800:GP 4200/- | Rs.9300-34800:GP 4200/- |
| 04. | Store Officer | Rs.9300-34800:GP 4600/- | Rs.9300-34800:GP 5800/- |

PERSONAL STAFF

| Sl. No. | Designation | Existing PB & Grade Pay | Proposed PB & Grade Pay |
|---------|--------------------|--------------------------|--------------------------|
| 01. | Personal Asst. 'A' | Rs.5200-20200: GP 2400/- | Rs.5200-20200:GP 2800/- |
| 02. | Personal Asst. 'C' | Rs.9300-34800: GP 4200/- | Rs. 9300-34800:GP 4200/- |
| 03. | Private Secretary | Rs.9300-34800: GP 4600/- | Rs. 9300-34800:GP 4800/- |
| 04. | Senior Pvt.Secy | Rs.15600-39100:GP4800/- | Rs.15600-39100:GP 6600/- |

DATA ENTRY OPERATOR STAFF

| Sl. No. | Designation | Existing PB & Grade Pay | Proposed PB & Grade Pay |
|---------|-------------|--------------------------|--------------------------|
| 01. | DEO 'A' | Rs.5200-20200: GP 2400/- | Rs.5200-20200: GP 2800/- |
| 02. | DEO 'B' | Rs.5200-20200: GP 2800/- | Rs.9300-34800: GP 2800/- |
| 03. | DEO 'C' | Rs.9300-34800: GP 4200/- | Rs. 9300-34800:GP 4200/- |

*The Data Entry Cadre may be merged with Admin / Stores / Personal cadre.

SECURITY STAFF

| Sl. No. | Designation | Existing PB & Grade Pay | Proposed PB & Grade Pay |
|---------|--------------------|--------------------------|----------------------------------|
| 01. | Security Asst. 'A' | Rs.5200-20200:GP 1900/- | <i>Rs. 5200-20200: GP 2400/-</i> |
| 02. | Security Asst. 'B' | Rs.5200-20200:GP 2400/- | <i>Rs. 5200-20200: GP 2800/-</i> |
| 03. | Security Asst. 'C' | Rs.5200-20200:GP 2800/- | <i>Rs. 5200-20200: GP 2800/-</i> |
| 04. | Sr. Sec Asst. | Rs.9300-34800:GP 4200/- | <i>Rs.9300-34800: GP 4200/-</i> |
| 05. | CASO | Rs.9300-34800:GP 4600/- | <i>Rs. 9300-34800-GP 4800/-</i> |
| 06. | CSO Grade-II | Rs.15600-39100:GP 5400/- | <i>Rs.15600-39100-GP 6600/-</i> |
| 07. | CSO Grade-I | Rs.15600-39100:GP 6600/- | <i>Rs.15600-39100-GP 7600/-</i> |

VEHICLE OPERATOR STAFF

| Sl. No. | Designation | Existing PB & Grade Pay | Proposed PB & Grade Pay |
|---------|--------------------|--------------------------|----------------------------------|
| 01. | Vehicle Operator-A | Rs.5200-20200: GP 1900/- | <i>Rs. 5200-20200: GP 2400/-</i> |
| 02. | Vehicle Operator-B | Rs.5200-20200: GP 2400/- | <i>Rs. 5200-20200: GP 2800/-</i> |
| 03. | Vehicle Operator-C | Rs.5200-20200: GP 2800/- | <i>Rs. 5200-20200: GP 2800/-</i> |
| 04. | Vehicle Operator-D | Rs.9300-34800: GP 4200/- | <i>Rs.9300-34800: GP 4200/-</i> |

FIRE FIGHTING STAFF

| Sl. No. | Designation | Existing PB & Grade Pay | Proposed PB & Grade Pay |
|---------|--------------------|--------------------------|--------------------------|
| 01. | Fireman | Rs.5200-20200: GP 1900/- | Rs.5200-20200: GP 2400/- |
| 02. | Leading Fireman | Rs.5200-20200: GP 2000/- | Rs.5200-20200: GP 2400/- |
| 03. | Station Officer | Rs.5200-20200: GP 2800/- | Rs. 5200-20200: GP 2800 |
| 04. | Asst.Div Fire Off | Rs.9300-34800: GP 4200/- | Rs.9300-34800: GP 4200/- |
| 05. | DyDiv Fire Officer | Rs.9300-34800: GP 4600/- | Rs.9300-34800: GP 4800/- |
| 06. | Fire Engine Dvr.-A | Rs.5200-20200: GP 1900/- | Rs.5200-20200: GP 2400/- |
| 07. | Fire Engine Dvr.-C | Rs.5200-20200: GP 2800/- | Rs.5200-20200: GP 2800/- |
| 08. | Fire Engine Dvr.-D | Rs.9300-34800: GP 4200/- | Rs.9300-34800: GP 4200/- |

CANTEEN STAFF

| Sl. | Designation | Existing PB & Grade Pay | Proposed PB & Grade Pay |
|-----|-------------|-------------------------|-------------------------|
|-----|-------------|-------------------------|-------------------------|

| No. | | | |
|-----|---------------------------------------|--------------------------|------------------------------------------------------|
| 01. | Canteen Attendant 'A' | Rs.5200-20200: GP 1800/- | Already merged with AMS Cadre |
| 02. | Canteen Attendant 'B' | Rs.5200-20200: GP 1800/- | |
| 03. | Asst. Halwai-cum-Cook | Rs.5200-20200: GP 1900/- | Both posts to be merged. Rs.5200-20200: GP 2400/- |
| 04. | Halwai-Cum-Cook | Rs.5200-20200: GP 2000/- | |
| 05. | Halwai-Cum-Cook (Erstwhile Cook (HS)) | Rs.5200-20200: GP 2400/- | Rs.5200-20200: GP 2800/- |
| 06. | Clerk | Rs.5200-20200: GP 1900/- | Rs.5200-20200: GP 2400/- |
| 07. | Asst. Manager-cum Store Keeper | Rs.5200-20200: GP 2400/- | Rs.5200-20200: GP 2800/- |
| 08. | Manager-cum Accountant | Rs.9300-34800: GP 4200/- | Rs.9300-34800: GP 4200/- |

