

## *General Issues*

### **Introduction**

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11.1.1 The Ministry of Agriculture comprises three departments, viz., Department of Agriculture and Cooperation, Department of Agricultural Research and Education and Department of Animal Husbandry, Dairying and Fisheries. These are discussed below:

- i. **Department of Agriculture and Cooperation:** The vision of the Department of Agriculture and Cooperation is to enhance productivity and production of agricultural commodities to ensure the food, nutritional and livelihood security of the nation by successful implementation of various new initiatives and agricultural missions and schemes such as National Food Security Mission, National Horticulture Mission, National Mission on Oilseeds and Oil Palm, National Mission for Sustainable Agriculture, National Mission on Agricultural Extension and Technology, Integrated Scheme for Farmers Income Security etc. The department is organised into 27 divisions and has five attached offices and twenty-one subordinate offices which spread across the country. Further, one PSU, nine autonomous bodies, ten national level cooperative organisations and one Authority are functioning under the administrative control of the department.
- ii. **Department of Agricultural Research and Education (DARE):** This Department was created in the Ministry of Agriculture in December, 1973 to coordinate and promote agricultural research and education in the country. DARE provides the necessary government linkages for the Indian Council of Agricultural Research(ICAR), the premier research organisation for coordinating , guiding and managing research and education in agriculture including horticulture, fisheries and animal sciences in the entire country. With 108 ICAR institutions and 65 agricultural universities spread across the country, this is one of the largest national agricultural research system in the world. Apart from ICAR, the Department of Agricultural Research and Education has other autonomous bodies viz., the Central Agricultural University (CAU), Imphal established in the year 1993 and Agrinnovate India Limited, Delhi incorporated on 19 October, 2011, under its administrative control.
- iii. **Department of Animal Husbandry, Dairying and Fisheries:** This department came into existence on 1 February, 1991 through merger of two Divisions of the Department of Agriculture and Co-operation viz., Animal Husbandry and Dairy Development into a separate department. The Fisheries Division of the Department of Agriculture and Co-operation and a part of the Ministry of Food Processing Industries were later transferred to this Department on 10 October, 1997. The Department advises the State Governments/Union Territories in the formulation of policies and programmes in animal husbandry, dairy development and fisheries. The focus of the activities is on (a)

Development of requisite infrastructure in States/UTs for improving animal productivity; (b) Promoting infrastructure for handling , processing and marketing of milk and milk products; (c ) Preservation and protection of livestock through provision of health care; (d) Strengthening of central livestock farms for development of superior germ plasm for distribution to States; and (e) Expansion of aquaculture in fresh and brackish water, development of marine fisheries infrastructure and post-harvest operations and welfare of fisherfolk. The department has eleven subordinate offices spread all over the country to carry out its functions.

## Personnel Position

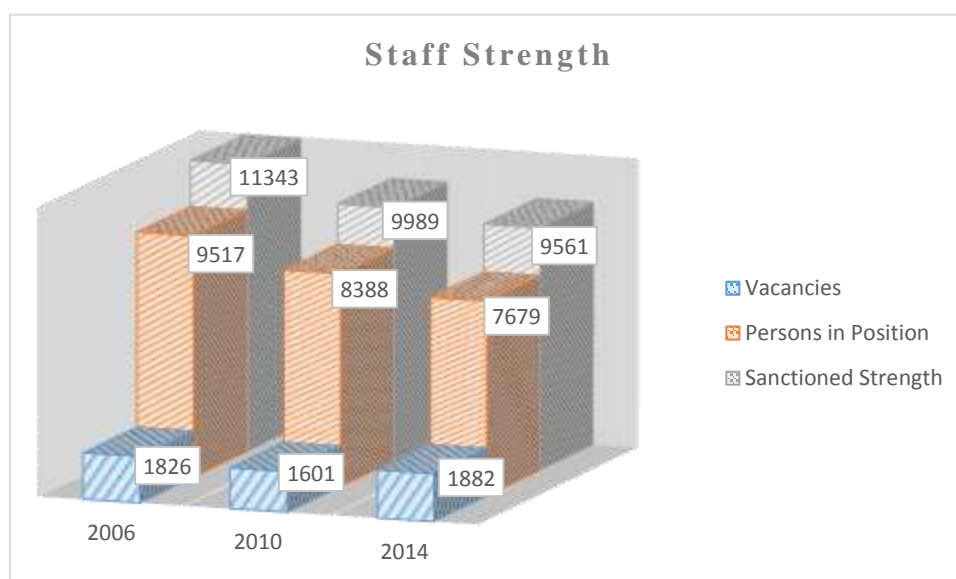
11.1.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Department of the Ministry of Agriculture, is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	988	606	382	39
B	2,758	2,123	635	23
C	5,815	4,950	865	15
<b>Total</b>	<b>9,561</b>	<b>7,679</b>	<b>1,882</b>	<b>20</b>

11.1.3 The above table shows that in overall terms 20 percent of total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of 7,679 persons in position (PIP), 6,320 employees are pre-2004 recruits and remaining 1,359 employees have been recruited on or after 01.01.2004.

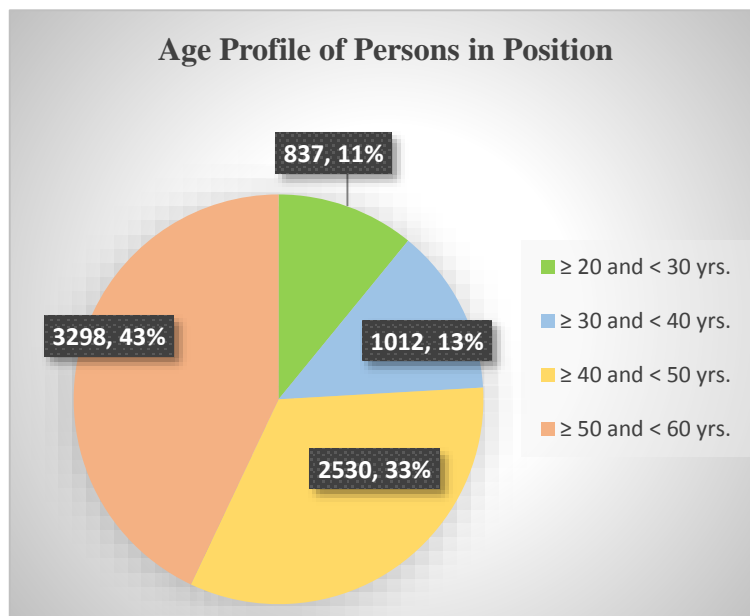
## Inter Temporal Trend of Personnel

11.1.4 The following bar chart indicates the inter-temporal position of personnel in the Ministry of Agriculture as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



## Age Profile of the Persons in Position

11.1.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Agriculture. It indicates that about 43 percent of the PIP shall be retiring within the next ten years.



## Expenditure on Personnel and Contractual Employees

11.1.6 The following table brings out the expenditure incurred by the Ministry of Agriculture, on salaries and allowances on the employees working in the ministry through the years 2010 to 2013.

Particulars	(₹ in lakh)		
	2010-11	2011-2012	2012-13
Expenditure on Salaries and Allowances	28,805.25	29,795.98	32,750.12
Expenditure on Contractual Employees	39.78	67.19	154.32
<b>Total</b>	<b>28,845.03</b>	<b>29,863.17</b>	<b>32,904.44</b>

## Training

11.1.7 While the Departments of Agriculture and Cooperation and Agricultural Research and Education have not furnished any information on training of the personnel of these departments, the Department of Animal Husbandry, Dairying and Fisheries has identified 142 posts for training for core competencies and 65 posts for training for specialised competencies. The department has indicated that in 2012-13, training was imparted to 167 persons for core competencies and to 13 persons for specialised competencies. During the year 2013-14, 171 employees were trained on core competencies and ten persons were trained for specialised

## ***Cadre Related Issues***

### **Department of Agriculture and Cooperation** ***Directorate of Marketing and Inspection (DMI)***

#### **Marketing Officers Group I and III**

11.1.8 A comparative table of Marketing Officers in four Groups, I, II, III and IV is shown below:

<b>Category of Posts</b>	<b>Grade Pay</b>	<b>Entry level Qualification</b>
Marketing Officer (Group I) Agricultural Commodities	4600	M Sc Botany/Agriculture/Agricultural Science or MA (Economics) with two years' experience
Marketing Officer (Group II) Meat and Meat products	5400 (PB-3)	BSc (Veterinary Science) with registration with the Veterinary Council of India
Marketing Officer (Group III) Oils and fats	4600	MSc Chemistry/Agricultural Chemistry/Dairy Chemistry/B Tech (Dairy Development)
Marketing Officer (Group IV) Cold Storage	4600	B Tech.

11.1.9 The demand is for upgradation of the grade pay of Marketing Officers of Groups I, III and IV from GP 4600 to GP 5400 (PB-3) so as to be placed at par with the Marketing Officer Group II.

#### *Analysis and Recommendations*

11.1.10 The Commission has noted that the Marketing Officers in the DMI are recruited through the UPSC and are categorized under four groups for implementation and monitoring of various schemes. Of these, Marketing Officers (Group II) are registered with the Veterinary Council of India and are considered at par with Veterinarians. The latter have a degree of Bachelor in Veterinary Science and are considered at par with GDMOs/Dental Doctors, who have a MBBS degree. Accordingly higher entry pay for marketing officers in Group II vis-à-vis marketing officers in Groups I, III and IV is justified. **The Commission is, therefore, not recommending any upgradation of the posts of Marketing Officers in Groups I, III and IV.**

## Laboratory Staff

11.1.11 The DMI has a chain of Regional Agmark Laboratories with an apex laboratory in Nagpur. The hierarchy of the Laboratory staff of DMI is as follows:

Hierarchy	Grade Pay	Entry Level Qualification/Method of Filling	No. of Posts
Director of Laboratories	7600	PhD with 10 years' experience and research publications in reputed national and international journals. (Recruitment by UPSC)	1
Assistant Director	5400 (PB-3)	100 percent by promotion	3
Chief Chemist	4600	100 percent by promotion	5
Senior Chemist	4200	100 percent by promotion	18
Junior Chemist	2800	B.Sc. (Chemistry)	118

11.1.12 The association has demanded one upgradation for each level in the hierarchy. They have further stated that with one upgradation, the Director of Laboratories will be placed at par with Jt. Agricultural Marketing Advisor of DMI.

### *Analysis and Recommendations*

11.1.13 It is noted that the minimum entry level qualification for Junior Chemist is a Bachelor's degree (with chemistry as a subject). The post is considered appropriately placed at GP 2800 and no upgrade is recommended.

## Statistical Wing

11.1.14 The association has demanded higher GP 4600 for the posts of Statistical Assistant in the DMI. **The Commission is of the view that the present level of Statistical Assistants in the GP 4200 is appropriate as it is also the entry level of subordinate statistical services.**

## Storekeepers

11.1.15 The existing hierarchy of the Storekeepers of DMI is as follows:

Post	Grade Pay	Entry Level Qualification/Method of Filling	No. of posts
Storekeeper Gr. I	2800	B.Sc. with Chemistry (100 percent by promotion)	1
Storekeeper Gr. II	2400	B.Sc. with Chemistry (Direct recruitment)	6

11.1.16 The association has demanded upgradation of the level of Storekeeper Gr.I from GP 2800 to GP 4600 and that of Storekeeper Gr.II from GP 2400 to GP 4200. The justification given is that the VI CPC had recommended these higher grade pays.

### *Analysis and Recommendations*

11.1.17 The category of Storekeeper is discussed at length in Chapter 7.7. In the entry level of Storekeeper, where the entry level qualification prescribed is that of graduation, they are invariably placed in PB-I, GP 2400. The Storekeeper Gr. II has therefore been appropriately placed and no change is recommended. The post of Storekeeper Gr. I is a promotional post and here again no change is recommended.

### **Isolated Posts in DMI**

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11.1.18 Higher GP 2800 has been sought for the posts of Carpenter in the GP 1900 and Dark Room Assistant in the GP 2400. The Commission is of the view that DMI should look into the necessity of continuing with these posts. **No upgrade is recommended.**

## **Department of Animal Husbandry, Dairying and Farming Veterinarians**

### **Hierarchy**

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11.1.19 Veterinarians are classified into three categories - Veterinary Officers, Veterinary Supervisors and Para-Veterinarians including auxiliary staff. Directors of Veterinary and Veterinary surgeons are included amongst Veterinary Officers. Veterinary Supervisors include Animal House Supervisors/Caretakers and Biological/Zoological/Veterinary Assistants. Para-veterinarians cover Animal Husbandry Assistants, Compounders, Dressers, Stockmen, Stock Assistants, Vaccinators, and Milk Recorders. Within this category there is an auxiliary group at a lower level comprising Animal attendants, Bull Attendants, Cattle Attendant, Shepherds etc.

11.1.20 Veterinary Officers enter service in the GP 5400 (PB-3) with minimum qualification of degree in veterinary science (BVSc) along with registration with the Veterinary Council of India. Veterinary Supervisors require a minimum entry level qualification of degree in Biological Sciences (includes both Zoology and Botany) while Para Veterinarians enter with Class X and Diploma or Certificate or Training or Experience in the relevant field. More than half the Veterinarians are posted in the department and attached offices of Animal Husbandry and Dairy. The ministries of Environment and Forests and Health and Family Welfare besides CPOs also have veterinarians posted with them. Besides these Central Government departments, veterinarians are employed in Union Territories as well.

11.1.21 The Indian Veterinary Association has demanded the creation of an Indian Veterinary Service (IVS) for Veterinary Officers on the lines of the All India Services or alternatively, Central Veterinary Service to meet the challenges arising out of this rapidly evolving field of science and technology. In their memorandum they have stated that an organised service will have a significant role to play in preserving national livestock wealth and upgrading socio-economic conditions of livestock owners. Veterinary Officers have further demanded that the veterinarian cadre be treated as a specialist cadre and treated at par with Medical and Dental Doctors in the Central Government. Accordingly the association has demanded complete parity

of pay and career prospects including grant of DACP<sup>40</sup> to Veterinary Officers at par with General Duty Medical Officers (GDMO) and Dental Doctors. They have argued that DACP has been denied to them on the ground that the V and the VI CPC did not specifically recommend its extension to Veterinary Officers. In so far as Veterinary Supervisors and Para-Veterinarians including Auxiliary Staff are concerned they have demanded upgradation of pay scales for seeking parity for similar levels across different trades as also parity across different offices/UTs for the same level in the same trade.

#### *Analysis and Recommendations*

11.1.22 The Commission has noted that Veterinary doctors are working in different capacities in various departments of the Central Government and Union Territories. However, the subject of preservation, protection and prevention of animal diseases etc. fall in the State List and accordingly the State Governments have been empowered to recruit veterinarians and regulate their conditions of service. **The Commission therefore does not agree with the demand for creation of the Indian Veterinary Service (IVS) on the lines of the All India Services.** In so far as the demand for Central Veterinary Service (CVS) is concerned, the administrative department has informed that the number of veterinarians in the Central Government is too small to justify creation of an organised service. The Commission has also been informed that the presence of Veterinarians in other Central ministries/departments is not significant. Accordingly **the Commission does not recommend creation of a central service.**

11.1.23 On the issue regarding parity with GDMOs and Dental Doctors, the Commission has noted that the V CPC had taken the view that a degree in Veterinary Science is comparable to an MBBS degree. Accordingly the V CPC had recommended complete parity for veterinarians as a class with other doctors and medical practitioners' cadres. The government partially accepted the principle of parity and provided Non-Practicing Allowance (NPA) to holders of BVSc but did not extend the benefit of DACP. The VI CPC also did not discuss the demand of DACP for the veterinarians and included them under the Modified Assured Career Progression (MACP) Scheme as was available to non-organised Group 'A' Services. The administrative ministry is of the view that that status quo may be maintained. **The Commission endorses this view.**

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<sup>40</sup> DACP is Dynamic Assured Career Progression, a time bound promotional channel given to GDMOs and Dental Doctors. DACP is similar MFCS, which is discussed in the Chapter 7.5 on Scientific Services.

11.1.24 With regard to Veterinary Supervisors and Para-Veterinarians including auxiliary staff, their pay structure is as under:

Post	Minimum Entry Level Qualification	Grade Pay
Veterinary Supervisors	BSc degree in Biological Sciences	4200
Para Veterinarian: Higher Staff	Matric + two years' certificate course+ 1 year experience	2400
Para Veterinarian: Auxiliary Staff	8 <sup>th</sup> Class + two years' experience of handling animals	1800

11.1.25 The Commission observes that the above categories are appropriately placed. **No upgrade is, therefore, recommended.**

### Specific Demands

#### Veterinary Doctors

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11.1.26 The existing hierarchy of Veterinary Officers engaged by the department for its Animal Husbandry and Livestock Health Division in various pay grades is as follows:

Hierarchy	Grade Pay	Entry Level Qualification/ Method of Filling	Posts
Animal Husbandry Commissioner	HAG	By Deputation	1
Joint Commissioner	8700	100 percent by promotion	5
Deputy Commissioner	7600	100 percent by promotion	4
Assistant Commissioner	6600	100 percent by promotion	11
Livestock Officer	5400 (PB-3)	BVSc with 3 years' experience	9

11.1.27 The association has demanded creation of a post in the apex scale as is available to Central Health Service cadre. The Memorandum also carried a demand for grant of Post-Graduate Allowance, Risk Allowance and Conveyance Allowance as also compensation for farm animal activities in the form of Farm Care Allowance.

#### *Analysis and Recommendations*

11.1.28 Assessing the need for a post in the apex level as well as post creation is an administrative matter. **The Commission however recommends Professional Update Allowance to Veterinary Doctors as given to GDMOs/Dental Doctors.** The Commission does not find the demand for other allowances justified.



## Quarantine Officers

11.1.29 The hierarchy of Quarantine Officers as compared to Livestock officers is as follows:

Hierarchy	GP	EQ/ Method of Filling	Posts	Hierarchy	GP	EQ/ Method of Filling	Posts
Quarantine Officer	5400 (PB-3)	BVSc with 3 years' experience	4	Livestock Officer	5400 (PB-3)	BVSc with 3 years' experience	9
			2	Assistant Commissioner	6600	By promotion	11
				Deputy Commissioner	7600	By promotion	4
				Joint Commissioner	8700	By promotion	5

11.1.30 The Association of Quarantine Officers has sought improved promotional prospects similar to that of Livestock Officers, who also start in the GP 5400 (PB-3) in the same department with the same educational qualifications. While the Quarantine Officers (QOs) can only move up to the GP 6600 as Regional Officers, Livestock officers can progress to the level of Joint Commissioner (GP 8700). QOs have sought a similar dispensation or alternatively, the extension of DACP Scheme at par with similarly placed officers. They have also demanded grant of 20 percent Risk Allowance on account of high risk of exposure to dangerous zoonotic diseases as live and other material is handled in suspected subclinical stage.

### *Analysis and Recommendations*

11.1.31 It is noted that the minimum educational qualifications for the post of Quarantine Officer is BVSc with 3 years' experience, which is the same as that of Livestock Officer. Accordingly in the view of the Commission, **the department may examine the feasibility of merging the Quarantine Officers' cadre with Livestock Officers' cadre as the number of Quarantine Officers is few and the nature of duties of the two cadres is comparable.** The Commission does not agree with the demand for risk allowance.

### Senior Technical Assistant (STA) and Technical Officers of Dairy, Fodder and Fisheries Division

11.1.32 A comparative table of the posts of Senior Technical Assistant (STA) in the Dairy, Fodder and Fisheries division is as follows:

Post and Grade Pay	Entry Level Qualification	Post and Grade Pay	Entry Level Qualification	Post and Grade Pay	Entry Level Qualification
<b>Dairy</b>		<b>Fodder</b>		<b>Fisheries</b>	
Senior Technical Assistant GP 4200	BSc in Dairy Science or Dairy Technology and 2 years' practical experience or Diploma in Dairy Technology with 4 years' experience	Senior Technical Assistant GP 4200	MSc in Agriculture (Agronomy)/BSc in Botany or Zoology or Chemistry with MSc in Dairying or BSc in Agriculture with 2 years' experience.	Senior Technical Assistant GP 4600	MSc Zoology or Fisheries Science or Marine Biology with 3 years' experience

11.1.33 A second table comparing the posts of Technical Officer in the Dairy Division, Livestock Officer in Fodder Division and Fisheries Research Investigation Officer (FRIO) is given below:

Post and Grade Pay	Entry level Qualification	Post and Grade Pay	Entry level Qualification	Post and Grade Pay	Entry level Qualification
<b>Dairy</b>		<b>Livestock</b>		<b>Fisheries</b>	
Assistant Commissioner (Dairy Development) ₹6600	On promotion after 7 years	Assistant Commissioner (AH) GP 6600	On promotion after 5 years	Assistant Commissioner (Fy) GP 6600	On promotion after 5 years
Technical Officer (Dairy) ₹4600	50 percent DR with BSc in Dairy Science or Dairy Technology and 2 years' practical experience or Diploma in Dairy Tech. with 4 years' experience /50 percent by promotion	Livestock Officer GP 5400 (PB-3)	BVSc and Animal Husbandry and registration in the Veterinary Council of India or Veterinary Council of States with 3 years' experience (100 percent DR)	FRIO GP 5400 (PB-3)	MSc Zoology or Fisheries Science or Marine Biology or Diploma in Fisheries Science with 3 years' experience (80 percent by promotion and 20 percent by deputation)

11.1.34 Senior Technical Assistant (STA) in the Dairy and Fodder Divisions of the D/o AH, D&F have demanded pay at par with their counterparts in Fisheries Division on the ground that the educational qualifications, job intensity, level of responsibilities for all Senior Technical Assistants in the department are similar. For similar reasons, pay parity has also been demanded for Technical Officers in the Dairy Division with Livestock Officer and FRIO.

*Analysis and Recommendations*

11.1.35 The Commission has noted that minimum qualification of Senior Technical Assistants in Fisheries division is MSc with three years' experience whereas in the Fodder division the experience required is less and in the Dairy division the experience as well as educational qualification are lower. The Commission, therefore, does not recommend upgrading the post of STA in Fodder and Dairy Divisions. The Commission also does not support the demand for upgrading Technical Officer (Dairy) to a level at par with Livestock Officers and FRIO as the minimum qualification for Technical Officer (Dairy) is lower.

**Sheep Shearer cum Supervisor, Central Sheep Breeding Farm (CSBF)**

11.1.36 The Commission has made a comparison of the posts of Sheep Shearer cum Supervisor, CSBF and Stockman in Central Cattle Breeding Farms (CCBF) as given in the table below:

Post	Grade Pay	Entry level Qualification	Post	Grade Pay	Entry level Qualification
Sheep Shearer-cum-Supervisor	1900	X Class or equivalent with certificate in machine shearing and 7 years' practical experience (on promotion after 12 years as Shepherd failing which by DR)	Stockman	2400	Class X with 2 years' experience. (100 percent DR)
Shepherd	1800	X Class			

11.1.37 The Central Sheep Breeding Farm, Hissar engages Sheep Shearer cum Supervisors. The Sheep Shearer cum Supervisors are in the GP 1900 and have sought upgradation of their pay scale at par with the Stockman in the GP 2400 in CCBF. The administrative department has also urged the Commission to consider placing Sheep Shearer cum Supervisor at the level as that of Stockman in CCBF as his job is equally demanding physically and requires high skills.

*Analysis and Recommendations*

11.1.38 The Commission has noted that the Sheep Shearer cum Supervisor has no promotional avenue. On the other hand Stockman starts in the GP 2400 and eventually moves up to the GP 4600 as Livestock Officer. The entry qualifications of Stockman and Sheep Shearer cum Supervisor are of similar level. As their nature of duties is also similar, **the Commission recommends that the grade pay of Sheep Shearer cum Supervisors be upgraded to the GP 2400. Since the upgradation will involve a jump from the level of Shepherd in the GP 1800 to Sheep Shearer cum Supervisor in the GP 2400 after a period of 12 years, the Commission is of the view that the government may consider introducing an appropriate level in between so as to graduate the progression from Shepherd to Sheep Shearer cum Supervisor.**

## **Fishery Survey of India**

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11.1.39 The Association has demanded higher level of pay for various categories of posts in the Fishery Survey of India. The demands made in the memoranda are from Floating Staff comprising Jr./Sr. Deck Hands, Bosun (Certified), Mate Grade I, Skippers, Chief Engineer Grade I, Chief Engineer Grade II, Mate Grade I and Grade II and Cook. Further to this, the Floating staff of the Fishery Survey have demanded that they be given High Sea Allowance or compensatory Holiday/Off on return ashore. Also, Risk Allowance/Hardship Allowance or provision of life insurance has been demanded by the Floating Staff.

### *Analysis and Recommendations*

11.1.40 The Commission is of the view that the functions attached to these posts and conditions of service do not justify higher levels of pay. The Commission has further noted that the VI CPC had recommended grant of TA/DA to these categories of staff while on board. This may continue. High Sea Allowance is therefore not considered necessary since TA/DA rates are being increased.

## Department of Atomic Energy

## Chapter 11.2

### General Issues

#### Introduction

11.2.1 The Department of Atomic Energy (DAE) was set up in August 1954. The Department's vision is to empower India through technology, creation of more wealth and providing better quality of life to its citizens. The Department of Atomic Energy is engaged in the design, construction and operation of nuclear power/research reactors and supporting nuclear fuel cycle technologies covering exploration, mining and processing of nuclear minerals, production of heavy water, nuclear fuel fabrication, fuel reprocessing and nuclear waste management. The focus areas of work in DAE are:

- a. Increasing share of nuclear power through deployment of indigenous and other proven technologies.
- b. Building and operation of research reactors for production of radioisotopes and carrying out radiation technology applications in medicine, agriculture and industry.
- c. Developing advanced technologies, lasers, supercomputers, advanced materials and instrumentation and encouraging transfer technology to industry.
- d. Support to basic research in nuclear energy and related frontier areas science, interaction with universities and academic institutions and
- e. Contribution to national security.

#### Personnel Position

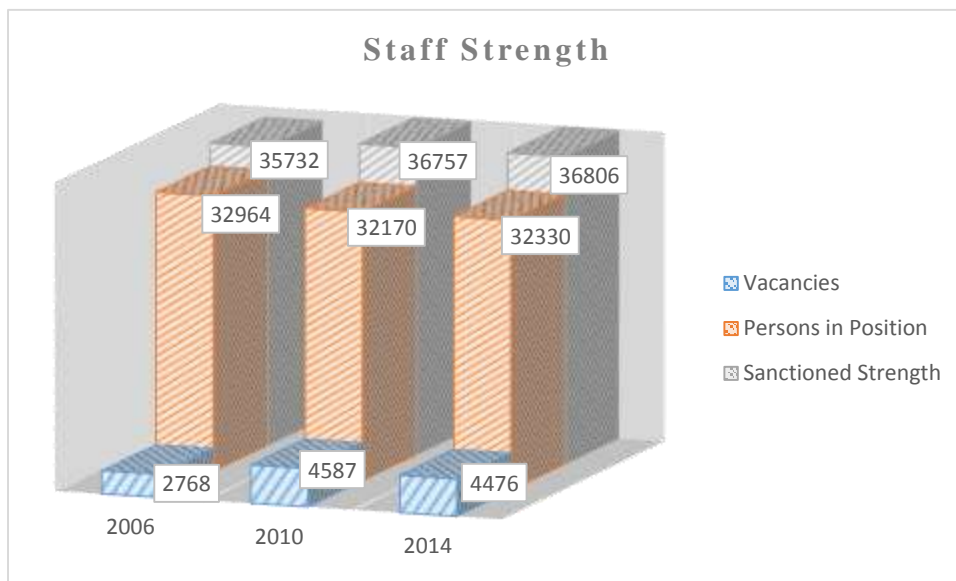
11.2.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Department of Atomic Energy, is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	9,082	8,515	567	6
B	13,198	12,404	794	6
C	14,526	11,411	3,115	21
<b>Total</b>	<b>36,806</b>	<b>32,330</b>	<b>4,476</b>	<b>12</b>

11.2.3 The above table shows that in overall terms 12 percent of total sanctioned strength of the department is lying vacant as on 01.01.2014. Of 32,330 persons in position (PIP), 22,331 employees are pre-2004 recruits and remaining 9,999 employees have been recruited on or after 01.01.2004.

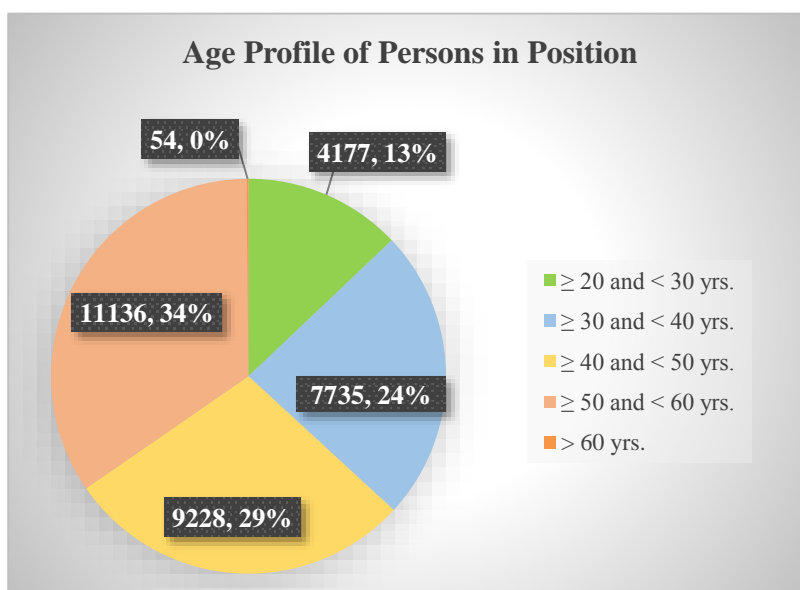
### Inter Temporal Trend in Position

11.2.4 The following bar chart indicates the inter temporal position of personnel in the Department of Atomic Energy as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Person in Position

11.2.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Department of Atomic Energy. It indicates that of 32,330 PIP, 11,136 employees which is about 34 percent shall be retiring within next 10 years. 54 employees beyond the age of 60 years are employed in the department. (The retirement age of Scientists working with the DAE is 62 years)



## **Expenditure on Personnel and Contractual Employees**

11.2.6 The following table brings out the expenditure incurred by the Department of Atomic Energy, on salaries and allowances on the employees working in the department through the years 2010 to 2013.

	(₹ in lakh)		
<b>Particulars</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>
Expenditure on Salaries and Allowances	1,67,332	1,89,004	2,10,706
Expenditure on Contractual Employees	870	925	993
<b>Total</b>	<b>1,68,202</b>	<b>1,89,929</b>	<b>2,11,699</b>

## **Training**

11.2.7 The National Training Policy of the Government of India has laid emphasis on a competency framework- delineation of core skills and specialised skills, classification of posts in terms of functions etc. Each ministry/department is also expected to adopt a systematic approach to training which includes formulation of a training plan, creation of a training infrastructure and a system of monitoring and evaluation.

11.2.8 The department has identified 5137 Group 'A' posts, 4312 Group 'B' posts and 3211 Group 'C' posts for core competencies. It has also identified 991 Group 'A' posts, 1457 Group 'B' posts and 769 Group 'C' posts for specialised competencies. The department has indicated that in 2012-13, training was imparted to 4110 persons for core competencies and 2111 for specialised competencies. During the year 2013-14, 4956 persons were trained on core competencies and 1877 persons were trained for special competencies.

11.2.9 In the year 2013-14, an amount of ₹235.15 lakh was provided as training budget against which an amount ₹137.01 lakh was utilised during the year.

## ***Cadre Related Issues***

### **Scientific and Technical Personnel**

11.2.10 The Association for Atomic Energy Employees has demanded for its Scientific and Technical Personnel a more attractive pay package, improved career progression and incentives to attract and retain best scientific/engineering talent. The association has further submitted that PRIS has indeed been effective in arresting attrition and accordingly has demanded an increase in the incentive percentage at the organizational and group levels. Extension of PRIS at the group and individual levels to officers at the apex level (Director BARC/Secretary, DAE/Chairman, AEC) has also been sought, on the grounds that these officers, apart from discharging their respective duties as Head of Organization, are also actively engaged in scientific and technological activities. The association has further demanded that PRIS at the individual level, which is available only to scientific and technical personnel in the form of additional increments, should also be extended to the administrative,

auxiliary, purchase and store staff of the department. Demands have also been made for exempting Medical Leave for fulfilling the conditionality of attendance for being considered eligible for grant of PRIS.

*Analysis and Recommendations*

11.2.11 The Commission is not in favour of recommending different pay packages for different departments. Specific incentives and allowances are available which recognize the unique contribution and working conditions of different departments. In so far as improved career progression is concerned, the Commission has noted that the Merit Promotion Scheme (MPS) presently in place in the department provides a good framework for the same. In so far as the expansion or enhancement of PRIS is concerned, the Commission is of the view that no change is warranted. The scheme itself is discussed in the Chapter 7.5.

**Scientific Officers**

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11.2.12 The hierarchy of Scientific Officers is as follows:

Hierarchy	Grade Pay/Scale	Entry Level Qualification/ Method of Filling
Scientific Officer H	10000	By promotion
Scientific Officer G	8900	By promotion
Scientific Officer F	8700	By promotion
Scientific Officer E	7600	By promotion
Scientific Officer D	6600	By promotion
Scientific Officer C	5400	By promotion
Scientific Officer B	4800	BE/BTech/MSc

11.2.13 One level higher grade pay has been demanded for Scientific Officers of DAE, at par with Scientists, up to the level of Scientific Officer H.

*Analysis and Recommendations*

11.2.14 The Commission is of the view that since the initial recruitment of Scientific Officer is in the GP 4800, which is a Group 'B' level whilst that of Scientists is in GP 5400 (PB-3), which is a Group 'A' level, an identical structure is not possible.



## Scientific Assistants

11.2.15 The hierarchy of Scientific Assistants is as follows:

Hierarchy	Grade Pay	Entry Level Qualification/ Method of Filling
Scientific Assistant G	7600	By promotion
Scientific Assistant F	6600	By promotion
Scientific Assistant E	5400	By promotion
Scientific Assistant D	4800	By promotion
Scientific Assistant C	4600	Dip in Engg or BSc - DR/ Promotion post for Scientific Assistant B with 2 years' experience in plant training
Scientific Assistant B	4200	BSc or Diploma in Engineering

11.2.16 A demand has been made to upgrade Scientific Assistant B by one level and correspondingly upgrade the higher levels as the entry level qualification for Scientific Assistant B warrants a higher entry grade pay.

### *Analysis and Recommendations*

11.2.17 The Commission notes for the entry level qualification prescribed, the GP 4200 for Scientific Assistants in DAE appears to be appropriate and no change is required.

## Security Staff

11.2.18 The hierarchy of Security Staff is as follows:

Hierarchy	Grade Pay	Entry Level Qualification/Method of Filling
Chief Security Officer	7600	By promotion
Deputy Chief Security Officer	6600	By promotion
Security Officer	4800 [5400 (PB-3) after 4 years]	By promotion from Assistant Security Assistants (A) and (B) having 6 years' and 8 years' combined qualifying service respectively
Assistant Security Officer B	4600	By promotion
Senior Security Assistant/ Assistant Security Officer A	4200	By promotion
Security Assistant	2400	By promotion
Security Guard C	2000	By promotion
Security Guard B	1900	By promotion
Security Guard A	1800	Xth Class

11.2.19 The association in their memorandum have claimed that the Security Staff of DAE have to perform duties that exceed their normal line of duty and as such should be treated under essential services or special duty, which warrants higher grade pay. In line with their

responsibilities, the staff association has also demanded grant of Employee Care Allowance and Patrolling Allowance.

#### *Analysis and Recommendations*

11.2.20 The Commission has noted that the security cadre of DAE is a small composite cadre of security personnel specially trained in handling all security aspects of nuclear facilities and conjointly perform security duties with Central Armed Police Forces (CAPFs) and State Police who are deployed at many Atomic Energy establishments. The Commission is of the view that DAE may increasingly seek the deployment of CISF to protect its establishments while phasing out its security cadre.

### **Work Assistant/Hospital Assistant**

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11.2.21 Higher grade pay has been demanded by various categories of Work Assistants and Hospital Assistants of DAE considering their nature of work and non-conventional activities. The Commission however does not find the demand justified. Accordingly no upgrade is recommended.

### **Medical Officers**

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11.2.22 The Association for Atomic Energy Doctors has demanded parity with Medical Doctors in the Central Health Scheme of the Ministry of Health and Family Welfare including the provision of the Dynamic Assured Career Progression (DACP). Further, it has been demanded that the split duty system in the DAE should be abolished and dispensaries with split duty hours should be operated with a provision of split duty allowance of 10-15 percent of basic pay to Doctors.

#### *Analysis and Recommendations*

11.2.23 The Commission has noted that Doctors of DAE Hospital form part of the Group 'A' Cadres and thus are at par with Doctors of Central Government Health Scheme (CGHS). Therefore, in accordance with the general recommendations on medical services, the Commission recommends that the Medical Doctors in the DAE may be treated at par with doctors of the Central Health Services at appropriate levels. The Commission, therefore, recommends extending the DACP Scheme to the Medical Doctors of the DAE in lieu of the MFCS, as DACP has been designed specifically for Doctors whilst MFCS is exclusively for scientists. Other demands are not justified.

## Ministry of AYUSH

## Chapter 11.3

### General Issues

#### Introduction

11.3.1 Department of Indian System of Medicine and Homoeopathy (ISM&H) was established in March 1995 and was subsequently renamed as the Department of Ayurveda, Yoga and Naturopathy, Unani, Siddha and Homoeopathy (AYUSH) in November, 2003 with a view to providing focused attention to the development of education and research in Ayurveda, Yoga and Naturopathy, Unani, Siddha and Homoeopathy systems. The department has been elevated to an independent Ministry w.e.f. 09.11.2014. The vision of the Ministry is to position AYUSH as the preferred systems of holistic healthcare for all.