SUPERVISOR (GENERAL DUTIES) STAFF

| Sl. No. | Designation | Existing PB & Grade Pay | Proposed PB & Grade Pay |
|---------|-------------------------|--------------------------|---------------------------------|
| 01. | Supervisor (GD) 'A' | Rs.5200-20200: GP 1900/- | <i>Rs.5200-20200: GP 2400/-</i> |
| 02. | Supervisor (GD) 'B' | Rs.5200-20200: GP 2400/- | <i>Rs.5200-20200: GP 2800/-</i> |
| 03. | Sr. Supervisor (GD) 'A' | Rs.5200-20200: GP 2800/- | <i>Rs.5200-20200: GP 2800/-</i> |
| 04. | Sr. Supervisor (GD) 'B' | Rs.9300-34800: GP 4200/- | Rs.9300-34800: GP 4200/- |

DEFENCE RESEARCH TECHNICAL CADRE (DRTC) STAFF: CATEROGY-I

| Sl. No. | Designation | Existing PB & Grade Pay | Proposed PB & Grade Pay |
|---------|--------------------|--------------------------|---------------------------------|
| 01. | Technician 'A' | Rs.5200-20200: GP 1900/- | Rs.5200-20200: GP 2400/- |
| 02. | Technician 'B' | Rs.5200-20200: GP 2400/- | Rs.5200-20200: GP 2800/- |
| 03. | Technician 'C' | Rs.5200-20200: GP 2800/- | Rs.5200-20200: GP 2800/- |
| 04. | Tech Assistant 'B' | Rs.9300-34800: GP 4200/- | <i>Rs.9300-34800: GP 4200/-</i> |
| 05. | Technical Officer | Rs.9300-34800: GP 4600/- | <i>Rs.9300-34800: GP 4800/-</i> |

DEFENCE RESEARCH TECHNICAL CADRE (DRTC) STAFF: CATEGORY-II

| Sl. No. | Designation | Existing PB & Grade Pay | Proposed PB & Grade Pay |
|---------|-----------------------|--------------------------|---------------------------------|
| 01. | Sr. Tech Asst 'B' | Rs.9300-34800: GP 4200/- | Rs.9300-34800: GP 4200/- |
| 02. | Technical Officer 'A' | Rs.9300-34800: GP 4600/- | <i>Rs.9300-34800: GP 4800/-</i> |

Annual Increment

Granting the annual increment to all on the 1st day of July uniformly has not served the purpose because Rule 10 of CCS (RP) Rules, 2008 reads as under:-

“ ... Employees completing 06 months and above in the revised pay structure as on 1st July will be eligible to be granted the next increment. The first increment after fixation of pay on 01.01.2006 in the revised pay structure will be granted on 01.07.2006 for those employees for whom the date of next increment was between 1st July, 2006 to 1st January, 2007.”

This has violated the provisions of F.R. 26 which confers the right to be granted next increment on completion of 12 months and as per FR 24 an increment shall ordinarily be drawn as a matter of course unless it is withheld. We propose to have two dates of increment i.e. 1st Jan and 1st July. Those recruited or promoted between 1st January and 30th June will have their increment date on 1st January of next year and those recruited or promoted between 1st July and 31 December may be granted the increment on 1st July next year.

Further it is also suggested that the rates of annual increment should be @ 5% BP + GP for the first 5 years and thereafter 7.5%.

Apart from above, one Notional Increment should be granted to the employee on his superannuation for calculating retirement benefits.

Pay Fixation

The 6th CPC introduced the system of Pay Bands and Grade Pays to address the anomalies aroused due to merger of pay scales whereby promotion and feeder cadres being placed in an identical pay scales. But the aim could not be achieved without merger of posts as the merger of promotion - feeder cadre and merger of pay scales have different meanings.

Further, Rule 8 of CCS (RP) Rules, 2008 on fixation of pay in the revised pay structure of employees appointed as fresh recruits on or after 01.01.2006 stipulates that the pay of direct recruits to a particular post carrying a specific

grade pay will be fixed as mentioned in Section II of Part A of the First Schedule of these Rules for entry level pay in pay band. Whereas Rule 13 of CCS (RP) Rules, 2008 deals with fixation of pay on promotion on or after 01.01.2006 which stipulates that in case of promotion from one grade pay to another in revised pay structure, the fixation will be done by granting one increment equal to 3% of the sum of the pay in the pay band and the existing grade pay and this will be added to the existing pay in band and the grade pay corresponding to the promotion post will thereafter be granted in addition to this pay in pay band.

Due to above rules, an employee may draw less pay on promotion in the same pay band but next/higher grade pay in comparison to a direct recruit who joins later in the same grade pay and pay band. For example, if a person "A" drawing the grade pay Rs. 1800/- and promoted to G.P. 1900 or 2000 or 2400 or 2800 may draw less pay in pay band in comparison to a person "B" who directly recruited in G.P. 1900 or 2000 or 2400 or 2800 even after 02-04 yrs. of promotion of "A".

To remove the anomaly aroused due to introduction of Grade Pay, Rule for pay fixation on promotion or financial upgradation may be amended as under:-

"..... in case of promotion from one grade pay to another in revised pay structure, the fixation will be done by granting one increment equal to 5% or 7.5% (as the case may be) of the sum of the pay in the pay band and the existing grade pay and this will be added to the existing pay in band and the grade pay corresponding to the promotion post will thereafter be granted in addition to this pay in pay band. However, if the pay in the pay band after adding the increment is less than the entry level pay in the pay band for particular grade pay to which promotion is taking place, pay in pay band will be stepped to such entry level pay."

House Rent Allowance

With rapid changes in the demography of various cities, it has now become imperative to have a revisit on the criteria of categorising cities. The concept of "metros" are no longer limited to the erstwhile definitions.