#### Personnel Position

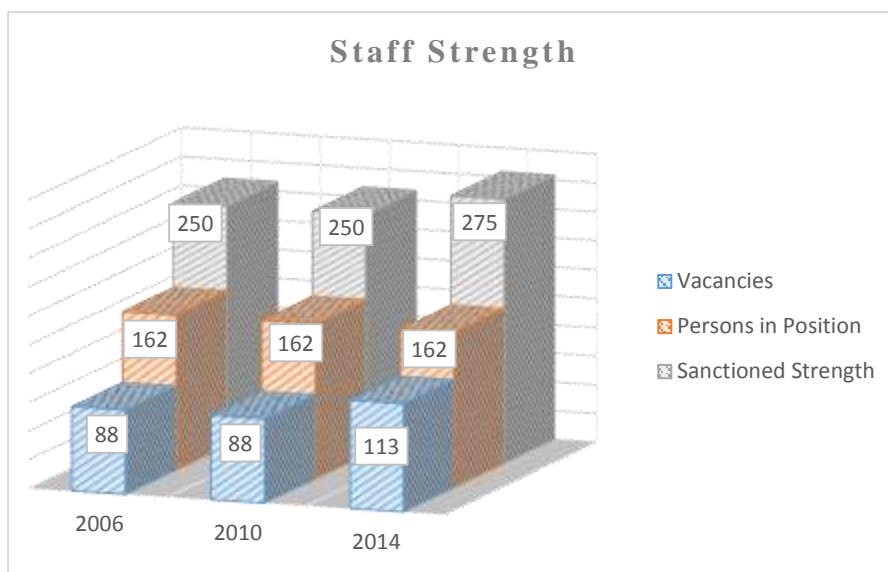
11.3.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Ministry of AYUSH, is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	95	59	36	38
B	88	42	46	52
C	92	61	31	34
<b>Total</b>	<b>275</b>	<b>162</b>	<b>113</b>	<b>41</b>

11.3.3 The above table shows that in overall terms 41 percent of total sanctioned strength of the Ministry is lying vacant as on 01.01.2014. Of the 162 persons in position (PIP), 158 employees are pre-2004 recruits and remaining 4 employees have been recruited on or after 01.01.2004.

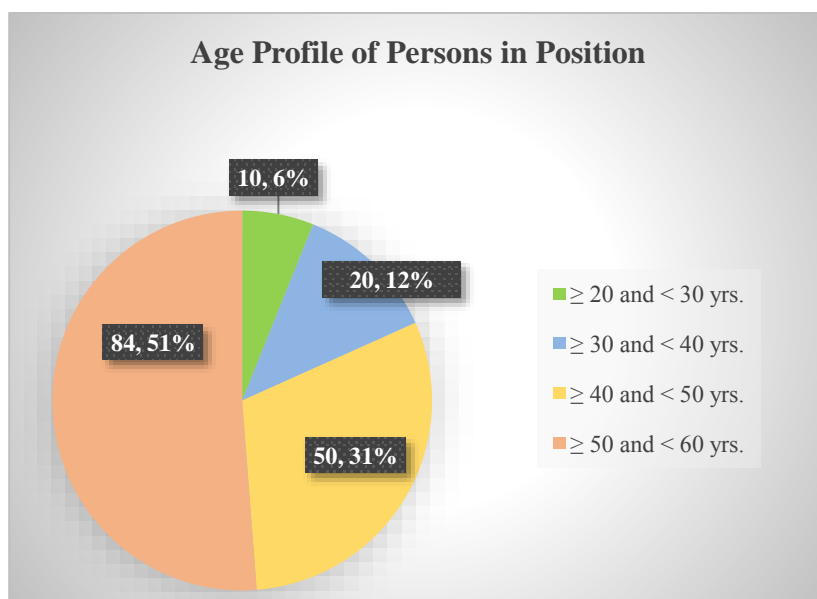
#### Inter Temporal Trend of Personnel

11.3.4 The following bar chart indicates the inter temporal position of personnel in the Ministry of AYUSH as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.3.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of AYUSH. It indicates that about 51 percent of the PIP shall be retiring within the next 10 years.



### Expenditure on Personnel and Contractual Employees

11.3.6 The following table brings out the expenditure incurred by the Ministry of AYUSH, on salaries and allowances on the employees working in the Ministry through the years 2010 to 2013.

(₹ in lakh)

Particulars	2010-11	2011-2012	2012-13
Expenditure on Salaries and allowances	981.67	1039.51	1106.67
Expenditure on Contractual Employees	18.63	39.42	43.84
<b>Total</b>	<b>1,000.30</b>	<b>1,079.01</b>	<b>1,150.47</b>

### *Cadre Related Issues*

#### **CGHS Ayurvedic Physicians Association**

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11.3.7 All India CGHS Ayurvedic Physicians Association has represented for total parity in pay and allowances with that of General Duty Medical Officers (GDMOs) of CHS, etc. Similarly, CGHS Homeopathic Doctors have demanded that promotion should be granted to them up to SAG level under DACP, on the lines of GDMOs of CHS.

11.3.8 The Commission has already dealt with these demands in the Chapter 7.6.

#### **Research Assistants**

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11.3.9 JCM-Staff Side has represented that Research Assistants, in Pharmacopoeia Laboratory for Indian Medicine, Ghaziabad, a subordinate office of the Ministry of AYUSH, may be granted a GP 4200/4600 against the existing GP 2800.

11.3.10 The entry level qualification for the post of Research Assistant is Master degree in Science/Pharmacy. The duties and responsibilities of Research Assistant include setting up of Pharmacopoeial standards for Ayurveda, Siddha and Unani Drugs.

11.3.11 With the same entry level qualifications, Research Assistants of Central Drugs Laboratory, Kolkata and Natural Centre for Disease Control, Delhi are in GP 4600 and GP 4200 respectively. **Taking note of this, the Commission recommends GP 4200 for Research Assistant of Pharmacopoeia Laboratory for Indian Medicine.**

# Ministry of Chemicals and Fertilizers

## Chapter 11.4

### *General Issues*

#### **Introduction**

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11.4.1 Ministry of Chemicals and Fertilisers comprises of the following three departments:

- i. Department of Chemicals and Petrochemicals,
- ii. Department of Fertilizers,
- iii. Department of Pharmaceuticals.

**Department of Chemicals and Petrochemicals:** The vision of the Department of Chemicals and Petrochemicals is to facilitate the growth and development of the Chemical and Petrochemical industry and to enable it to become an environment friendly global player. With this vision the department formulates and implements policy and programmes for achieving growth in this sector. It also fosters the spirit of public-private partnership for overall development of above-mentioned sectors of the industry. The department has two functional divisions viz., Chemicals and Petrochemicals. There are two Public Sector enterprises in the chemical sector and one Public Sector enterprise in the petrochemical sector. There are two autonomous organisation under the department which receive grants from the government to carry out government's mission in this sector.

**Department of Fertilizers:** The vision of the department is to achieve fertilizer security for the country for sustainable agricultural growth, supported by a robust domestic fertiliser industry. The main functions of the Department of Fertilizers include planning, promotion and development of the Fertilizer Industry, planning and monitoring of production, import and distribution of fertilizers and management of financial assistance by the way of subsidy/concession for indigenous and imported fertilizers.

**Department of Pharmaceuticals:** The Department of Pharmaceuticals, under the Ministry of Chemicals and Fertilisers came into being w.e.f. 1 July, 2008 with the objective to give greater focus and thrust on the development of pharmaceutical sector in the country and to regulate various complex issues related to pricing and availability of medicines at affordable prices, research and development, protection of intellectual property rights and international commitments related to pharmaceutical sector which require integration of work with other ministries. The work of the department has been divided in three Divisions viz., Pharmaceuticals Industry Division, PSUs Division and R&D Division comprising of National Institute of Pharmaceutical Education and Research, and Research and Development. The National Pharmaceuticals Pricing Authority, an attached office of this department, is entrusted with the work of fixation and revision of prices of pharmaceutical products under Drug Price Control Order of 2013.

## Personnel Position

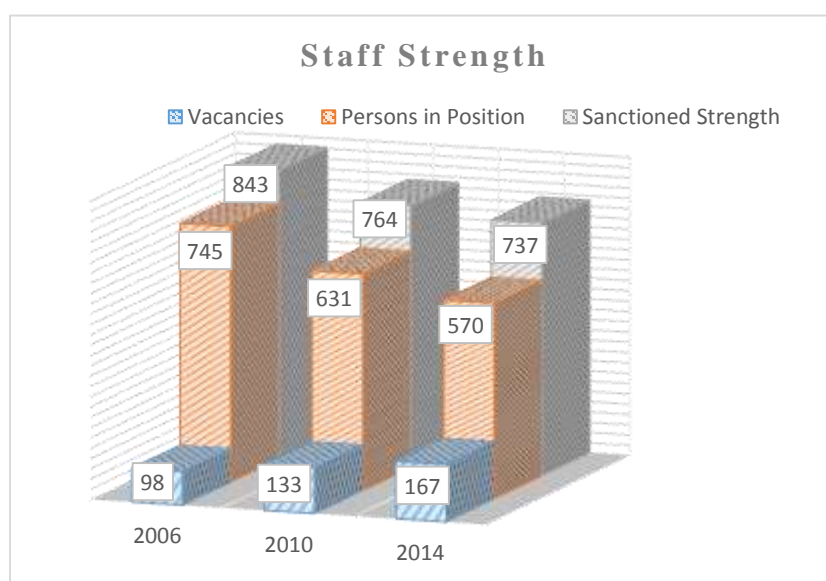
11.4.2 The number of sanctioned posts in various grades vis-à-vis ‘persons in position’ as on 01.01.2014, as reported by the Ministry of Chemicals and Fertilizers, is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	120	91	29	24
B	248	191	57	23
C	369	288	81	22
<b>Total</b>	<b>737</b>	<b>570</b>	<b>167</b>	<b>23</b>

11.4.3 The above table shows that in overall terms, 23 percent of total sanctioned strength of the three departments of the ministry are lying vacant. Of the 570 persons in position (PIP), 500 employees are pre-2004 recruits and remaining 70 persons have been recruited on or after 01.01.2004.

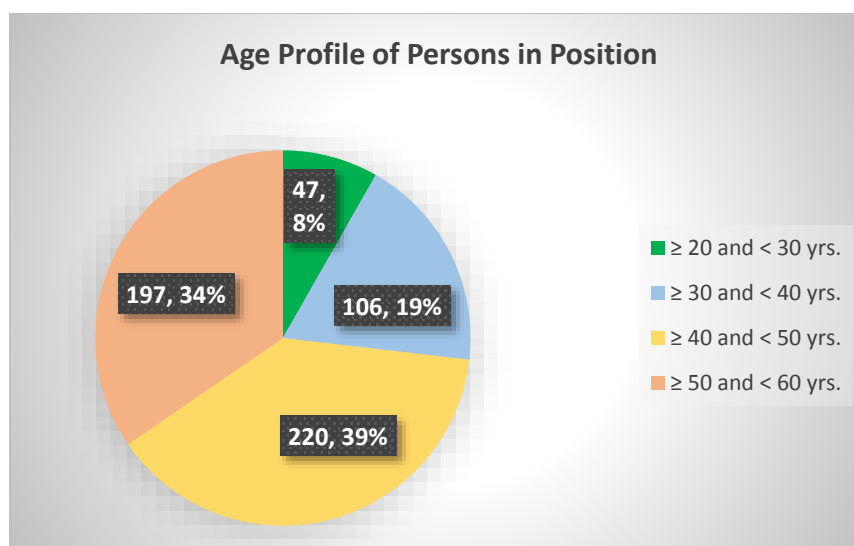
## Inter Temporal Trend of Personnel

11.4.4 The following graph indicates the inter temporal position in the Ministry of Chemical and Fertilisers as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



## Age Profile of the Persons in Position

11.4.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Chemical and Fertilizers. It indicates that about 34 percent of the PIP will be retiring within next 10 years.



### **Expenditure on Personnel and Contractual Employees**

11.4.6 The following table brings out the expenditure incurred by the Ministry of Chemicals and Fertilizers on salaries and allowances on the employees working in the three departments of the ministry through the years 2010 to 2013.

(₹ in lakh)

Particulars	2010-11	2011-12	2012-13
Expenditure on Salaries and Allowances	2412.79	2890.06	3502.28
Expenditure on Contractual Employees	25.31	35.03	39.49
<b>Total</b>	<b>2438.10</b>	<b>2925.09</b>	<b>3541.77</b>



## Ministry of Civil Aviation

## Chapter 11.5

### General Issues

#### Introduction

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11.5.1 The vision of Ministry of Civil Aviation is to enable the people to have access to safe, secure, sustainable and affordable air connectivity services with world class civil aviation infrastructure. With this vision, the ministry formulates and implements national policies and programmes in the civil aviation sector. Functions relating to Railway safety, including inquiries into serious railway accidents are also performed by this Ministry. Ministry of Civil Aviation has the following attached offices for monitoring and regulating the civil aviation sector:

- i. Directorate General of Civil Aviation
- ii. Bureau of Civil Aviation Authority
- iii. Commission of Railway Safety
- iv. Aircraft Accident Investigation Bureau

#### Personnel Position

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11.5.2 Number of sanctioned posts in various grades vis-à-vis persons in position as on 01.01.2014, as reported by the Ministry of Civil Aviation, is as follows:

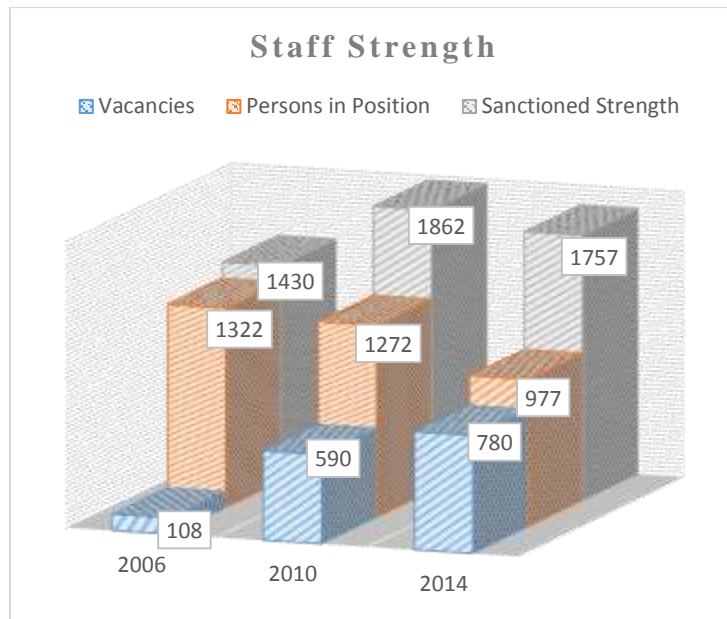
Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
<b>A</b>	680	396	284	42
<b>B</b>	303	163	140	46
<b>C</b>	774	418	356	46
<b>Total</b>	<b>1,757</b>	<b>977</b>	<b>780</b>	<b>44</b>

11.5.3 The above table shows that in overall terms 44 percent of total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of 977 persons in position (PIP), 928 employees are pre-2004 recruits and the remaining 49 employees have been recruited after 01.01.2004.

#### Inter Temporal Trend of Personnel

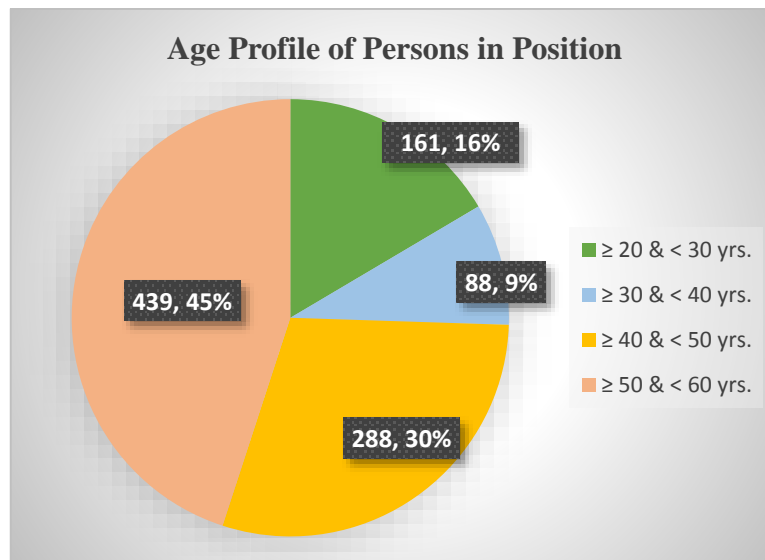
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11.5.4 The following bar chart indicates the inter temporal position of personnel in the Ministry of Civil Aviation as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Person in Position

11.5.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Civil Aviation. It indicates that of the 977 persons in position, 439 employees which is about 45 percent, shall be retiring within the next 10 years.



### Expenditure on Personnel and Contractual Employees

11.5.6 The following table brings out the expenditure incurred by the Ministry of Civil Aviation, on salaries and allowances on the employees working in the ministry through the years 2010 to 2013.

*(₹ in lakh)*

<b>Particulars</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>
Expenditure on Salaries and Allowances	5108.18	4931.71	5691.35
Expenditure on Contractual Employees	342.21	321.29	374.14
<b>Total</b>	<b>5450.39</b>	<b>5253.00</b>	<b>6065.49</b>

## **Training**

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11.5.7 The Ministry of Civil Aviation has formulated a training plan. 24 Group 'A' posts and 4 Group 'B' posts have been identified for core competencies. No post has been identified by the ministry for specialised competencies. The ministry has indicated that in 2012-13, training was imparted to 119 persons for core competencies and to 21 persons for specialised competencies. During the year 2013-14, 252 persons were trained on core competencies and 44 persons were trained for special competencies. No separate budget provision exists in the ministry for training.

## Ministry of Coal

## Chapter 11.6

### General Issues

#### Introduction

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11.6.1 The vision of Ministry of Coal is to secure availability of coal to meet the demand of various sectors of the economy in an eco-friendly and sustainable manner. With this vision in mind the ministry works with a mission to (i) augment coal production through government companies and by captive mining by adopting state-of-the-art and clean technologies with a view to improve productivity, safety, quality and ecology, (ii) augment the resource base by enhancing exploration efforts with thrust on increasing proved resources, (iii) develop necessary infrastructure for prompt evacuation of coal. The Office of the Coal Controller's Organisation (CCO), a subordinate office of Ministry of Coal headquartered at Kolkata, discharges various statutory functions. Coal India Limited with its headquarters at Kolkata, under the administrative control of the Ministry of Coal, has eight subsidiary companies in different parts of the country.

#### Personnel Position

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11.6.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014 as reported by the Ministry of Coal, is as follows:

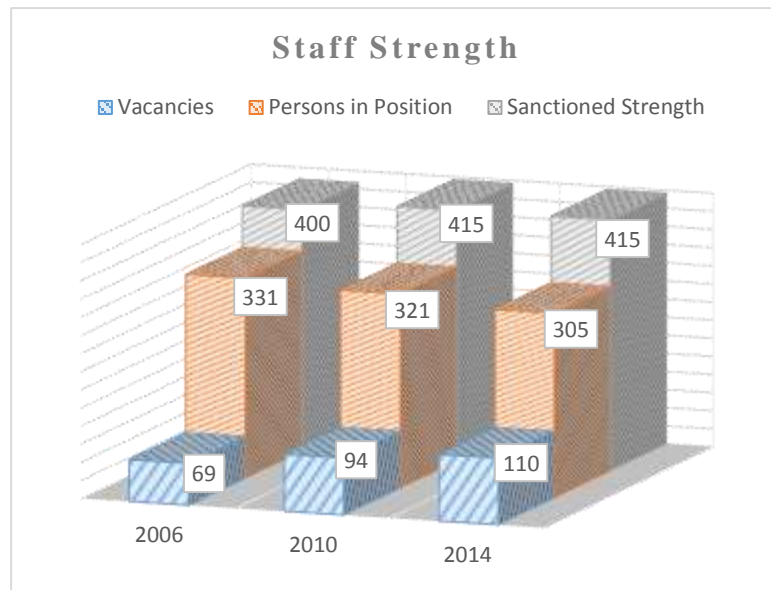
Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	52	40	12	23
B	130	102	28	22
C	233	163	70	30
<b>Total</b>	<b>415</b>	<b>305</b>	<b>110</b>	<b>27</b>

11.6.3 The above table shows that in overall terms 27 percent of total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of 305 persons in position (PIP), 293 employees are pre-2004 recruits and remaining 12 employees have been recruited on or after 01.01.2004.

#### Inter Temporal Trend of Personnel

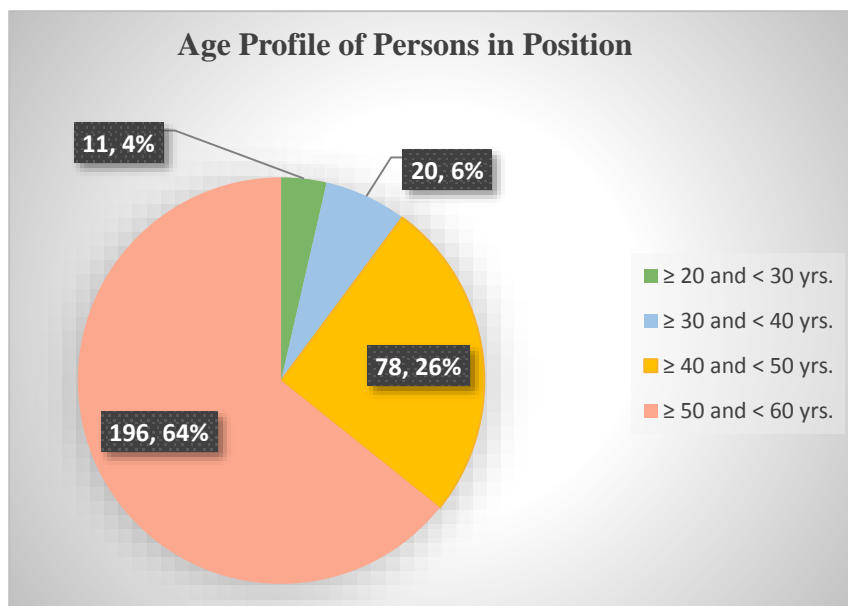
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11.6.4 The following bar chart indicates the inter temporal position of personnel in the Ministry of Coal as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.6.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Coal. It indicates that about 64 percent of the PIP shall be retiring within the next 10 years.



### Expenditure on Personnel and Contractual Employees

11.6.6 The following table brings out the expenditure incurred by the Ministry of Coal, on salaries and allowances on the employees working in the ministry through the years 2010 to 2013.

*(₹ in lakh)*

<b>Particulars</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>
Expenditure on Salaries and Allowances	1416	1505	1679

## **Training**

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11.6.7 The Ministry of Coal has identified fourteen/two Group 'A' posts for training in core competencies and specialised competencies respectively. One person in specialised competencies has been trained in each of the year 2012-13 and 2013-14. The ministry has not made any budget provision for training in the year 2013-14.

### *General Issues*

#### **Introduction**

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11.7.1 The Ministry of Commerce and Industry comprises two departments namely, (i) Department of Commerce and (ii) Department of Industrial Policy and Promotion.

- i. **Department of Commerce:** The Department of Commerce works with a vision of making India a significant player in world trade by 2020, obtain market access for our exports by negotiating multilateral, bilateral and regional trade agreements; promote and diversify exports through plan schemes, policies and strategies and to assume a role of leadership in international trade organisations. The Department of Commerce formulates, implements and monitors the Foreign Trade Policy (FTP) which provides the basic framework of policy and strategy to be followed for promoting exports and trade. The trade policy is periodically reviewed to incorporate changes necessary to take care of emerging economic scenarios both in the domestic and international economy. There are (i) three attached offices (ii) ten subordinate offices, (iii) ten autonomous bodies (iv) five PSUs (v) two Advisory bodies (vi) fourteen Export Promotion Councils and (vii) five other organisations under the administrative control of the Department of Commerce.
- ii. **Department of Industrial Policy and Promotion:** The vision of the Department of Industrial Policy and Promotion is to promote Indian Industry and facilitate a balanced growth of Industries. The Department of Industrial Policy and Promotion was established in 1995 and was reconstituted in the year 2000 with the merger of the Department of Industrial Development. The department is responsible for formulation and implementation of promotional and developmental measures for growth of the industrial sector, keeping in view the national priorities and socio-economic objectives. While individual administrative ministries look after the production, distribution, development and planning aspects of specific industries allocated to them, the Department of Industrial Policy and Promotion is responsible for the overall industrial policy. The department has three attached offices and two subordinate offices.

#### **Personnel Position**

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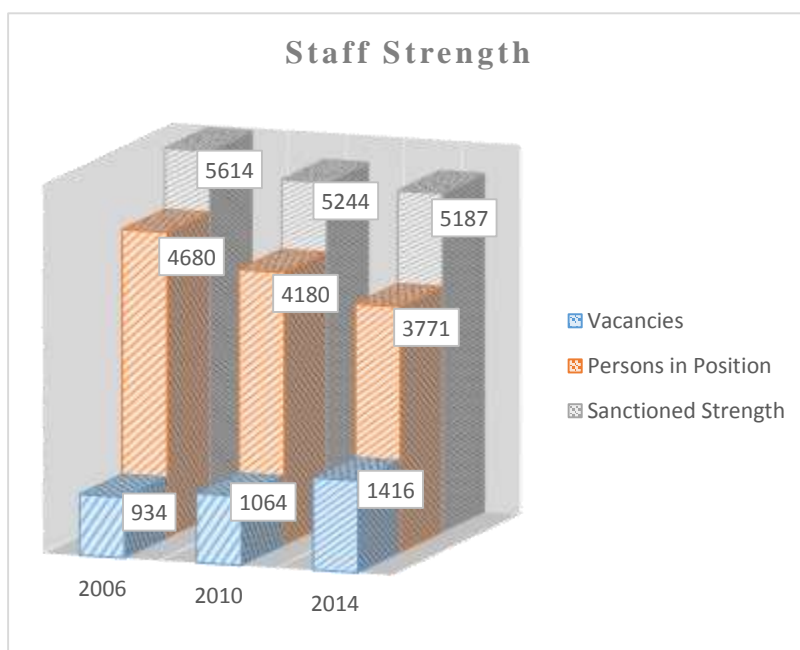
11.7.2 The number of sanctioned posts in various grades vis-à-vis persons in position as on 01.01.2014, as reported by the Ministry of Commerce and Industry, is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	1,218	802	416	34
B	1,556	1,171	385	25
C	2,413	1,798	615	25
<b>Total</b>	<b>5,187</b>	<b>3,771</b>	<b>1,416</b>	<b>27</b>

11.7.3 The above table shows that in overall terms 27 percent of total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of 3,771 persons in position (PIP), 3,361 employees are pre-2004 recruits and the remaining 410 employees have been recruited on or after 01.01.2004.

### Inter Temporal Trend of Personnel

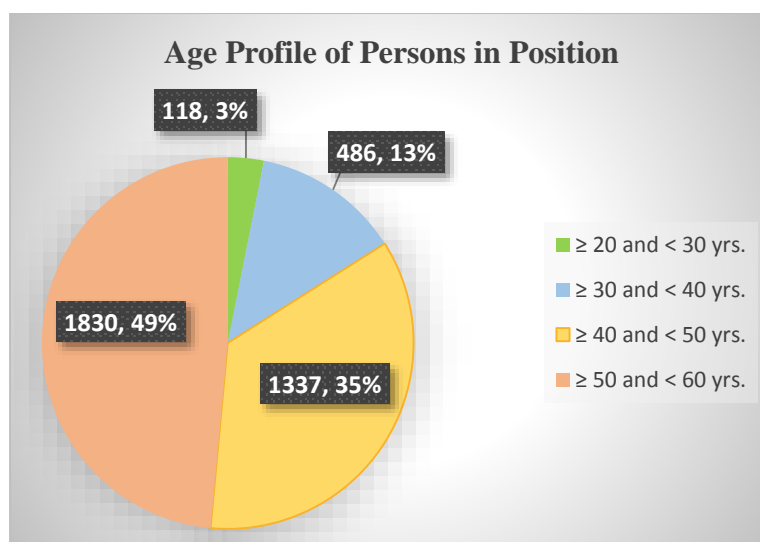
11.7.4 The following bar chart indicates the inter temporal position of personnel in the Ministry of Commerce and Industry as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Person in Position

11.7.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Commerce and Industry. It indicates that about 49 percent of the PIP shall be retiring within the next 10 years.





### Expenditure on Personnel and Contractual Employees

11.7.6 The following table brings out the expenditure incurred by the Ministry of Commerce and Industry on salaries and allowances on the employees working in the ministry through the years 2010 to 2013.

*(₹ in lakh)*

Particulars	2010-11	2011-2012	2012-13
Expenditure on Salaries and Allowances	16,966.85	18,018.05	20,007.17
Expenditure on Contractual Employees	68.12	110.47	160.09
<b>Total</b>	<b>7,034.97</b>	<b>18,128.52</b>	<b>20,167.26</b>

### Training

11.7.7 The Department of Commerce has identified 352 posts for training for core competencies and 2 posts for training on specialised competencies. The department has indicated that in 2012-13, training was imparted to 219 persons for core competencies and to 38 persons for specialised competencies. During the year 2013-14, 239 persons were trained on core competencies and 51 persons were trained for special competencies. An amount of about ₹41 lakh was spent on training of the employees in the year 2013-14.

11.7.8 The Department of Industrial Policy and Promotion has identified 123 posts for training for core competencies and 152 posts for training on specialised competencies. The department has indicated that in 2012-13, training was imparted to 7 persons for core competencies and to 33 persons for specialised competencies. During the year 2013-14, 51 persons were trained for special competencies. For training, no separate provision exists in the department's budget.

## ***Cadre Related Issues***

### **Department of Commerce**

#### **Directorate General of Supplies and Disposals (DGS&D)**

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11.7.9 DGS&D, an attached office under the Department of Commerce, is a central purchase and quality assurance organisation of Government of India. The functions of DGS&D are carried out through its functional wings viz., the Supply Wing and the Quality Assurance Wing.

11.7.10 The Quality Assurance Non Gazetted Staff Association has raised demands relating to upgradation of the post of Stenographers as Private Secretaries, time bound promotions, uniform pay scales for Secretariat and Non-Secretariat staff and reasonable parity with Stenographers of Central Secretariat Stenographer Service (CSSS).

#### *Analysis and Recommendations*

11.7.11 The hierarchy of Stenographers in the Quality Assurance Wing of DGS&D is as under:

<b>Name of the Post</b>	<b>Grade Pay</b>
Stenographer Grade I	4200
Stenographer Grade II	2400

11.7.12 The Commission examined the demand relating to upgradation of post of Stenographers as Private Secretaries and Senior Private Secretaries. It is noted that posts of secretarial support staff are created based on functional justification and entitlement of the supervisory officers. In the instant case, functional justification for upgradation of the posts of Stenographers has not been provided. **The Commission, therefore, recommends normal replacement pay levels for this cadre.** As far as the demand for time bound promotion is concerned, the Commission observes that such promotions can be made only in the existing hierarchy, subject to fulfilment of qualifications prescribed in the Recruitment Rules. The posts of Stenographers in DGS&D are covered under the MACP Scheme. The Department of Commerce has conveyed that a proposal for restructuring of ministerial and stenographic cadre of DGS&D's regional offices is already under consideration. **The Commission, therefore, does not make any recommendation in this matter.** As far as uniform pay scales for Secretariat and Non-Secretariat/field organisations and reasonable parity with Stenographers of CSSS are concerned, **the Commission has discussed about the matter in the Chapter 7.7.**

#### **Directorate General of Commercial Intelligence and Statistics (DGCI&S)**

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11.7.13 The Directorate General of Commercial Intelligence and Statistics (DGCI&S), a subordinate office under the Department of Commerce, is entrusted with the work of collecting, compiling and publishing/disseminating trade statistics and various commercial information required by policy makers, researchers, importers, exporters, traders as well as overseas buyers.

11.7.14 It has been demanded that the posts of Data Processing Assistants (DPAs), Senior Investigators (SIs) and Statistical Officers (SOs) in the non-ministerial cadres of DGCI&S may be up-graded from GP 2400, GP 4200 and GP 4600 to GP 4200, GP 4600 and GP 4800, respectively. These demands have been made on the grounds of parity with the posts of Data Processing Assistant-III/ II/ I in the National Sample Survey Organisation (NSSO). It has been argued that the duties and responsibilities as well as the educational qualification for the posts of DPAs in DGCI&S and DPAs-III in NSSO are identical.

*Analysis and Recommendations*

11.7.15 The Commission notes that their hierarchy is as under:

Posts	Grade Pay
Statistical Officer	4600
Senior Investigator	4200
Data Processing Assistant	2400

11.7.16 The Commission observes that any demand for higher pay scales should be based on sound rationale viz., enhanced job content and responsibilities, upgraded skill sets, etc. The Commission notes that the basic job profile of the DPAs, which is collection and compilation of foreign trade statistics, has not undergone much change, either in terms of job content or responsibilities. In job profiles of such nature, adoption of newer technology and training should ideally result in substantial reduction in the work force. This is not the situation obtaining in respect of DPAs/ SIs/SOs of DGCI&S. As far as the entry level qualifications for the DPAs are concerned, the Commission notes that these have been revised recently, as reflected in the Recruitment Rules of 2012. However, the existing pool of DPAs largely consists of ministerial cadres of LDCs and UDCs. In such a scenario, upgradation of the pay scales of the DPAs will potentially disturb the existing parity between the ministerial and non-ministerial cadres of this small organization. On the issue of parity with the DPAs of NSSO, the Commission notes that the functions and responsibilities of posts in two different organizations can vary and hence there is no case for seeking parity. **The Commission, therefore, recommends replacement pay levels for the DPAs/ SIs/SOs of DGCI&S.**

## **Department of Industrial Policy and Promotion (DIPP)**

### **Petroleum and Explosives Safety Organisation (PESO)**

11.7.17 Petroleum and Explosives Safety Organisation (PESO) is a subordinate office under Department of Industrial Policy and Promotion (DIPP). The organisation is headed by Chief Controller of Explosives. PESO administers Explosives Act, 1884 and Petroleum Act, 1934 and the rules made thereunder related to manufacture, import, export, transport, possession, sale and use of explosives, petroleum products and compressed gases. The hierarchy is as under:

Name of the Post	Grade Pay
Chief Controller of Explosives	10000
Joint Chief Controller of Explosives	8700
Deputy Chief Controller of Explosives	7600
Controller of Explosives	6600
Deputy Controller of Explosives	5400

### *Creation of Organised Service*

11.7.18 It has been demanded that an organised service may be created for the technical Group 'A' officers belonging to PESO in the name of 'Indian Explosives Service.' DIPP, the cadre controlling authority, has supported the demand.

### *Analysis and Recommendations*

11.7.19 The Commission notes that recruitment in the entry level Group 'A' post of Deputy Controller of Explosives in PESO is made through Direct Recruitment (95 percent) and by promotion (5 percent). The Group 'A' posts in the PESO consists of five tiers i.e., GP 5400 (PB-3)/6600/7600/8700/10000. All the vacancies above Junior Time Scale (i.e., above Deputy Controller of Explosives) and up to Senior Administrative Grade (i.e., Chief Controller of Explosives) are filled up from the next lower grade through promotion. The Commission further notes that the entry level qualification prescribed for Deputy Controller of Explosives under Direct Recruitment category is Degree in Chemical Engineering/Technology or Masters in Chemistry with three years' experience in the relevant field. The Commission observes that the V CPC had recommended creation of an organised service for the technical Group 'A' officers of PESO. The V CPC had also recommended that the recruitment to the post at the entry level may be made through the Indian Engineering Services Examination. **This Commission, however, observes that this is an administrative matter and the DIPP should take a view in the matter.**

### *Risk Allowance*

11.7.20 It has been demanded that officers of PESO should get risk allowance equivalent to 25 percent of their salary. It has been stated that the officers are involved in technical evaluation and assessment of designs and equipment, hazardous operations as well as technical investigation of accidents and during discharge of duties they are exposed to highly hazardous products which are prone to explosion and fire. It has also been stated that most of government departments in Central Government as well as in State Governments dealing with hazardous substances are entitled to risk allowance.

### *Analysis and Recommendations*

**11.7.21 The Commission has recommended a new matrix for payment of Risk and Hardship Allowances depending upon the degree of risk and hardship inherent in a particular job profile. The Commission recommends that DIPP should assess the risk**

**profile of the PESO officials at various levels and thereafter place them, with the approval of Ministry of Finance, at the appropriate cell in the matrix.**

### **Controller General of Patents, Designs and Trade Marks (CGPDTM)**

11.7.22 The Office of Controller General of Patents, Designs and Trade Marks (CGPDTM) supervises the working of the Patents Act, 1970, the Designs Act, 2000 and the Trade Marks Act, 1999. It also renders advice to the government on matters relating to these subjects.

11.7.23 The Patent Office, functioning under the CGPDTM, is geographically divided and located at Kolkata, Chennai, Mumbai and Delhi. It examines and analyses the patent applications for grant of patent by conducting novelty search for invention disclosed in the patent or design documents through comprehensive search of scientific and technological database. The patents rights are given after conducting thorough and careful examination by an Examiner of Patents and Designs under the supervision of senior patent officers. The hierarchy of Group `A` posts of Examiners/Controllers in the Patent Office is as under:

<b>Post</b>	<b>Grade Pay</b>
Controller General of Patents and Designs	10000
Senior Joint Controller of Patents and Designs	8900
Joint Controller of Patents and Designs	8700
Dy. Controller of Patents and Designs	7600
Assistant Controller of Patents and Designs	6600
Examiner of Patents and Designs	5400 (PB-3)

11.7.24 A proposal has been forwarded for declaring the Patent Office as a Scientific Organisation for implementing the Modified Flexible Complimenting Scheme (MFCS). It has been argued that the Patent Office does not have any suitable career advancement scheme for highly qualified and trained manpower. Due to bleak promotions prospects, the attrition rate is very high at the level of Examiner of Patent and Designs. It has also been stated that a sizeable number of officers who were selected after going through the rigorous qualifying examination either did not join or those who joined left the job for better prospects.

#### *Analysis and Recommendations*

11.7.25 The Commission notes that for availing the benefit of Flexible Complimenting Scheme (FCS), an organisation needs to be recognised as Scientific and Technical Organisation by a Committee constituted for that purpose in the Department of Science and Technology (DST). The recommendation of the Committee is then examined and approved by DoPT and thereafter, concurred by the Department of Expenditure (DoE). **The Commission observes that this is an administrative matter and DIPP should follow the laid down procedure in the matter.**

## Ministry of Communications and Information Technology

## Chapter 11.8

11.8.1 The Ministry of Communications and Information Technology comprises three Departments viz., Department of Posts, Department of Telecommunications and Department of Electronics and Information Technology.

### Department of Posts

11.8.2 The present postal system in India came into existence with the Indian Post Office Act of 1854. The same year, the Railway Mail Service was introduced as also the Sea Mail Service from India to Great Britain and China. The first postage stamp valid across the country was issued on 1 October, 1854. This provided an affordable and uniform rate of postage based on weight.