Hence it is very important to revise the criteria for HRA on the basis of population of cities/towns and our suggestion is as under:-

A-1 City = Population of 50 Lakhs + HRA be paid @ 35% of BP+GP
A City = Population of 25 Lakhs + HRA be paid @ 30% of BP+GP
B City = Population of 15 Lakhs +, HRA be paid @ 25% of BP+GP
C Class City = Population below 15 Lakh, HRA @ 20% of BP+GP

Children Education Allowance

The existing limit for Children Education Allowance should be enhanced to Rs. 36,000/- per year, per child and should be extended upto Graduation level.

Further, it is suggested that this amount should be totally exempted from Income Tax. It is also demanded that the rate of this allowances shall automatically increase by 50% whenever the Dearness Allowance payable on the revised pay bands goes up by 50%.

This CEA should be granted without claim if the employee is having 02 children who are attaining the education upto the level of Graduation.

Knowledge Update Allowance

In this fiercely competitive world it is most imperative that to stay relevant everyone has to be up to date with the latest in technology and expertise in his/her chosen field so that he continues to be an asset to the organisation where he is posted/employed.

Taking into consideration the above, it is suggested to introduce a "Knowledge Update Allowance" wherein every employee irrespective of his/her Rank and Grade Pay, should be provided Allowance per month at the rate of One Annual Increment for purchase of Newspaper, Magazine, Broadband/Internet connection etc.

Medical Allowance

Taking into consideration the practical difficulties being faced today, in partial modification to the existing scheme, the following is suggested:

For Non-CGHS category, Advance of Medical treatment should be 100% of Package or conservative treatment.

For CGHS beneficiaries it should be CASHLESS Scheme.

More cities and Towns should be covered under CGHS Schemes by opening new Dispensaries at such places.

Leave Travel Concession (LTC)

LTC should be given every year for Home Town, Once in 2 Years for All India, a new concept of LTC Promotional Allowance* (which should be exempted from Income Tax) be provided for every occasion on which LTC is availed, LTC scheme should be extended to Retired employees also. Further, eligibility for class of travel be revised as under:

| Grade Pay | Air | Rail | Road |
|-----------------|-----------------------|--------------|-------------------------------------------------|
| 1800 to 2000 | - | AC-III Tier | Any Public Bus except AC Bus |
| 2400 to 4200 | - | AC-II Tier | Any Public Bus including AC Bus |
| 4600 to 8900 | Economy Class | AC-I Class | Any Public Bus including AC Bus / Ordinary Taxi |
| 10000 and above | Business / Club Class | AC – I Class | Any Public Bus including AC Bus / AC Taxi |

It has been further proposed that in case an employee surrenders his one All India LTC in a block of 4 years i.e. if he avails LTC only once in 4 years, then he should be eligible to travel by Air, irrespective of his GP.

Irrespective of Rank and GP, an employee should be entitled to ONE INTERNATIONAL LTC in his Service Career.

**LTC Promotional Allowance has been defined/clarified as: The Government should substitute the present Leave Encashment Scheme and instead give ONE SALARY (BP + GP) – which shall be NON REFUNDABLE as LTCPA.*

Transport Allowance

Considering the realistic situation as existing today, it is suggested that the amount be raised by THREE TIMES as per formula mentioned in the table under and the criteria of city classification be dispensed off since the cost of fuel remains same irrespective of classification and/or distance.

| SL | Existing Grade Pay | Recommendations |
|----|--------------------|------------------------|
| 01 | GP 2800 and below | Rs.1600 x 3 times + DA |
| 02 | GP 4200 and above | Rs.3200 x 3 times + DA |

As regards Advance of TA on Retirement, it is proposed that entitlements for weight, Rates per KM etc. are to be rationalized and be made equal irrespective of GP. The scheme should also be delinked with residency proof of family.

As regards TA to family of deceased, it is proposed that the same should be 100% of entitlement.

TA/DA While on Tour

The following changes/modification is suggested to the existing scheme.

The eligibility criteria may be revised as under:

| Grade Pay | Air | Rail | Road |
|--------------|---------------|------------|--------------------------------------------------------------------------------------------------------------------|
| 1800 to 2000 | - | No Change | Autorickshaw / Own Scooter / Motorcycle / Moped/ Any Public Bus except AC Bus |
| 2400 to 4200 | - | AC-II Tier | Autorickshaw / Own Scooter / Motorcycle / Moped/ Any Public Bus including AC Bus |
| 4600 to 8900 | Economy Class | AC-I Class | Autorickshaw / Own Scooter / Motorcycle / Moped/ Any Public Bus including AC Bus / Ordinary Taxi |

| | | | |
|-----------------|-----------------------|--------------|-----------------------------------------------------------------------------------------------------------|
| 10000 and above | Business / Club Class | AC – I Class | Autorickshaw / Own Scooter / Motorcycle / Moped/ Any Public Bus including AC Bus / AC Taxi |
|-----------------|-----------------------|--------------|-----------------------------------------------------------------------------------------------------------|

HOTEL CHARGES = Minimum Rs.2000/- and it should not be insisted that Bills should be produced from Hotels.

FOOD CHARGES = Rs.500/- per Day for all category and no Bill should be insisted.

LOCAL TRANSPORT CHARGES = Rs. 300/- per day minimum and no Bill/Taxi Receipt should be insisted.

The above should be cent percent neutralized with increase of DA.

At present, Government servants who appear as “Defence Assistants” or “Assisting Officer” in Departmental proceedings are being provided only TA for attending such enquiries, whereas Presenting Officers and Inquiry Officers are being provided with both TA and DA and other elements for attending enquiries outside their station. This discrimination should end and hence it is also proposed that necessary amendments may be made in the CCS (CCA) Conduct Rules to provide the element of DA, Hotel Charges, Local Transportation Charges etc. also to Government servants who appear as “Defence Assistants” or “Assisting Officer” in Departmental proceedings.

Washing Allowance

Washing Allowance should be increased to Rs.300/- per month + DA for both category of employees. It is also demanded that the rates of this allowances shall automatically increase by 50% whenever the Dearness Allowance payable on the revised pay bands goes up by 50%.

Split duty allowance

It is our considered opinion after weighing several aspects of this scheme and its practical implementation, that the Split duty allowance be increased to Rs.2000/- .per month. It is also demanded that the rates of this allowances shall automatically increase by 50% whenever the Dearness Allowance payable on the revised pay bands goes up by 50%.

Risk/Hazardous Allowance

Taking into consideration the nature of duties performed and the risk attached thereto, it is suggested that the Risk Allowance be increased to the rate of One Annual Increment per month. Further, this should be delinked to any other schemes such as Risk Insurance etc.

Armoured Vehicle Welding Allowance

The allowance should be extended to all employees attached to the specific job as under:

For MCM = Rs. 900/- PM

For HS-I = Rs. 560/- PM

For HS-II = Rs. 480/- PM

For Skilled = Rs. 400/- PM

Technical Allowance

Technical Allowances (Airworthiness Allowance/Flight Charge Certificate Allowance/Aeronautical Technical Allowance/Submarine Allowance, Sea/Field Trial Allowance) are given to combatants in Army, Navy, Air Force etc. and denied to Civilians deployed on similar type of Jobs. Hence it is proposed that this allowance be given to Civilians at par with Combatants.

Incentive for Quality Control

Artisan Staff/Industrial Employees engaged in Ordnance Factories are entitled to “Piece-Work” and the IEs engaged in electrical or mechanical or civil work maintenance/repair are entitled for 50% of average piece work as Incentive Bonus and this system is in vogue since decades. However, Artisan Staff/Industrial Employees engaged in Inspection/Quality Control of the jobs being produced are not covered under any “piece-work” and/or any other system. Since these category of workmen perform a very critical task ensuring zero defect products, it is essential that they should be covered under the “Incentive Scheme” at par with their counterparts in the Maintenance stream.

Incentive for Promoting Small Family

As per existing rules, Re-employed pensioners are not entitled to this incentive, if the sterilization operation was undergone prior to his re-employment. This condition should be deleted and Re-employed pensioner may be entitled for this incentive. Even, if newly recruited employee or his/her spouse has undergone sterilization operation prior to recruitment may be granted the incentive, if he/she fulfills other conditions.

Patient Care Allowance (HPCA/PCA)

The Govt of India has introduced the Hospital Patient Care Allowance and Patient Care Allowance in respect of the Group C & D (Non-Ministerial) working in Hospitals, Dispensaries in the Central Government on the rates revised from time to time.

Due to implementation of recommendations of 6th CPC, all the Group ‘D’ employees have been granted the Grade Pay of Rs. 1800/- and some of the posts of Para Medical Staff have been granted the Grade Pay of Rs. 4200 and above.

Further, Department of Personnel & Training vide their S.O. 946 (E), dated 9th April, 2009, re-classified the posts on the basis of Grade Pay and accordingly the Grade Pay of Rs.1800/- has been classified as Group ‘C’ and the Grade Pay of Rs.4200/- has been classified as Group ‘B’.

In such circumstances, all the eligible erstwhile Group ‘D’ employee are entitled for HPCA/PCA even re-classification of posts, but erstwhile Group ‘C’

employees who have been re-classified as Group 'B' like Radiographer having the Grade Pay of Rs. 4200 may be deprived from the HPCA/PCA. Contrary to above, the Nursing Personnel of all categories at all levels working in Central Govt/UT hospitals/Institutions have been authorized for Nursing Allowance / Uniform Allowance / Washing Allowance.

Therefore, 07th CPC should recommend that all the categories of Para Medical Staff irrespective of their Classification may be granted the HPCA/PCA subject to fulfilling other conditions.

SPECIAL ALLOWANCE

4th CPC recommended to enhance special allowance of Rs. 60 per month to Nurses working in special units viz. ICU, CCU, NICU, Operation Theatre, Dialysis, and Burns subject to the condition that it shall not be granted to more than 35% of the total Nursing Staff. Subsequently 5th CPC & 6th CPC have doubled this allowance.

Other Allowances

All other allowances in vogue at present and for which specific proposals have been mooted, may be increased by 3 times of the present. It is also demanded that the rates of such allowances shall automatically increase by 50% whenever the Dearness Allowance payable on the revised pay bands goes up by 50%.

OTA for employees detailed in Offices:- There should not be any pay limit for OTA and it should be paid as below:

Overtime Allowance: $\{(BP+GP) \div 200\} \times \text{Overtime hours}$

Interest Free Advances

Advance for Bicycle/warm clothing be Rs.10000/-.

Advance for Computer = Rs.50,000/- for 1st occasion and Rs.40,000/- on 2nd occasion and eligibility to all.

Advance for Scooter = Rs.60,000/- and eligibility to all

Advance for medical treatment should be 100% of package or conservative treatment.

Festival Advance should be One Month Pay i.e. One month's Gross Pay and to be extended to all categories of employees.

Advance for Natural calamity should be 5 times BP + DA and recovery should be in 60 months.

Advance for training in Hindi should be increased to Rs.1500/-

INTEREST BEARING ADVANCES

Advance for Motor Car = Rs. 5,00,000/- and eligibility should be existing GP 4200+

HBA loan eligibility criteria should be same as formulated adopted by Public Sector Banks. For this purpose, Departments should enter into MOU with designated/selected PSBs and ensure full disbursement of Loan and the rate of interest should be at par with prevailing interest in the saving bank account.

Leave

Accumulation of Leave be continued for upto 300 days, however, encashment option be given to employees to encash 10 days per calendar year.

CCL should be extended to Male Employees also at par with Females Employees in case of death or insane condition of wife.

CL should be restored to 12 days per year for those Offices/Organizations working on a 5 day/week schedule and 15 days per year for those Offices/organizations working on a 6days/week schedule.

Paternity Leave be extended to 30 days.

Special Leave for Federation activities be revised/modified as under and the leave facilities should be extended to Office-bearers/members of Unrecognized Unions affiliated to Recognized Federations.

30 days to Office-Bearers.

20 days to Central Executive Members.

15 days to outstation delegates to attend meeting/conferences.

10 days to local members for attending local meetings.

Special Casual Leave should be given to those employees who donate Kidney/any other Organ till such time as he is declared fit to resume duties by the Doctor as per Medical Certificate.