### General Issues

#### Personnel Position

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11.8.3 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Department of Posts, is as follows:

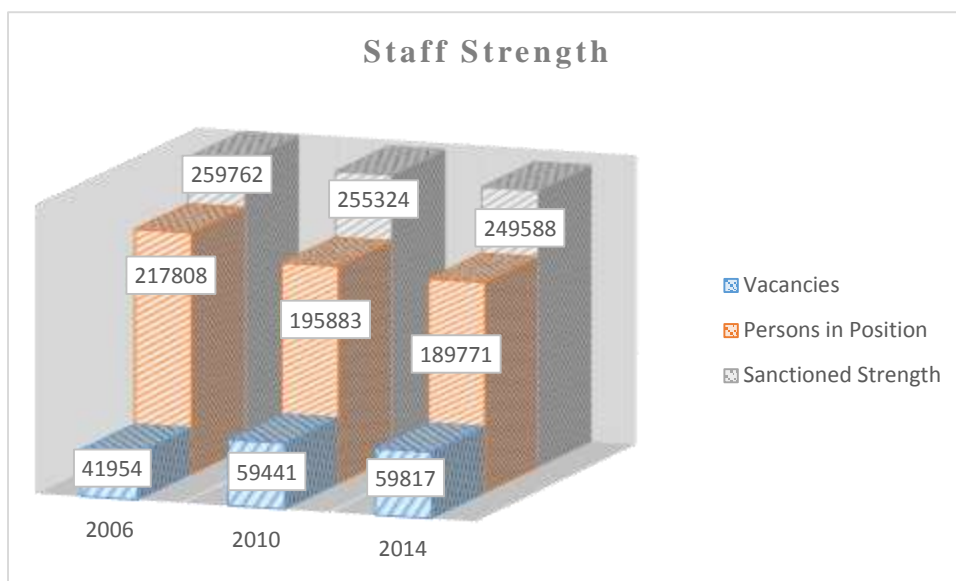
Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	658	527	131	20
B	9,855	6,826	3,029	31
C	2,39,075	1,82,418	56,657	24
<b>Total</b>	<b>2,49,588</b>	<b>1,89,771</b>	<b>59,817</b>	<b>24</b>

11.8.4 Of the 1,89,771 persons in position (PIP), 1,37,508 employees are pre-2004 recruits and remaining 52,263 employees have been recruited on or after 01.01.2004.

#### Inter Temporal Trend of Personnel

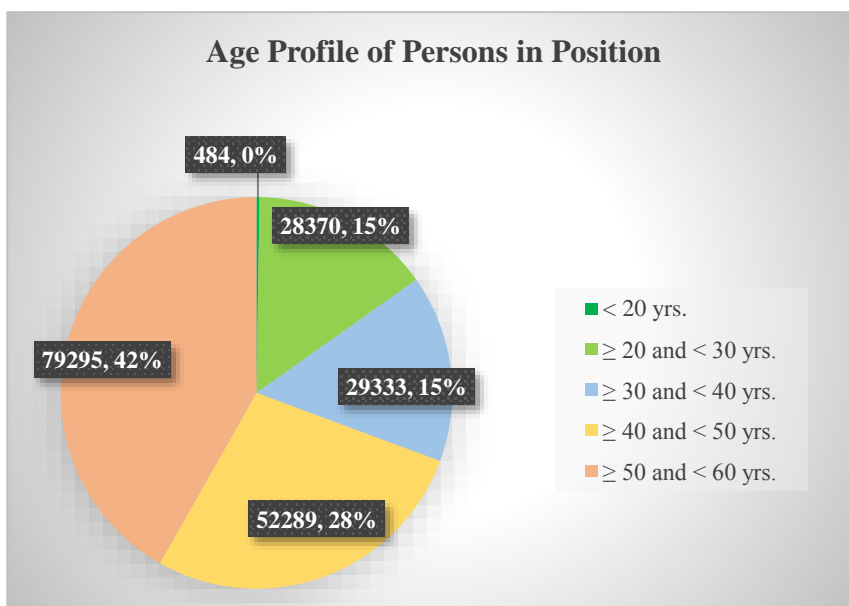
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11.8.5 The following bar chart indicates the inter temporal position of personnel in the Department of Posts as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.8.6 The following pie chart brings out the age profile of the persons in position (PIP) in the Department of Posts. It indicates that about 42 percent of the PIP shall be retiring within the next 10 years.



### Expenditure on Personnel and Contractual Employees

11.8.7 The following table brings out the expenditure incurred by the Department of Posts, on salaries and allowances on the employees working in the department through the years 2010 to 2013.

(₹ in lakh)

Particulars	2010-11	2011-12	2012-13
Expenditure on Salaries and Allowances	6,58,800.00	7,09,800.00	7,73,000.00
Expenditure on Contractual Employees	922.16	1,147.03	1,954.88
<b>Total</b>	<b>6,59,722.16</b>	<b>7,10,947.03</b>	<b>7,74,954.88</b>

## Training

11.8.8 The Department of Posts has intimated that it formulates annual training plan for all categories of staffs of the department. Physical infrastructure has been created for imparting training to the employees of the department. An amount of ₹25.48 crore was provided in the year 2013-14 for Training, of which, ₹22.95 crore was utilised during the year.

## Cadre Related Issues

### Postal Services Board

11.8.9 The Postal Services Board (PSB) is the apex management body of the Department of Posts. It consists of seven members. While Chairman, PSB is in the apex level, the remaining six members are in the HAG+ scale.

11.8.10 The association of Indian Postal Services-Group 'A' has demanded apex level for the six posts of Members of Postal Service Board (PSB) at par with the Members of the Railway Board, Central Board of Direct Taxes (CBDT), Central Board of Excise and Customs (CBEC) and the Telecom Commission. The association has stated that the Members of PSB have always been at par with the members of CBDT and CBEC. However, in year 2009 the parity was disturbed when Members of CBDT and CBEC were elevated to the apex level. The association thus wants restoration of the earlier parity and is seeking elevation of Members of the PSB to the apex level.

### Analysis and Recommendations

11.8.11 The Commission is of the view that mere restoration of historical parity cannot be a justification for upgrading levels since in most cases historical parities, particularly at senior levels, do get disturbed for various reasons and actions arising out of informed and conscious decisions taken by the government. The Commission has examined the demand for granting apex level to the members of the PSB and is of the view that adequate functional justification for the same does not exist.

11.8.12 The Commission has further noted that there is a functional distribution amongst the six Members of the PSB as per which they oversee the functions of Planning, Banking and HRD, Technology, Operations, Postal Life Insurance and Personnel. No Member has been assigned the finance function, and the same is being discharged by Joint Secretary and Financial Advisor (JS&FA) of the Department of Posts, who is a permanent invitee to the meetings of the PSB. The Commission believes that the finance function is an important one



and it warrants the exclusive attention of a full-fledged member of the PSB. The Commission however is not in favour of creating an additional post of member to discharge the financial function and is of the view that the portfolios of the six members can be so re-arranged that the need to create a new post of Member is obviated. **The Commission is further of the view that after reshuffling of the portfolios the newly designated post of Member (Finance) should be encadred with Indian Postal and Telegraph Accounts and Finance Service (IP&TAFS) as the financial advice in Postal and Telecom Departments is the core function of this service.**

### **Indian Postal Service Group `A`**

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11.8.13 The existing hierarchy of Indian Postal Service (IPos) is as follows:

<b>Designation</b>	<b>Grade Pay</b>	<b>No. of Posts</b>
PSB Members	HAG+	6
Chief Post Master General	HAG	26
Post Master General	10000	73
Director, Post Services	8700	105
	7600	
Assistant Post Master General	6600	198
Senior Superintendent, Posts	5400 (PB-3)	67

11.8.14 The following demands have been made:

- i. Upgradation of the post of Director, National Postal Academy, presently in the HAG level, to the apex level.
- ii. Upgradation of posts of Chief Post Master General (CPMG) in seven circles (Maharashtra, Delhi, West Bengal, Tamil Nadu, Karnataka and Uttar Pradesh) from HAG to HAG+.
- iii. Upgradation of posts of Chief Post Master General (CPMG) in Business Development (BD) and Postal Life Insurance (PLI), from HAG to HAG+.
- iv. Upgradation of posts of Post-Master General (PMG) of the circle for the Northeast from SAG to HAG.
- v. Creation of two new circles for the Northeast (with 3 States in each circle) and each headed by a PMG at the SAG level. [At present each state in the Northeast has a JAG level officer in charge of Postal operations.]
- vi. Upgradation of posts of Post Master General (PMG) in Andaman and Nicobar Islands from JAG to SAG.

#### *Analysis and Recommendations*

11.8.15 In so far as Director, National Postal Academy is concerned, the view taken is that functional justification from upgrading the post to Apex level does not exist. As far as the rest of the demands for upgradation/creation of posts are concerned, these are administrative matters, which may be taken up with the concerned departments in the government.

## Post Masters' Cadre

11.8.16 The existing hierarchy of the Post Masters' Cadre is as follows:

Post	Grade Pay	No. of Posts	Method of filling
Senior Post Master	4800	116	25 percent from Postman Gr.III with 2 years' experience. 75 percent LDCE from IPOs with 6 years' experience.
Post Master Gr.III	4600	495	LDCE from Postman Gr.II with 5 years' experience
Post Master Gr.II	4200	511	LDCE from Postman Gr.I with 6 years' experience
Post Master Gr.I	2800	2097	LDCE from PAs with 5 years' experience
Postal Assistant (PA)	2400	Information not available	50 percent LDCE from MTS 50 percent Direct Recruitment

11.8.17 There are demands that officers of this cadre should also be permitted to appear for the Limited Departmental Competitive Examination (LDCE) for the post of Senior Post Master along with Inspector (Post).

### *Analysis and Recommendations*

11.8.18 The Commission has noted that 75 percent of the posts of Senior Postmaster in the GP 4800 are earmarked through LDCE for Inspector (Posts) who are in the GP 4200 whilst the balance 25 percent is available to Post Master Grade III (GP 4600) through seniority based promotions. The Commission notes that to ensure that professionally qualified, trained and meritorious officials head key Post Offices, it was decided, as recently as November, 2010 to introduce a separate cadre of Postmasters. Given the distinct emphasis on merit the demand of the Postmasters' cadre seems justified. It is also further noted that besides the post of Senior Post Master, Inspectors also have growth opportunities in their own hierarchy, going up to the level of Senior Superintendent in the GP 5400 (PB-3). The Commission is thus of the view that promotional prospects of the Inspectors' cadre would not significantly reduce if Post Masters, specifically Postmaster Gr. II (GP 4200) and Postmaster Gr.III (GP 4600) are also allowed to appear for LDCE for the 75 percent of the Senior Post Masters' post. **Accordingly the Commission recommends that while 25 percent of the posts of Senior Post Master may continue to be filled up from Post Master Gr.III through seniority based promotions, eligible officers from the Post Masters' cadre (Postmaster Gr.II and Postmaster Gr.III) may also be permitted to appear for LDCE along with Inspector (Posts) for the balance 75 percent of the Senior Postmasters' posts.**

## Inspector Cadre

11.8.19 The existing hierarchy of the Inspector Cadre is as follows:

Hierarchy	Grade Pay	Entry level Qualification and Method of Filling	No. of Posts
Inspector (Posts)	4200	Graduation. 33.34 percent DR and 66.66 percent promotion through LDCE from Postal Assistants.	2187
Asstt. Superintendent Posts, Asstt. Manager (MMS)	4600	100 percent by promotion	1824
Superintendent (Posts) (Group 'B')	4800 After 4 years 5400 (PB-2)	75 percent by promotion from Inspectors and ASP/HSG I 25 percent LDCE	657 (on promotion) 166 (through LDCE)
Senior Superintendent (Posts)	5400 (PB-3)	75 percent by promotion from Inspectors and ASPs–25 percent DR	50

11.8.20 Their association has demanded upgradation of entry level pay of Inspector (Posts) from GP 4200 to GP 4600, if required through merging the posts of Inspector (Posts) and Assistant Superintendent.

### *Analysis and Recommendations*

11.8.21 The Commission has noted that the VI CPC had placed Inspector (Posts) at par with Inspectors of CBDT/CBEC. Subsequently the inspectors of CBDT/CBEC were elevated to GP 4600. The Commission has further noted that Inspector (Posts) and Inspectors of CBDT/CBEC are recruited through the same combined graduate level examination. **The Commission, therefore, recommends that Inspector (Posts) who are presently in the GP 4200 should be upgraded to GP 4600. With this upgradation, Inspector (Posts) shall come to lie in an identical grade pay as that of their promotion post of Assistant Superintendent of Posts (ASPOs). A higher grade would thus need to be extended to ASPOs. Accordingly, the Commission recommends that the promotional post of ASPOs be placed in the next higher GP 4800 and further, the post of Superintendent (Posts), which is presently in the GP 4800, be moved up to GP 5400 (PB-2).**

### Postal Assistant/Sorting Assistant

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11.8.22 The existing hierarchy of Postal Assistant/Sorting Assistant is as follows:

Post	Grade Pay	Entry Level Qualification and Method of Filling
HSG I	4600	100 percent by promotion
HSG II	4200	100 percent by promotion
LSG	2800	100 percent by promotion
Postal Assistant/Sorting Assistant	2400	Class XII for DR (50 percent) 50 percent LDCE from MTS
MTS	1800	X pass

11.8.23 They have demanded enhancement of minimum educational qualifications for Direct Recruits for Postal Assistants/Sorting Assistants from Class XII to Graduation and the entry grade pay from GP 2400 to GP 4200. Lower Selection Grade (LSG) and Higher Selection Grade (HSG) II and I, which are promotional posts in this cadre, have accordingly been sought to be placed in higher levels.

#### *Analysis and Recommendations*

11.8.24 The Commission is of the view that there is no justification for the upgrade sought.

### Postal Assistants (Savings Bank Control Organization) Cadre

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11.8.25 Their existing hierarchy is as follows:

Post	Grade Pay	Entry Level Qualification and Method of Filling
HSG I–Chief Supervisor	4600	100 percent by promotion
HSG II–Senior Supervisor	4200	100 percent by promotion
LSG–Supervisor	2800	100 percent by promotion
Postal Assistant (SBCO)	2400	Class XII–100 percent Direct Recruitment

11.8.26 They have demanded an increase in the entry grade pay of Postal Assistants (SBCO) from GP 2400 to GP 4200, on the grounds that their duties are such that they cannot be equated with postal assistants in postal circles but more pertinently with audit staff. They have also demanded 10 percent of grade pay as cash handling allowance.

#### *Analysis and Recommendations*

11.8.27 The Commission has noted that the stipulated entry level qualification and recruitment process of Postal Assistants (SBCO) is similar to that of direct recruit Postal Assistants in the Postal Assistants' cadre and their promotional channel is also identical. The Commission is therefore of the view that no upgradation is warranted. As regards grant of cash handling allowance, the Commission is of the view that with the spread of banking and internet based payments coming into vogue there is no merit in granting an allowance for handling cash.

## Postman Cadre

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11.8.28 The existing hierarchy of Postmen Cadre is as follows:

Post	Grade Pay	Entry Level Qualification and Method of Filling
Postman	2000	Class X: 50 percent by DR 50 percent by promotion from MTS
MTS	1800	Class X or ITI

They have demanded that the grade pay of Postman may be enhanced from GP 2000 to GP 2800.

### *Analysis and Recommendations*

11.8.29 The Commission has noted that VI CPC had consciously recommended upgradation of the Postman in Department of Posts and the analogous post of Mail Guard in Railway Mail Service to their present level. The Commission has noted the entry level qualifications prescribed (Class X or ITI for MTS) as also the work content, and is of the view that there is no justification for further raising the entry grade pay of Postman.

## Post Office (PO) and Rail Mail Service (RMS) Accountants

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11.8.30 There are demands for creation of a separate cadre for the accountants of this cadre and placing them at par with organised accounts cadres.

11.8.31 The Commission is, however, of the view that the proposal is in the nature of cadre restructuring, which is not in its ambit.

## Rail Mail Service (RMS) Mail Guard

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11.8.32 The hierarchy of RMS Mail Guard is as follows:

Post	Grade Pay	Entry level Qualification and Method of Filling
Sorting Assistant	2400	50 percent DR with Class XII 50 percent through LDCE from Postman (three yrs of service) and MTS (five yrs of service)
Mail Guard	2000	Class X for Direct Recruits (50 percent DR, 50 percent by promotion, 25 percent from MTS and 25 percent from GDS)
MTS	1800	Class X or ITI

Higher GP 2400 has been demanded for Mail Guards. Demands have also been received for merger of the cadres of Mail Guard with Sorting Assistants in GP 2400.

### *Analysis and Recommendations*

11.8.33 The Commission has noted that mail guards are posted in Transit Mail Offices and Transit Sections (Trains) and their duties and responsibilities are considered arduous in nature. It is also noted that the VI CPC had consciously established relativity between Mail Guard,

Postman and Constables of Central Police Organizations. As no modification in the grade pay of Postman is recommended, the Mail Guard shall also be placed in same pay level.

### **Despatch Rider, Mail Motor Service (MMS)**

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11.8.34 The hierarchy of Despatch Rider, MMS in comparison to the Drivers' category is as follows:

<b>Post</b>	<b>Grade Pay</b>	<b>Entry Level Qualification/ Method of Filling</b>	<b>Post</b>	<b>Grade Pay</b>	<b>Entry level Qualification/ Method of Filling</b>
			Driver Spl Grade	4200	100 percent by promotion
			Driver Grade I	2800	100 percent by promotion
			Driver Grade II	2400	100 percent by promotion
Despatch Rider	1900	Class X plus valid driving license	Driver Grade III	1900	Class X plus valid driving license

A demand has been made for merger of the post of Despatch Riders with the MMS drivers, as the nature of their work is similar.

#### *Analysis and Recommendations*

11.8.35 The Commission is of the view that this is an administrative matter and it is for the department to take a view.

### **Multi-Tasking Staff (MTS)**

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11.8.36 They have demanded higher GP 2000 for MTS-domestic posts and GP 2400 for MTS-foreign posts, stating that the two job profiles require greater skills as compared to MTS of other departments. Higher educational qualification for entry into MTS-foreign posts has also been proposed.

#### *Analysis and Recommendations*

11.8.37 The Commission is of the view that given the minimum entry level qualification of Class X, and the job content of MTS-domestic posts, the existing entry GP 1800 appears to be appropriate. In so far as MTS-foreign posts are concerned, it is noted that they have, as Packers of Foreign Posts, been treated as skilled workers and accordingly, in the wake of a judgement of the High Court of Delhi, they were provided GP 1900. No upgrade is considered necessary for either MTS-domestic or MTS-foreign posts.

## Binders

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11.8.38 The hierarchy of the Binders' category is as follows:

Post	Grade Pay	Entry Level Qualification/ Method of Filling
Binding Foreman	4200	100 percent by promotion
Binding Section Holder	2800	100 percent by promotion
Binder Grade I	2400	100 percent by promotion
Bindery Assistant	1900	Class X

A demand has been made to increase the entry pay of Binders from GP 1900 to GP 2400.

### *Analysis and Recommendations*

11.8.39 The Commission notes that in the Binders' cadre, initial recruitment is made as Bindery/Binding Assistant in the GP 1900 with Class X as a minimum eligibility condition. The grade pay that has been accorded is at par with the grade pay of entrants to other cadres with similar entry level qualifications. Therefore, there is no justification for raising the entry grade pay as sought.

## Various posts in Postal Dispensaries

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11.8.40 Higher levels of pay have been sought for staff nurses and paramedical staff, at par with similar categories of posts in other departments including CGHS.

### *Analysis and Recommendations*

11.8.41 The Department of Posts has been operating 52 postal dispensaries in 22 cities (Circles) across the country. The Commission has noted that the VI CPC had recommended that all dispensaries being run in the Department of Posts be merged with CGHS and all postal employees including retired postal employees be covered under the CGHS Scheme wherever applicable. Following this recommendation 19 Postal Dispensaries in 12 cities were merged with CGHS w.e.f. August, 2013. **The Commission is in agreement with the views of the VI CPC and recommends immediate merger of the remaining 33 postal dispensaries in 10 postal circles with CGHS so that the postal dispensary employees get the benefit of CGHS posts. Merging of the postal dispensaries with CGHS will also help in better use of infrastructure. The Commission has separately discussed the issue regarding extension of the benefits under CGHS to retired postal employees in Chapter 9.5.**

## Artisans

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11.8.42 A demand has been made to upgrade the levels of artisans at par with those in Railways and Defence. In their memoranda the staff side has pointed out that the V CPC had clubbed both the pay scales of Artisan Grade I (1320-2040) and the feeder post of Artisan Grade II (1200-1800) into one pay scale of 4000-6000. This anomaly, as the staff side pointed out was rectified in respect of Artisans staff of Railways and Defence whereby Artisan Grade II were

placed in the pay scale of 4000-6000 and Artisan Grade I were placed in the pay scale of 4500-7000. Accordingly, the Staff Side has urged that the pay scales as implemented for Artisans of Railways/Defence be given to Grade I and Grade II Artisans of MMS of the Department of Posts.

#### *Analysis and Recommendations*

11.8.43 The Commission has observed that the VI CPC had upgraded the post of Artisan Grade I to GP 2800 as a consequence of which the anomaly in the hierarchical structure of artisans in the Department of Posts had got resolved. The Commission is of the view that no anomaly exists in the present pay structure of these posts. The cadre of artisans in the Department of Posts shall accordingly be extended only the corresponding replacement level of pay.

### **Translation Officer**

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11.8.44 A demand has been submitted to upgrade the post of Translation Officer (French) to GP 5400 (PB-3) at par with Junior Interpreter in the Ministry of External Affairs as also Assistant Foreign Language Examiner in the Intelligence Bureau on the grounds that all the three posts carry similar RRs with no difference in the nature of duties.

#### *Analysis and Recommendations*

11.8.45 The Commission has noted that the educational qualifications as per the RRs and the nature of work which is essentially translation, do not differ across the three posts. Further the post of Translation Officer in the Department of Posts is different from the posts encadred with the Official Language Services as this Service is primarily concerned with Hindi as the Official Language. As such Translation Officer cannot be placed under common category of Official Language cadre. The Commission, therefore, suggests that a comparative study of the job profiles be carried out by the department to arrive at the precise job content and a view taken thereafter.

### **Technical Supervisors**

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11.8.46 A demand has been submitted to grant higher grade pay to the isolated post of Technical Supervisors of Mail Motor Service (MMS) to which the entry is presently in GP 4200 with minimum qualification of diploma in Mechanical/Automobile Engineering with two years of experience.

#### *Analysis and Recommendations*

11.8.47 The Commission notes that the existing level of Technical Supervisors of MMS is in line with the VI CPC recommendations that posts carrying minimum qualification of diploma in Engineering should be placed in GP 4200. Hence they are placed at the appropriate level and no upgrade is recommended.



## **Gramin Dak Sewaks**

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11.8.48 A demand has been made before the Commission for treating Gramin Dak Sewaks (GDS) as civil servants at par with other regular employees for all purposes.

### *Analysis and Recommendations*

11.8.49 The Commission has carefully considered the demand and noted the following:

- a. GDS are Extra-Departmental Agents recruited by Department of Posts to serve in rural areas.
- b. As per the RRs, the minimum educational qualification for recruitment to this post is Class X.
- c. GDS are required to be on duty only for 4-5 hours a day under the terms and conditions of their service.
- d. The GDS are remunerated with Time Related Continuity Allowance (TRCA) on the pattern of pay scales for regular government employees, plus DA on pro-rata basis.
- e. A GDS must have other means of income independent of his remuneration as a GDS, to sustain himself and his family.

11.8.50 Government of India has so far held that the GDS is outside the Civil Service of the Union and shall not claim to be at par with the Central Government employees. The Supreme Court judgment also states that GDS are only holders of civil posts but not civilian employees. The Commission endorses this view and therefore has no recommendation with regard to GDS.

## **Separation of Cadres**

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11.8.51 System Administrators and Marketing Executives have demanded creation of separate cadres with higher pay scales. Presently incumbents of these posts are drawn from the cadre of Postal Assistants/Sorting Assistant Cadre.

11.8.52 The V and the VI CPC have also dealt with this issue and have not recommended separation of cadres. The Commission also does not see any rationale for creating separate cadres.

## **Department of Telecommunications**

11.8.53 The vision of the Department of Telecommunications is to provide secure, reliable, affordable and high quality converged telecommunication services anytime, anywhere for an accelerated inclusive socio-economic development. The department is working towards the objective of maximising public goods by making available affordable, reliable and secure telecommunication and broadband services across the entire country. The Department of Telecommunications has five PSUs under its administrative control viz., (i) Mahanagar Telephone Nigam Limited (MTNL), (ii) Bharat Sanchar Nigam Limited (BSNL), (iii) Indian Telephone Industries Limited (ITI), (iv) Telecommunications Consultants India Limited (TCIL) (v) Bharat Broadband Network Limited (BBNL). Centre for Development of Telematics (C-DOT), an autonomous body, is Department of Telecommunications' R&D arm. The regulatory measures, taken up by Telecom Regulatory Authority of India (TRAI),

facilitate orderly growth of telecom sector by promoting healthy competition and enhancing investment efficiency besides protecting interests of consumers.

## General Issues

### Personnel Position

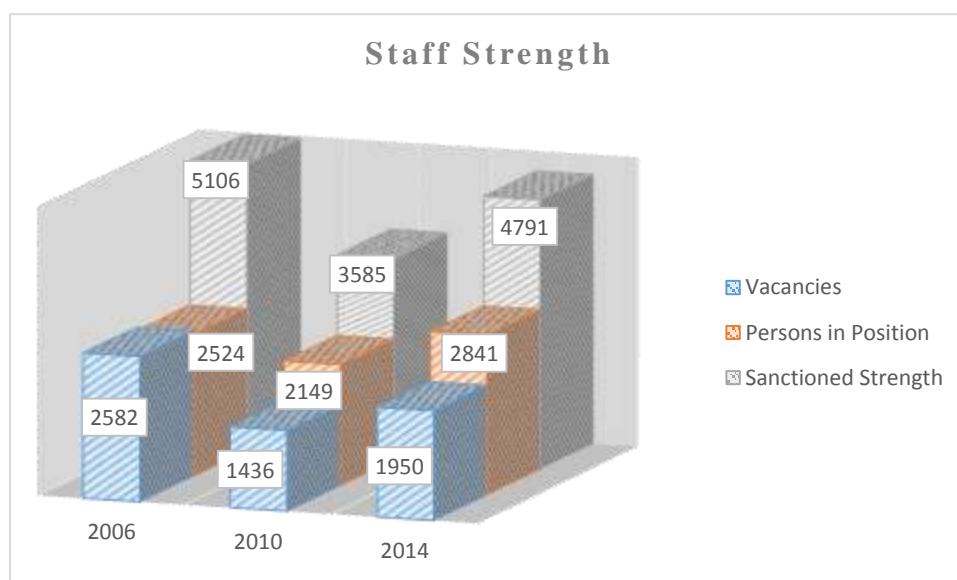
11.8.54 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Department of Telecommunications, is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	1,039	864	175	17
B	1,292	734	558	43
C	2,460	1,243	1,217	49
<b>Total</b>	<b>4,791</b>	<b>2,841</b>	<b>1,950</b>	<b>41</b>

11.8.55 The above table shows that in overall terms 41 percent of total sanctioned strength of the department is lying vacant as on 01.01.2014. Of the 2,841 persons in position (PIP), 2,545 employees are pre-2004 recruits and remaining 296 employees have been recruited on or after 01.01.2004.

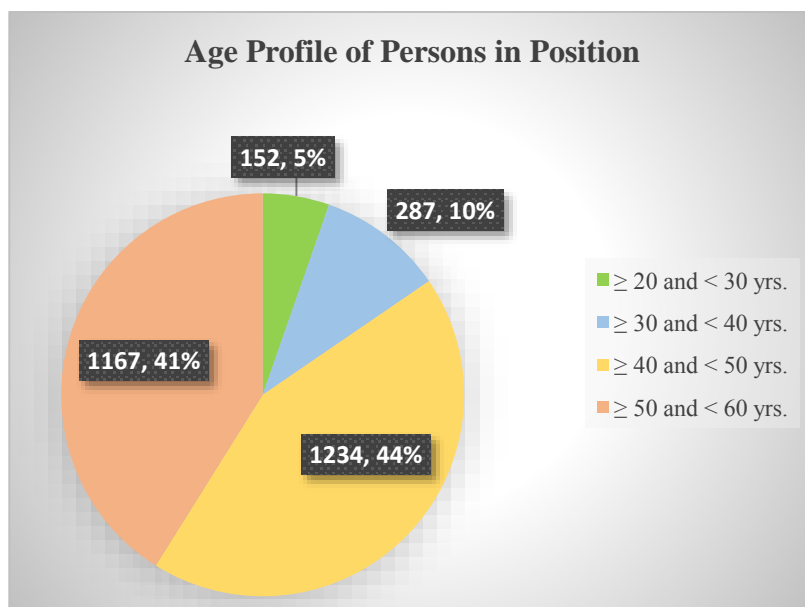
### Inter Temporal Trend of Personnel

11.8.56 The following bar chart indicates the inter temporal position of personnel in the Department of Telecommunications as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.8.57 The following pie chart brings out the age profile of the persons in position (PIP) in the Department of Telecommunications. It indicates that about 41 percent of the PIP shall be retiring within the next 10 years.



### Expenditure on Personnel and Contractual Employees

11.8.58 The following table brings out the expenditure incurred by the Department of Telecommunications, on salaries and allowances on the employees working in the ministry through the years 2010 to 2013.

Particulars	₹ in lakh		
	2010-11	2011-12	2012-13
Expenditure on Salaries and Allowances	8,677	16,729	21,979

### Cadre Related Issues

#### Indian Telecom Service

11.8.59 The Indian Telecom Service (ITS) is an Organised Group 'A' Services of the Central Government. The Officers of this service are responsible for policy formation, licensing and regulatory functions in the telecom and associated sectors. The Indian Telecom Services Association has demanded creation of an All India Information and Communication Technology Services (ICT) on the lines of IAS, IPS and IFS by merging the Department of Telecom and Department of Electronics and Information Technology. This step, as the Association states, will ensure ICT based implementation of government initiatives and help

in improving service delivery, reduce costs and build technical capabilities within the government.

*Analysis and Recommendations*

11.8.60 The VI CPC had recommended disbanding of the ITS Group `A` Service following the corporatization of the telecom services under the MTNL/BSNL, with the suggestion that the officers of the service be absorbed elsewhere. This, however, has not taken place and ITS Officers continue to serve in various capacities in the government. With the sweeping changes in the Telecom Sector and the adoption of the National Telecom Policy (NTP 2012) the activities of the Department of Telecommunications have undergone a sea change, with government's role becoming primarily that of a regulator rather than a service provider. Therefore, a complete re-examination of the role and structure of ITS, with a view to ascertaining what would be the most desirable structure and size in coming times, both in the medium and long term, indeed needs to be done. The Commission however does not agree with the suggestion of creating an All India Information and Communication Technology Services.

**Indian Post and Telegraph Accounts and Finance Services (IP&TAFS)**

11.8.61 The IP&TAFS was created in 1972 and recruitment to it is through the Civil Services Examination. Their core area of work, as the name suggests, is financial and accounts management of Department of Telecommunications and Posts. The hierarchy of IP&TAFS is as follows:

Grade Pay	Designation	No. of Posts
Apex		0
HAG+	Adviser (Finance)	1
HAG	Senior Deputy Director General	6
10000	Deputy Director General	37
8700	Director	111
7600		
6600	Chief Accounts Officer/Deputy Director/ Assistant Director General	198
5400 (PB-3)	Assistant Chief Accounts Officer	67

11.8.62 The IP&TAFS has demanded creation of a post of Member (Finance) in HAG+ in the Postal Services Board and encadring it in IP&TAFS, as this service is a specialised service for the Finance/Accounts function in this sector. The demand has been made in view of the earlier existence of this post, which in 1992-93 was downgraded to Joint Secretary level owing to non-availability of officers from IP&TAFS with requisite length of service. At that time the other members of the Postal Services Board continued in the HAG grade. The association has made a further demand of creating a revenue directorate in the Department of Telecom to be headed by Controller General of Communication Accounts (CGCA), a post to be created in

the apex level. The association has stated that such a dispensation is required in view of Department of Telecom being the largest source of non-tax revenue of the government, mobilizing upwards of ₹20000 crore per annum.

11.8.63 A separate demand has also been made for upgradation of the posts of Advisor Finance and DDG (LF -II) to the apex level, and the posts of Sr. DDG (WPF), DDG (LF-I) and DDG (IA) to the HAG+ Scale. Likewise, the Financial Advisor to Senior DDG (TEC) has also been sought to be placed in the SAG Scale. Demands have also been made for upgradation of posts of Financial Advisors in all postal circles to the SAG level since the administrative Head of Circle, belonging to IPoS, is in the HAG scale. Presently, Financial Advisors in all circles are either in Junior Administrative Grade or Senior Time Scale. Yet another demand is that Financial Advisor in ministries/departments as well as other organizations of the government should preferably be from Accounts and Finance Service as they have specialization in this field, by giving them equal participation under Central Staffing Scheme.

#### *Analysis and Recommendations*

11.8.64 While discussing the portfolios of members of the Postal Services Board, the Commission has already recommended encadring of the post of Member (Finance) with IP&TAFS. The Commission further recommends **encadring of the apex level post of Member (Finance) in Telecom board with IP&TAFS as this service is also meant to render finance advice in telecom department.** In so far as the other demands for upgradation of various posts at the field and headquarters level is concerned, the Commission is of the view that these are administrative matters which should be looked into by government.

### **Department of Electronics and Information Technology**

11.8.65 The mission of the Department of Electronics and Information Technology is to promote the inclusive and sustainable growth of the Electronics, Information Technology (IT) and Information Technology enabled Services (ITeS) industries, adopting a multipronged approach that includes development of human resources, promoting innovation, enhancing efficiency through digital services and ensuring a secure cyber space. National Informatics Centre (NIC), an attached office of the department, is a premier organisation providing e-Governance ICT Infrastructure, applications and services for the delivery of citizen centric services. NIC provides ICT support to the government in 80 ministries/departments., 36 States/UTs and 650 districts. National Informatics Centre Network (NICNET), the nationwide Network has more than 70,000 end users.

#### ***General Issues***

##### **Personnel Position**

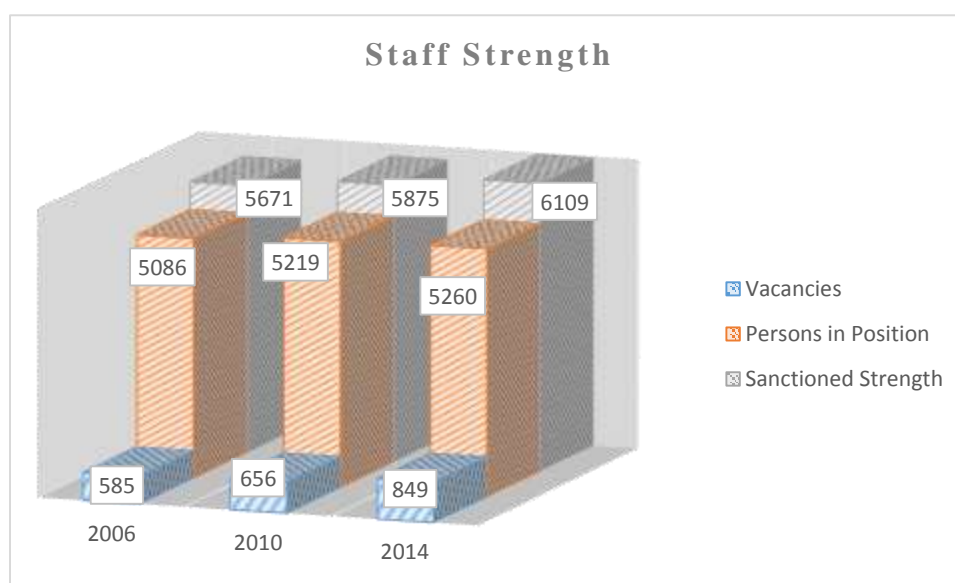
11.8.66 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Department of Electronics and Information Technology, is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	3,210	3,004	206	6
B	1,758	1,420	338	19
C	1,141	836	305	27
<b>Total</b>	<b>6,109</b>	<b>5,260</b>	<b>849</b>	<b>14</b>

11.8.67 The above table shows that in overall terms 14 percent of total sanctioned strength of the department is lying vacant as on 01.01.2014. Of the 5,260 persons in position (PIP), 4,233 employees are pre-2004 recruits and remaining 1,027 employees have been recruited on or after 01.01.2004.

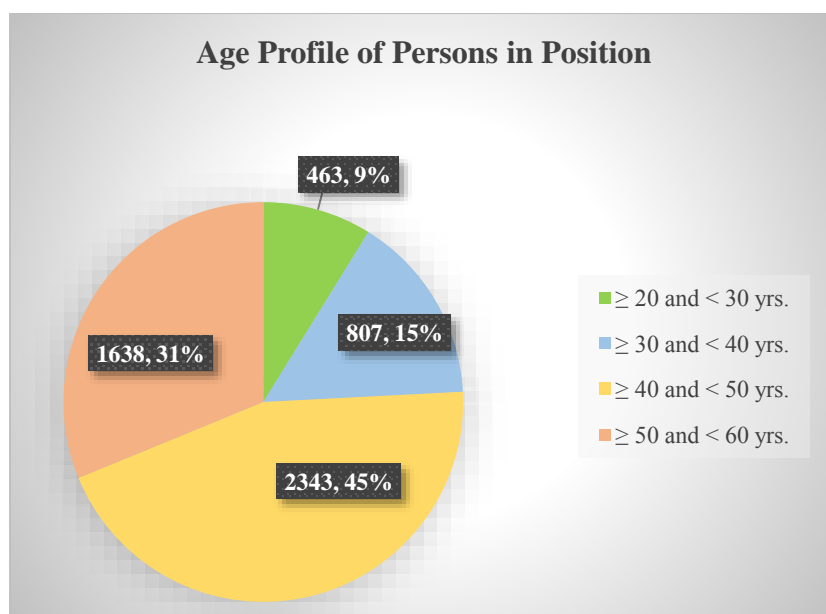
### Inter Temporal Trend of Personnel

11.8.67 The following bar chart indicates the inter temporal position of personnel in the Department of Electronics and Information Technology as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.8.69 The following pie chart brings out the age profile of the persons in position (PIP) in the Department of Electronics and Information Technology. It indicates that about 31 percent of the PIP shall be retiring within the next 10 years.



### **Expenditure on Personnel and Contractual Employees**

11.8.70 The following table brings out the expenditure incurred by the Department of Electronics and Information Technology, on salaries and allowances on the employees working in the department through the years 2010 to 2013.