Study Leave

This facility is at present available only to Group "A" Officer. Under the changed circumstances, it is strongly felt that every section of employees should be given an opportunity to enrich their knowledge. This will only add to the asset of the organisation. Hence it is suggested that the facility of study leave should be extended to all employees.

Gratuity

The Quantum of Gratuity is governed under the extant provisions of the Payment of Gratuity Act 1972 (Act No.39 of 1972) and which has taken effect from 21-08-1972. This Act has been amended from time to time, however, the formula remains static.

In this connection it is submitted that India being a part of the BRIC group of Nations, should position itself at par with its counterparts within the Group, where, all except India, gives Gratuity (called as Severance Pay in some countries) at the rate of ONE MONTH pay per completed year of service.

In view of the above, it is strongly suggested that at par with their BRIC counterparts, the Government of India should also pay Gratuity at the rate of ONE MONTH PAY per completed year of service, irrespective of the number of years served.

It is also proposed that the scheme of Gratuity should be extended to all employees irrespective of their date of joining i.e. employees recruited on or after 01-01-2004 should also be extended the benefit of Gratuity.

Group Insurance

This aspect has been considered taking into consideration various extant factors like devaluation of rupee, raising inflation, life expectancy etc and it is reasonably concluded that a just and fair criteria should be coverage of minimum Rs.10 Lakh (Rupees Ten Lakh) be provided. It is further suggested that provision should be made for “Optional Coverage” by dependents upto restoration of pension should also be provided.

Bonus

Both Productivity Linked Bonus and Ad-hoc Bonus should be treated as “Deferred Payment” and should be given as Monthly Gross pay (removing the ceiling of Rs. 3500) and should be made applicable to all categories of employees irrespective of Rank and GP, including Gazetted Officers.

Income Tax

All allowances should be exempted from Income Tax.

Professional Tax

Professional Tax is being levied by several State Governments. However, discrimination exists amongst Defence employees. Whereas the Uniformed personnel civilian Pay & Accounts Staff are being exempted from payment of the Tax, the same is being collected from the non-uniformed/civilian employees. Since every employee of the Defence sector under the Ministry of Defence, be in the production, inspection, storage, transportation etc. are engaged in similar activity, it is suggested that all employees under the Ministry of Defence including Civilians be granted exemption from payment of Professional Tax.

MACP Scheme

Govt. of India had introduced the ACP Scheme vide OM No. 35034/1/97 – Estt(D) Dated 09.08.1999 on the recommendation of Fifth Central Pay Commission to provide „Safety Net“ to deal with the problem of genuine stagnation and hardship faced by the employees due to lack of adequate promotional avenues. As per instructions, the mobility under ACPS is to be allowed in the ‘existing hierarchy’. Since the benefits of up gradation under ACPS are to be allowed in the existing hierarchy, the mobility under ACPS shall be in the hierarchy existing after merger of pay scales by ignoring promotions. For granting financial upgradation, if such cadre/hierarchy exists in the Ministry / Department concerned, the upgradation may be allowed in keeping with the pay scale of an analogous grade of a cadre/post in the same Ministry/ Department. However, if no such grade exists in the Ministry/Department concerned, comparison may be made with an analogous grade available in other Ministries/Departments.

Subsequently, on the recommendations of Sixth Central Pay Commission, the Assured Career Progression Scheme was modified as under:-

“(2) The MACPS envisages merely placement in the immediate next higher grade pay in the hierarchy of the recommended revised pay bands and grade pay as given in Section 1, Part-A of the first schedule of the CCS (Revised Pay) Rules, 2008. Thus, the grade pay at the time of financial upgradation under MACPS can, in certain cases where regular promotion is

not between two successive grades, be different than what is available at the time of regular promotion. In such case, the higher grade pay attached to the next promotion post in the hierarchy of the concerned cadre/organization will be given only at the time of regular promotion.”

In such circumstances, the wish of the Govt. of India to grant 03 Financial Upgradation for betterment of its employees in thirty years service span could not be culminated through MACP Scheme as it is disadvantageous in comparison to erstwhile ACP Scheme particularly for the employees in Pay Band –1.

MACP scheme introduced after ACP scheme may satisfy most of the people in central Govt. services if the financial upgradation under MACP Scheme is granted in promotional hierarchy instead of Grade pay hierarchy on completion of every 06 years of regular service and not less than 05 financial upgradations in service career.

Qualifying departmental examination should have no link with this scheme. Any deferment in granting of financial upgradation under MACP should not have consequential/cascading effect. However, the professional degree obtained from a recognized institute/university is beneficial for appearing in Limited Departmental Competitive Examinations. Further, the Government is already granting lump sum incentive on acquiring higher qualification but this amount should be enhanced. In view of the above discussion, it is suggested that the existing scheme should be modified as follows:-

Time bound/scale promotion/financial upgradation in promotional hierarchy, to be delinked with vacancies as follows:-

1st = 5 years

2nd = 10 years

3rd = 15 years.

Any deferment in granting of financial upgradation under ACP or MACP should not have consequential /cascading effect.

Entry Pay of Promotee and DR should be same and in case of merger of pay scales the individual should be fixed in pre-revised scale first and then in Revised Scale.

Further, in certain isolated posts where there is only a single grade structure without any feeder grade or promotional post, financial upgradation in Identical posts having same Grade Pay should be given.

Death Relief

Ministry of Finance, vide O.M. No. F. 26 (1)-E. V/99, dated 12.07.1999 on the subject matter had ordered that in case Government servant, other than a casual or daily-rated employee, holding a Gazetted or non-Gazetted post in a permanent or temporary capacity dies while in service (whether on duty or on leave with or without leave salary), his family will be eligible for relief in the form of advance limited to three months' pay of the deceased Government servant or ` 8000, whichever is less.

Earlier, in order to provide immediate monetary relief to the family of an employee who dies while in service, Rs. 1000/- was provisioned as the maximum after implementation of 3rd CPC recommendations and the limit of the immediate relief was enhanced to Rs. 2500/- after implementation of 4th CPC recommendations.

It is regretted to submit that the limit of the immediate relief has not yet been enhanced though more than four years have elapsed of implementation of RPR-2008. It is not out of place to mention that Rs 8000/- is a meagre amount in these hard days for a grieved family for performing the last rites of the Govt employee. Moreover, the amount in question is deducted from the legitimate terminal benefits later.

It is therefore recommended that the entire scheme needs a revisit and a Non-Refundable amount of Rs. 25000/- across the board should be provided to the next of kin of the deceased within 3 hours of intimation of death in order to carry out various rituals.

Recruitment & Retention of Talent

It is observed that a large number of new recruits resign from their jobs within a short span of joining, for various reasons. This pattern was closely monitored and research reveals that the faulty recruitment policy is the root cause of such resignations. After a careful study of the problem, we suggest the following:

Recruitment should be done only to those having the minimum prescribed qualification since highly qualified personnel after joining in posts requiring lower qualification starts searching for a better career opportunity and leaves the job immediately after getting the one. As a result of this, classes of poor gets deprived and on the other hand in spite of spending huge amounts in the recruitment

process the department remains short staff for a further period extending 2-3 years when the next batch is recruited.

If posts not having all India transfer liability, it is suggested that recruitment should be done strictly from the local state concerned to balance the shortfall of unemployment evenly amongst states.

Headquarter wise recruitment board be formed similar to Railway Recruitment Board in all the Directorates of the MOD.

The age for recruitments should be increased to 30 years for General Category candidates with proportionate increase for the Reserved Category.

If posts having quota for recruitment of ex-servicemen, its eligibility criteria and quantum be fixed to provide equal opportunity to all.

Promotion Policy

The eligibility for appearing in the fast track promotion schemes such as the Limited Departmental Competitive Examination should be revised to ensure that only those candidates who have acquired higher qualification after joining service can appear in such examinations. This will ensure that all new recruits take in improving their career prospects and the Government also gets fresh pool of permanent talent who are ready to walk the extra mile.

For acquiring higher qualification after joining service, the present system of “Lump sum Payment” should be dispensed with and replaced by the earlier scheme wherein 3 increments were being paid.

Every person needs career enhancement. Although various schemes exist, yet it is observed that in many departments “promotions” are given in the same Grade Pay. This has the demoralizing effect on the employee. Hence a policy be formed to ensure that Promotion means movement to the next higher Grade Pay. Departmental Promotion Committee should meet twice in a year i.e. on 1st January and 1st July and cover all vacancies arising out or anticipated within the 6 month period.

To ensure transparency of DPC proceedings, the select list should be published as is being done with “Trade Test” result.

In case DPC is not conducted as per schedule, it should be made mandatory to implement the recommendation of the immediate past DPC with retrospective effect.

It is observed that in certain departments promotions are stopped on the plea that new Recruitment Rules are being framed on the basis of recommendations of Pay Commissions. This system should be dispensed with

and the promotion process should continue in terms with old Recruitment rules till the new rules are not officially announced.

In the pre-revised pay-scales, none of the Group “C” pay scales were upgraded or merged. However, a DOP&T letter dated 24-03-2009 enhanced the Residency Period/Qualifying Service for promotion without consulting the Staff Side resulting in massive stagnation in posts like Lower Division Clerks, Store Keepers, Skilled Artisan Staff etc, i.e. those having GP of Rs.1900/-.

In order to provide relief to these class of employees, it is demanded that promotion should be made on a time bound basis after every 5/10/15 years.

All Dead-end posts should be abolished and if cannot be done then they should be merged with similarly placed posts to ensure that promotional avenues are not denied to persons occupying such posts.

Administrative issues

In any Industrial set up, Labour Officers belonging to the “Central Labour Service”, an organised Group “A” Service, play an important role. However, the system of writing of their Confidential Reports and/or APAR by the Head of Department of their place of posting, discourages them from rendering their impartial services and this results in large scale disturbance of industrial relations. Therefore, in order to ensure that the purpose of posting of Labour Officers are accomplished in letter and spirit, the system should be changed to ensure that their confidential reports and/or APAR is written by their bosses belonging to the CLS services only.

It is also observed that in certain departments of Air Force, Navy, Army Base Workshop, having large number of Civilian employees, the “Admin Officer” is an Uniformed Officer belonging to the services who has little or no knowledge of civilian rules. This results in gross misunderstandings and results in Industrial relations issues.

To overcome the problem and have a fair and legitimate system, it is strongly proposed that in all institutions/organisations which have civilian employees, the admin Officer should be a Civilian and if need be, a separate organised service be set up for such posts.

Merger of D.A. and provision of Interim Relief

It is strongly recommended that whenever DA cross the 50% mark, it should be merged with the basic Pay and all perquisites be given after adding the merged portion of DA.

It also recommended that in the eventuality of DA crossing the 100% mark with Pay commission recommendations awaiting, then a system should be evolved for automatic merger of the DA and also grant of Interim Relief at 10% of the revised emoluments.

Judicial Pronouncements

Extending judicial decisions in matters of a general nature to all similarly placed employees to avoid litigations in service matters – On the subject matter the 5th CPC already stated as under:-

“We have observed that frequently, in cases of service litigation involving many similarly placed employees, the benefit of judgment is only extended to those employees who had agitated the matter before the Tribunal/Court. This generates a lot of needless litigation. It also runs contrary to the judgment given by the Full Bench of Central Administrative Tribunal, Bangalore in the case of C.S. Elias Ahmed and others v. UOI & others (O.A. Nos. 451 and 541 of 1991), wherein it was held that the entire class of employees who are similarly situated are required to be given the benefit of the decision whether or not they were parties to the original writ. Incidentally, this principle has been upheld by the Supreme Court in this case as well as in numerous other judgments like G.C. Ghosh v. UOI, [(1992) 19 ATC 94 (SC)], dated 20-7-1998; K.I. Shepherd etc. Accordingly, we recommend that decisions taken in one specific case either by the judiciary or the Govt. should be applied to all other identical cases without forcing the other employees to approach the court of law for an identical remedy or relief. We clarify that this decision will apply only in cases where a principle or common issue of general nature applicable to a group or category of Government employees is concerned and not to matters relating to a specific grievance or anomaly of an individual employee.”