*(₹ in lakh)*

Particulars	2010-11	2011-12	2012-13
Expenditure on Salaries and Allowances	32,517.39	35,155.22	40,430.63
Expenditure on Contractual Employees	945.31	1,644.07	2,955.79
<b>Total</b>	<b>33,462.70</b>	<b>36,799.29</b>	<b>43,386.42</b>

### **Training**

11.8.71 The Department of Electronics and Information Technology has intimated that the department has identified 281 posts for training on core competencies and 277 posts for training on specialised competencies. The department has imparted training to 182 persons and to 188 persons for core competencies during the years 2012-13 and 2013-14 respectively. The department also imparted training to one person and to three persons for specialised competencies during the years 2012-13 and 2013-14 respectively. An amount of ₹1.46 crore was utilised for staff training during the year 2013-14.

### **Cadre Related Issues**

#### **National Informatics Centre (NIC)**

11.8.72 The National Informatics Centre (NIC) is a premier Science and Technology institution with a strength of 3500 professionals that functions under the Department of

Electronics and Information Technology for providing e-Governance solutions, integrated services and global solutions in the government sector.

11.8.73 The hierarchy of Group `A` and above posts is as follows:

Grade Pay	Designation	No. of Posts
HAG	Director General	1
10000	Scientist G (Deputy Director General)	45
8900	Scientist F (Senior Technical Director)	183
8700	Scientist E (Technical Director)	543
7600	Scientist D (Principal System Analyst)	753
6600	Scientist C (Senior System Analyst)	679
5400 (PB-3)	Scientist B (System Analyst)	641

11.8.74 A demand has been placed before the Commission for creation of an Organised Group `A` Service for NIC Scientists on the pattern of All India Service (AIS)/Organised Group `A` Central Services, as their functions, orientation and presence are at par with the All India Services. The NIC staff has also demanded upgradation of the post of Director General (DG), NIC to the apex level. A separate demand has also been made for creation of additional posts at the level of Additional Director General (ADG), which is in the HAG level (Scientist H) so as to create a promotional avenue for Dy. Director General (DDG), who is in the SAG level (Scientist G). NIC has further demanded grant of Non-Practicing Allowance (NPA) to their scientific cadres or alternatively permission to enter private practice subject to rules/regulations government may notify on the arrangement.

#### *Analysis and Recommendations*

11.8.75 The Commission has noted that the Expert Committee on HR Policy for e-Governance chaired by Nandan Nilekani, the then Chairman, UIDAI, which gave its recommendations in January 2013, has suggested that there should be a dedicated well-structured civil services cadre for IT on the lines of IRS/IPS/IFS etc. **The Commission is therefore of the view that government may examine the aspect of proper positioning of NIC to enable it to shoulder a bigger role of e-Governance for meeting emerging challenges.** The Commission has further noted that the V CPC had approved upgradation of the post of DG, NIC to Secretary rank and creation of posts of Additional Director General (ADG) at Additional Secretary level for better coordination between NIC and their counterparts on e-Governance front. This, as the Commission observes, has not been implemented so far. As these are administrative matters, the government may take an early decision on these issues.



## Ministry of Consumer Affairs, Food and Public Distribution

## Chapter 11.9

### *General Issues*

#### **Introduction**

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11.9.1 Ministry of Consumer Affairs, Food and Public Distribution comprises two departments:

- i. **Department of Food and Public Distribution:** The Department of Food and Public Distribution was created with the vision to ensure food security for the citizens of the country. The main functions of the department are (i) formulation and implementation of the national policies relating to procurement, movement, storage and distribution of food grains, implementation Public Distribution System(PDS), maintenance of central reserves of food grain and promotion of scientific storage, formulation of national policies relating to export and import, buffer stocking, quality control and specifications of food grains; (ii) administration of food subsidies relating to rice, wheat and coarse grains; (iii) policy matters relating to sugar and sugarcane sector (iv) supporting industries, the control of which by the Union is declared by Parliament by law to be expedient in public interest, as far as these relate to Vanaspati, Oilseeds, Vegetable oils, Cakes and Fats; and (v) price control of and inter-se trade and commerce in and supply and distribution of Vanaspati, Oilseeds, Vegetable oils, Cakes and Fats. In carrying out its functions, the Department of Food and Public Distribution is assisted by two attached offices, viz (a) Directorate of Sugar (b) Directorate of Vanaspati, Vegetable Oils and Fats; and three subordinate offices viz., (a) National Sugar Industries, Kanpur (b) Indian Grain Storage Management and Research Institute, Hapur (c) Quality Control Cells (QCSS) and three Central Public Sector Enterprises.
- ii. **Department of Consumer Affairs:** The Department of Consumer Affairs is responsible for the formulation of policies for consumer cooperatives, monitoring prices, consumer movement in the country and controlling of statutory bodies like Bureau of Indian Standards (BIS) and Weights and Measures.

#### **Personnel Position**

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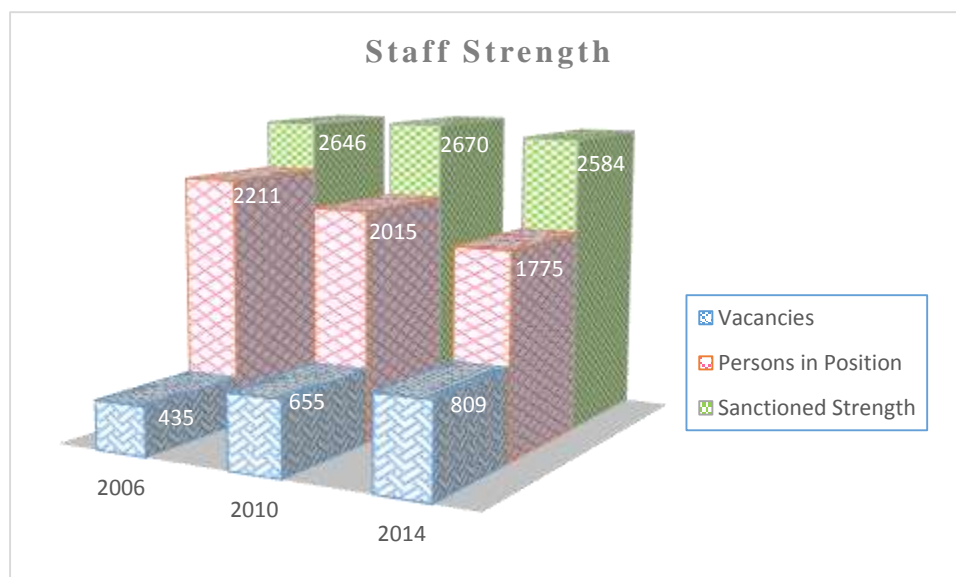
11.9.2 The number of sanctioned posts in various grades vis-à-vis persons in position as on 01.01.2014, as reported by the Ministry of Consumer Affairs, Food and Public Distribution is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	351	227	124	35
B	792	527	265	33
C	1,441	1,021	420	29
<b>Total</b>	<b>2,584</b>	<b>1,775</b>	<b>809</b>	<b>31</b>

11.9.3 The above table shows that in overall terms 31 percent of total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of the 1,775 persons in position, 1,482 employees are pre-2004 recruits and the remaining 293 employees have been recruited on or after 01.01.2004.

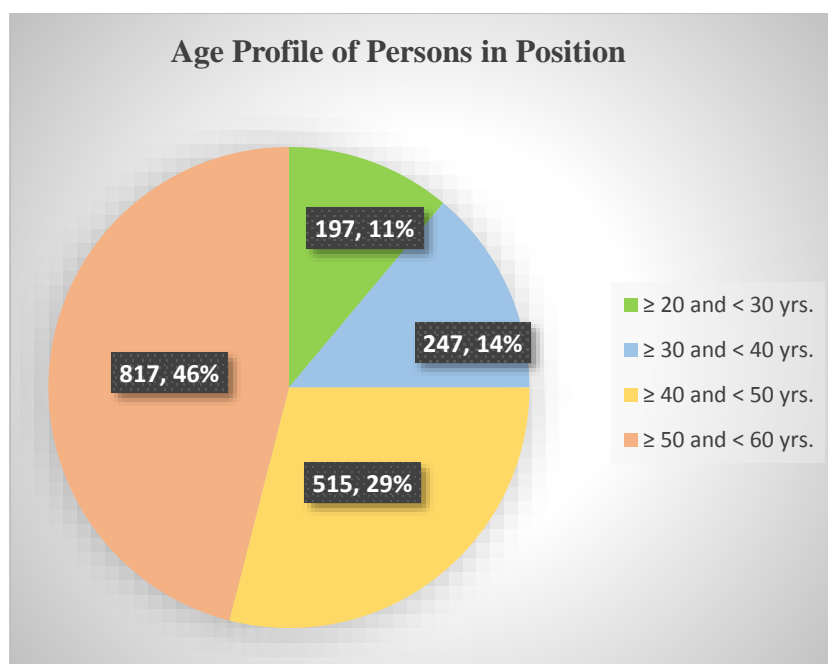
### Inter Temporal Trend of Personnel

11.9.4 The following graph indicates the inter temporal position of personnel in the ministry as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.9.5 The following chart brings out the age profile of the persons in position (PIP) in the Ministry of Consumer Affairs, Food and Public Distribution. It indicates that about 46 percent of PIP will be retiring within next 10 years.



### **Expenditure on Personnel and Contractual Employees**

11.9.6 The following table brings out the expenditure incurred by the Ministry of Consumer Affairs, Food and Public Distribution on salaries and allowances on the employees working in two departments of the ministry through the years 2010 to 2013.

(₹ in lakh)

Particulars	2010-11	2011-12	2012-13
Expenditure on Salaries and Allowances	8,864.29	9,225.10	9,899.90
Expenditure on Contractual Employees	123.95	184.18	230.34
<b>Total</b>	<b>8988.24</b>	<b>9409.28</b>	<b>10130.24</b>

### **Training**

11.9.7 The Department of Food and Public Distribution has neither formulated any training plan nor has reported no specific budget provision for training for the year 2013-14. The Department of Consumer Affairs has identified 471 posts for core competencies and 68 posts specialised competencies. Of these, 20 persons belonging to core competencies group and 46 persons belonging to specialised group were trained in 2012-13 and 18 persons belonging to core competencies group and 32 persons belonging to specialised group were trained in 2013-14.

## ***Cadre Related Issues***

### **Directorate of Sugar**

#### **Accounts and Statistical Cadre**

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11.9.8 In their demand, the Directorate of Sugar has compared the pay scales of Assistants and Section Officers of the Accounts and Statistical cadre with the Assistants and Section Officers of CSS cadre and demanded parity with them on the grounds that the incumbents of these posts are performing the same duties as are being performed by the Assistants and Section Officers of CSS cadre.

11.9.9 It has been argued that the anomaly in pay structure of Accounts and Statistical cadre working in the Directorate of Sugar was created post IV CPC when the government upgraded the pay scale of Assistant of CSS from ₹1400-2600 to ₹1640-2900. As a result the Assistant of CSS started to draw pay equivalent to that being drawn by Section Officer.

11.9.10 After the V CPC the pay of Assistants was further revised to ₹6500-10500 from ₹5500-9000 and post VI CPC, when the government upgraded the post of Assistant (CSS) from GP 4200 to GP 4600 a situation has arisen where Section Officer of the Accounts and Statistical cadre now draws pay in GP 4200 despite being in a supervisory post whereas an Assistant in CSS who is reporting to this Section Officer is drawing higher pay in GP 4600.

#### *Analysis and Recommendations*

**11.9.11 Since, Assistants and Section Officers belonging to Accounts and Statistical cadre working in the Directorate of Sugar are distinct posts as compared to the Assistants and Section Officers of the Central Secretariat Service, hence pay parity on such grounds cannot be extended. However, in general, the issue has been dealt with in Chapter 7.1.**

## Ministry of Corporate Affairs

## Chapter 11.10

### General Issues

#### Introduction

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11.10.1 The vision of the Ministry of Corporate Affairs is to enable sustained corporate growth with enlightened regulation. The mandate of the ministry *inter alia* includes the administration of a wide range of statutes for the regulations of the corporate sector. The ministry has a three tier organisational structure with Headquarters at New Delhi, seven offices of Regional Directors at Ahmedabad, Chennai, Shillong, Hyderabad, Kolkata, Mumbai and NOIDA, fifteen Registrars of Companies, fourteen Official Liquidators and nine Registrar of Companies-cum-Official Liquidators in the States and Union Territories. The Official Liquidators function under the overall administrative control of the ministry and are attached to the corresponding High Courts.

#### Personnel Position

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11.10.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Ministry of Corporate Affairs, is as follows:

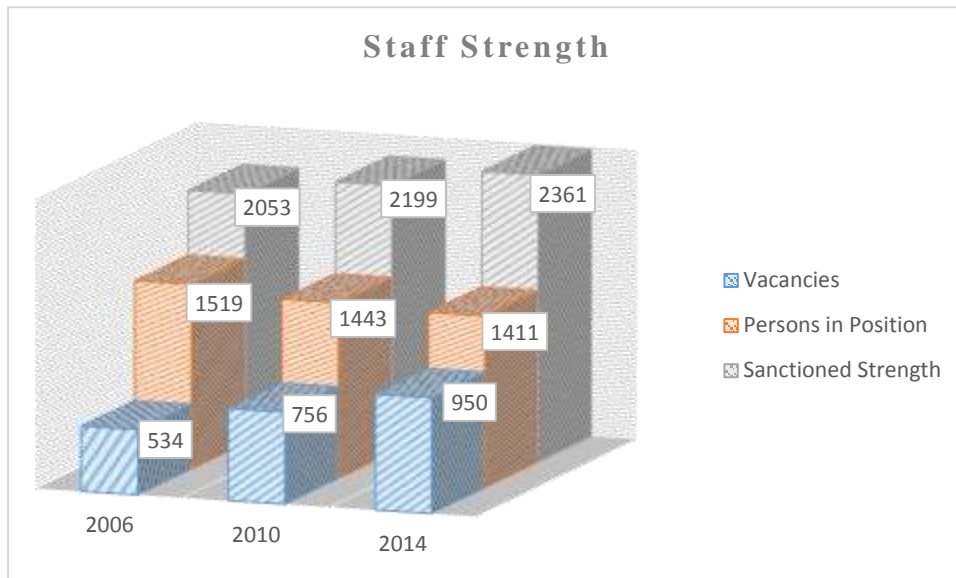
Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	560	385	175	31
B	819	488	331	40
C	982	538	444	45
<b>Total</b>	<b>2,361</b>	<b>1,411</b>	<b>950</b>	<b>40</b>

11.10.3 The above table shows that in overall terms 40 percent of total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of the 1,411 persons in position (PIP), 1,076 employees are pre-2004 recruits and remaining 335 employees have been recruited on or after 01.01.2004.

#### Inter Temporal Trend of Personnel

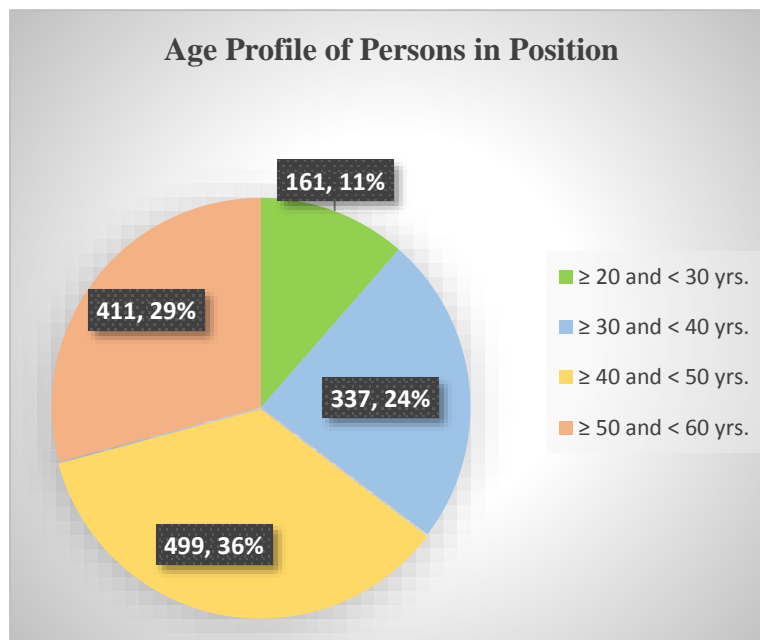
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11.10.4 The following bar chart indicates the inter temporal position of personnel in the Ministry of Corporate Affairs as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.10.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Corporate Affairs. It indicates that about 29 percent of the PIP shall be retiring within the next 10 years.



### Expenditure on Personnel and Contractual Employees

11.10.6 The following table brings out the expenditure incurred by the Ministry of Corporate Affairs, on salaries and allowances on the employees working in the ministry through the years 2010 to 2013.

(₹ in lakh)

Particulars	2010-11	2011-12	2012-13
Expenditure on Salaries and Allowances	6,260.00	6,660.00	7,378.00
Expenditure on Contractual Employees	278.72	350.94	489.93
<b>Total</b>	<b>6,538.72</b>	<b>7010.94</b>	<b>7867.93</b>

## **Training**

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11.10.7 The Ministry of Corporate Affairs has identified 5 posts for training for core competencies and 51 posts for training for specialised competencies. The ministry did not have any training programme during the year 2012-13. In the year 2013-14, 32 Group 'B' officers were trained for specialised competencies. For training, the ministry has not indicated any separate budget provision.

## ***Cadre Related Issues***

### **Indian Corporate Law Service Cadre**

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11.10.8 Indian Corporate Law Service (ICLS) is an Organised Group 'A' Service under Ministry of Corporate Affairs. They have demanded time-bound promotion and additional increments on the pattern of IAS. It has also been demanded that instead of NFU, regular promotion should be given.

#### *Analysis and Recommendations*

11.10.9 Being an Organised Group 'A' Service, their issues are dealt with in Chapter 7.3.

### **Competition Appellate Tribunal**

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11.10.10 The Competition Appellate Tribunal is a statutory organization established in 2009 under the provisions of the Competition Act, 2002 to hear and dispose of appeals against any order passed by the Competition Commission of India. Courts Masters of the Competition Appellate Tribunal have sought upgrade from their existing GP 4200 to GP 5400 (PB-3).

11.10.11 The demand has been made on the ground that the post of Court Master in Supreme Court of India and High Court of Delhi are in a higher grade pay.

#### *Analysis and Recommendations*

11.10.12 The Commission notes that post of Court Master is a deputation post. As per the Recruitment Rules of the Competition Appellate Tribunal, the educational qualification of the Court Master is graduation.

11.10.13 The Commission is of the opinion that different organisations perform different functions. Parity in pay scales should not be claimed for posts in two different organisations simply on the basis of similar nomenclature. Enough functional justification must precede such parity. As far as Court Masters are concerned, the Commission has come across a full array of

pay scales for this post in different organisations. There are quite a few organisations like Customs Excise and Service Tax Appellate Tribunal and National Green Tribunal where Court Masters are placed in GP 4200. **The Commission, therefore, does not find merit in the demand for upgrade of Court Masters of the Competition Appellate Tribunal.**



## Ministry of Culture

## Chapter 11.11

### General Issues

#### Introduction

11.11.1 The Ministry of Culture is mandated *inter alia* to preserve, promote and disseminate all forms of art and culture through (i) maintenance and conservation of heritage, historical sites and ancient monuments (ii) promotion of literary, visual and performing art through various organisations (iii) promotion of institutional and individual non-official initiatives in Art and Culture (iv) administration of Museums to ensure preservation, conservation and to facilitate public access to heritage (v) administration of Public Libraries (vi) maintenance of manuscript records and digitation (vii) promotion of institution and organisations of Buddhist studies (viii) promotion of research in Anthropology and Ethnology. The ministry functions through two attached offices viz (a) Archaeological Survey of India, New Delhi and (b) National Archives of India, New Delhi and six subordinate offices viz., (a) Anthropological Survey of India, Kolkata (b) Central Reference Library, Kolkata (c) National Gallery of Modern Arts, New Delhi (d) National Library, Kolkata (e) National Museum, New Delhi (f) National Research Laboratory for Conservation of Cultural Property, Lucknow.

#### Personnel Position

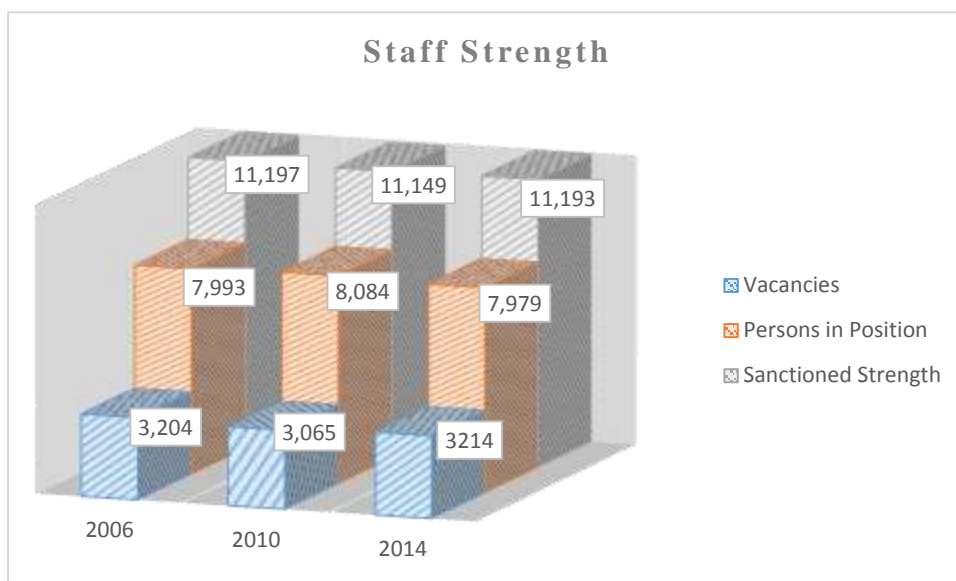
11.11.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Ministry of Culture, is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of sanctioned strength
A	499	241	258	52
B	1,447	872	575	40
C	9,247	6,866	2,381	26
<b>Total</b>	<b>11,193</b>	<b>7,979</b>	<b>3,214</b>	<b>29</b>

11.11.3 The above table shows that in overall terms 29 percent of total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of the 7,979 persons in position (PIP), 6,744 employees are pre-2004 recruits and remaining 1,235 employees have been recruited on or after 01.01.2004.

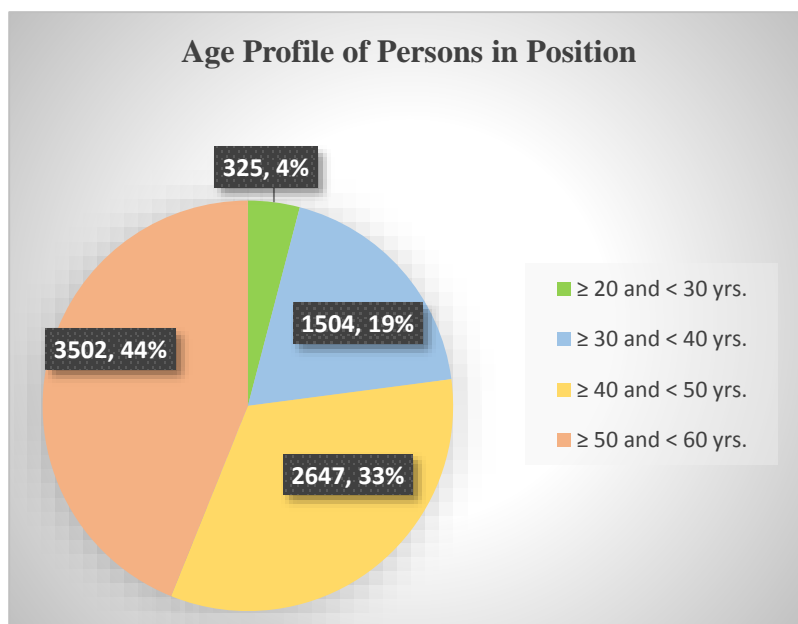
#### Inter Temporal Trend of Personnel

11.11.4 The following bar chart indicates the inter temporal position of personnel in the Ministry of Culture as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.11.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Culture. It indicates that about 44 percent of the PIP shall be retiring within the next 10 years.



### Expenditure on Personnel and Contractual Employees

11.11.6 The following table brings out the expenditure incurred by the Ministry of Culture, on salaries and allowances on the employees working in the ministry through the years 2010 to 2013.

(₹ in lakh)

Particulars	2010-11	2011-12	2012-13
Expenditure on Salaries and Allowances	22,928.03	24,499.51	25,835.19
Expenditure on Contractual Employees	107.00	107.00	116.00
<b>Total</b>	<b>23,035.03</b>	<b>4,606.51</b>	<b>25,951.19</b>

### ***Cadre Related Issues***

11.11.7 The Commission has received representations with reference to certain posts/cadres in the Ministry of Culture. The Commission has also received the views of the ministry in case of a number of demands on which its views were sought. The recommendations of the Commission with regard to the demands have been dealt with in terms of the offices that these posts/cadres belong to.

## **Archaeological Survey of India**

### **Assistant Archaeologists**

11.11.8 The organisational structure of the Archaeological Survey of India is as under:

Post	Grade Pay
Director General	HAG
Additional Director General	10000
Joint Director General	8700
Director	7600
Superintending Archaeologist	6600
Deputy Superintending Archaeologist	5400 (PB-3)
Assistant Superintending Archaeologist	4600
Assistant Archaeologist	4200

11.11.9 The present organisational structure involves entry at level of Assistant Archaeologist through Staff Selection Commission and of Deputy Superintending Archaeologist through UPSC. Assistant Archaeologists are the feeder cadre for Assistant Superintendent Archaeologist who are in the GP 4600.

11.11.10 Assistant Archaeologists have sought a higher entry pay scale with GP 5400 (PB-3) (Group `A`) in place of the current GP 4200. To advance their case they have stated that the education qualification for Assistant Archaeologists is a post graduate degree in Indian History/Archaeology/Anthropology Geology; their pay scale is lower than school teachers and that entry level pay in Geological Survey of India with same entry level qualification and similar nature of work is placed at GP 5400 (PB-3).

### *Analysis and Recommendations*

11.11.11 The ministry in its reply to the Commission has suggested entry level posts in archaeology cadre at the level of Deputy Superintending Archaeologist/Deputy Director (Archaeology) in the GP 5400 (PB-3) instead of Assistant Archaeologists so as to attract meritorious candidates through direct recruitment from UPSC.

11.11.12 The Commission is of the view that the level at which recruitment of archaeologists should be made is a matter that should be decided by the ministry.

11.11.13 The Commission notes that the entry level qualification for Assistant Archaeologists is post graduation degree. In the present circumstance of recruitment of Assistant Archaeologists through the SSC there is no case for upgradation in pay from the existing GP 4200.

## **National Archives of India**

### **Assistant Archivists**

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11.11.14 Assistant Archivists, presently in GP 4200 are being currently recruited through the Staff Selection Commission. They are the feeder cadre for Archivists who are in the GP 4600.

11.11.15 The Commission has received representation for a higher entry pay scale with GP 4800 for Assistant Archivists. To advance their case they have stated that the entry level education qualification for the post is post-graduation and one year diploma in archival studies or two years experience of research in modern Indian History.

### *Analysis and Recommendations*

11.11.16 The Commission notes that that Assistant Archivists are being currently recruited through the Staff Selection Commission. The ministry in its reply to the Commission have supported the demand of the Association of Indian Archivists and suggested a GP 4800 for Assistant Archivists which is slightly higher than the GP 4600 available for the Assistants of CSS. For the post of Archivists, the ministry has suggested GP 5400 (PB-3).

11.11.17 The Commission taking note of the demands made, reply of the ministry, the role of Archivists and the entry level qualifications recommends as under:

- **The existing cadre of Assistant Archivists should be upgraded to GP 4600 from the existing GP 4200, and then placed at the appropriate level in the Pay Matrix.**
- **Accordingly, the Commission recommends upgradation in the pay for the cadre of Archivists to GP 4800 from the existing GP 4600. After upgradation, these employees should be placed at the appropriate level in the Pay Matrix.**

### **Assistant Microphotographer/Assistant Chemist and Microphotographer/Scientific Officer**

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11.11.18 The Commission has received representation for a higher entry pay scale with GP 4800 in place of the current GP 4200 for Assistant Microphotographer and Assistant Chemists.

To advance their case they have stated that they are professionals in conservation/preservation of records and have lower entry level pay scales than their counterparts in the National Museum. Similarly for the post of Micro-photographer and Scientific Officer a higher GP 5400 (PB-3) has been sought.

*Analysis and Recommendations*

11.11.19 The Commission notes that that Assistant Microphotographer and Assistant Chemist are being currently recruited through the Staff Selection Commission and their entry level qualification is graduation. They are the feeder cadre for Microphotographer and Scientific Officer respectively who are in the GP 4600. The essential qualifications for a Scientific Officer is post graduation/Bachelor of Engineering in paper technology with three years experience in research/teaching in a recognised educational institution etc.

11.11.20 The ministry in its reply to the Commission have endorsed the demand of the Association for revision to GP 4800 for the cadre of Assistant Microphotographer and Assistant Chemist. For Microphotographer/Scientific Officer the ministry has recommended GP 5400 (PB-2).

**11.11.21 The Commission taking note of the entry level qualification of graduation does not recommend any upgradation in the pay of Assistant Microphotographer and Assistant Chemist.**

**11.11.22 The Commission is recommending upgradation in the pay for the post of Scientific Officer from the existing GP 4600 to GP 4800, and a non-functional upgrade to GP 5400 (PB-2) after four years. After upgradation, these employees should be placed at the appropriate level in the Pay Matrix.**

## **Anthropological Survey of India**

### **Research Associates**

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11.11.23 The Commission has received representation for a higher entry pay scale with GP 4600 in place of the current GP 4200 for Research Associates. To advance their case they have stated that the entry level education qualification for the post is post-graduation.

*Analysis and Recommendations*

11.11.24 The Commission notes that that there are 110 posts of Research Associates in the Anthropological Survey of India who are being recruited through the Staff Selection Commission. They are the feeder cadre for Assistant Anthropologists who are in the GP 4600. **The Commission does not find sufficient grounds to recommend any upgradation in the pay of Research Associates.**

## National Research Laboratory for Conservation of Cultural Property

### **Technical Restorers and Senior Conservation Assistant**

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11.11.25 Proposal for upgradation in the pay of Technical Restorers from GP 2800 to GP 4200 and from GP 4200 to GP 4600 for Senior Conservation Assistant has been received by the Commission. Another proposal received in this regard is the merger of the posts of Technical Restorers and Senior Conservation Assistant posts as their qualification and duties are the same. They have justified their case on grounds of parity with analogous technical posts in conservation in the Central Government. Director, National Research Laboratory for Conservation of Cultural Property has contended that the post of Technical Restorers has been upgraded and merged with Senior Conservation Assistant in Archaeological Survey of India, National Archives of India and National Museum.

#### *Analysis and Recommendations*

11.11.26 The ministry in its reply to the Commission has supported the proposal that the post of Technical Restorers be upgraded and merged with Senior Conservation Assistant.

11.11.27 The Commission notes that there are eight posts of Technical Restorers. They are the feeder cadre for the four posts of Senior Conservation Assistant. The Commission notes that the entry level qualification for the higher post of Senior Conservation Assistant is a B.Sc. in chemistry/degree diploma in fine arts with six month training course in conservation of cultural property and three years' experience in conservation work. However for the lower post of Technical Restorer the entry level qualification is a post graduation in conservation of cultural property/master degree in science or post graduation in fine arts with six months training. The Commission notes the anomalous entry level qualifications for the two cadres wherein the feeder cadre has a higher entry level educational qualification.

**11.11.28 The Commission recommends upgradation for Technical Restorer from the existing GP 2800 to GP 4200 and merger with the post of Senior Conservation Assistant.**

### **National Library, Kolkata**

11.11.29 The National Library Karmi Association represents Group 'C' category of employees of the National Library, Kolkata. The Association has made the following request with regard to upgradation in pay for various categories of posts.

<b>Name of Post</b>	<b>Existing Pay Structure</b>	<b>Pay Structure Sought</b>
Upper Divisional Clerk	2400	2800
Lower Divisional Clerk	1900	2400
Library Clerk	1900	3200
Senior Library Attendant	1800	2800
Library Attendant	1800	2400
Junior Library Attendant	1800	2000

*Analysis and Recommendations*

11.11.30 Librarians are a common category. Recommendations in relation to Junior Library Attendant, Library Attendant, Library Attendant and Senior Library Attendant are contained in Chapter 7.7. Similarly Lower Divisional Clerk and Upper Divisional Clerk are also common categories. Recommendations in relation to them are contained in Chapter 11.35.

## Ministry of Defence

## Chapter 11.12

### *General Issues*

#### **Introduction**

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11.12.1 The Ministry of Defence provides the policy framework and the wherewithal to the Armed Forces to discharge their responsibilities for the defence of the country. Policy directions of the government on all defence and security related matters are communicated for implementation to the Services Headquarters, Inter-Services Organisations, Production Establishments and Research and Development Organisation. The Ministry of Defence comprises four departments viz., Department of Defence (DOD), Department of Defence Production (DDP), Department of Defence Research and Development (DDR&D) and Department of Ex-Servicemen Welfare. The Defence Secretary functions as Head of 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. **Department of Defence:** This department deals with the integrated Defence Staff (IDS) and three Armed Forces and various Inter-Services Organisations. It is also responsible for the preparation of defence budget, establishment, defence policy, defence acquisition, defence cooperation and coordination of activities.
- ii. **Department of Defence Production:** This department deals with the matters pertaining to defence production, indigenisation of imported stores, equipment and spares, departmental production units of the Ordnance Factory Board, and Defence Public Sector Undertakings (DPSUs).
- iii. **Department of Defence Research and Development:** The function of this department is to advise on scientific aspects of military equipment, logistics and research, design and development of equipment used by the Armed Forces.
- iv. **Department of Ex-Serviceman Welfare:** This department deals with the policy and planning for rehabilitation/resettlement of Ex-service personnel and pension matters of Ex-Servicemen.

#### **Personnel Position**

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11.12.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Departments of the Ministry of Defence (excluding the three Armed Forces), is as follows:

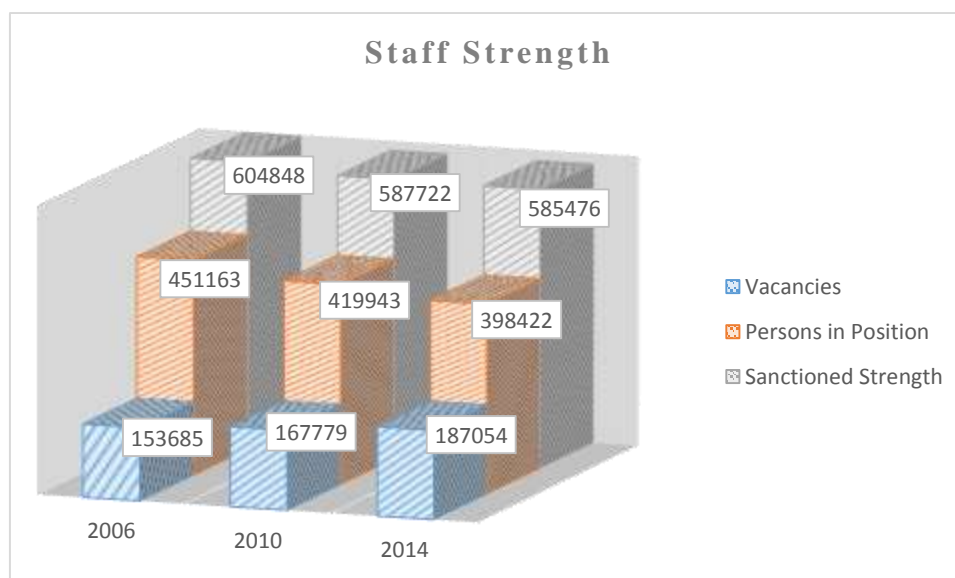


Group	Sanctioned strength	Persons in position	Vacancy	Vacancy as %age of sanctioned strength
A	17,405	17,160	245	1
B	84,939	59,415	25,524	30
C	4,83,132	3,21,847	1,61,285	33
<b>Total</b>	<b>5,85,476</b>	<b>3,98,422</b>	<b>1,87,054</b>	<b>32</b>

11.12.3 The table shows that in overall terms 32 percent of total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of the 3,98,422 persons in position (PIP), 2,96,119 employees are pre-2004 recruits and remaining 1,02,303 employees have been recruited on or after 01.01.2004.

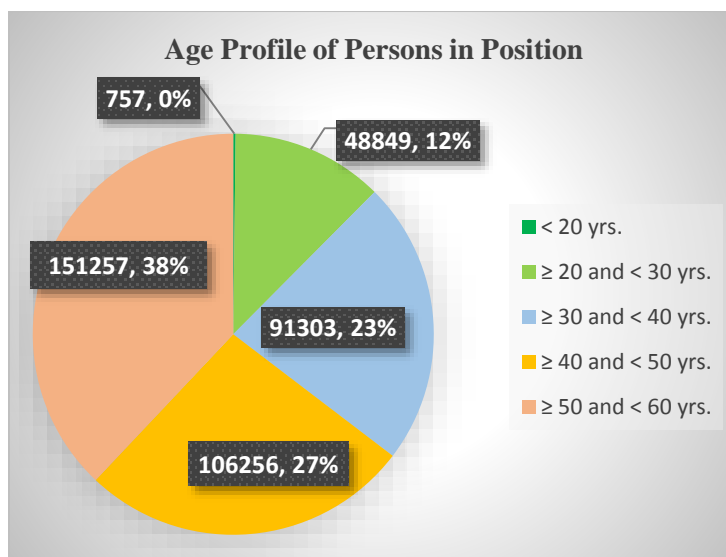
### Inter Temporal Trend of Personnel

11.12.4 The following bar chart indicates the inter temporal position of personnel in the Ministry of Defence as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.12.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Defence. It indicates that about 38 percent of the PIP shall be retiring within the next 10 years.



### **Expenditure on Personnel and Contractual Employees**

11.12.6 The following table brings out the expenditure incurred by the Ministry of Defence, on salaries and allowances of employees working in the ministry through the years 2010 to 2013.