Contrary to above, all the Legal Advisors or Standing Councils of the Establishment/Department/Ministry find that almost each and every case fit for appeal in the service matters and the concerned authorities comply the advice which creates a lot of financial burden on the Department as well as on employee and diverts the attention of departmental authorities and litigant employee from

their/his regular work. This must be avoided by imposing heavy penalty upon the Legal Advisors or Standing Councils if the case is defeated in Appellate Forum.

Compassionate Appointments

Extension of Social Security and Welfare by review and removal of 5% limit for making Compassionate Appointment:- The appointment on compassionate ground is an exception to the equality clause under Article 14 and if an employee dies while in service then according to rule framed by the Central Government or the State Government to appoint one of the dependants shall not be violative of Articles 14 and 16 of the Constitution because it is to mitigate the hardship due to the death of the bread earner of the family and sudden misery faced by the members of the family of such employee who had served the Central Government or the State Government. Hon'ble Supreme Court of India has held that while framing any rule in respect of appointment on compassionate ground the authorities have to be conscious of the fact that this right which is being extended to the citizen under Articles 14 and 16 of the Constitution. As such there should be a proper check and balance. Further, though the compassionate appointment is the exclusive domain of the State which extends it to a family member of the deceased Government Servant to come out of the penurious situation and the crippling crisis that had arisen due to the sudden demise of the employee, the exercise to make such appointments is not routine in all cases and only in exceptional cases where the situation is such that grant of appointment is absolutely warranted, as otherwise, the family would sink down and collapse due to penury.

The Apex Court held that the very concept of giving a compassionate appointment is to tide over the financial difficulties that are faced by the family of the deceased. It has been held by the Hon'ble Supreme Court in the case of Umesh Kumar Nagpal vs. State of Haryana and others reported in (1994) 4 SCC 138, which read as under:-

“2. The question relates to the considerations which should guide while giving appointment in public services on compassionate ground. It appears that there has been a good deal of obfuscation on the issue. As a rule, appointments in the public services should be made strictly on the basis of open invitation of applications and merit. No other mode of appointment or any other consideration is permissible. Neither the Governments nor the public authorities are at liberty to follow any other procedure or relax the qualifications laid down by the rules for the post. However, to this general

rule which is to be followed strictly in every case, there are some exceptions carved out in the interests of justice and to meet certain contingencies. One such exception is in favour of the dependants of an employee dying in harness and leaving his family in penury and without any means of livelihood. In such cases, out of pure humanitarian consideration taking into consideration the fact that unless some source of livelihood is provided, the family would not be able to make both ends meet, a provision is made in the rules to provide gainful employment to one of the dependants of the deceased who may be eligible for such employment. The whole object of granting compassionate employment is thus to enable the family to tide over the sudden crisis. The object is not to give a member of such family a post much less a post for post held by the deceased. What is further, mere death of an employee in harness does not entitle his family to such sources of livelihood. The Government or the public authority concerned has to examine the financial condition of the family of deceased, and it is only if it is satisfied, that but for the provision of employment, the family will not be able to meet the crisis that a job is to be offered to the eligible member of the family. The posts in classes III or IV are the lowest posts in non-manual and manual categories and hence they alone can be offered on compassionate grounds, the object being to relieve the family, of the financial destitution and to help it get over the emergency. The provision of employment in such lowest posts by making an exception to the rule is justifiable and valid since it is not discriminatory. The favourable treatment given to such dependant of the deceased employee in such posts has a rational nexus with the object sought to be achieved, viz., relief against destitution. No other posts are expected or required to be given by the public authorities for the purpose. It must be remembered in this connection that as against the destitute family of the deceased there are millions of other families which are equally, if not more destitute. The exception to the rule made in favour of the family of the deceased employees is in considering the status and affairs, of the family engendered by the erstwhile employment which is suddenly upturned.”

In such circumstances, the restriction imposed vide DoP&T O.M. No. 14014/6/95-Estt.(D), dated 26.09.1995 which states that it has been decided that compassionate appointments can be made up to a maximum of 5% of vacancies falling under direct recruitment quota in any Group „C” or „D” post should be reviewed and removed and the concerned authorities should be empowered to give compassionate appointment to the wards of the deceased employee considering his/her financial conditions and other liabilities. Considering the

services rendered by him and the legitimate expectations, and the change in the status and affairs, of the family engendered by the erstwhile employment which is suddenly upturned.”

In short, we strongly demand that the quota of 5% be removed and 100% appointments on compassionate grounds be made.

Pension

It has always been expected from a Government to play an ideal role model and assure social security to its employees as well as citizens. Every employee dedicates his skilled, power and energy to the employer till superannuation or until he loses his capacity to do so and gets remuneration to fulfil his requirements. But after superannuation or being incapacitated by what so ever reasons he becomes unable to serve to get remuneration and his requirement does not end, then the onus is on the employer to mitigate the hardship faced by employee. This social security cannot be measured by solely market related factors. This responsibility was borne by the Govt. as it complied the C.C.S.(Pension) Rules-1972. Later, Govt. introduced Employees' Pension Scheme-1995 for change over from Contributory Provident Fund to Pension Scheme. Now market related factors have compelled the Govt. to deviate to bear its responsibility of social security. Government succumbed to this pressure and introduced New Pension Scheme (Defined Contributory Pension Scheme) applicable to Central Govt. servants who join on or after 01.01.2004.

As per this New Pension Scheme 10 % of Basic Pay + Dearness Pay + D.A. is being recovered from the employees as a compulsory deduction and government is also contributing equal amount. A government servant can exit at or after the age of 60 years and it would be mandatory for him to invest 40 per cent of pension wealth to purchase an annuity which will provide for pension for life time of the employee and his dependent parents/spouse. Each contributor will choose a fund manager, and opt for one of the three types of pension portfolio – pure equity, pure debt or a balanced fund. It is not possible for a Group 'C' employee to have the competency in the field of Share Market.

From above it is established that the new entrants will not be eligible for Superannuation Pension, Compensation Pension, Compulsory Retirement pension, Compassionate Allowance, and Retirement. Any scheme not containing the above benefits is not accepted to employees.