Particulars	(₹ in crore)		
	2010-11	2011-12	2012-13
Expenditure on Salaries and Allowances	10,604.50	12,529.30	12,887.91

### **Training**

11.12.7 Ministry of Defence has identified 70,751 civilian posts for training for core competencies and 20,628 civilian posts for training in specialised competencies. The ministry has indicated that during the year 2012-13, training was imparted to 54,591 and 19,200 employees on core competencies and specialised competencies respectively. In the year 2013-14, training was imparted to 52,370 and 18,087 employees on core competencies and specialised competencies respectively. For the year 2013-14 an amount of ₹167.49 crore was provided as training budget, of which ₹164.49 crore was utilised.

### **Cadre Related Issues**

#### **Department of Defence**

#### **Indian Coast Guard**

##### **General**

11.12.8 In January 1977, the Cabinet approved raising of the Indian Coast Guard (ICG) and accordingly on 1 February, 1977 the Interim Indian Coast Guard was formed and placed under the Ministry of Defence. Its primary role is to protect the maritime and other national interests of the country in the maritime zones of India. Indian Coast Guard is the only Armed Force in

India that performs Maritime Search and Rescue (SAR) at sea. Indian Coast Guard, in its submission has stated that it is the fourth largest Coast Guard in the world after those of United States of America, Japan and South Korea.

11.12.9 The Indian Coast Guard has 105 surface platforms under various categories which include Offshore Patrol Vessels, Pollution Control Vessels, Fast Patrol Vessels, Inshore Patrol Vessels, Interceptor Boats, Air Cushion Vessels and Interceptor Crafts. In addition, 43 non commissioned craft are also part of assets of the Indian Coast Guard. The Indian Coast Guard has 64 aircrafts, which includes 40 Dorniers (fixed wing aircraft) and 24 Helicopters (Chetak and Advanced Light Helicopters).

### ***Personnel Position of Coast Guard***

<b>Personnel Position as on 31.07.2014</b>			
<b>Cadre</b>	<b>Sanctioned Strength</b>	<b>Posted Strength</b>	<b>Deficiency</b>
Officers	1976	1411	565(29%)
Enrolled Personnel	10,169	8,312	1,857(18%)
Civilians	1664	1162	502(30%)
<b>Total</b>	<b>13,809</b>	<b>10,885</b>	<b>2924(21%)</b>

11.12.10 ***Officer Cadre:*** At the head of the Coast Guard is the Director General (DG). The hierarchy below the DG consists of the Additional Director General, Inspector General, Deputy Inspector General, Commandant, Commandant (Junior Grade), Deputy Commandant and Assistant Commandant. Assistant Commandant to Commandant superannuate at age of 57 years, the rest superannuate at 60 as is the case in most Central Armed Police Forces (CAPFs).

11.12.11 ***Enrolled Personnel:*** The starting rank for Enrolled Personnel in the Coast Guard is Navik. The rank structure above Navik is of Uttam Navik, Pradhan Navik, Adhikari, Uttam Adhikari, Pradhan Adhikari. All Enrolled Personnel superannuate at age of 57 years as is the case in most Central Armed Police Forces (CAPFs).

11.12.12 **The Chairman and Dr. Rathin Roy recommended raising the retirement age to a uniform 60 years for all personnel in Indian Coast Guard as well as CAPFs.**

11.12.13 **However, Shri Vivek Rae, Member, Seventh CPC has not agreed with this recommendation, the reasons for which are explained in Chapter 11.22 in the context of CAPFs. Moreover, the Indian Coast Guard has not made any submission on this matter and neither have the views of Ministry of Defence been obtained by the Seventh CPC.**

### ***Cadre Related***

#### ***Merger of Group 'Z' in Group 'Y'***

11.12.14 The Enrolled Personnel in the Indian Coast Guard are in three categories- Z, Y and X in terms of the pay groups. The VI CPC recommended merger of 'Z' group in 'Y' group in respect of Enrolled Personnel of Indian Navy which was accepted and implemented by the government. However, no such recommendations were made in respect of Enrolled Personnel

in the Indian Coast Guard which led to disparity in the pay of PBORs. Whereas the Cooks/Stewards/Musicians of Indian Navy, all of whom are in Group Y, join in GP 2000, the Cooks, Stewards, Musicians of Indian Coast Guard having identical entry level qualification and who undergo the same courses along with personnel of the Indian Navy are placed in GP 1900. Further, the Enrolled Followers of Indian Coast Guard who perform duties similar to that of Topass in Indian Navy join in GP 1800 whereas his Naval counterpart 'Topass' joins with GP 2000. The Coast Guard has contended that despite having same entry level qualification and nature of job, there exists a disparity in grade pay.

#### *Analysis and Recommendations*

11.12.15 The Ministry of Defence, whose views were sought, also consider this as an anomalous situation and sought necessary correction in the matter. **The Commission, taking note of the facts, recommends the merger of Group 'Z' into Group 'Y' in respect of Enrolled Personnel of the ICG.**

#### *Direct Entry Diploma Holders*

11.12.16 In Indian Coast Guard, Direct Entry Diploma Holders (DEDH) join as Yantrik in Technical Branch and are placed in GP 2400 along with a Yantrik Pay of ₹800 per month. However, Direct Entry Diplomas Holders in other civil services, including Indian Railway are placed in GP 4200. In the Indian Navy, the Diploma Holders (Artificer-IV) with similar qualification and nature of job as of Yantrik of ICG are placed in GP 2800 along with X Pay of ₹1,400 per month.

11.12.17 The Coast Guard, in their memorandum to the Commission, have sought that Yantrik be equated at par with Direct Entry Diploma Holders in the Indian Navy (X Group personnel) and be inducted in GP 2800 and a Yantrik Pay of ₹1,400 per month.

#### *Analysis and Recommendations*

11.12.18 The Commission notes that the Direct Entry Diploma Holders on the civil side, the Indian Navy and the Coast Guard have identical minimum entry qualifications. **The Commission observes that the demand of the direct entry diploma holders joining the Central Government for placement in GP 2800 along with higher Yantrik Pay is justified and recommends upgradation and placement of Direct Entry Diploma Holders Yantriks in Pay Level 5 of the Defence pay matrix, corresponding to the existing GP 2800 and a Yantrik Pay of ₹6,200 per month.**

#### *Upgradation of pay scale of Sarang Lascar*

11.12.19 The Sarang Lascar in Coast Guard Organisation is presently in GP 1900, whereas their counterparts in the Indian Navy and other Central Government Organisation viz., Director General of Lighthouse and Lightships (DGLL), Ports etc. are placed in GP 2400.

11.12.20 Indian Coast Guard, in its memorandum, has stated that the Sarang Lascar in Indian Coast Guard performs similar duties and is assigned similar responsibilities as their counterparts in other services. They have sought parity in pay of Sarang Lascar with their civil and naval counterparts.

*Analysis and Recommendations*

11.12.21 The Commission notes that the Ministry of Defence has also supported the request for parity. **Taking note of the facts, upgradation and placement of Sarang Lascar in Pay Level 4 corresponding to the existing GP 2400 is recommended.**

***Maritime Security and Safety Pay (MSSP)***

11.12.22 The Indian Coast Guard has sought compensation by way of a Maritime Security and Safety Pay (MSSP) on the lines of the Military Service Pay (MSP) for the defence forces personnel. They have argued their case on the grounds that the nature of work in the Coast Guard and the responsibilities devolving upon them are over and above the normal working conditions of office/desk job.

*Analysis and Recommendations*

11.12.23 The demand has come up earlier too. It is noted that the ministry had suggested grant of 80 percent of MSP to Coast Guard Service to the Anomalies Committee set up post VI CPC.

11.12.24 The Commission has carefully considered this demand of the Coast Guard. A similar demand has also been made by some Central Armed Police Forces (CAPFs). The Commission has, however, taken a conscious decision that that Military Service Pay will be admissible to the three defence forces personnel alone. In Chapter 6.1 it has brought out the unique elements that distinguish the three Defence services from others making them the sole category of personnel which would be eligible for Military Service Pay. **In view of this the Commission does not agree with the proposal for the grant of Maritime Security and Safety Pay (MSSP) to personnel belonging to the Indian Coast Guard.**

***Upgradation of Pay scales of Director General to Apex Scale***

11.12.25 The pay scale of the Director General Indian Coast Guard has been fixed in HAG+ Grade (₹75,500-80,000). In their memorandum the Coast Guard has sought upgradation of the post of DG, Coast Guard to the Apex level. Parity in the pay scales has been sought with the Directors General of other Central Armed Police Forces and Commanders-in-Chief in the Indian Navy who are in Apex scale of ₹80,000 (fixed). To support their demand they have contended that post 26 November, 2008, the responsibilities of the DG ICG have undergone a quantum change at the national and international level and the service has been entrusted to take on the arduous and essential task of coastal security. Further DG, ICG has been assigned the responsibility for overall coordination between Central and State agencies in all matters related to coastal security.

*Analysis and Recommendations*

11.12.26 The Commission has taken note of the view of the Ministry of Defence, which has not supported the upgradation of DG ICG to the apex scale on the ground that it will affect the pay structure of Coast Guard hierarchy.

11.12.27 The Commission has also taken note of the expanding role of the ICG, the additional responsibilities it is has been tasked with, the need for overall coordination with coastal States

as also the fact that all the heads of CAPFs in the Ministry of Home Affairs and Directors General of Police (DGP) in States are now placed in the Apex grade. **The Commission therefore recommends upgradation of the post of DG, ICG to the Apex grade.**

***Upgradation of Pay Scales of Additional Director General to HAG+***

11.12.28 The ICG, in its memorandum, has stated that post 26 November, 2008, a post of Additional Director General (ADG) has been introduced due to additional responsibilities entrusted to the service and also due to the growth of the service in the last 37 years. ICG has requested upgradation the pay scale of ADG to HAG+ pay scale keeping in view the responsibilities shouldered by the ADG and the number of years of service already rendered by the officer.

*Analysis and Recommendations*

11.12.29 The Commission has carefully considered the proposal of the ICG. Additional Director General (ADG) are currently in the pay scale of ₹67,000-79,000. It is noted that the Ministry of Defence has not supported the upgradation of ADG, ICG to HAG + on the ground that it will affect the structure of the Coast Guard hierarchy. Apart from the Coast Guard itself, the Commission notes that the Additional Director General (ADG) in all Central Armed Police Forces (CAPFs) are in the pay scales of ₹67,000-79,000 while the Special Directors General are placed in the scale of ₹75,500-80,000. Taking the overall situation into account **the Commission does not agree with the request that the ADG in ICG be upgraded to the HAG + level.**

***Placement of Second Officer-in-Charge in Pay Scale of Commander in India Navy***

11.12.30 The ICG, in its memorandum, has sought to bring on par the post of Commandant (JG) with the post of Commander in the Indian Navy so as to reduce the huge disparity in terms of pay, perks and status. The proposal involves upgradation of existing pay scale of Commandant (JG) from GP 7600 to GP 8000 in PB-4.

*Analysis and Recommendations*

11.12.31 Similar proposals have also been received from a number of CAPFs. The placement of Second in Command in PB-4 would not only affect the pay of subsequent levels within the ICG but also disturb parity with other Services, including Indian Police Service and the Defence forces. The first level in PB 4 corresponds to GP 8700 being drawn by Commandants in CAPFs/ICG and to GP 8000 being drawn by Lieutenant Colonels and their equivalents in the Defence Services. **Besides in the new pay structure being recommended by the Commission, the issue of disproportionate spacing between certain pay bands and grade pays has been addressed. The Commission therefore does not agree with upgradation of the existing pay scale of Commandant (JG).**

***Grant of Non Functional Upgradation to Coast Guard***

11.12.32 The Indian Coast Guard (ICG) has sought grant of Non Functional Upgradation (NFU) in line with Organised Group 'A' Services. To support its contention it has stated that the promotional prospects in the rank of DIG and above are very bleak. It has further stated that since

Coast Guard is a relatively young service, the number of officers retiring on superannuation in the next 5-10 years is very low, thereby resulting in meagre number of vacancies in the rank of DIG and above. In these circumstances, most of the officers in the rank of DIG and above will retire in the same rank despite being eligible for promotion to the next rank.

#### *Analysis and Recommendations*

11.12.33 The deliberations relating to the NFU presently available to Organised Group `A` Services and whether it should be allowed to continue or not have been elaborated in Chapter 7.3. The aspect of grant of Non-functional upgradation to officers of the CAPFs was also discussed at length. After considering the various aspects the Chairman felt that NFU should be allowed to continue as it has been in existence for the last 10 years and is being availed by all the Organised Group `A` Services. Therefore the Chairman did not propose to abolish it.

**11.12.34 Further, with a view to ameliorate the difficulties faced by the officers owing to stagnation at various levels, the Chairman felt that NFU should be extended to the CAPFs (including ICG) and Defence forces as well. The manner in which NFU is to be regulated in the CAPFs, including ICG is discussed in Chapter 11.22.**

**11.12.35 Shri Vivek Rae and Dr. Rathin Roy, Members, Seventh CPC, have not agreed with the views of the Chairman. They are of the considered view that NFU till SAG and HAG level, granted to Organised Group `A` Services, should be withdrawn. They have also not supported extension of NFU to Defence Forces and CAPFs, including ICG. The rationale for their views has been elaborated in Chapter 7.3 and is not being repeated here.**

### **Indian Defence Estates Service, Group `A`**

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#### *Upgradation to HAG+ and HAG*

11.12.36 The Indian Defence Estates Service Officers Association, in its representation to the Commission, has sought upgradation of six posts of Principal Directors and one post of Senior Additional Director General from the existing HAG level to HAG+. They have also sought upgradation of four posts of Additional Director General and one post of Director National Institute of Defence Estates Management (NIDEM) from the existing SAG level to HAG.

#### *Analysis and Recommendations*

11.12.37 The Commission notes that there are a total of 189 duty posts in the Indian Defence Estates Service which include one at Apex, seven at HAG and nineteen at SAG level. The Commission also notes that the last cadre restructuring of the Indian Defence Estates Service was undertaken in 2009. The proposal is essentially in the domain of cadre restructuring of the Group `A` Service, an area which the Commission is not entering into.

#### *Other Demands*

11.12.38 The Association has made a number of other demands like disparity in appointment to senior posts in Government of India, removal of the 'edge' in pay for the IAS in salary increment, empanelment for Central Staffing Scheme and vertical growth in the respective

Service. These demands are common to other Central Services Group 'A' and have been dealt with in Chapter 7.3.

## **Military Engineering Service (MES)**

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### ***Upgradation of Post of DG to HAG+***

11.12.39 In its memorandum the Indian Defence Service of Engineers (IDSE) Association has sought upgradation of the post of Director General (Personnel) from the existing HAG level to HAG+. In advancing their case they have stated that currently the ADG and Director General (Personnel) are both in the HAG scale.

#### *Analysis and Recommendations*

11.12.40 The Commission notes that Indian Defence Service of Engineers is a Group 'A' Technical Service with 979 duty posts. **The Commission does not find adequate justification for the proposal. It is therefore not recommending upgradation of the post of Director General (Personnel) from the existing HAG level to HAG+.**

### ***Civilianization of Military Engineering Service***

11.12.41 The IDSE Association has made its case for the civilianization of the MES, citing the example of UK, where the works services are stated to be civilianized. The recommendations of the Estimates Committee of Parliament have also been cited in support of their demand.

#### *Analysis and Recommendations*

11.12.42 The Commission notes that the V CPC in its Report (Para 33.15) had specifically taken the view that the “*Armed Forces need not divert their manpower to organisations like Survey of India, Directorate General of Quality Assurance, DRDO, MES, BRO etc. There should be a gradual civilianisation of all these organisations...*”

11.12.43 The view of the Ministry of Defence, however, is that this is purely an administrative issue and that the government can decide on manning of cadre as per operational and administrative requirement.

11.12.44 The Commission has noted the views of the ministry. At the same time it notes the concerns regarding shortage of officers in the Armed Forces as has been articulated forcefully in the Joint Services Memorandum (JSM) by the Services: “*...shortages have resulted in tremendous pressure on the other officers posted to the combat units which are functioning with 50 percent strength of officers. Frontline leadership has been seriously affected which is the key factor in war and other warlike operations including counter insurgency operations.*”

11.12.45 **This position brings out the need for the Armed Forces to focus on core functions and the validity of the view taken by the V CPC. To that extent, the ministry may like to review the matter.**



## **Indian Naval Armament Service, Group `A`**

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### *Upgradation and Creation of posts at senior levels*

11.12.46 It has been stated that since 1996, the role of Director General of Naval Armament (DGoNA) has increased manifold with the addition of capital as well as revenue procurement responsibilities and the creation of additional depots. Apart from this they have also made reference to the recommendation of V CPC that each service should have one encadred Secretary level or equivalent post in the Apex scale, to press their case for upgradation of the post of DGoNA.

### *Analysis and Recommendations*

11.12.47 It is noted that Indian Naval Armament Service has a total of 108 duty posts. **The Commission does not find adequate justification for in the proposal and is therefore not recommending upgradation of the post of Director General of Naval Armament from the existing HAG level to HAG+. With regard to other requests for upgradation of posts at HAG, creation of posts at SAG level and time-bound promotion, the Commission is of the view that these are administrative matters and need to be seen in the context of cadre restructuring of the Service.**

11.12.48 **Parity in pay:** The Commission notes that there is no case for historical parity in pay of an officer at the Junior Administrative Grade (GP 7600) with a Commander of the Indian Navy as Defence Civilian and service personnel are two different categories and not comparable.

11.12.49 **Armament Service Allowance:** As regards the grant of Armament Service Allowance @30 percent to INAS officers, the Commission does not find the proposal justified.

## **Naval Store Service**

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11.12.50 Upgradation in pay for the posts of Director in GP 8700, Senior Naval Store Officer in GP 7600, Naval Store Officer in GP 6600, Assistant Naval Store Officer in GP 5400 (PB-3) has been sought, in each case to one level higher than what it is at present.

### *Analysis and Recommendations*

11.12.51 **The Commission does not see any merit in such en-bloc upgradation and does not recommend any upgrade in levels for the concerned posts.**

## **Other Defence Civilians under Indian Navy**

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### *Civilian Education Instructors and Officers (CEIs and CEOs)*

11.12.52 The Commission has received representations for upgrading the pay scales of various posts and creation of cadre structures for Civilian Education Instructor/Civilian Education Officer Cadres in MOD as below:

Existing Designation and Grade Pay	Designation, Cadre Structure and Grade Pay sought
Civilian Education Officer, GP 4600	Senior Civilian Education Officer-I with GP 5400 (PB-3)
	Civilian Education Officer with GP 5400 (PB-2)
Civilian Education Instructor, GP 4200	Lecturer I with GP 4800
	Lecturer II with GP 4200

*Analysis and Recommendations*

11.12.53 The views of the Ministry of Defence have been taken on board. Since the Civilian Education Instructors (CEIs) of the Indian Navy are teachers imparting training up to the level of Class XII, to Navy cadets, the designations of Lecturer I and II as has been proposed are not appropriate. The Commission has been informed that they have historically been treated similar to Trained Graduate Teachers (TGTs) of Kendriya Vidyalaya. There was however a hiatus, caused by a lowering of the educational requirements stipulated for them. The Ministry of Defence has informed that post V CPC, the requirement of Degree/Diploma in teaching was, in their case, made a 'desirable' qualification instead of an 'essential' one. This caused their pay levels to be fixed below that of the TGTs by the VI Pay Commission. However, in September 2014, based on the orders of the Central Appellate Tribunal (Cuttack Bench), a new pay structure has been notified as under:

- |      |                                  |                |
|------|----------------------------------|----------------|
| i.   | Civilian Education Officer       | GP 5400 (PB-3) |
| ii.  | Civilian Education Instructor-I  | GP 4800        |
| iii. | Civilian Education Instructor-II | GP 4600        |

11.12.54 The revised pay structure is subject to the condition that Recruitment Rules would be amended forthwith to include B. Ed as an essential qualification. Therefore the matter stands resolved.

**11.12.55 In view of foregoing, the Commission does not recommend any further changes in the pay structure for Civilian Education Instructors.**

*Cinema Projectionist*

11.12.56 The Pay Commission has received representations for upgrading the pay scales of various posts in Cinema Projectionist hierarchy in Ministry of Defence as below:

Name of Post	Existing Grade Pay	Grade Pay sought
Senior Cinema Projectionist	2800	4200
Cinema Projectionist I	2400	2800
Cinema Projectionist II	1900	2000

*Analysis and Recommendations*

11.12.57 In response to a query the Commission has been informed that the entry level qualification for the Cinema Projectionist II GP 1900 is Middle School and possession of licence prescribed by the State Government.

**11.12.58 The Commission does not find any justification for en-bloc upgradation of the pay in Cinema Projectionist hierarchy.**

***Litho Machine Operator***

11.12.59 The Commission has received representation from Naval Employees Union for upgrading the pay scales of various posts and creation of cadre structures in Litho Machine operator cadre in the Ministry of Defence as detailed below:

Existing Designation and Grade pay	Designation, Cadre Structure and Grade Pay Sought
Litho Machine Operator GP 2400	Senior Offset Machine Technician GP 5400 (PB-3)
	Offset Machine Technician Grade I, GP 4800
	Offset Machine Technician Grade II. GP 4200

*Analysis and Recommendations*

11.12.60 In response to a query the Ministry of Defence has stated that the mode of recruitment for Litho Machine Operator is by transfer, failing which by direct recruitment. The entry level qualification for direct recruitment is Class X or equivalent plus three years' experience in Photo Studio. The total number of posts in the Indian Navy is four.

**11.12.61 The Commission does not find any justification for upgradation of the pay scale and creation of cadre structure for Litho Machine operator. It accordingly, recommends replacement pay level corresponding to current grade pays.**

***Yard Craft Personnel***

11.12.62 Enbloc upgradation in levels has been sought for Yard Craft personnel occupying a number of existing posts.

Name of Post	Existing Grade Pay	Grade Pay Sought
<b>Deck Side</b>		
Master(OT)	4600	5400 (PB-3)
Master I Class	4200	5400
Master II Class	2800	4800
Syrang of Lascar	2400	4200
Tindal of Lascar	1900	2800
Lascar	1800	2000
<b>Engine Side</b>		
Chief Engine Driver	4600	5400 (PB-3)
Engine Driver-I	4200	5400

Name of Post	Existing Grade Pay	Grade Pay Sought
Engine Driver-II	2800	4800
Engine Driver	2400	4200
Greaser	1900	2800
Fire Assistant	1800	2000
<b>Telephone Operator</b>		
CGO (Telecom) (To be created)		5400 (PB-3)
Senior Telephone Supervisor (To be created)		4800
Telephone Supervisor	4200	4200
Telephone Operator I	2400	2800
Telephone Operator II	2000	2000

11.12.63 To advance their case, they have stated that Master Oil Tanker is responsible for the safety of the craft under his charge. Since the Oil Tanker carries inflammable liquids, the Master, it has been contended, has to implement special measures for the security of the cargo. On the basis of the nature of duties upgrades have similarly been sought for Master Oil Tanker/ Master-I and II, Syrang of Lascar and Tindel of Lascar.

*Analysis and Recommendations*

11.12.64 Ministry of Defence in its reply has stated that the post of Master (Oil Tanker) for direct recruits entails an entry level qualification of Class XII in addition to Maharashtra Maritime Board (MMB) certificate, basic knowledge of Electronic Main Control Panel and knowledge of swimming. Ministry has stated that the increase sought is not commensurate with the educational qualifications. Further, such upgradation would disturb the parity between the Deck Side Staff and the Engine Side.

11.12.65 In the case of the Telephone Operators (TO) upgrade has been sought for one level (TO I) along with creation of two new levels. The latter however is an administrative matter to be considered by the ministry on a need basis.

**11.12.66 The Commission does not find the demands for pay upgradation persuasive and recommends replacement pay levels for all Yard Craft personnel.**

## Defence Civilians under Indian Army

### Civilian Security Officers

11.12.67 Upgradation of pay levels, as summarised below, has been sought:

Name of Post	Existing Grade Pay	Proposed Grade Pay
Senior Civilian Security Officer (NFSG) (to be created)	-	8700
Senior Civilian Security Officer	6600	7600
Civilian Security Officer	5400 (PB-3)	6600
Civilian Assistant Security Officer	4600	4800

11.12.68 In their justification, they have stated that the primary role of officers of this cadre is to ensure proper security and fire fighting measures in the vital defence installations of Indian Army and in DGQA. It has been stated that Chief Security Officer performs dual duties of fire officer as well as security officer. With rapid change in modern technologies, security officers have to keep pace with the changing security scenario. The role of these officers has further enhanced due to increased inventory, infrastructure, introduction of advance equipment and sensitive/sophisticated gadgets.

#### Analysis and Recommendations

11.12.69 The Commission has been informed that the total cadre strength of civilian security officers is 41 viz., Civilian Assistant Security Officers-27, Civilian Security Officers-10 and Senior Civilian Security Officers- 4. Prior to August, 2009, the cadre was limited only to the posts of Civilian Assistant Security Officers and Civilian Security Officers. As a result of the cadre restructuring in August, 2009, this cadre was restructured from two tier to three tier wherein the post of Senior Civilian Security Officer was introduced.

**11.12.70 The Commission notes the cadre of Security Officers has been restructured recently by the government. Hence no upgrades are considered justified.**

### Girl Cadet Instructors

11.12.71 The Commission has received memorandum regarding upgradation of pay levels and grant of time scales which is summarised below:

Name of Post	Existing Grade Pay	Grade Pay Sought
Girl Cadet Instructor(GCI)	2400	4600

*Upgradation of posts have also been sought, to GP 4800; GP 5400 (PB-3) and GP 6600 on completion of 6 years, 10 years and 25 years of service respectively.*

11.12.72 To advance their case, they have stated that GCIs forms a vital interface between the NCC cadets and the organization. In addition it has been stated that they carry out administrative and other duties given by Officer Commanding related to NCC.

*Analysis and Recommendations*

11.12.73 The Ministry of Defence has not supported their demands and stated that, a three level jump in pay scale as has been sought is not appropriate.

**11.12.74 The Commission does not find the demand for a three level jump justified. As far as the demand for creation of promotion channels is concerned, this is an administrative matter, for the ministry to examine.**

*Examiners cadre in General Services/ BCS/ Military Intelligence Directorate*

11.12.75 The Commission has received memorandum from Examiner cadres in GS/BCS/ MI Directorate of Ministry of Defence regarding upgradation of pay scales which is summarised below:

Name of Post	Existing Grade Pay	Grade Pay Sought
Examiner - I	4600	5400 (PB-3)
Examiner- II	4200	4800

11.12.76 To advance their case they have stated that Examiners constitute a very small cadre. The entry level qualification is a language based Bachelor's degree from a recognised university along with three years' experience in translation from the concerned language to English and vice-versa.

*Analysis and Recommendations*

11.12.77 The Ministry of Defence, in its reply, has stated that prior to VI CPC, the post of Examiner-II was in the pay scale of ₹5,000-8,000. As per recommendation of the VI CPC, Examiner-II was placed in the Grade Pay attached to the scale of ₹6,500-10,500 viz., GP 4200.

**11.12.78 The Commission, while noting the entry level qualification for grade of Examiner-II, does not see any justification for a pay upgrade.**

*History Division Staff*

11.12.79 The Commission has received memorandum seeking upgradation of pay scales as detailed below:

Name of Post	Existing Grade Pay	Grade Pay sought
Director	7600	8700
Deputy Director	6600	7600
Assistant Director	4600	5400 (PB-3)
Research Assistant	4200	4600
Heraldic Assistant		

*Analysis and Recommendations*

11.12.80 The ministry, in its response to the Commission, has stated that direct recruitment in the cadre is mainly at the level of Research Assistant/ Heraldic Assistant which is also the

feeder grade for remaining posts. The essential qualification for direct recruitment is a Masters degree in History and Sanskrit along with two/ three years research experience in History/ Ancient history. The ministry has stated that History Division functions as the record and reference office of the Ministry of Defence and the Indian Armed Forces and also conducts research in Indian History, Culture and Mythology with a view to tracing the heraldic tradition of the country. They have supported upgradation in pay of the posts keeping in view the qualifications and the work profile.

**11.12.81 The Commission, taking note of the qualifications and the work profile of History Division Staff, recommends upgradation of the pay level of Research/ Heraldic Assistant from existing GP 4200 to GP 4600. Since Assistant Director is promotional post for Research/Heraldic Assistant, the Commission also recommends upgradation of the pay scale of Assistant Director from existing GP 4600 to GP 4800. The Commission does not see any justification for upgradation of pay scales of Deputy Director and Director. In their case it recommends replacement pay levels corresponding to their existing Pay Bands and Grade Pay.**

*Conservancy Staff*

11.12.82 The Commission has received representations for upgrading the pay scales of various posts in their cadres as below:

Name of Post	Existing Grade Pay	Grade Pay Sought
General Supervisor	2400	4600
Accountants	2000	4200
Conservancy Storekeeper	1800	2800
Sanitary mats/land Supervisor	1800	2400
Conservancy Safai Karamchari	1800	2000

11.12.83 The Commission notes that the upgrade request for various posts is for two to four levels higher than what it exists today.

*Analysis and Recommendations*

**11.12.84 The Commission does not find the proposal justified.**

*Canteen Stores Depot Officers*

11.12.85 The Commission has received memorandum regarding upgradation of pay scales which is summarised below:

Name of Post	Existing Grade Pay	Grade Pay sought
Joint General Manager	8700	10000
Deputy General Manager	7600	8900
Assistant General Manager	6600	7600
Manager	5400 (PB-3)	6600
Assistant Manager	4600	4800 After four years, time scale of GP 5400 (PB-2)

11.12.86 In their justification, they have stated that CSD service are comparable to the Ordnance Service but the officers cadre is not organised and does not have the Non-Functional grade of PB-4 with GP 8700. They have also stated that they take 24 years to get promoted from Junior Time Scale to Junior Administrative Grade.

*Analysis and Recommendations*

11.12.87 Ministry of Defence has informed to the Commission that there are 46 posts of Manager (GP 5400 (PB-3)) in Canteen Stores Department. Other posts in the cadre viz., Assistant GM, Deputy GM and Joint GM are filled by through deputation/ promotion. Of the two posts of Joint GM, one post is filled exclusively by deputation from Brigadier /equivalent (GP 8900).

**11.12.88 Keeping in view the nature of duties in a Canteen Store Depot, the shortages of officers in the Army upto the level of Lieutenant Colonel and equivalent, the Commission recommends that the posts of Assistant General Manager and Deputy General Manager should be earmarked for civilian Group `A` Officers of the Canteen Store Depot. As regards pay the Commission recommends replacement pay levels for the above mentioned posts.**

*Additional Directorate General of Signal Intelligence*

11.12.89 The Commission has received representations for upgrading the pay scales of various posts in the Cryptanalysis Division as detailed below:

Name of Post	Existing Grade Pay	Grade Pay Sought
Director (R)	8700	10000
Principal Research Officer (PRO)	7600	8900
Senior Research Officer (SRO)	6600	8700
Research Officer (RO)	5400 (PB-3)	7600
Junior Research Officer (JRO)	4800	6600
Senior Technical Assistant (STA)	4600	5400 (PB-3)

11.12.90 To advance the case for pay upgrades, they have stated that Research officers of Signal Intelligence Directorate are engaged in the study and analysis of highly secured data



involving foreign languages. The work is highly sensitive and scientific in nature involving original research and development of various techniques in cryptanalysis.

*Analysis and Recommendations*

11.12.91 **The Commission notes that entry level qualification for Senior Technical Assistant is a degree in Engineering/Post Graduation in Science and it is placed in GP 4600. The Commission does not see any justification for pay upgrade for the posts as has been sought by the Association.**

## **Department of Defence Production**

### **Ordnance Factory**

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*General*

11.12.92 The Ordnance Factory Board (OFB) is a departmentally run organization under Ministry of Defence. The Ordnance Factories are mainly engaged in manufacturing of Arms and Ammunition, Armoured fighting vehicles, Transport Vehicles, clothing, parachute, leather equipment, optical Lens and Weapons, cable etc.

11.12.93 The Board reported that of the total staff in position as on 1 April, 2014 of 98,892, 66,355 were industrial employees, 13,670 were non industrial employees, 8,882 were Chargeman (Supervisory cadre) and 6,120 were Junior Works Manager (JWM). Group 'A' cadres include 1,421 officers belonging to the Indian Ordnance Factory Service and 194 of Indian Ordnance Factory Health Service. In addition there are 1,360 Nursing staff. The top and middle management positions are manned by Indian Ordnance Factories Service (IOFS) officers. The service provides leadership to the organization at the unit level of 41 Ordnance Factories and 17 independent Establishments.

*Cadre Related*

*Upgradation of Pay Scale of Members of Ordnance Factory Board*

11.12.94 The Indian Ordnance Factory Service Officers Association in its memorandum has stated that prior to the V CPC, nine Members of OFB had an edge in pay scale over Members of CBDT and CBEC and the Controller General of Defence Accounts (CGDA) and Director General of Defence Estates (DGDE) as brought out in the table below:

(in ₹)

Post	Pre-IV CPC Scale	Post-V CPC Scale	Post-VI CPC Scale
DGDE	7,300-7,600	26,000 (FIXED)	80,000 (FIXED)
CGDA	7,300-7,600	26,000 (FIXED)	80,000 (FIXED)
Member/ CBCE	7,300-7,600	24,050-650-26,000	80,000 (FIXED)
Member/ CBDT	7,300-7,600	24,050-650-26,000	80,000 (FIXED)
Member/OFB	7,300-8,000	24,050-650-26,000	75,500-80,000

11.12.95 This edge, it has been stated, has been whittled down by successive Pay Commissions and by Government of India. IOFS Officers Association have demanded to upgrade the pay scale of members of OFB to Apex scale to restore historical parities existing before V CPC.

*Analysis and Recommendations*

11.12.96 The Commission notes that the government has as recently as November 2014 approved a cadre review and issued necessary orders.

**11.12.97 In view of the foregoing the Commission does not recommend the upgradation of pay scale of Members of Ordnance Factory Board to apex scale.**

*Upgradation of Pay Scale of Heads of Ordnance Factory Organisation to HAG level*

11.12.98 The IOFS Officers Association in their submission have contended that there are two distinct functional levels of General Manager and Additional General Manager. There are 41 Ordnance Factories (OFs) and 17 independent establishments and 9 of these are headed by Officers at the HAG level. The rest are headed by Officers at the SAG level. Therefore upgradation of all the posts to HAG has been sought.

*Analysis and Recommendations*

11.12.99 The Commission has been informed that the government has, as recently as November 2014, approved a cadre review for the Indian Ordnance Factory Service and issued necessary orders.

**11.12.100 In view of the foregoing the Commission does not recommend the upgradation of pay scale of General Managers of remaining 32 Ordnance Factories and Heads of 17 independent establishments to HAG level.**

*Upgradation of pay scales of Chageman and Junior Works Manager (JWM)*

11.12.101 Upgradation has been sought as shown in the table below:

Name of Post	Existing Grade Pay	Grade Pay sought
Junior Works Manager	4600	5400 (PB-3)
Chageman	4200	4600

11.12.102 Presently 75 percent of JWM get promoted from the cadre of Chargeman while the remaining 25 percent are inducted based on a Limited Departmental Competitive Examination (LDCE) and/or by direct recruitment.

*Analysis and Recommendations*

11.12.103 **Chargeman:** Ministry of Defence has informed the Commission that Chargeman who are Direct Recruits with a three-year Engineering Diploma as qualification, are tasked with a supervisory role on the shop floor and in offices. The ministry has not supported the upgradation sought because it would disturb the existing relativities.

11.12.104 **Junior Works Manager:** With regard to JWM (Group 'B' Gazetted) the Ministry of Defence has stated that they are placed in GP 4600, whereas similarly placed categories in some other departments are placed in GP 4800. The ministry has suggested that JWMs in OFB should be placed in GP 4800. Further, to remove the distortions in the cadre and to provide reasonable career progression to JWMs, the ministry has suggested introduction of two higher selection grades.

11.12.105 With regard to the Chargeman, the Commission notes that they are indeed appropriately placed. In fact persons with three-year Engineering Diploma are placed in GP 4200 across several the government departments including the Railways. It therefore does not recommend the upgradation of GP from 4200 to 4600. As regards Junior Works Manager, the Commission notes that the VI CPC had settled the pay scale for all posts in subordinate engineering cadres carrying a minimum qualification of engineering degree and having an element of direct recruitment to be placed in the running pay band of GP 4600. The Commission does not find any justification in disturbing this settled formulation. At the same time it notes that the avenues for progression for the JWM cadre are indeed extremely limited. Accordingly, to meet the genuine career aspirations of this cadre, **the following is recommended:**

- i. **Of the total pool of posts in GP 4200 and GP 4600, ten percent should be earmarked to be placed in GP 4800.**
- ii. **The posts in GP 4800 should be filled up from personnel in GP 4200 and GP 4600 in the following manner:**
  - **70 percent of such earmarked posts should be filled up through promotion from GP 4600;**
  - **30 percent should be filled up through a Limited Departmental Competitive Examination in which employees from both GP 4200 and GP 4600 would be eligible to compete. This will enable deserving and meritorious employees at GP 4200 to jump GP 4600 and go directly to GP 4800 [level 8].**
- iii. **80 percent of the employees in GP 4800, will be eligible for non-functional upgrade to level 9 [GP 5400 (PB-2)] upon completion of four years in level 8, on a seniority-cum-suuitability basis.**

## Director General of Quality Assurance

### Scientific Staff

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11.12.106 The Commission has received representation for upgrading the pay scales of various posts in Scientific Staff as detailed below:

Name of Post	Existing Grade Pay	Grade Pay Sought
Senior Scientific Officer-II	5400	5400 (PB-3)
Junior Scientific Officer	4800	Junior Technical Officer (Scientific) and Junior Scientific Officer posts be merged and given GP 4800
Junior Technical Officer (Scientific)	4600	
Scientific Assistant	4200	4200

11.12.107 To advance their case, they have stated that Quality Assurance work being carried out in DGQA is similar to the work of research departments and they should be treated like scientific cadres rather than technical cadres. They have also emphasized that the pay scales of Scientific staff should be higher than that of Technical staff, because their job bears more responsibility and they have to work in Laboratories throughout their duty hours and under hazardous conditions.

#### *Analysis and Recommendations*

11.12.108 It has been ascertained that the post of Scientific Assistant is filled by direct recruitment by those with an essential qualification of Bachelor's degree in Science or diploma in Engineering or Technology. In DGQA, the post of Junior Technical Officer (Scientific) is filled purely by promotion from amongst Scientific Assistants. In Indian Navy, Air Force and DGQA, there are similar scientific/ technical cadre posts with comparable/ identical grade pay.

**11.12.109 The Commission observes that the Scientific Staff of DGQA are placed appropriately and no upgradation is required.**

## Department of Defence Research and Development

### *General*

11.12.110 The Defence Research and Development Organization (DRDO) was formed in 1958 by amalgamating the Technical Development Establishments of the Indian Army and Directorate of Technical Development and Production, of the Defence Science Organization. DRDO is today the largest R&D organization of the country. As on 01.01.2014 the total strength of DRDO was 25,282.

## ***Cadre Related***

### **Upgradation of Pay Scale of 1/3rd of Distinguished Scientists**

11.12.111 DRDO has sought upgradation of pay scale of one-third of distinguished Scientists from HAG+ to Apex grade. It has been stated that there are presently 17 distinguished Scientists in HAG+ and the proposal has been justified on the ground that they act as executive and functional heads of a cluster comprising 8-10 large laboratories.

#### *Analysis and Recommendations*

11.12.112 **The Commission does not find adequate justification for the proposal.**

### **Enhancing Grade Pay of Scientist F Level from GP 8900 to GP 10000**

11.12.113 While seeking an enhancement in Grade Pay of Scientist F level from GP 8900 to GP 10000, it has been stated that at present the difference in Grade Pay of Scientist 'E' (GP 8700) and of Scientist F (GP 8900) is a mere ₹200.

#### *Analysis and Recommendations*

11.12.114 Scientist F are presently in position in a number of ministries/departments, hence a unilateral revision for one department is not feasible. In any case the revised pay structure being recommended by the Commission will address the issue of the marginal differential in grade pay wherever the problem exists. **The Commission therefore does not recommend enhancing Grade Pay of Scientist F level from GP 8900 to GP 10000.**

### **Entitlement of DG DRDO for Incentives**

11.12.115 Incentives such as Professional Update Allowance and Variable Increments (₹10,000 per month) are currently available to other distinguished scientists of the organization but not the DG DRDO. It has been stated that DG DRDO is shouldering multiple responsibilities in strategic hi-tech areas and also as an expert on issues related to Defence and Military Affairs in addition to his association with various development projects being undertaken by DRDO.

#### *Analysis and Recommendations*

11.12.116 The Commission sees no reason to exclude the DG DRDO from the Professional Update Allowance. **It is recommended that DG DRDO also be given this allowance.** In so far as variable increments are concerned, these are akin to the individual component of the Performance Related Incentive Scheme. A view has been taken in the case of departments of Space and Atomic Energy that the Heads of these two organisations would not be eligible for the variable increments under PRIS. **On the same lines the Commission recommends that the DG DRDO should be outside the ambit of variable increments to individuals.**

### **Grant of “Scientific Pay” as Retention Strategy**

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11.12.117 Grant of a separate pay component in the form of “Scientific Pay” to Scientists levels ‘C’ and above at the rate of 25 percent of the Basic Pay, to be counted for all allowances i.e., DA, HRA etc. and also for pension and pensionary benefits has been sought. This is seen as a retention strategy.

11.12.118 To advance their case it has been stated that DRDO, is the largest scientific organization of the country, engaged in R&D in critical areas of Defence Research. The requirement of technological strength of DRDO is multidisciplinary in nature and is increasing exponentially, due to changing global security situations. It has been argued that this can be reasonably met only if the organization harnesses the academic strength present in the country to fill in the technology gaps and create pools of technical excellence in key areas.

#### *Analysis and Recommendations*

**11.12.119 The overall position regarding Scientists has been discussed in the Chapter 7.5. The Commission does not find justification for the grant of Scientific Pay as has been sought.**

### **Enhancement of Superannuation Age**

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11.12.120 Enhancement of superannuation age of Scientists/Technologists from 60 to 65 years has been sought. It has been stated that there also has been significant increase in longevity with improved health care in the country and presently the Scientists at the age of 60 years, in general, are more physically fit, as compared to 10 years back. It has also been contended that Science and Technology has now become the major driver of the economic growth of the country and it is therefore imperative that experience and expertise of the Scientists and the Technologists of the country is optimally utilized in the national interest.

#### *Analysis and Recommendations*

11.12.121 The Commission notes that presently the age of superannuation of Scientific Services in Central Government is 60 years i.e., at par with other Central Government employees. However, provision exists for extension up to 64 years for “Scientists and other Specialists” in exceptional cases. **The Commission does not recommend any change in the retirement age for Scientists/Technologists. They span across ministries/departments and a common approach on this may be taken by the government.**

### **Implementation of Non Functional Upgradation (NFU) Scheme for Scientists of DRDO**

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11.12.122 The Commission has received a request for implementation of Non Functional Upgradation Scheme for Scientists of DRDO, to ensure parity with other Group ‘A’ Services and limited parity with IAS and to address the delays in promotion to the Senior Administrative Grade (SAG).

*Analysis and Recommendations*

11.12.123 The Commission notes that there already exists a scheme whereby time bound career progression to higher levels for meritorious Scientists is available. Further they have the benefit of the system of variable increments given at the time of promotion under Merit Promotion Scheme (MPS). **The Commission therefore finds no justification to additionally extend the Scheme of Non Functional Upgradation to Scientists of DRDO.**

**Parity between Stenographer Cadre of DRDO and CSSS**

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11.12.124 Parity between Stenographer cadre of DRDO and CSSS has been sought. DRDO has contended that same career progression opportunities to existing DRDO Stenographer Cadre should be provided as are available to CSS/AFHQ SS personnel.

*Analysis and Recommendations*

11.12.125 **The Commission in Chapter 7.1 is recommending identical pay levels for personnel in Headquarters and in the field offices. This should address the grievances with regard to pay for the Stenographers cadre in DRDO.**

**Vehicle Operators**

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11.12.126 The Commission has received memoranda from various staff associations of Ministry of Defence regarding Vehicle Operators in DRDO. They have sought an upgradation of pay scales and merger of various posts in Vehicle Operator cadre as detailed below:

<b>Name of Post</b>	<b>Existing Grade Pay</b>	<b>Grade Pay Sought</b>
Vehicle Inspector (To be created)		4800
Vehicle Supervisor (To be created)		4600
Vehicle Operator 'C'	2800	4200
Vehicle Operator 'B'	2400	2400
Vehicle Operator 'A'	1900	

11.12.127 The justification given is that vehicle operators in DRDO drive mainly heavy duty vehicles like missile carriers, tank carriers, etc. which is more arduous than performing staff car duties. DRDO has suggested grant of special pay @10 percent of basic pay to vehicle operators. In this regard, Ministry of Defence has stated that grant of special pay may leads to similar demands from other cadres performing similar duties.

*Analysis and Recommendations*

11.12.128 The Commission does not favour grant of special pay to all vehicle operators in DRDO. At the same time it notes that there exists a four tier cadre structure for civilian motor drivers as opposed to a three tier one in DRDO. The details of this are indicated in Chapter 7.7. Amongst these, Civilian Motor Driver (Special Grade) is in GP 4200. **The Commission**

**recommends that the feasibility of creating a similar cadre structure for drivers in DRDO may be examined.**

### **Security Staff**

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11.12.129 The Commission has received memoranda from various staff associations regarding Security Staff in DRDO. They have sought an upgradation of pay scales and merger of various posts in Security staff cadre which as detailed below:

<b>Name of Post</b>	<b>Existing Grade Pay</b>	<b>Grade Pay Sought</b>
Security Officer	4800	5400 (PB-3)
Asst. Security officer	4600	4600
Security Assistant 'C'	2800	
Security Assistant 'B'	2400	2400
Security Assistant 'A'	1900	

11.12.130 To advance their case, they have stated that Security Assistants of DRDO are not only manning the Security Gates but are also responsible for the security of the key and strategic DRDO labs.

#### *Analysis and Recommendations*

11.12.131 **The Commission is of the view that the requirement of Security Staff of DRDO should be met by Defence Service Corps (DSC) personnel who are already deployed to meet such requirement for defence installation.**

### **Defence (Finance) Division**

#### **Indian Defence Accounts Service, Group 'A'**

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#### *Encadrement of Posts*

11.12.132 The Indian Defence Accounts Service Officers Association, in its representation to the Commission, has sought encadrement of all Under Secretary and above posts in the Ministry of Defence (Finance) for IDAS officers.

#### *Analysis and Recommendations*

11.12.133 The Commission notes that the Indian Defence Accounts Service and the Defence Accounts Department are tasked with accounting of all charges relating to the Armed Forces, financial advice to field formations of the Armed forces in addition to dealing with pay and allowances and pensions of defence forces personnel. Their overview on defence finances is therefore unique. **The Commission is of the view that the government should utilise the services of Indian Defence Accounts Service officers in the Ministry of Defence (Finance), where their expertise can be best put to use, within the overall structure of the Central Staffing Scheme.**



## **Organised Accounts Staff**

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11.12.134 The demands made in respect of the organised accounts cadre of the Ministry of Defence by the Confederation of Defence Recognised Association are focused on two posts viz., Senior Auditors and Assistant Accounts Officers.

### ***Senior Auditors***

11.12.135 They have contended that Senior Auditor of organised Accounts cadres have traditionally been at par with Assistants and that the existing parity between them has been disturbed by the government upgrading the level of Assistant from GP 4200 to GP 4600, while Senior Auditors remains at GP 4200. To advance their case, they have stated that a job evaluation of the Audit staff of IA&AD and Assistants of CSS carried out by Administrative Staff College, Hyderabad at instance of III CPC, gave a higher job rating to Auditors than Assistants of CSS.

11.12.136 In 1984, the government bifurcated the Audit cadre of IA&AD into Auditors (20 percent) and Senior Auditors (80 percent) and granted the pay scale of Assistant of CSS to Senior Auditors. The IV CPC, had, after above consideration, taken the view that there should be broad parity in the pay scales of the staff in IA&AD and other accounts organisations. The recommendation of IV CPC was accepted by the government and implemented w.e.f. 01.01.1986 for audit and from 1 April, 1987 for accounts in case of IA&AD and other Accounts Departments and Senior Auditors have been given same pay scale of Assistant of CSS.

### ***Analysis and Recommendations***

11.12.137 **The Commission, in Chapter 7.1, has already taken a view with regard to pay level of Assistants of CSS. The recommendation there in will settle the parities as have been sought to be established.**

### ***Assistant Accounts Officers***

11.12.138 They have contended that the existing parity between Assistant Account Officer (AAO) of organised accounts cadre and Section Officers of CSS was disturbed by granting Non Functional upgradation to GP 5400 (PB-3) after four years of service to the latter. They have stated that in the original scheme of things, Section Officer(A)/ Assistant Accounts Officer of organised accounts were also included for non functional upgradation to GP 5400 (PB-3) after four years as evident from English release dated 14 August, 2008 of Press Information Bureau. Para 10 (v) of this English release reads “Government has continued the present position of granting Group ‘A’ scale to Group ‘B’ officers after 4 years of service and these officers would be placed in PB-3 instead of PB-2 recommended by the VI CPC. This would benefit Group ‘B’ officers of the Railways, Accounts Services, CSS, CSSS and DANICS and DANIPS.”

### ***Analysis and Recommendations***

11.12.139 The Commission notes that non-functional upgradation from GP 4800 to GP 5400 (PB-3), on completion of four years of service, has been accorded to a number of posts by the

government in 2008 viz., Delhi and Andaman and Nicobar Islands Civil Service, Delhi and Andaman and Nicobar Islands Police Service, Officers of the Central Secretariat Service and those of Central Secretariat Stenographers Service as well as other similarly placed Headquarters Services. This has also been extended to Group 'B' Officers of the Departments of Posts and Revenue. While extending this benefit, officers in GP 4800, both in Headquarters and in the field formations of these two organisations have been covered. In 2015, this benefit was also extended to Section Officers in the Indian Coast Guard.

**11.12.140 The Commission is therefore of the view that there is no justification for excluding officers in the organised accounting departments who are at GP 4800 from this dispensation. It therefore recommends that all officers in organised accounts cadres (in the Indian Audit and Accounts Department, Defence Accounts Department, Indian Civil Accounts Organisation, Railways, Post and Telecommunications) who are in GP 4800 should be upgraded, on completion of four years' service to GP 5400 (PB-2), viz., Pay level 9, in the pay matrix.**

## Ministry of Development of North Eastern Regions

## Chapter 11.13

### General Issues

#### Introduction

11.13.1 The Department of Development of North Eastern Region was created in 2001 and later elevated to a Ministry in 2004, to synergize the process of development of the region so that it enjoys growth parity with the rest of the country. While the ministry addresses the requirements of State specific infrastructure projects through its scheme of Non-Lapsable Central Pool of Resources (NLCPR) as a direct facilitator for infrastructure development, it is also monitoring the progress of implementation of projects/schemes in the infrastructure sectors of power, irrigation, roads and communications taken up by the Central Line ministries/departments. The North Eastern Council (NEC) is a statutory advisory body with functions to plan, finance and execute schemes of regional importance. The North Eastern Regional Agricultural Marketing Corporation (NERAMAC) and North Eastern Handlooms and Handicrafts Development Corporation (NEHHDC) are Central Public Sector Enterprises under the administrative control of the Ministry of DONER.

#### Personnel Position

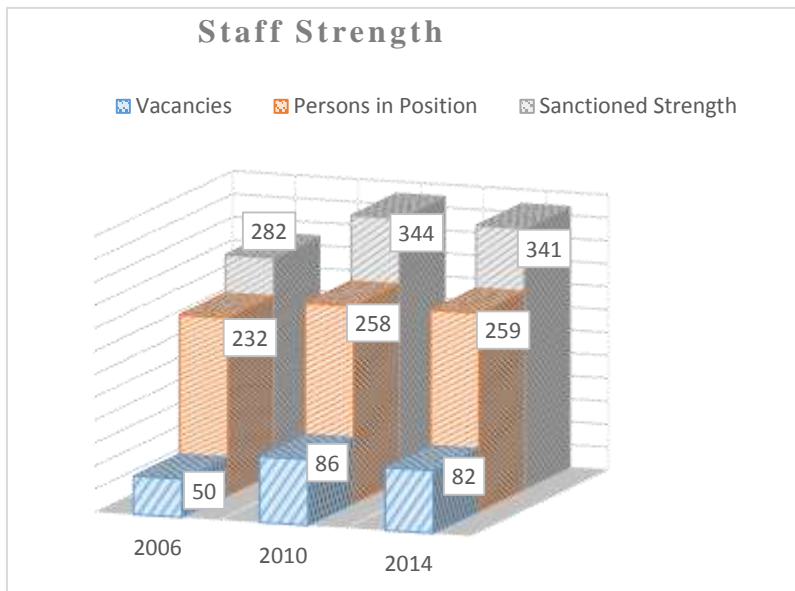
11.13.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Ministry of Development of North Eastern Region is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	68	54	14	21
B	123	86	37	30
C	150	119	31	21
<b>Total</b>	<b>341</b>	<b>259</b>	<b>82</b>	<b>24</b>

11.13.3 The above table shows that in overall term 24 percent of total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of the 259 persons in position (PIP), 215 employees are pre-2004 recruits and remaining 44 employees have been recruited on or after 01.01.2004.

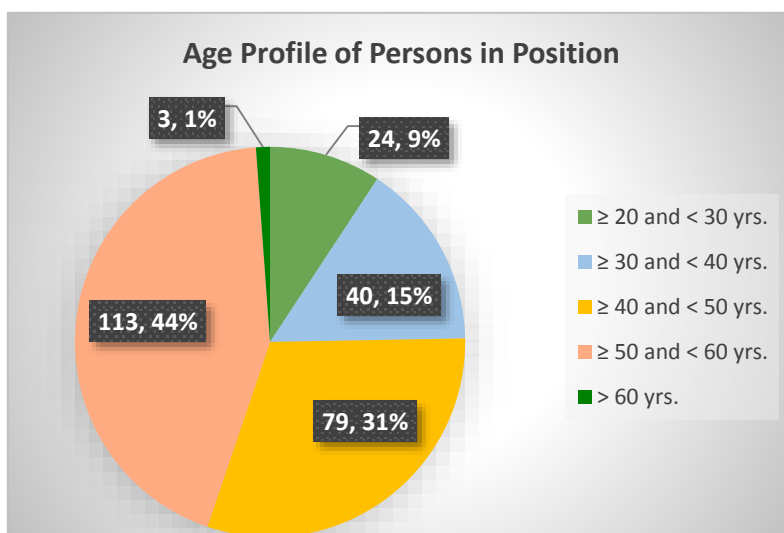
### Inter Temporal Trend of Personnel

11.13.4 The following bar chart indicates the inter temporal position of personnel in the Ministry of Development of North Eastern Region on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.13.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Development of North Eastern Region. It indicates that about 44 percent of PIP shall be retiring within next 10 years.



### **Expenditure on Personnel and Contractual Employees**

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11.13.6 The following table brings out the expenditure incurred by the Ministry of Development of North Eastern Region, on salaries and allowances on the employees working in that ministry, through the years 2010 to 2013.

*(₹ in lakh)*

<b>Particulars</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>
Expenditure on Salaries and Allowances	1,175.32	1,337.81	1,472.89
Expenditure on Contractual Employees	--	20.49	21.77
<b>Total</b>	<b>1,175.32</b>	<b>1358.30</b>	<b>1,494.66</b>

# Ministry of Drinking Water and Sanitation

## Chapter 11.14

### General Issues

#### Introduction

11.14.1 The Department of Drinking Water Supply was created in the Ministry of Rural Development in the year 1999, with a vision of providing safe and adequate drinking water as well as access to sanitation for all in rural India. The department was renamed as Department of Drinking Water and Sanitation in the year 2010 and was upgraded as the Ministry of Drinking Water and Sanitation in the year 2011. It is the nodal ministry for the overall policy, planning, funding and coordination of the flagship programmes of the government for rural drinking water viz., the National Rural Drinking Water Programme and for sanitation, the Nirmal Bharat Abhiyan in the country. It provides support to the States in their endeavour to ensure that the rural population have access to safe and sustainable drinking water supply and improved sanitation facilities. There are three programme divisions namely Water, Water Quality and Sanitation to carry out the functions of the ministry. For ensuring hygiene, waste management and sanitation across the nation, the “Swachhh Bharat Mission” (SBM) was launched from 2 October, 2014. SBM is being implemented by the Ministry of Urban Development and by the Ministry of Drinking Water and Sanitation for urban and rural areas respectively. The vision is to achieve Swachhh Bharat by 2 October, 2019.

#### Personnel Position

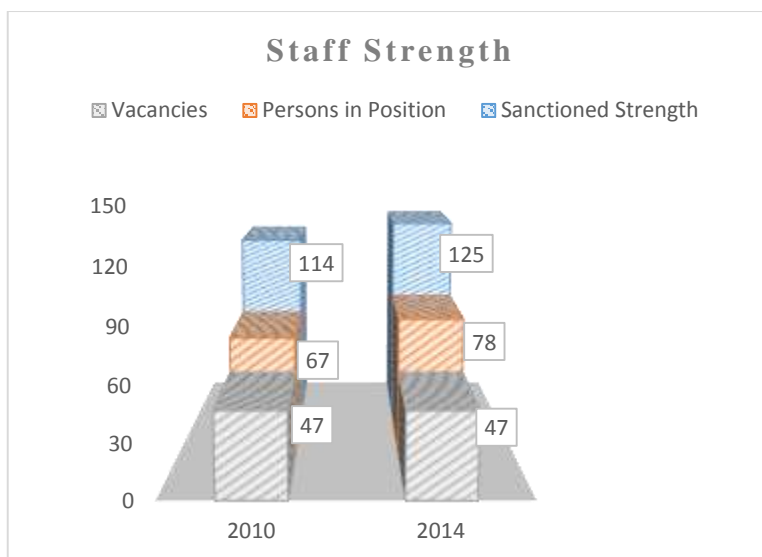
11.14.2 Number of sanctioned posts in various grades vis-à-vis persons in position as on 01.01.2014, as reported by the ministry, is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	29	19	10	34
B	66	40	26	39
C	30	19	11	37
<b>Total</b>	<b>125</b>	<b>78</b>	<b>47</b>	<b>38</b>

11.14.3 The above table shows that in overall terms 38 percent of total sanctioned strength of the ministry is lying vacant.

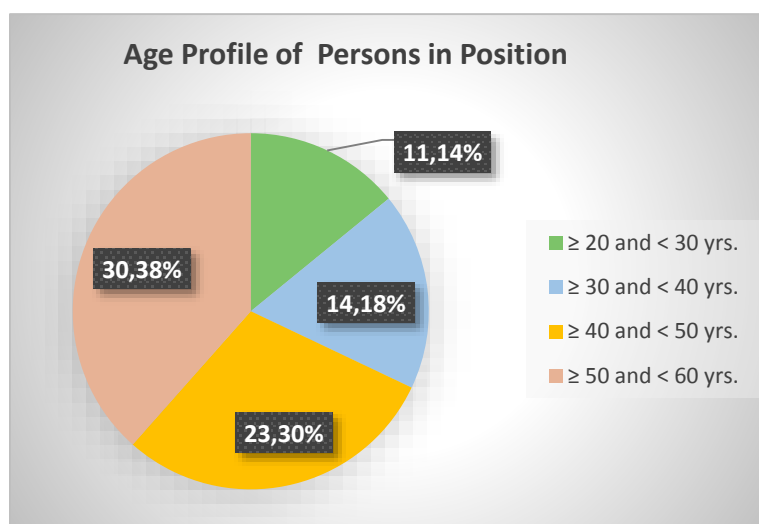
#### Inter Temporal Trend of Personnel

11.14.4 The following bar chart indicates the inter temporal position of personnel in the ministry as on 01.01.2014 vis-à-vis 01.01.2010.



### Age Profile of the Person in Position

11.14.5 The following chart brings out the age profile of the employees. It indicates that 30 employees of the total 78 persons in position in the ministry, shall be retiring within next 10 years.



### Expenditure on Personnel and Contractual Employees

11.14.6 The following table brings out the expenditure incurred by the Ministry of Drinking Water and Sanitation on salaries and allowances on the employees working in the ministry along with expenditure incurred by it on manpower engaged on contractual basis through the years 2010 to 2013.

(₹ in lakh)

<b>Particulars</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>
Expenditure on Salaries and Allowances	411.32	426.81	486.01
Expenditure on Contractual Employees	3.91	6.02	31.96
<b>Total</b>	<b>415.23</b>	<b>432.83</b>	<b>517.97</b>

11.14.7 It can be seen from the above table that expenditure on contract manpower through outsourcing in 2012-13 has increased eight fold from the year 2010-11.

### **Training**

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11.14.8 The Ministry of Drinking Water and Sanitation has not formulated any training plan. The ministry for the year 2013-14 has reported no specific budget provision for training.



## Ministry of Earth Sciences

## Chapter 11.15

### General Issues

#### Introduction

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11.15.1 The Ministry of Earth Sciences (MoES) was set up in July 2006 by bringing under its administrative control India Meteorological Department (IMD), Indian Institute of Tropical Meteorology (IITM) and the National Centre for Medium Range Weather Forecasting (NCMRWF). The ministry is mandated to provide the nation with the best possible services in forecasting the monsoons and other weather/climate parameters, ocean state, earthquakes, tsunamis and other phenomena related to earth systems, through well integrated programmes. The ministry also deals with science and technology for exploration and exploitation of ocean resources (living and non-living) and plays a nodal role for Antarctic/Arctic and Southern Ocean research.

#### Personnel Position

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11.15.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by Ministry of Earth Sciences, is as follows:

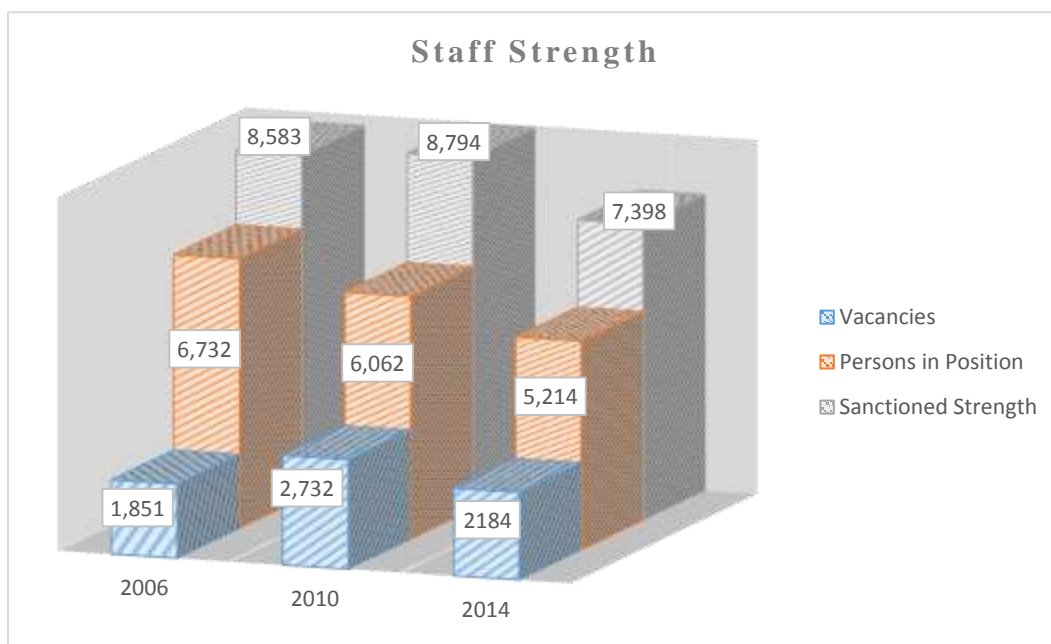
Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	603	313	290	48
B	4,008	2,975	1,033	26
C	2,787	1,926	861	31
<b>Total</b>	<b>7,398</b>	<b>5,214</b>	<b>2,184</b>	<b>30</b>

11.15.3 The above table shows that in overall terms 30 percent of total sanctioned strength of the Ministry of Earth Sciences is lying vacant as on 01.01.2014. Of 5,214 persons in position (PIP), 5,070 employees are pre-2004 recruits and remaining 144 employees have been recruited on or after 01.01.2004.

#### Inter Temporal Trend of Personnel

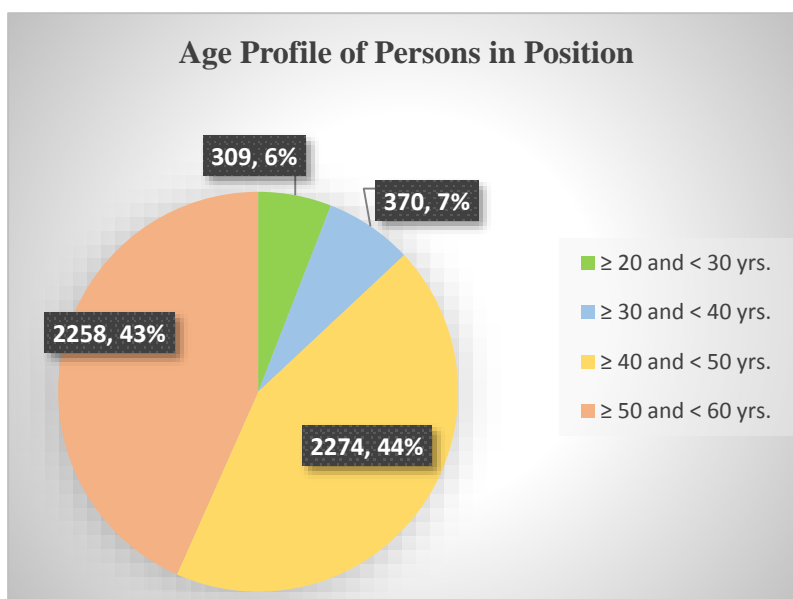
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11.15.4 The following bar chart indicates the inter temporal position of personnel in Ministry of Earth Sciences as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.15.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Earth Sciences. It indicates that about 43 percent of the PIP shall be retiring within the next 10 years.



### Expenditure on Personnel and Contractual Employees

11.15.6 The following table brings out the expenditure incurred by Ministry of Earth Sciences, on salaries and allowances on the employees working in the department through the years 2010 to 2013.

(₹ in lakh)			
Particulars	2010-11	2011-2012	2012-13
Expenditure on Salaries and Allowances	23,953	24,213	25,774
Expenditure on Contractual Employees	.....	.....	.....
<b>Total</b>	<b>23,953</b>	<b>24,312</b>	<b>25,774</b>

### *Cadre Related Issues*

#### **Indian Meteorological Department (IMD)**

##### **Group `A` Scientific Posts**

11.15.7 The hierarchy of Group `A` Scientific Posts of IMD is as follows:

Hierarchy	Grade Pay	Entry Level Qualification and Mode of Promotion	Posts
Scientist G (Addl DGM)	10000	MFCS	10
Scientist F	8900	MFCS	11
Scientist E (DDG)	8700	MFCS	30
Scientist D (Director)	7600	MFCS	73
Scientist C (Meteorologist Gr.I)	6600	MFCS	230
Scientist B (Meteorologist Gr.II)	5400 (PB-3)	M.Sc./M.Tech./B.E.	218

The Group `A` Scientific cadre of IMD has demanded merger of the post of Scientist E (GP 8700) and Scientist F (GP 8900) as the difference in grade pay is meagre.

##### *Analysis and Recommendations*

11.15.8 The Commission has noted that in general the promotion of Group `A` Scientists and Technologists working in Scientific Departments are governed by the Modified Flexible Complementing Scheme (MFCS) amended from time to time by the government. The Commission has further noted that the Group `A` Scientific Cadre of IMD was rationalized in 2011 following which a Scientist entering into the grade of Scientist B (GP 5400 (PB-3)) can, over time, be promoted up to Scientist G (GP 10000) under MFCS. The assessment norms for promotion under MFCS for each level including promotions from Scientist E to Scientist F are also quite rigorous. Accordingly the Commission does not recommend merger of any level operative for the Scientific Group `A` cadre as it would distort the MFCS that has been clearly laid out by DoPT. The MFCS has been discussed in the Chapter 7.5.

## Scientific Assistants of IMD

11.15.9 The hierarchy of the Scientific Assistants is as under:

Hierarchy	Grade Pay	Entry level Qualification	Posts
Assistant Meteorologist Gr.I	4800	95 percent promotion from Assistant Meteorologist Gr.II/3 percent from AM Gr.II Foreman (Indstl)/2 percent from AM Gr.II Foreman (Non-Indstl)	426
Assistant Meteorologist Gr.II	4600	By Promotion	743
Scientific Assistant	4200	BSc with Physics as one of the subjects/ Computer Science/IT/Computer Applications or Diploma in Engineering and Telecommunications	2433

11.15.10 The Association has demanded a higher GP for the entry level post of Scientific Assistant, presently in the GP 4200, on the ground that they are unfavourably placed in comparison with Scientific Assistants in other scientific departments such as Indian Space Research Organization, Bhabha Atomic Research Station, and Department of Atomic Energy despite having similar entry level educational qualification of B.Sc./B.Tech. It is stated that the scientific assistants in the latter departments enter at a higher GP 4600. Parity has also been sought on the grounds that Assistants of CSS, who are recruited through the same recruitment process as the Scientific Assistants, are in GP 4600. Further to this, the association has demanded that the next higher post in the promotional hierarchy of Scientific Assistant, which is that of Assistant Meteorologist Grade II in GP 4600 and Assistant Meteorologist Grade I in GP 4800 be merged and upgraded to GP 5400 (PB-2) since the duties attached to these posts are identical in nature. In addition, the association has demanded that a promotional channel to Group 'A', be opened up for the Scientific Assistant cadre or alternatively career progression analogous to Group 'A' be recommended. In this regard the association has demanded introduction of either Modified Flexible Complementing Scheme (MFCS) or Merit Based Promotion Scheme (MBPS) mode of promotion for Scientific Assistants (Group 'B' posts) in Indian Meteorological Department.

### *Analysis and Recommendations*

11.15.11 The Commission has noted that a Merit Promotion Scheme (MPS) operates in DRDO and Departments of Atomic Energy and Space wherein time bound promotions are in place for scientists as well as Groups 'B' and 'C' scientific staff. In other scientific departments including IMD, Modified Flexible Complementing Scheme (MFCS) exists, which is a time bound promotional channel only for Group 'A' posts. The Commission has further noted that for several years now scientific support staff have been demanding a time bound promotion scheme for Group 'B' and 'C' staff. Government has also set up committees that have recommended a Merit Based Promotion Scheme (MBPS) for Groups 'B' and 'C' staff, on which a view is yet to be taken. The Commission has discussed MBPS in the Chapter 7.5 wherein it has been suggested that government should take a final view in the matter at the

earliest. In so far as the grade pay is concerned, the GP 4200 for Scientific Assistants in IMD appears to be appropriate.

### **Mechanical/Technical Cadre in IMD**

11.15.12 The hierarchy of Mechanical/Technical Cadre in IMD is as follows:

<b>Hierarchy</b>	<b>Grade Pay</b>	<b>Entry Level Qualification</b>
Assistant Meteorologist Gr.I	4800	100 percent by promotion
Assistant Meteorologist Gr.II (Gazetted) (Foreman)	4600	100 percent by promotion
Mechanical Assistant	2800	100 percent by promotion
Mechanic Gr.I	2400	100 percent by promotion
Mechanic Gr.II	1900	Class X + 2 years' certificate course in Engineering Trade from ITI (80 percent DR/20 percent promotion from MTS via Trade Test + 3 years' experience

11.15.13 Higher grade pay has been demanded for the mechanical cadre posts in IMD. The demand has been made on the grounds that while the direct recruit to the post of Mechanic Grade II with minimum entry level qualification of Class X with Science and two years Diploma/Certification from ITI in specific Engineering Trade is in the GP 1900, an LDC in an administrative ministry with a minimum educational qualification of Class X and knowledge of typing is also directly recruited in the same GP 1900. An additional submission has been made by the department on 01.10.2015 for upgradation of the GP of Mechanic Grade II from GP 1900 to GP 2400 and also in respect of Mechanic Grade I from GP 2400 to GP 4200 in pursuance to the Order dated 16.09.2015 pronounced by the Hon'ble CAT (PB), New Delhi in OA No. 3371/2013.

#### *Analysis and Recommendations*

11.15.14 A comparison between technical and non-technical cadres is not considered appropriate. It is further noted that as per extant government orders, entry into the GP 1800 requires Class X + ITI in the relevant trade if any. The Commission is accordingly of the view that the entry GP 1900 for Mechanic Grade II is consistent with the entry level qualification that have been prescribed and therefore no further upgrade is recommended.

## **MTS (Technical) Cadre in IMD**

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11.15.15 The hierarchy of MTS (Technical Cadre) in IMD is as follows:

<b>MTS (Tech)</b>	<b>Grade Pay</b>	<b>Entry Level Qualification</b>
Scientific Assistant	4200	10 percent through departmental examination having B.E./B.Tech. qualification. 90 percent Direct Recruitment
Meteorological Observer I	2800	100 percent by promotion
Meteorological Observer II	2400	100 percent by promotion
Meteorological Observer III	2000	100 percent by promotion
MTS (Tech)	1800	X Class–100 percent Direct Recruitment

11.15.16 The association has demanded an upgrade of MTS (Tech) to GP 2000. The entry post to this cadre is as Meteorological Attendant. The association has also demanded that the MTS cadre should be compensated with appropriate risk allowance.

### *Analysis and Recommendations*

11.15.17 The Commission has noted that the IMD has already submitted a proposal to the government for introduction of two distinct cadres of MTS (Tech) and MTS (Non-Tech) with a provision for their career progression which includes a complete reorganization of two other cadres' viz., Lab Assistant and the Mechanical Cadre. Since the proposal involves creation as well as abolition of posts in certain grades, it amounts to cadre restructuring, a matter on which the Commission would like the government to take a view. The demand for risk allowance is not considered justified.

## **Miscellaneous Demands**

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11.15.18 Various demands have been made by the Association for revision of the amount of OTA as well as grant of other incentives for IMD personnel. Special allowances like stress allowance, health allowance at par with Airports Authority of India has also been demanded for staff posted at remote field stations without proper infrastructure.

11.15.19 The Commission is not in favour of recommending stress allowance and health allowance. The recommendation on OTA has been made in Chapter 8.17.

## Ministry of Environment, Forests and Climate Change

## Chapter 11.16

### General Issues

#### Introduction

11.16.1 The Ministry of Environment, Forest and Climate Change is tasked with planning, promotion, co-ordination and overseeing the implementation of India's environmental and forestry policies and programmes. The primary concerns of the ministry are implementation of policies and programmes relating to conservation of the country's natural resources including its lakes and rivers, its biodiversity, forests and wildlife, ensuring the welfare of animals, and the prevention and abatement of pollution. While implementing these policies and programmes, the ministry is guided by the principle of sustainable development and enhancement of human well-being.

#### Personnel Position

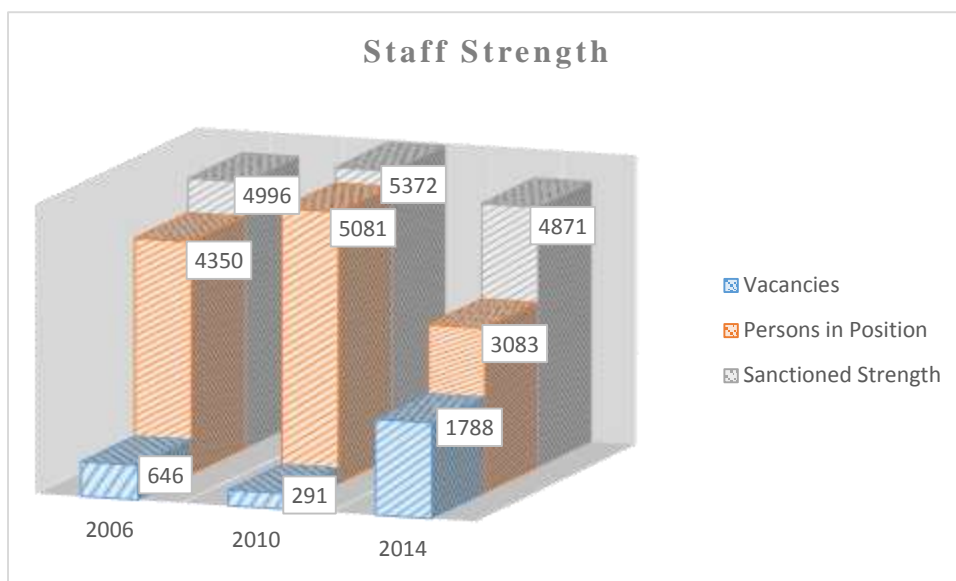
11.16.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Ministry of Environment, Forest and Climate Change, is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	854	665	189	22
B	1,300	707	593	46
C	2,717	1,711	1,006	37
<b>Total</b>	<b>4,871</b>	<b>3,083</b>	<b>1,788</b>	<b>37</b>

11.16.3 The above table shows that in overall terms 37 percent of total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of the 3083 persons in position (PIP), 2208 employees are pre-2004 recruits and remaining 875 employees have been recruited on or after 01.01.2004.