Introduction of New Pension Scheme / National Pension Scheme (NPS) for Central Government employees w.e.f. 01.01.2004 has adversely affected the

concept of social security provided by Government. Hence, NPS should be scrapped.

Pre 1-1-2004 appointees should continue to get the pension with certain following amendments:-

- a) Pension shall not be less than 60% of last pay drawn;
- b) Family pension shall not be less than 40% of last pay drawn;
- c) Concept of one rank one pension should be implemented in letter and spirit;
- d) Commutation restoration after 12 years instead of 15 years;
- e) Fixed Medical Allowance for all pensioners @ Rs. 1500 per month for OPD treatment and this amount should be automatically raised by 50% every time the Dearness Allowance on the revised pay structure goes up by 50%;
- f) Those totally depend on pension should be exempted from Income Tax payment as well as submission of IT return;
- g) Retirement / Death Gratuity should be paid @ one month for every completed year service without limit of maximum 33 yrs and without ceiling of Maximum Rs.10.00 lakh
- h) Hon'ble Supreme Court of India pronounced the judgment in the case of *JeewanLal vs. Appellate Authority* {1984 SCC (L&S) 753} that for the payment of gratuity in the case of a monthly rated employee, the fifteen days wages shall be calculated by dividing the monthly rate of wages last drawn by him by twenty-six and multiplying the quotient by fifteen. Subsequent to the above decision of the Supreme Court an explanation has been added after second proviso to Section 4(2) of the Payment of Gratuity Act, by Act of 1987 (w.e.f. 01.10.1987), which reads as under:

“Explanation – In the case of a monthly rated employee, the fifteen days wages shall be calculated by dividing the monthly rate of wages last drawn by him by twenty-six and multiplying the quotient by fifteen.”

Whereas, Rule 50 of CCS (Pension) Rules, 1972 states that retirement gratuity equal to one – fourth of his emoluments for each completed six monthly period of qualifying service subject to a maximum of 16½ times the emoluments will be paid and emoluments means basic pay as defined in Rule 9(21)(a)(i) of the Fundamental Rules which a Govt servant was receiving immediately before his retirement or on the date of his death; and in addition DA admissible on the date of retirement/death of the Govt. employee shall also be treated as emoluments. Hence, we demand that CCS (Pension) Rules, 1972 should be amended as under:-

“Emoluments- Fifteen days wages shall be calculated by dividing the pay in pay band plus grade pay last drawn by him by twenty six and multiplying the quotient by fifteen and in addition DA admissible on the date of retirement/death of Govt employee.”

Protection of Whistleblowers

Hon’ble Supreme Court of India has held in landmark judgment in respect of whistleblowers, which as under:-

“Here it should be kept in the mind that there is a growing acceptance of the phenomenon of whistleblowers. A whistleblowers is a person who raises a concern about the wrong doing occurring in an organization or body of people. Usually this person would be from that same organization. The revealed misconduct may be classified in many ways; for example, a violation of a law, rule, regulation and/or a direct threat to public interest, such as fraud, health/safety violations and corruption. Whistleblowers may make their allegations internally (for example, to other people within the accused organization) or externally (to regulators, law enforcement agencies, to the media or to groups concerned with issues). Most whistleblowers are internal whistleblowers, who report misconduct on a fellow employee or a superior within their organization. One of the most interesting questions with respect to internal whistleblowers is why and under what circumstances people will

either act on the spot to stop illegal and otherwise unacceptable behaviour or report it. There is some reason to believe that people are more likely to take action with respect to unacceptable behaviour, within an organization, if there are complaint systems that offer not just options dictated by the planning and controlling organization, but a choice of options for individuals, including an option that offers near absolute confidentiality.”

Hence, whistleblowers in Central Government should also be protected.

Speedy Decision in Service Matters

Probable date of completion (PDC) on the pattern of citizen charters should be fixed for resolving the issues, for movement of file/paper from desk to desk/section in respect of issues raised by JCM/Federations and latest position should be updated in website.

Strengthening of JCM Forums

A scheme for joint consultation with the organizations of Government servants on the pattern of the Whitely Machinery in the U.K. was recommended by the 2nd Pay Commission (1959). It was introduced in 1966 in India. It covers 95% of the regular civil employees of the Central Government including Industrial Employees working in departmentally run undertakings like the Railways and the Workshops/Production Units of various Ministries with the objective of promoting harmonious relations and securing the greatest measure of cooperation between the Government, in its capacity as employer, and the general body of its employees in matters of common concern and increasing the efficiency of the public service. Non-conduction of regular meetings, non-implementation of Arbitration Awards without approval of both Houses of Parliament is some of the major challenges. If these constraints are removed, the JCM forum may resolve various issues in time which will reduce the litigations on service matters and that will have the cascading effect upon the functioning of Government machinery.

Amendment to Service Rules: Co-relation of Pay

Central Civil Services (Conduct) Rules, 1964 states that Rules 4, 6, 7, 12, 14, sub-rule (3) of Rule 15, Rule 16, sub-rules (1), (2) and (3) of Rule 18, Rule 19,

20 and 21 shall not apply to any Government Servant who draws a pay which does not exceed Rs.500 per mensem and holds a non-gazetted post in various establishments.

This monetary limit of Rs. 500 per Menem has never been revised since 1964. If this monetary limit is correlated to the revised pay of 7th CPC, conduct rule will relax the employees and reduce the supervisor's burden in the following matters:-

- a) Employment of near relatives of Government servants in companies or firms (Rule-4);
- b) Joining of associations by Government servants (Rule 6);
- c) Demonstration and strikes (Rule 7);
- d) Subscriptions (Rule 12);
- e) Public demonstrations in honour of Government Servants (Rule 14);
- f) Private trade and employment (Rule 15);
- g) Investment, lending and borrowing (Rule 16);
- h) Movable, immovable and valuable property (Rule 18);
- i) Vindication of acts and character of Government servant (Rule 19);
- j) Canvassing of non-official or other outside influence (Rule 20) &
- k) Restriction regarding marriage (Rule 21)