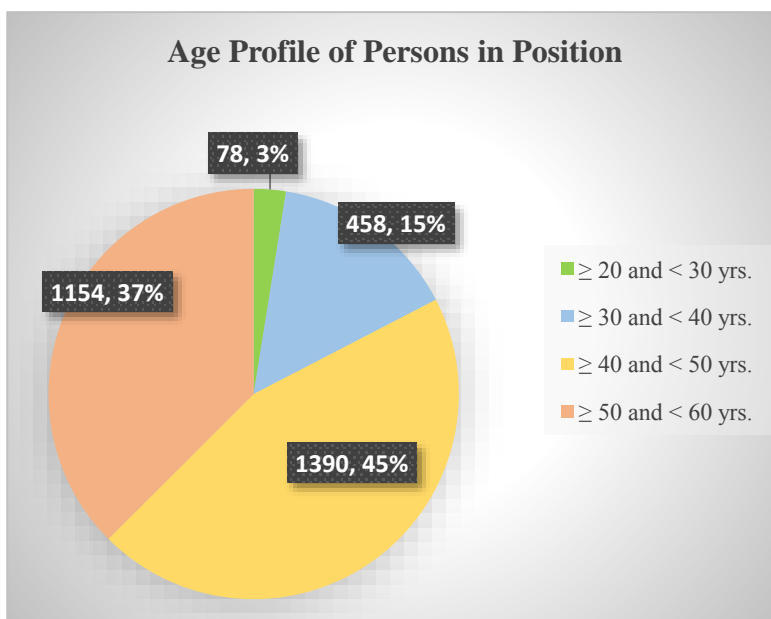
#### Inter Temporal Trend of Personnel

11.16.4 The following bar chart indicates the inter temporal position of personnel in the Ministry of Environment, Forest and Climate Change as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.16.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Environment, Forest and Climate Change. It indicates that about 37 percent of the PIP shall be retiring within the next ten years.



### Expenditure on Personnel and Contractual Employees

11.16.6 The following table brings out the expenditure incurred by the Ministry of Environment, Forest and Climate Change, on salaries and allowances on the employees working in the ministry through the years 2010 to 2013.



(₹ in lakh)

Particulars	2010-11	2011-12	2012-13
Expenditure on Salaries and Allowances	13,163.81	13,869.22	15,089.87
Expenditure on Contractual Employees.	....	....	....
<b>Total</b>	<b>13,163.81</b>	<b>13,869.22</b>	<b>15,089.87</b>

## Training

11.16.7 While the training for the employees belonging to All India Services, Central Secretariat Service etc. is planned and organised by the Department of Personnel and Training, the training of the Indian Forest Service and Technical Officers (Forestry and Wildlife) is undertaken by the ministry. The ministry has identified 1600 posts for training under core competencies and 1068 posts for training under specialised competencies. The number of officials trained for core competencies and specialized competencies were 750 and 228 respectively during 2012-13, and 780 and 245 respectively during 2013-14. The ministry has created physical infrastructure for training. Monthly evaluation of training is undertaken. In the year 2013-14, an amount of ₹3.64 crore was provided in the budget of the ministry, for the training. The amount was fully utilised by the ministry.

## Cadre Related Issues

### Indira Gandhi National Forest Academy (IGNFA)

11.16.8 The hierarchy of IGNFA is as follows:

Post	Grade Pay	No.
Director	Apex	1
Additional Director	10000	1
Professor	10000	2
Additional Professor	8900	6
Associate Professor	7600/8700	6

11.16.9 The IGNFA has demanded upgradation of the post of Additional Director from the SAG to the HAG scale. They have also demanded merger of posts of Associate Professors (GP 7600 and GP 8700) and Additional Professors (GP 8900) so that the posts can be filled at either level. This, it felt, would attract willing officers from the field. To prevent attrition in IGNFA the association has further demanded grant of in-situ promotion to officers whenever they complete the prescribed residency period for higher posts. It is demanded that they be allowed the financial benefit of proforma promotion whenever they are promoted in the State cadre, as applicable. In addition, enhancement of the existing Training Allowance from 30 percent to 40 percent has also been demanded to attract talented and deserving officers to the academy.

*Analysis and Recommendations*

11.16.10 The IGNFA serves as the apex institution for capacity building for IFS personnel. The head of the faculty in the Institution is the Director who is in the apex scale and is supported by one Additional Director and two Professors at the SAG level. The Commission is of the view that the post of Additional Director in IGNFA is placed at an appropriate level. No further recommendation for upgradation is therefore warranted. The Commission is also not in favour of recommending merger of the posts of Associate Professors and Additional Professors as these are decisions best left to the administrative ministry. The Commission is also of the view that since training is a critical activity all efforts should be made to adequately staff training institutions. The demands related to training allowance have been addressed by the Commission in Chapter 8.14 of the Report. The recommendations contained therein shall apply in respect of the faculty of IGNFA.

**Forestry Wing (Technical) of Ministry of Environment and Forest**

11.16.11 The hierarchy of the technical cadre of Forestry Wing is as follows:

Post	Grade Pay	Entry Level Qualification	No.
Assistant Commissioner (Forestry)	6600	By promotion	1
Technical Officer Gr.I	4800	100 percent by promotion	13
Technical Officer Gr.II	4600	M.Sc. + Two years' relevant experience for Direct Recruits (60 percent) 40 percent by promotion from amongst Research Investigator with five years' regular service in the grade. (Composite method of recruitment)	20
Research Investigator	4200	M.Sc. + One year's relevant experience	15

11.16.12 They have made the following demands in respect of the Technical Officers in the Forestry Wing in the Ministry of Environment and Forests:

- i. Merger of the level Technical Officer Grade II (GP 4600) with Technical Office Grade I (GP 4800) and grant of NFU to direct recruit Technical Officers to GP 5400 (PB-2) after four years of service.
- ii. Creation of promotional avenues by increasing the number of posts of Assistant Commissioner (Forestry), which is in the GP 6600;
- iii. Creation of the post of Deputy Commissioner (Forestry) in GP 7600 at par with other ministries like Ministry of Agriculture and Rural Development;
- iv. Creation of posts of Commissioner (Forestry) in GP 8700/8900 replicating the same hierarchy of Scientists of Environment Cadre or merge the Technical (Forestry) and Scientific (Environment) Cadres to harmonize functional needs.

*Analysis and Recommendations*

11.16.13 The Commission is of the view that the demands are in the nature of cadre restructuring and are thus best examined by the concerned departments in the government.

**Andaman and Nicobar Forest Executive Cadre**

11.16.14 The hierarchy of Andaman and Nicobar Forest Executive Cadre is as follows:

Post	Grade Pay	Entry Level Qualification/Method of Filling
Assistant Conservator of Forests	5400 (PB-3)	
Forest Ranger	4200	BSc/Engineering 66.66 percent - DR 33.33 percent from Deputy Ranger
Deputy Ranger	4200	100 percent by promotion
Forester	2800	Class XII (Science)–100 percent by Direct Recruitment
Head Forest Guard	2400	100 percent by promotion
Forest Guard	2000	Class X -100 percent Direct Recruitment

11.16.15 They have demanded that the post of Forest Ranger of Andaman and Nicobar Islands in the GP 4200 should be upgraded to GP 4600 as it presently lies in the same GP as that of the post of Deputy Ranger. The Association has also demanded Ration Money Allowance for the Andaman and Nicobar Forest Executive Staff as given to Police Personnel of Andaman and Nicobar Administration on the ground that the nature of duties especially with regard to their work in remote and difficult areas are similar to those of police personnel.

*Analysis and Recommendations*

11.16.16 The Commission has noted that the forest subordinate staff of Andaman and Nicobar Islands are between the level of Forest Guard in the GP 2000 and Deputy Ranger in the GP 4200. The overall responsibility of forest subordinate staff lies with the Forest Ranger who also happens to be in the GP 4200 which is same as its feeder post of Deputy Ranger. The Commission is of the view that the government should rationalize the hierarchy of Andaman and Nicobar Forest Executive Cadre so as to ensure a proper command structure. In so far as the demand for grant of Ration Money Allowance to the Forest Executive Staff in the Andaman and Nicobar Islands is concerned, the same is not considered justified.

**Botanical Survey of India (BSI) - Preservation Assistant/Botanical Assistant**

11.16.17 The hierarchy of Fieldman, Senior Head Mali, Preservation Assistant and Garden Supervisor, in respect of whom the demands have been made, are as follows:

Post	Grade Pay	Entry Level Qualification	No. of Posts	Post	Grade Pay	Entry Level Qualification	No. of Posts
Fieldman	1900	X Class	51	Sr. Head Mali	1900	X Class	1

Preservation Assistants' Hierarchy			Garden Overseer Hierarchy			
Hierarchy	Grade Pay	Entry level Qualification	Hierarchy	Grade Pay	Entry level Qualification	Posts
Botanist	4600	MSc Botany or Agriculture				44
Botanical Assistant	4200	MSc (Botany)/1 <sup>st</sup> Class BSc (Hons)/2 <sup>nd</sup> Class BSc with 5 years' experience				91
Senior Preservation Assistant	2800	BSc (Botany) + 2 years' experience	Garden Supervisor	2800		Nil. Posts merged with Senior Preservation Assistant
			Garden Overseer	2400	BSc (Botany)	7
Preservation Assistant	2000	BSc (Botany)				

11.16.18 The association has demanded that the post of Senior Head Mali and Fieldman in the Botanical Survey of India may be upgraded from their present GP 1900 and merged with Preservation Assistant in GP 2000 since all the three categories of posts involves similar job content. A demand has also been made to merge Garden Overseer in the GP 2400 with Senior Preservation Assistant in GP 2800. The Garden Overseer was earlier able to get promoted to Garden Supervisor in GP 2800, which no longer exists, having been merged elsewhere. The demand has been made with a view to recreating a promotional channel for Garden Overseers through sharing of the promotional avenue of Senior Preservation Assistant.

*Analysis and Recommendations*

11.16.19 The Commission has noted that there are 51 posts of Fieldman and only one post of Senior Head Mali in GP 1900 in the Botanical Survey of India. **The Commission accordingly recommends merger of the post of Senior Head Mali with the Fieldman.** However as both

Senior Head Mali and Fieldman are recruited with the entry level qualifications of X, it is not possible to merge their level with that of the Preservation Assistant, who may be performing the same set of duties but enters at GP 2000 with a minimum qualification of BSc in Botany. In so far as the demand for merging Garden Overseers with Senior Preservation Assistant is concerned the Commission has noted that previously Garden Supervisor was merged with Senior Preservation Assistant. Thus Garden Overseers may also be merged with the Preservation Assistant cadre particularly when there are only seven posts of Garden Overseers. **The Commission however recommends the merger of Garden Overseer with Preservation Assistant as both these levels have the same entry level requirement of B.Sc. (Botany). Further the merged post may be enhanced to GP 2400 to protect the present level of Garden Overseer.**

### **Scientific Cadre of Zoological Survey of India (ZSI)**

11.16.20 The hierarchy of ZSI, scientific cadre is as follows:

<b>Hierarchy</b>	<b>Grade Pay</b>	<b>Entry Level Qualification/Method of Filling</b>
Scientist H (Director)	10000	
Scientist G (Director)	10000	FCS
Scientist F (Addl. Dir)	8900	FCS
Scientist E (Jt. Dir)	8700	FCS
Scientist D (Dy. Dir)	7600	FCS
Scientist C	6600	(33 percent DR–66 percent Promotion) - MSc (Zoology)
Scientist B	5400(PB-3)	(33 percent DR–66 percent Promotion)–MSc (Zoology)
Assistant Zoologist	4600	MSc (Zoology) (33 percent DR–66 percent Promotion)

11.16.21 The association in their memorandum has demanded a higher GP 5400 (PB-3) for Assistant Zoologist. There is also a demand for merger of this post with Scientist B in the ZSI as the post is not in the purview of Modified Flexible Complementing Scheme (MFCS). In addition the Scientific Association of the ZSI has demanded merger of the post of Scientist E with Scientist F as the difference between their GP is meagre. The association has also suggested changes in the MFCS to enable Scientist G (GP 10000) to get non-functionally upgraded to Scientist H (HAG) in a time bound manner. They have further demanded that from among Scientist H posts the one earmarked for Director should be placed in the apex scale.

#### *Analysis and Recommendations*

11.16.22 The Commission has noted that post of Assistant Zoologist serves as the feeder post for Scientist B, which in turn is the entry grade into the Group `A` Scientific Cadre. The Commission is therefore of the view that neither can the GP 5400 (PB-3) be granted to Assistant Zoologist nor the post be merged with the Group `A` post of Scientist B. As regards

extension of the scheme of MFCS to Group `B` posts, the entire gamut of issues relating to the Merit Based Promotion Scheme (MBPS) has been covered in Chapter 7.5.

### **Administrative Cadre of ZSI**

11.16.23 The association has demanded merger of the post of Junior Administrative Officer in the GP 4600 with Administrative Officer in the GP 5400 (PB-3) on the ground that the nature of their duties is similar.

#### *Analysis and Recommendations*

11.16.24 The Commission has noted that post of Junior Administrative Officer serves as the feeder post for Administrative Officer in the GP 5400 (PB-3) and the two are distinct as the post of Administrative Officer forms the entry grade into the Group `A` posts. Therefore, the Commission is of the view that no upgrade is needed.

### **Educational Assistant in National Museum of Natural History, New Delhi**

11.16.25 A higher GP 4200 has been demanded for Educational Assistant in the National Museum of Natural History, New Delhi as has been given to similar posts in subordinate offices of the MoEF and other departments of the Government of India.

#### *Analysis and Recommendations*

11.16.26 The Commission has observed that the incumbent to the post of Educational Assistant who is directly recruited at the entry GP 2800 must possess a minimum qualification of B.Sc. in Botany and Zoology along with B.Ed. or two years of teaching at high school level. The justification given by the association for this demand is that similar posts in other subordinate offices such as Guide Lecturer, National Gallery of Modern Art with similar entry level qualification are in GP 4200.

11.16.27 It is suggested that a comparative study of the two job profiles be carried out by the ministry to arrive at the precise work content and a judicious view taken thereafter.

## Ministry of External Affairs

## Chapter 11.17

### General Issues

#### Introduction

11.17.1 The Ministry of External Affairs is responsible for the conduct of India's relations with the foreign countries. The ministry is responsible for the country's representation in the United Nations and it advises other ministries and State Governments when the latter have dealings with foreign governments or institutions. The Consular, Passport and Visa (CPV) Division of the ministry provides passport services through Central Passport Organization (CPO) and its network of Passport Offices and Passport Seva Kendras across the country and consular, visa and passport services to overseas Indian/foreign nationals through the Indian Missions and Posts abroad.

#### Personnel Position

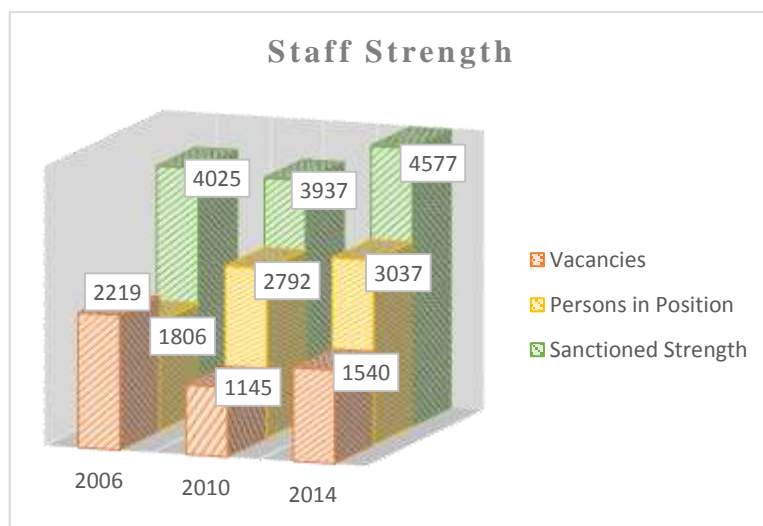
11.17.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Ministry of External Affairs, is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	1392	1130	262	19
B	2305	1156	1149	50
C	880	751	129	15
<b>Total</b>	<b>4577</b>	<b>3037</b>	<b>1540</b>	<b>34</b>

11.17.3 The above table shows that in overall terms 34 percent of the total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of the 3037 persons in position (PIP), 2071 employees are pre-2004 recruits and the remaining 966 employees have been recruited on or after 01.01.2004. With over 37 percent of the total persons in position in Group 'A', the Ministry of External Affairs has one of the largest percentage in the Group 'A' category among ministries/ departments of the Government of India.

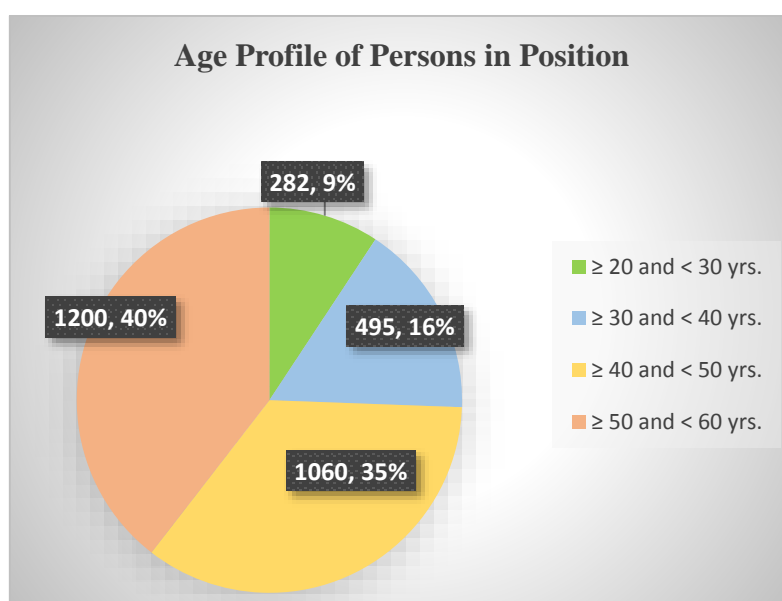
#### Inter Temporal Trend in Position

11.17.4 The following bar chart indicates the inter temporal position of personnel in the Ministry of External Affairs as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Person in Position

11.17.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of External Affairs. It indicates that of the 3037 persons in position in the ministry, 1200 employees shall be retiring in next 10 years, which is about 40 percent of the PIP.



### Expenditure on Personnel and Contractual Employees

11.17.6 The following table brings out the expenditure incurred by the Ministry of External Affairs, on salaries and allowances on the employees working in the ministry through the years 2010 to 2013. Expenditure on Salaries and allowances witnessed an increase of 17 percent in the year 2012-13 when compared with the previous year.



(₹ in lakh)			
Particulars	2010-11	2011-12	2012-13
Expenditure on Salaries and Allowances	82435.58	90445.77	106144.55
Expenditure on Contractual Employee	124.33	329.76	504.64
<b>Total</b>	<b>82559.91</b>	<b>90775.53</b>	<b>106649.19</b>

## **Training**

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11.17.7 The Ministry of External Affairs has created a training cell and training infrastructure. It has formulated a training plan for core competencies and specialised competencies for all groups of employees. The ministry has reported that it is evaluating the training being imparted to its employees on a quarterly basis. It has also reported that the objective of the training has been partially fulfilled. An amount of ₹2.54 crore was provided in the budget for the fiscal year 2013-14 against which an expenditure of ₹2.57 crore was incurred.

## ***Cadre Related Issues***

### **Indian Foreign Service, Group `A`**

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11.17.8 They have made the following demands:

#### ***Parity with IAS***

11.17.9 The Indian Foreign Service Group `A` Association has sought parity with the IAS in terms of pay, increments, promotion to senior levels and empanelment to Government of India.

#### ***Analysis and Recommendations***

11.17.10 This issue has been dealt with in Chapter 7.2 and Chapter 7.3.

#### ***Foreign Secretary***

11.17.11 The Association has sought upgradation of the post of Foreign Secretary to Principal Secretary to Government of India with a pay of ₹90,000 (fixed) on the ground that he is the head of the Foreign Service and first among the Secretaries in the Ministry of External Affairs.

#### ***Analysis and Recommendations***

11.17.12 Presently, only the Cabinet Secretary draws a pay of ₹90,000 in the entire civil service. Grant of pay of ₹90,000 (fixed) to the Foreign Secretary will disturb the relativities with other Secretaries/Heads of other Services who are at ₹80,000 (fixed). The arrangement of a number of Secretaries functioning in a ministry with one of them being 'first among Secretaries' exists in other ministries also, and therefore the arrangement is not unique to the Ministry of External Affairs. **The Commission therefore does not agree with the upgradation proposal for the post of Foreign Secretary.**

### ***Extending Medical Facilities to Non-dependents***

11.17.13 Indian Foreign Service (IFS) Officers have represented that full medical coverage should be extended to their parents at the place of their posting abroad, irrespective of the parents' financial/dependency status.

#### ***Analysis and Recommendations***

11.17.14 Dependent parents of IFS Officers are eligible for coverage under Assisted Medical Attendance (AMA) Scheme of the Ministry which provides medical reimbursement for treatment in empanelled hospitals/doctors abroad to all GoI officials who are posted abroad. Aged parents who do not fulfil dependency criteria in India are not given any benefit at the place of posting abroad of the officer. The dependency criteria is determined in accordance with CGHS norms which requires that the total income of the parents through pension or otherwise should not exceed ₹3,500 per month plus applicable DA. IFS Officers have represented that since medical costs are often prohibitively expensive, it is not possible for them to take their aged parents on postings with them at their own cost.

11.17.15 As reflected above, based on the recommendations of the VI CPC, the Government has been contemplating introduction of a Health Insurance Scheme. The Commission observes that there are many global health care insurance companies today who provide comprehensive health care coverage. Through suitable tie ups with these companies, the government may examine the possibility of enhancing the remit of the proposed Health Insurance Scheme to include all the officers/staff and their dependents posted in Embassies/Missions abroad. Needless to state, this should be preceded by a thorough examination of the annual costs involved under the AMA Scheme vis-à-vis likely annual cost under the insurance route. Dependent parents of IFS Officers/staff in Embassies/Missions posted abroad may be given the option for coverage under this Health Insurance Scheme after payment of requisite premium by officers or their parents.

## **Indian Foreign Service, Group 'B'**

### ***Issues Relating to Cadres and Recruitment Rules***

11.17.16 Indian Foreign Service, Group 'B' Officers Association has certain demands with regard to induction of IFS (B) officers into IFS Group 'A'. These include:

- i. merger of Senior time scale posts of IFS Group 'A' with IFS B Grade I posts and fixing of seniority of IFS B Grade I officers in amalgamated senior time scale posts of IFS Group 'A' as per extant rules,
- ii. to fix revised quota of 50 percent of total cadre strength of IFS Group 'A' for induction of IFS B officers in IFS Group 'A' on promotion.
- iii. to start induction of IFS B officers into IFS Group 'A' at Section Officers' level with two years of service in Section Officers grade.

*Analysis and Recommendations*

**11.17.17 The issues raised by the Association are essentially either administrative in nature or in the realm of the cadre structuring, both not in the ambit of the Commission**

**Indian Foreign Service, Group 'B' Stenographers**

11.17.18 They have sought:

- i. merger of IFS (B) Stenographers in IFS (B) General cadre
- ii. lateral entry of IFS (B) Stenographers in IFS (B) General cadre, and
- iii. automatic upgrade of 37 Senior PPS and PSOs equivalent posts to the rank of Deputy Secretary/Director.

*Analysis and Recommendations*

11.17.19 The Commission in Chapter 7.1 has made recommendations with regard to the Central Secretariat Stenographers Service. The same shall apply here as well.

**Interpreters' Cadre**

11.17.20 They have sought parity in terms of service conditions and promotional avenues with similarly placed cadres like Legal and Treaties Cadre, etc. To advance their case, they have stated that there is no cadre review for the last 38 years and their career path takes them to just two levels above their induction grade.

*Analysis and Recommendations*

11.17.21 The demand made by the cadre pertains to the cadre restructuring, which is not in the ambit of the Commission.

## *General Issues*

### **Introduction**

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11.18.1 The Ministry of Finance comprises the following five departments:

- i. Department of Disinvestment
  - ii. Department of Economic Affairs
  - iii. Department of Expenditure
  - iv. Department of Financial Services
  - v. Department of Revenue
- i. **Department of Disinvestment:** The Department of Disinvestment was set up as a separate department in December, 1999 and later renamed as Ministry of Disinvestment in September 2001. From May 2004 onwards the Department of Disinvestment is one of the departments under the Ministry of Finance. The mandate of the department is on (i) all matters relating to disinvestment of Central Government equity from Central Public Sector Enterprises (CPSEs) (ii) all matters relating to sale of Central Government equity through offer for sale or private placement in the erstwhile CPSEs.
  - ii. **Department of Economic Affairs:** The Department of Economic Affairs is primarily concerned with monitoring current economic trends and advising government on all matters having a bearing on internal and external economic management. The preparation of the budget of the Union of India and its presentation to the Parliament every year is also the responsibility of the department.
  - iii. **Department of Expenditure:** The Department of Expenditure is the nodal department for overseeing the public financial management system in the Central Government and matters connected with State finances. The business allocated to the department is carried out through its Establishment Division, Plan Finance Division, Finance Commission Division, Office of the Chief Advisor Costs, Controller General of Accounts and Central Pension Accounting Office. The department has under its administrative control the National Institute of Financial Management (NIFM), Faridabad, which is an autonomous body.
  - iv. **Department of Financial Services:** The Department of Financial Services (DFS) is mainly responsible for policy issues relating to Public Sector Banks (PSBs) and Financial Institutions including their functioning, international banking relations, matter relating to National Bank for Agriculture and Rural Development (NABARD), Agriculture Finance Corporation, Co-operative Banks, Regional Rural Banks (RRBs), rural/agricultural credits, financial inclusion, matters relating to Insurance Sector and performance of public sector insurance companies, administration of various Insurance Acts, pension reforms including the National Pension System (NPS), legislative and

other issues regarding the Pension Fund Regulatory and Development Authority (PFRDA)etc.

- v. **Department of Revenue:** The Department of Revenue exercises control in respect of revenue matters relating to direct and indirect Union taxes through two statutory Boards, the Central Board of Direct Taxes (CBDT) and the Central Board of Customs and Central Excise (CBEC). Each Board is headed by a Chairman who is also ex-officio Special Secretary to the Government of India. The Department of Revenue is also entrusted with the administration and enforcement of regulatory measures provided in the enactments concerning Central Sales Tax, Stamp duties and other relevant fiscal statutes. Control over production and disposal of opium and its product is also vested in this department. Tax policies are formulated to mobilise financial resources for the nation, achieve sustained growth of economy, macro- economic stability and to promote social welfare by providing fiscal incentives for investments in the social sector.

### **Personnel Position**

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11.18.2 The number of sanctioned posts in various grades vis-à-vis ‘persons in position’ as on 01.01.2014, as reported by the Ministry of Finance, is as follows:

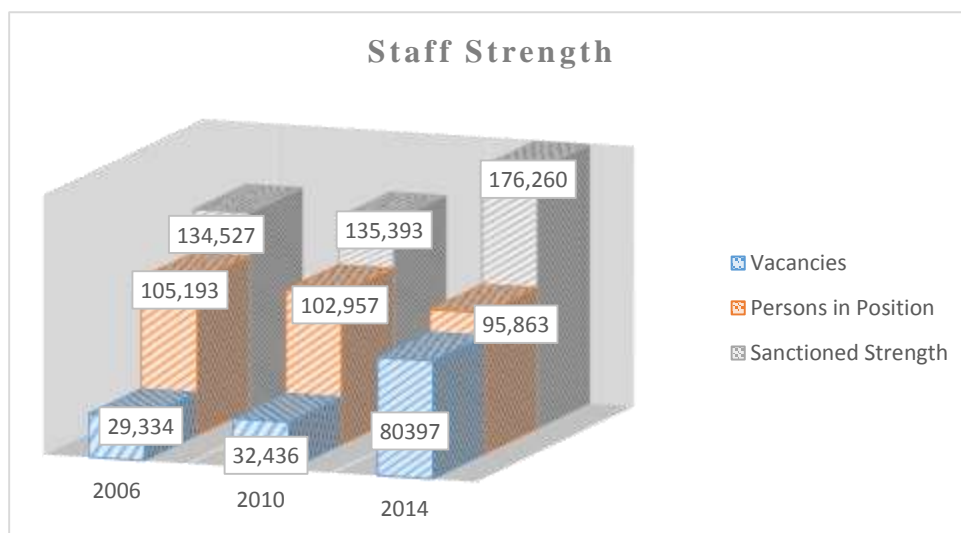
<b>Group</b>	<b>Sanctioned Strength</b>	<b>Persons in Position</b>	<b>Vacancy</b>	<b>Vacancy as %age of Sanctioned Strength</b>
<b>A</b>	12,985	5,847	7,138	55
<b>B</b>	65,508	40,925	24,583	38
<b>C</b>	97,767	49,091	48,676	50
<b>Total</b>	<b>1,76,260</b>	<b>95,863</b>	<b>80,397</b>	<b>46</b>

11.18.3 The above table shows that in overall terms, 46 percent of total sanctioned strength of the five Departments of the Ministry are lying vacant. Of the 95,863 persons in position (PIP), 64,514 employees are pre-2004 recruits and remaining 31,349 persons have been recruited on or after 01.01.2014.

### **Inter Temporal Trend in Position**

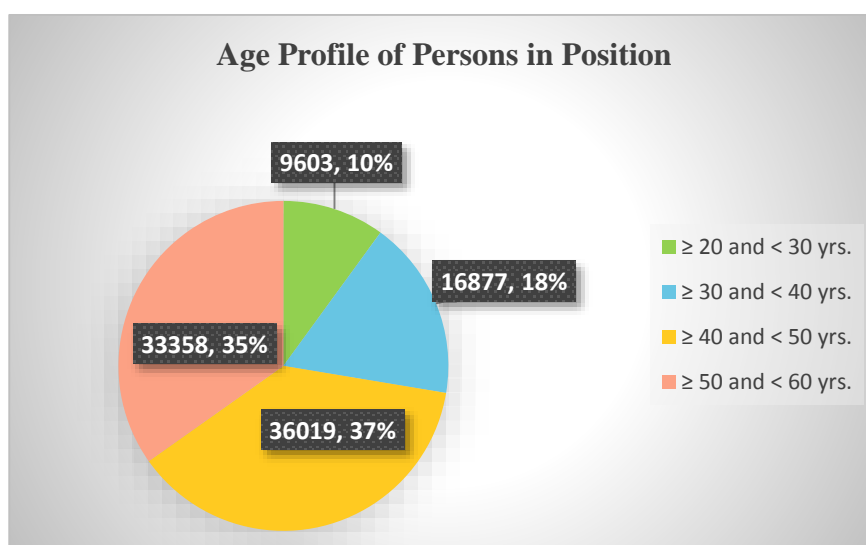
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11.18.4 The following graph indicates the inter temporal position in the Ministry of Finance as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.18.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Finance. It indicates that about 35 percent of the PIP will be retiring within next 10 years.



### Expenditure on Personnel and Contractual Employees

11.18.6 The following table brings out the expenditure incurred by the Ministry of Finance on pay and allowances on the employees working in the five Departments of the Ministry through the years 2010 to 2013.

Particulars	(₹ in crore)		
	2010-11	2011-12	2012-13
Expenditure on Pay and Allowances	4314.54	4,561.75	5,064.19

## ***Cadre Related Issues***

### **Department of Economic Affairs (DEA)**

#### **Indian Economic Service**

11.18.7 The Indian Economic Service (IES) is one of the Organised Group `A` Central Services. IES was constituted with the objective of institutionalising a core professional capacity within the government to undertake economic analysis and render advice for designing and formulating development policies, strengthening delivery systems, and monitoring and evaluating the public programmes. The role performed by the service therefore cuts across various ministries and departments. Their cadre posts are primarily in ministries/departments dealing with economic and social sectors. The hierarchy is:

<b>Post</b>	<b>Grade Pay</b>
Principal Adviser/Chief Adviser	Apex
Senior Economic Adviser/Senior Adviser	HAG
Economic Adviser/Adviser	10000
Director/Additional Economic Adviser	8700
Joint Director/Deputy Economic Adviser	7600
Dy. Director/Assistant Economic Adviser/ Senior Research Officer	6600
Assistant Director/Research Officer	5400

#### ***Advance Increments***

11.18.8 The IES Association has demanded that they should be given two advance increments on account of their higher eligibility qualification. The entry level qualification for the IES is post graduate degree in Economics or Applied Economics or Business Economics or Econometrics.

#### ***Analysis and Recommendations***

11.18.9 The Commission notes that entry level qualification has been prescribed keeping in mind the job content for this Group `A` service. Therefore, no special dispensation can be given to IES officers on this count.

#### ***Time Bound Promotion***

11.18.10 IES Officers have demanded creation of more posts at senior levels, and that time bound promotion should be given to them up to HAG level.

#### ***Analysis and Recommendations***

11.18.11 The Commission observes that for the entire Organised Central Group `A` Services taken together, the average percentage of senior duty posts at the Apex and HAG levels stand at 0.29 percent and 2.56 percent, respectively. Against this, in respect of IES officers, these

percentages stand at 1.37 percent and 4.1 percent, respectively. **In this backdrop, the Commission does not make any recommendations in this regard.**

***Re-designation of Posts of IES Officers***

11.18.12 It has been demanded that the posts held by IES officers may be re-designated as follows:

<b>HAG + (Apex)</b>	Principal Economic Adviser and Special Secretary
<b>HAG</b>	Additional Secretary and Economic Adviser
<b>SAG</b>	Joint Secretary and Economic Adviser
<b>NFSG</b>	Director/ Additional Economic Adviser
<b>JAG</b>	Deputy Secretary and Deputy Economic Adviser/Joint Director
<b>STS</b>	Under Secretary and Assistant Economic Adviser/Deputy Director
<b>JTS</b>	Assistant Director

11.18.13 **The Commission observes that the issue relating to re-designation of the posts of IES officers is an administrative one and should be addressed by the concerned cadre controlling authority.**

***Attracting Best Talent for IES***

11.18.14 The Association has suggested that steps should be taken to ensure that the best candidates opt for IES. Towards this end, the Association has demanded:

- i. Pay parity with some benchmark weighted average of corporate sector pay and pay received by an economist in the private sector.
- ii. Deputations to international organisations.
- iii. Creating posts in embassies, government-managed research institutes.

***Analysis and Recommendations***

11.18.15 The Central Government deals with a vast array of subjects. Many department specific services, accordingly, have been constituted to handle these varied sectors. However, in the government system, working in a particular segment does not become the basis for determining pay. Hence, special dispensation in respect of pay with comparators in the private sector cannot be extended to a particular service.

11.18.16 The Commission observes that deputation to international organisations involves consultation and concurrence of borrowing ministry/institutes. DEA has conveyed that the department has been encouraging IES officers to take up assignments in international organisations subject to qualification and overall guidelines of the DoPT. Hence, no recommendations are required.

***Utilising the Experience of IES officers***

11.18.17 It has been demanded that a pool of IES officers may be created for working in the States. It has been argued that if IES officers are brought at the district and state level, they



could become a crucial professional link between the Central and State Governments. The Association has opined that the experience of IES officers should be utilised in various wings of the government viz., Budget Division, Public Debt Management Office, Tax Revenue Administration.

#### *Analysis and Recommendations*

11.18.18 The Commission feels that deployment of IES officers at state level is a long term cadre planning issue and would require consultation with the states. In respect of allowing officers to join PSUs and regulatory bodies is concerned, the Commission notes that officers are allowed to take up job position in these organisations subject to their eligibility. **In any case, these demands are outside the remit of the terms of reference of this Commission, and hence no recommendation is being made.**

#### *Skill Upgradation of IES Officers*

11.18.19 It has been demanded that a dedicated training institute for IES officers should be established. Further, exchange programmes with other countries may be organised on a regular basis. It has also been demanded that the IES officers should be encouraged to acquire degrees in business administration, public policy and other soft skills which would be conducive for the discharge of their responsibilities. For this purpose, government should provide the necessary tie-ups and financing with the best institutions in the world.

#### *Analysis and Recommendations*

11.18.20 **The Commission observes that the skill sets should be in line with the job roles envisaged for the IES.**

### **Economic Officers**

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11.18.21 Economic Officers are feeder posts to the Indian Economic Service. Recruitment to this post is conducted through UPSC on the demand of individual ministry/department. The minimum qualification for this post is Post Graduation in Economics with two years research experience in economic analysis and data management.

11.18.22 They have demanded that the post of Economic Officers may be upgraded from the existing GP 4600 to GP 4800. This demand has been made on the grounds that till the V CPC, parity was maintained between Economic Officers and other considered parallel services viz., Section Officers (SOs) of Central Secretariat Service (CSS).

#### *Analysis and Recommendations*

11.18.23 The Commission observes that EOs were placed in the replacement pay scale of ₹6500-10500 by the V CPC. The VI CPC merged the pay scales of ₹5000-8000, ₹5500-9000 and ₹6500-10500 and placed the posts carrying these pay scales at GP 4200. However, subsequently, the government upgraded all the posts which were in pay scale of ₹6500-10500 to ₹7450-11500 and placed them in GP 4600. On this basis, the posts of EOs were also placed

in GP 4600. **This benefit of upgradation was thus applicable in the case of EOs as well who are placed in the GP 4600.**

11.18.24 The Commission notes that EOs and SOs are disparate cadres and comparison among them is not justified. **Therefore, the Commission recommends normal replacement pay levels for Economic Officers.**

## Department of Financial Services

### Debts Recovery Tribunal

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11.18.25 The Government of India has constituted thirty three Debts Recovery Tribunals (DRTs) and five Debts Recovery Appellate Tribunals (DRATs) across the country to help financial institutions recover their bad debts quickly and efficiently. The DRTs enforce provisions of the Recovery of Debts Due to Banks and Financial Institutions (RDDBFI) Act, 1993 and also Securitization and Reconstruction of Financial Assets and Enforcement of Security Interests (SARFAESI) Act, 2002.

#### *Recovery Inspectors of Debts Recovery Tribunal*

11.18.26 It has been demanded that posts of Recovery Inspectors of DRTs may be up-graded from GP 4200 to GP 4600 at par with the Inspectors of Income Tax.

#### *Analysis and Recommendations*

11.18.27 The Department of Financial Services has conveyed that when the DRTs were established, rules and procedures of Income Tax, 1961 were adopted by the ministry. The duties and responsibilities of Recovery Officers as well as Recovery Inspectors of DRTs were also at par with that of Tax Recovery Officers and Inspectors of Income Tax. The department has stated that when the DRTs were established, the pay scales of Recovery Inspectors of DRTs were kept at par with that of Inspectors of Income Tax and this parity was disturbed with the upgradation of pay scales of Inspectors of Income Tax. The department has conveyed that whereas the VI CPC recommended same grade pay for the both posts, the pay scale of Inspectors of Income Tax was again upgraded to GP 4600, which again disturbed the parity. The Department of Financial Services has recommended upgradation of pay scale of Recovery Inspectors in DRTs at par with Inspectors of Income Tax.

11.18.28 The Commission has examined the Recruitment Rules (RRs) for Recovery Inspectors. The RRs provide that all officers holding analogous posts in Central/State Governments can apply for the post of Recovery Inspectors, on deputation basis. The pool is not limited to Income Tax Inspectors. For the Recovery Inspectors, thus, it may be erroneous to draw pay related parity with Income Tax Inspectors. **The Commission, therefore, recommends normal replacement pay levels for Recovery Inspectors of DRTs.**

#### *Cadre Formation in DRTs across the Country*

11.18.29 It has been demanded that cadre may be formed for all the posts in the DRTs. It has been stated that despite similar hierarchy and similar requirement of educational qualification

across DRTs, Recruitment Rules for all the DRTs are different and in some DRTs, the Recruitment Rules have not come into force.

*Analysis and Recommendations*

11.18.30 The Commission is of the opinion that cadre formation is an administrative issue. **The Commission does not make any recommendation in this regard.**

## **Department of Revenue**

### **Central Board of Direct Taxes (CBDT)**

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11.18.31 The Central Board of Direct Taxes (CBDT) provides essential inputs for policy and planning of direct taxes in India. It is also responsible for administration of direct tax laws through the Income Tax Department. In its functioning, the CBDT is assisted by various Principal Chief Commissioners and Principal Directors Generals/Directors Generals. The Principal Chief Commissioners of Income Tax, stationed all over the country, supervise collection of direct taxes and provide taxpayer services, whereas the Principal Director Generals/Director Generals assist in Administration, Legal Research, Human Resource Development, Training, etc. at the CBDT headquarters. Principal Chief Commissioners of Income Tax are assisted by Chief Commissioners, Principal Commissioners and Commissioners of Income Tax and Principal Director Generals/Director Generals of Income Tax are assisted by Principal Directors/ Directors of Income Tax within their jurisdictions.

#### ***Higher Salary for Revenue Officials***

11.18.32 It has been pointed out that the world over, governments have begun to differentiate between tax organizations and the rest of government. It is important for tax organizations to provide a salary structure comparable to professional agencies with whom the tax officials deal.

*Analysis and Recommendations*

11.18.33 The Commission feels that the Central Government deals with a vast array of subjects. Many department specific services, accordingly, have been constituted to handle these varied sectors. No doubt, revenue generation is an important segment of the government functioning. However, in the government system, working in a particular segment does not become the basis for determining pay. **The Commission does not consider this demand justified.**

#### ***Pay scales of Apex and HAG+ level may be Merged***

11.18.34 It has been demanded that pay scales of Apex and HAG+ level may be merged. It has been argued that there does not appear to be any justification in continuing with both the HAG+ and Apex scales. This is because both the scales are attained when the officers have very limited years of services left. Since the officers get these two scales only in the last one to one and a half years of their career and considerable time is lost in procedural delays, these levels

are available only briefly. In any case, most HAG+ employees go up to ₹80,000/-. In view of this, it has been demanded that the two scales should be merged.

*Analysis and Recommendations*

11.18.35 The Department of Revenue has stated that prior to restructuring the highest post in the cadre was in the HAG. Further, the post of Member (ex-cadre) and Chairman in CBDT are also in the Apex scale. Any merging of pay scales will create imbalance in the hierarchy. **In this view, the Department of Revenue has not supported this demand.**

11.18.36 The Commission has further examined the matter. A snapshot of the cadre restructuring of IRS (IT) is reflected below:

Name of the Post	Pay Scale	Posts		Additional Posts Created
		Pre Re-structuring	Post Re-structuring	
Principal Chief Commissioner IT	Apex	0	26	26
Chief Commissioner IT	HAG+	0	91	91
Principal Commissioner IT	HAG	116	300	184
Commissioner IT	SAG	731	635	-(96)

11.18.37 The Commission observes that after the cadre restructuring of 2013, the IRS (IT) cadre is very well represented at the higher levels. An analysis of the percentage of senior duty posts in Central Service Group `A` vis-à-vis IRS (IT) shows that for the entire Group `A` Services taken together, the average percentage of senior duty posts at the Apex, HAG+ and HAG levels stand at 0.29 percent, 0.5 percent and 2.56 percent, respectively. Against this, in respect of IRS (IT) officers, these percentages stand at 0.65 percent, 2.26 percent and 7.46 percent, respectively, which adds up to 10.39 percent, substantially higher than the prescribed norm of 3 percent for HAG and higher posts. Merger of all HAG+ posts with Apex posts will substantially increase the number of posts in the Apex scale from the present 26 to 117, an increase of 450 percent. **The Commission therefore does not recommend merger of HAG+ and Apex scales.**

11.18.38 The Commission further notes that the cadre restructuring of the IRS (IT) not only increased the number of posts at the Apex/HAG+ levels, it also reduced the number of posts at the level of Commissioner of IT (CIT) from 731 to 635. This entire exercise, thus, has created an anomalous situation with the entire top rung of the IRS (IT) structure—Chairman and Members of CBDT and Principal Chief Commissioners of IT—in identical pay level. On the other hand, reduction of posts at the level of CIT, who are mostly field functionaries, has resulted in making the structure of IRS (IT) somewhat top heavy.

11.18.39 The cadre restructuring exercise was an isolated exercise. Its implication on other similar Group `A` Services was not taken into account. The Commission has received demand from many other services for Apex level posts, citing this case as an example, which have not been agreed to.

**11.8.40 In view of the above, the Commission observes that it may be worthwhile for the Department of Revenue to make a fresh assessment of the cadre structure of the IRS (IT) against the backdrop of functional requirements of the department.**

***Board Chairman to Report Directly to the Minister***

11.18.41 It has been demanded that the Chairman of the CBDT may report directly to the Finance Minister. It has been stated that statutory boards, such as CBDT need not have supervisory departments as it leads to duplication of work and unnecessary procedural delays.

*Analysis and Recommendations*

11.18.42 The Commission observes that the two separate boards of CBDT and CBEC were constituted by Central Boards of Revenue Act, 1963. According to this Act, each such Board shall be subject to the control of Central Government, exercise such powers and perform duties as may be entrusted to that Board by the Central Government. The Commission consulted the Department of Revenue who have stated that this matter has already been examined earlier in the ministry. It was felt that the two Revenue Boards deal with separate areas of taxation, the policies in respect of which need to be properly coordinated and that central tax system has to be viewed, fashioned and organised as a harmonious whole, the work of coordination has to be performed by the Secretary (Revenue) who is in a position to give independent and objective advice from a broader administrative and economic perspective. Since the need to coordinate the policies and the work of the two Boards continue to be essential for strengthening the central tax system, there appears to be no justification to reopen the proposal for making any changes in present hierarchical structure of reporting.

11.18.43 The Commission observes that this matter had been brought before earlier Pay Commissions as well. While examining this issue, the V CPC observed that policies having large financial and revenue implications have necessarily to be formulated by the Department of Revenue because levy of taxes and raising revenue are sovereign functions of the State. Such sovereign functions cannot be delegated to Boards. The VI CPC had also expressed similar opinion on the issue. **The Commission concurs with the views of the earlier Pay Commissions and recommends status quo on this issue.**

***Earmarking Portion of the Revenue for Distribution as Bonus***

11.18.44 It has been demanded that in revenue earning bodies, a specified amount of the collection made in excess of the targeted budget should be distributed as a bonus among the employees of the department in the same manner as paid in service related industries.

*Analysis and Recommendations*

11.18.45 The DoR has stated that Revenue Department cannot be equated with business organizations which pay bonus to their employees on the basis of profit earned by them. **The Commission also observes that adoption of such an approach would lead to needless distortion in the pay structure across services. Keeping this in view, the Commission therefore rejects this demand.**

## Indian Revenue Service (Income Tax)

11.18.46 Indian Revenue Service (IRS) is one of the largest Group 'A' Central Services. Its hierarchy is:

Name of the post	Grade Pay
Principal Chief Commissioner/Principal DG IT	Apex
Chief Commissioner/DG IT	HAG+
Principal Commissioner/Principal Director IT	HAG
Commissioner/ Additional DG/Director IT	10000
Additional Commissioner/Additional Director IT	8700
Joint Commissioner/Joint Director IT	7600
Deputy Commissioner/Deputy Director IT	6600
Assistant Commissioner/Assistant Director IT	5400 (PB-3)

### *Cadre Restructuring*

11.18.47 It has been demanded that the posts of Chairman and Members should be encadred.

#### *Analysis and Recommendations*

11.18.48 The Commission notes that this was considered by the Group of Ministers in 2013 and was decided then that the posts of Chairman and Members of CBDT would be manned by IRS officers on ex-cadre basis. A view was taken that as these are selection posts, these posts may continue to remain as ex-cadre posts of IRS. **The Commission therefore recommends maintaining status quo on this issue.**

## Income Tax Officers

11.18.49 The hierarchy of Group 'B' and C officers of Income Tax Department is as follows:

Name of the post	Grade Pay
Income Tax Officer—after 4 years of service	5400 (PB-2)
Income Tax Officer	4800
Income Tax Inspector	4600
Executive Assistant	4200
Tax Assistant	2400
Notice Server/LDC	1900
MTS	1800

11.18.50 Associations representing the Income Tax Officers (ITOs) have sought parity with Accounts Officers (AOs) of the Indian Audit and Accounts Department (IAAD) and have demanded that they may be upgraded from GP 4800 to GP 5400 (PB 2). They have also demanded that on promotion as Group 'A' officers, ITOs may be placed in the senior time

scale as Deputy Commissioners as obtaining in the case of Assistant Executive Engineers in CPWD and Section Officers of Central Secretariat. The aforementioned demand has been made on the grounds that an Income Tax Officer (ITO) has the largest spectrum of job profile across all the Central Government Group 'B' Officers.

*Analysis and Recommendations*

11.18.51 The Commission notes that as per the IV CPC and V CPC recommendations, the posts of AOs of the IAAD have been in a higher pay scale than that of the ITOs in the Income Tax Department. As per the IV CPC and V CPC pay scales, the posts of AOs were placed in the pay scale of ₹2375-3500 and ₹7500-12000, respectively and the posts of ITOs were placed in the pay scale of ₹2000-3500 and ₹6500-10500, respectively. However, subsequent to the implementation of the V CPC recommendations, the pay scale of ITOs was upgraded to ₹7500-12000. Again, the VI CPC placed the AOs of IAAD in the GP 5400 (PB-2), whereas, the ITOs were placed in GP 4600. Subsequently, after implementation of VI CPC recommendations, the Grade Pay of ITOs was upgraded to ₹4800. Thus, there was never an absolute parity between the pay scales of ITOs in ITD and AOs of IAAD.

11.18.52 As far as the demand for placing the ITOs in GP 6600 as Deputy Commissioner is concerned, the Commission notes that the post of ITO is a feeder post for the Assistant Commissioner, a Group 'A' entry grade post in the Income Tax cadre at GP 5400 (PB-3). Hence, placing of ITOs on promotion at GP 6600 will disturb the hierarchical structure. **The Commission, therefore, recommends normal replacement levels for ITOs.**

**Income Tax Inspector**

11.18.53 A demand has been made to upgrade the post of Income Tax Inspectors (ITIs) of Income Tax Department (ITD) from GP 4600 to GP 4800 and place them at par with the Assistant Accounts Officers (AAOs) of IA & AD.

*Analysis and Recommendations*

11.18.54 A comparative statement indicating the pay scales of AAO and ITI is as under:

Name of the post	III CPC	IV CPC	V CPC	VI CPC
<b>AAO of IAAD</b>	650-1040	2000-3200	6500-10500 (revised subsequently to 7450-11500)	GP 4800
<b>ITI of ITD</b>	425-800 (revised subsequently to 500-900)	1640-2900	5500-9000 (revised subsequently to 6500-10500)	GP 4200 (revised subsequently to 4600)

11.18.55 In the backdrop of these pay scales of the two posts, the Commission notes that there was never an absolute parity between the pay scales of ITIs of ITD and AAOs of IAAD. In fact, the pay scale of ITIs of ITD have generally been lower compared to that of AAOs of IAAD. **The Commission recommends only replacement pay levels for ITIs.**

### **Indian Revenue Service (Customs and Central Excise)**

11.18.56 The officers of Indian Revenue Service (Customs and Central Excise) [IRS(C&CE)] man posts under the Central Board of Excise and Customs. The Customs Department was manned at the apex level by the officers of the Imperial Customs Service/ Indian Customs Service/ Indian Civil Service. The Central Excise Service (Class I) was created in 1955. Both the services of Indian Customs and Indian Central Excise were merged in 1959 to form the Indian Customs and Central Excise Service. The service was re-designated as the Indian Revenue Service (Customs and Central Excise) in 2004. Their cadre structure is as under:

<b>Name of the Post</b>	<b>Grade Pay</b>
Principal Chief Commissioner/Principal DG	Apex
Chief Commissioner	HAG+
Principal Commissioner	HAG
Commissioner	10000
Additional Commissioner	8700
Joint Commissioner	7600
Deputy Commissioner	6600
Assistant Commissioner	5400 (PB-3)

#### ***Full Functional and Financial Autonomy to CBEC***

11.18.57 It has demanded that CBEC may be granted full functional and financial autonomy. Similar demand has been made by CBDT. **The Commission has already given its opinion on this issue earlier in this chapter.**

### **Central Excise Inspectors**

11.18.58 Their hierarchy is as under:

<b>Name of the Post</b>	<b>Grade Pay</b>
Superintendent of Central Excise/Superintendent of Customs (Preventive) /Appraiser	4800 and 5400 (PB-2) after four years
Inspector (Central Excise)/ Preventive Officer/ Examiner	4600
Executive Assistant	4200
Tax Assistant	2400
LDC	1900
MTS/ Havildar/Head Havildar	1800

11.18.59 It has been demanded that the post of Central Excise Inspectors may be upgraded from GP 4600 to GP 4800 on the pattern of Inspectors of CBI/IB.



### *Analysis and Recommendations*

11.18.60 The Commission notes that similar demand had been made before earlier Pay Commissions as well. The V CPC did not consider the two categories comparable. The VI CPC recommended GP 4200 and GP 4600 for Inspectors of Central Excise/Customs/Income Tax and Inspectors of CBI, respectively. Subsequently, the government, in separate orders, upgraded these pay scales to GP 4600 and GP 4800 for Inspectors of Central Excise/Customs/Income Tax and Inspectors of CBI, respectively. It is clear, therefore, that even after this upgradation, the Grade Pay of Inspectors of CBI remained higher than that of Inspectors of Central Excise/Customs/Income Tax. **The Commission, therefore, recommends only replacement scales to Inspectors of Central Excise.**

### **Superintendent of Central Excise, Customs and Appraisers**

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11.18.61 It has been demanded that the post of Superintendents and Appraisers may be upgraded from GP 4800 to GP 5400 (PB-3) on the grounds of historical parity between the gazetted executive officers of CBI, IB, Central Police Organisations, Enforcement Directorate, Customs, Income Tax and Central Excise.

### *Analysis and Recommendations*

11.18.62 As reflected earlier, the V CPC had specifically noted that no relativity could be established between executive posts in Income Tax and Customs vis-à-vis those existing in CBI/IB. The VI CPC had concurred with the view of the V CPC and stated that although this particular observation was made with reference to the post of Inspector, the same cannot but hold true for the next higher posts in the hierarchies of these organisation.

11.18.63 This Commission agrees with the views of VI CPC on the matter of parity. It also notes that the post of Assistant Commissioner, Customs and Central Excise, which is in the GP 5400 (PB-3) is a promotional post of Superintendent of CBEC. Placing the posts of Superintendent of Customs and Central Excise in GP 5400 (PB-3) will disturb the existing hierarchical structure. **The Commission, therefore, recommends only normal replacement pay level for Superintendents of Central Excise/Customs and Appraisers of CBEC.**

### **Promotions of Superintendents**

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11.18.64 It has been demanded that Superintendents of Central Excise should be granted promotion directly to STS grade having GP 6600. It has also been demanded that thereafter, they should be promoted from the STS directly to post having GP 8700.

### *Analysis and Recommendations*

11.18.65 This demand for promotion of the Superintendents directly to Senior Time Scale of the Indian Revenue Service (Central Excise) was placed before the V CPC also. The V CPC felt that the demand, if accepted, would have repercussions in all Group `A` services and could conceivably result in a dilution of this Group `A` service, which would not be desirable. The V CPC further stated that the balance of advantage would lie in maintaining the status quo.

11.18.66 As already mentioned in the previous paragraph, the promotional post of Assistant Commissioner for the Superintendents is in the GP 5400 (PB-3). Hence, grant of STS GP 6600 to Superintendents on their promotion and subsequently, granting them promotion to GP 8700, i.e., higher than the Group 'A' entry post of Assistant Commissioner, will not be feasible. In any case, a minimum residency period is required in JAG (GP 7600) for promotion to NFSG (GP 8700). **The Commission therefore recommends normal replacement pay level only to Superintendents of Central Excise.**

### **Promotions to Superintendents**

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11.18.67 It has been demanded that Superintendents of Central Excise should be allowed a minimum of five functional promotions after joining the post of Inspectors (the post of Inspector is the feeder grade for the post of Superintendent). If five functional promotions are not possible, they should be granted at least five in-situ promotions in the hierarchy of functional promotion. The alternative demand is for dynamic/flexible promotion scheme to be devised so as to grant at least five upgradations in the promotional hierarchy. The Association has requested the Commission to recommend creation of unorganised Group 'A' post as it exists in the provincial services of the states as well as the Central Police Organisations so that officers in the department get some relief from acute stagnation.

#### *Analysis and Recommendations*

11.18.68 The Commission notes that a study team has been constituted by the CBEC to do exhaustive examination of the stagnation in Group 'B' executive grades and suggest measures. It further notes that as part of the cadre re-structuring exercise of 2013, 2118 temporary posts of Assistant Commissioners in GP ₹5400 (PB-3) have been created, which are to be filled up 100 percent by promotion of Superintendents of Customs (Preventive)/ Central Excise/ Appraisers. **The Commission observes that this move would provide adequate career progression for these feeder cadres viz., Superintendents and Inspectors of Customs and Central Excise.**

### **Percentage of Direct Recruitment in post of Assistant Commissioner**

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11.18.69 It has been demanded that the Direct Recruitment Quota in the post of Assistant Commissioner may be reduced from 50 percent to 10 percent.

#### *Analysis and Recommendations*

11.18.70 The Commission notes that one of the attributes of an Organised Group 'A' Service is that direct recruitment cannot be less than 50 percent. Reduction in the percentage direct recruitment below 50 percent will adversely affect the status of IRS (C&CE) as an Organised Group 'A' Service. **In this backdrop, the Commission would not recommend reduction in the Direct Recruitment Quota as demanded by the Association.**

## **Drivers of Customs and Central Excise**

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11.18.71 Drivers of Customs and Central Excise have demanded amendment in their Recruitment Rules to enable their promotion to higher posts in the department such as Tax Assistant. The drivers have represented that the VI CPC had emphasised the need to make the cadre of drivers multi-skilled, enhancing their chances of further career progression.

### *Analysis and Recommendations*

11.18.72 The hierarchy of drivers is as under:

<b>Name of the post</b>	<b>Grade Pay</b>
Special Grade	4200
Grade I	2800
Grade II	2400
Ordinary Grade	1900

11.18.73 The Department of Revenue, whose views were sought by the Commission, has intimated that Drivers in Customs and Central Excise have sufficient promotional avenues and hence, there is no need to allow promotion of drivers into ministerial grades, which may create shortage of drivers in the department. **The Commission agrees with the views of the department and does not make any recommendation in this regard.**

## **Central Revenues Control Laboratory (CRCL)**

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11.18.74 Central Revenues Control Laboratory (CRCL) functions under CBEC, Department of Revenue, Ministry of Finance. It is headed by Director (Revenue laboratories), which is a Joint Secretary level position. It has 12 laboratories in various cities with its headquarters in New Delhi. The laboratories analyse the samples sent to them by the Revenue Authorities of Customs and Central Excise for classification under customs tariff, central excise tariff, etc. They also provide technical support to Opium and Alkaloid Factories for production of Export Opium.

11.18.75 It has been demanded that the post of Chemical Assistant (CA) be upgraded from GP 4200 to GP 4600. The demand is based on the grounds of high entry qualification requirement of M.Sc. in Chemistry + One year's experience. Another demand relates to upgradation of post of Assistant Chemical Examiners (ACEs) from the GP 4600 to GP 4800.

*Analysis and Recommendations*

11.18.76 Their hierarchy is as under:

Name of the Post	Grade Pay
Director (Revenue Laboratories)	10000
Joint Director	8700
	7600
Chemical Examiner Grade I	6600
Chemical Examiner Grade II	5400 (PB-3)
Assistant Chemical Examiner	4600
Chemical Assistant	4200

11.18.77 The Commission notes that prior to VI CPC, there existed posts of Chemical Assistant Grade II and Chemical Assistant Grade I in pay scales of ₹5000-8000 and ₹5500-9000, respectively. As part of the de-layering exercise, the VI CPC recommended merger of pay scales of ₹5000-8000, ₹5500-9000 and ₹6500-10500 and placed them at GP 4200. This merger of scales was not unique to posts of CRCL only. The VI CPC also recommended that if due to functional considerations, it is not feasible to merge all the posts in these three pay scales, the posts in the scale of ₹5000-8000 and ₹5500-9000 should be merged and the post in the scale of ₹6500-10500 should be upgraded to the next higher grade in the GP 4600, corresponding to the pre-revised pay scale of ₹7450-11500. On this basis, the posts of Chemical Assistants Grade II and Grade I in pay scales of ₹5000-8000 and ₹5500-9000, respectively, were merged and given GP 4200. The post of Assistant Chemical Examiner which was placed in the scale of ₹6500-10500 was upgraded to the pre-revised pay scale of ₹7450-11500 and placed in the corresponding GP 4600. Thus, as result of the VI CPC recommendations the pay scales of both these posts viz., Chemical Assistants and Assistant Chemical Examiners were upgraded. **In the above backdrop, the Commission recommends only replacement pay levels to Chemical Assistants and Assistant Chemical Examiners of the CRCL.**

### **Customs Marine Department under CBEC**

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11.18.78 Marine Wing is a small formation of CBEC under Ministry of Finance. The wing is responsible for operation and maintenance of high speed vessels equipped with advance technology exclusively used for anti-smuggling activities, surveillance at the sea including major and minor ports of Indian coastal areas. These vessels are maintained by technical/non-technical staff.

11.18.79 It has been averred that anomalies have arisen due to placement of various feeder and promotional posts in the same grade pay. It has been demanded that these anomalies prevailing in various posts - Skipper and Skipper Mate, Launch Mechanic and Engine Driver, Sukhani and Tindel - be removed. Another demand is for upgradation of the post of Engineer Mate from GP 2800 to GP 4600 at par with the post of Skipper Mate as the duties and responsibilities are similar.

*Analysis and Recommendations*

11.18.80 The hierarchy of the posts is as under:

Name of the Post	Grade Pay
Skipper/Skipper Mate/Engineer/Store Officer	4200
Foreman/Senior Store Keeper	4200
Engineer Mate/Artisan	2800
Launch Mechanic/Engine Driver/Sukhani/Tindel/ Vehicle Driver/Draftsman/Store Keeper	2400
Senior Deck Hand	2000
Greaser/Seaman/Tradesman/Assistant Store Keeper	1900

11.18.81 The Commission notes that the placing of feeder and promotional posts in the same Grade Pay has arisen due to merging of scales by the various pay commissions as a result of delayering exercise. This issue is not unique to Marine Organisation but exists among various other cadres. As far as the demand for upgradation of the post of Engineer Mate to GP 4600 at par with Skipper Mate is concerned, the Commission observes that since IV CPC, the pay scale of Skipper Mate has always been placed higher than that of Engineer Mate. **In this backdrop, the Commission recommends normal replacement pay levels for posts at all levels in Marine Organisation.**

**Central Economic Intelligence Bureau**

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11.18.82 Established in 1985, the Central Economic Intelligence Bureau (CEIB) is a nodal agency for coordinating and strengthening the economic intelligence and enforcement activities under the Department of Revenue. CEIB administers the Conservation of Foreign Exchange and Prevention of Smuggling Activities (COFEPOSA) Act, 1947.

11.18.83 They have demanded upgrade of the post of Intelligence Officers (IOs) from GP 4600 to GP 4800. It has been pointed out that Inspectors from CBDT and CBEC, who have a minimum of four years' experience in the field in the GP 4600, are eligible for appointment as Intelligence Officer under CEIB. It has been stated that since the Inspectors in CBDT and CBEC are already in the GP 4600, they do not show inclination to join CEIB after gaining four years of experience in their respective department. This has resulted in vacancies in the posts of Intelligence Officers, which forms the middle and functional level of CEIB. It has been argued that upgrading the posts to GP 4800 would give one step up for the officers selected on deputation basis and attract them to join CEIB.

*Analysis and Recommendations*

11.18.84 The Commission observes that a Committee under Mr. S.S. Khan, Retired Member of CBDT, was set up to strengthen the Central Economic Intelligence Bureau. This Committee had observed that the job requirement for Intelligence Officers (IOs) had undergone a change which should have also been reflected in the eligibility conditions. The Commission notes that

the changed eligibility condition would have broadened the pool of eligible candidates, beyond the officers of CBDT/CBEC, for selection as IOs.

11.18.85 Department of Revenue has stated that the CEIB has not yet explored recruitment to the post of IOs with changed eligibility conditions, as suggested by the Khan Committee and has opined that the demand for upgradation of the post is not justified. **In this backdrop, the Commission recommends replacement pay levels only for the posts of Intelligence Officers of CEIB.**

### **Customs Excise and Service Tax Appellate Tribunal (CESTAT)**

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11.18.86 CESTAT was created to provide an independent forum to hear the appeals against orders passed by the Commissioners of Customs and Excise relating to Service Tax. The Tribunal is also empowered to hear the appeals against orders passed by the designated authority with regard to Anti-Dumping Duties under the Customs Tariff Act, 1975. The headquarters as well as the Principal Bench of the CESTAT are in Delhi with its 5 regional benches at Ahmadabad, Mumbai Kolkata, Chennai and Bangalore.

#### ***President***

11.18.87 It has been demanded that the pay scale of President, CESTAT be upgraded to ₹90,000 from the present ₹80,000.

#### ***Analysis and Recommendations***

11.18.88 The Commission notes that pay scale of President, CESTAT varies depending upon the status of the incumbent. The Commission notes that in case a retired Chief Justice of any High Court is selected as President, his/her salary is fixed at ₹90,000. In case a retired Justice of High Court is selected as President, his/her salary is fixed at ₹80,000. The Commission notes that this pattern is not unique to CESTAT. This pattern prevails in various other commissions, tribunals, etc. **The Commission would not like to disturb this parity and would therefore recommend normal replacement level for the President, CESTAT.**

#### ***Members***

11.18.89 A demand has been made to raise the pay scale of Members of CESTAT from HAG+ to Apex Scale, drawing parity with Members of Central Administrative Tribunals (CAT).

#### ***Analysis and Recommendations***

11.18.90 The Commission notes that when a retired Judge of High Court is selected as President, his/her salary is fixed at ₹80,000. Thus, in such cases, upgrading the pay scale of Members, CESTAT to ₹80,000 will create an anomalous situation since this may place both the President and Members of CESTAT in the same pay scale. **The Commission therefore recommends normal replacement pay levels for Members of CESTAT.**

**Registrar, Deputy Registrar, Assistant Registrar, Court Master and Head Clerks**

11.18.91 It has been demanded that the post of Registrar, CESTAT may be upgraded from GP 7600 to GP 8700/10000 on the pattern of CAT. It has also been demanded that the post of Deputy Registrar be upgraded from GP 6600 to GP 7600. The reference point in this case is National Consumer Dispute Redressal Form. Drawing parity with Debts Recovery Tribunal, it has been demanded that post of Assistant Registrar may be upgraded from GP 5400 (PB-3) to GP 6600. Pay upgradations have also been demanded for the posts of Court Master (from GP 4200 to GP 4800), Head Clerk (from GP 4200 to GP 4600) drawing parity with Court Officer in CAT and Senior Assistant in District Courts, respectively.

*Analysis and Recommendations*

11.18.92 In respect of the demand for upgradation of the post of Registrar the Department of Revenue has conveyed that Staff Inspection Unit, in its Report, had recommended to provide an intermediate level post of Joint Registrar with GP 7600 in CESTAT. The department has opined that the matter may not be taken up without carrying out cadre re-structuring as both the posts—Registrar and Joint Registrar - would result in the same grade pay. In respect of the demand for upgradation of posts of Assistant Registrar and Court Master, the department has stated that these matters are sub-judice before CAT, Principal Bench in OA No.1672/2014 and OA No.2897/2013, respectively. The Commission notes that different organisations perform different functions. Enough functional justification must precede parity in pay scales. **The Commission therefore recommends normal replacement levels for these posts of CESTAT.**

**Government Opium and Alkaloid Works (GOAW)**

11.18.93 Government Opium and Alkaloid Works (GOAW), Neemuch, is an industrial establishment engaged in manufacturing of various lifesaving drugs by processing opium through a chemical process. Their hierarchy is as under:

<b>Name of the Post</b>	<b>Grade Pay</b>
Senior Scientific Assistant	4200
Junior Scientific Assistant	2800
Technician Grade-I and Laboratory Assistant	2400
Technician Grade-II, Electrician, Laboratory Attendant, Timekeeper	1900
Skilled worker, Semi-Skilled Worker, Unskilled, worker, Carpenter and Weigh Man, Cook Tea Maker, Wash Boy, Dish Cleaner, Ward Boy/Dresser in Dispensary	1800

**Higher GP for Workers**

11.18.94 Skilled Worker, Semi-Skilled Worker, Unskilled Worker, Carpenter, Weigh man, Cook, Tea Maker, Wash Boy, Dish Cleaner, Ward Boy, Dresser, placed in the GP 1800 have demanded GP 1900 on the ground of educational qualification and experience and also skilled

nature of job. They have also cited parity with other cadres viz., Skilled workers, Gang men and Khalasi in the Ministry of Railways, who are in GP 1900.

*Analysis and Recommendations*

11.18.95 The Commission notes that this broad category encompasses a family of large group of workers- from unskilled, semi-skilled to skilled. The Commission observes that VI CPC has already upgraded these posts and placed them in Group 'C.' **The Commission therefore recommends normal replacement pay levels for these posts.**

***Technician Grade-II***

11.18.96 Technicians Grade-II (TG-II) have demanded a GP 2400 from the existing GP 1900 on the grounds of technical nature of work and qualification along with responsibilities to carry out technical operations in chemical processing. They have also sought parity with posts of Junior Artist Gr-II in Ministry of Defence, Assistant Grade-II of Kolkata Mint under the Department of Economic Affairs and Field man in the Department of Animal Husbandry of UT Administration, Puducherry.

*Analysis and Recommendations*

11.18.97 The Commission notes that as per the Recruitment Rules, the required educational qualification for TG-II is Class X with Science (Physics and Chemistry) or Class VIII standard with six years' of experience in any chemical/pharmaceutical plant. **In view of the prescribed educational qualification and the job profile, the Commission recommends normal replacement pay levels for Technicians Grade II of GOAW.**

***Technician Grade-I***

11.18.98 Technicians Grade-I (TG-I) have demanded upgradation from GP 2400 to GP 2800 on the ground that one of the educational qualifications for the post is B.Sc. It has been pointed out that posts having educational qualification of B.Sc. were upgraded by VI CPC to GP 2800. It has been argued that the officers with the same qualifications in other departments viz., Ministry of Health and Family Welfare and Department of Posts are placed in GP 2800.

*Analysis and Recommendations*

11.18.99 The Commission notes that the educational qualification required for this post, as per the Recruitment Rules of GOAW, is as follows. *B.Sc. (with Chemistry and Physics) OR ITI certificate with five years' experience in respective trade OR Middle class with 1<sup>st</sup> class certificate of competency in Boiler Attendant Trade with one year experience of boiler operation OR Middle class with 2<sup>nd</sup> class certificate of competency in Boiler Attendant Trade with five years' experience of boiler operation.* The Commission notes that essential educational qualification for the post of TG-I varies widely. Even a middle class with requisite experience is eligible for the post of TG-I. **In this backdrop, the Commission recommends normal replacement level for TG-I.**



### ***Junior Scientific Assistants***

11.18.100 Junior Scientific Assistants (JSA) have demanded a GP 4200 from the existing GP 2800 on the grounds of higher qualification of M.Sc (Organic Chemistry). Parity has been sought with other posts in Ministry of Railways, Botanical Survey, DRDO, Central Drugs Laboratory and Directorate of Plant Protection, who are in higher GP 4200/4600.

11.18.101 The Commission has expressed its views on demands of parity between different posts existing in different organisations in previous paragraphs. Further, the Commission notes that Technician Grade I, the feeder cadre for JSA, a Higher Secondary qualification and five years' service are also eligible for the post of JSA. **In this backdrop, the Commission recommends normal replacement pay levels only for JSA of GOAW.**

### ***Senior Scientific Assistants***

11.18.102 Upgradation of Grade Pay from the existing GP 4200 to GP 4600 has been demanded for Senior Scientific Assistants (SSA) on the grounds that Junior Scientific Assistants, Senior Scientific Assistants and Assistant Foreman are in the middle level supervisory cadre possessing higher qualification like M.Sc. in Chemistry, Diploma in Mechanical, Electrical and Civil Engineering. It has been argued that holder of these posts are not being adequately compensated commensurate with their qualification and highly skilled nature of work. A comparison has been drawn with their counterparts in other organisations like in Railways, Central Revenue Control Laboratories, Botanical Survey etc.

### ***Analysis and Recommendations***

11.18.103 **The Commission has already expressed its views on the demand for parity while examining the demand for upgradation of grade pay of JSAs which is feeder grade for SSAs. In this backdrop, the Commission recommends only normal replacement level for the posts of SSAs.**

### **Competent Authority and Administrator (CAA)**

11.18.104 Competent Authority and Administrator (CAA) carries out forfeiture of properties of drug traffickers under Narcotic Drugs and Psychotropic Substances (NDPS) Act, 1985 and of Smugglers under Smugglers and Foreign Exchange Manipulators (Forfeiture of Property) Act, 1976. CAA has four offices in India.

### ***Inspector***

11.18.105 It has been demanded that post of Inspectors of the CAA may be upgraded from GP 4200 to GP 4600 at par with Inspectors of CBDT/CBEC. It has been pointed out that the pay scale of Inspectors of CAA was at par with that of Inspectors of CBEC/CBDT till 21.04.2004, when pay scales of the Inspectors of CBDT/CBEC were upgraded to ₹6500-10500. It has been argued that the posts of Inspectors in CAA and CBDT/CBEC were treated as analogous and the Inspectors of the CAA were drawn from CBDT/CBEC on deputation basis. However, this disparity in the pay scales has become a huge hindrance in attracting the capable officers of both CBDT and CBEC on deputation.

### *Analysis and Recommendations*

11.18.106 The Commission notes that as per the recruitment rules for the post of Inspectors of CAA, not only Inspectors of Income Tax/Customs and Central Excise are eligible but also Inspectors of Narcotics and Sub-Inspectors of Police/CBI, both of whom are in GP 4200, are also eligible for consideration as Inspectors of CAA on deputation basis. **In the above backdrop, the Commission recommends only replacement pay level to Inspectors of CAA.**

### *Special Incentive Allowance/pay for Officers of Enforcement Directorate*

11.18.107 It has been demanded that Special Incentive Allowance/pay provided to officers of IB, CBI, etc. should also to be given to officers of IT, ED, DRI, Customs, Excise, etc. since they also collect intelligence inputs and conduct discreet enquiry and thus face risk/threat to life.

### *Analysis and Recommendations*

11.18.108 The Department of Revenue has conveyed that the Directorate of Enforcement (ED) is the premier investigating agency mandated by the Govt. to implement and enforce the provisions of two special Statues viz., Foreign Exchange Management Act, 1999(FEMA) and Prevention of Money Laundering Act, 2002(PMLA). It has also been stated that in view of differential incentive structure between ED and CBI, it has become difficult for the Directorate to fill up the deputation quota posts. The Department of Revenue has recommended that the staff of ED, whose duties are of similar nature, merit grant of Special Incentive Allowance at par with their counterparts in CBI and NIA.

11.18.109 The Commission has recommended a new matrix for payment of Risk and Hardship Allowances depending upon the degree of risk and hardship involved in a particular job profile. **The Commission recommends that Department of Revenue should assess the risk profile of the officials of Enforcement Directorate at various levels and thereafter make a case to Ministry of Finance for grant of risk and hardship allowance, if any, to them as per an appropriate cell in the matrix.**

### **Income Tax Settlement Commission**

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11.18.110 Income Tax Settlement Commission (ITSC) resolves tax disputes in respect of Indian Income Tax and Wealth Tax Laws. ITSC consists of a Principal Bench at Delhi and six additional benches, two each at Delhi and Mumbai and one each at Chennai and Kolkata.

11.18.111 It has been demanded that the Members of ITSC may be upgraded from HAG to Apex scale. It has been stated that the posts of Member ITSC and Member CBDT were in identical pay scales till the V CPC. Subsequently, pay scale of Member CBDT was upgraded, but the post of Member ITSC was not upgraded. After cadre restructuring of the Income Tax Department in 2013, the posts of Chief Commissioner Income Tax (CCIT) have been placed in the HAG+ scale. Some of the CCIT are promoted as Principal CCIT and are placed in the apex pay scale. These CCITs are also appointed as Members of ITSC but in a lower pay scale of HAG thus creating an anomalous situation.

### Analysis and Recommendations

11.18.112 The Commission notes that the pay scale of Members of ITSC is at par with the pay scale of Principal Commissioners IT (₹67000-79000) who are also qualified, along with the CCIT and Principal CCIT, for appointment as Member ITSC. However, the rules provide that if a Member, on the date of his appointment to the ITSC, is in service under the Central Government, he shall seek retirement from such service before join the ITSC. The Commission further notes that for the Member, CBDT, regular service of at least one year is required in HAG whereas no such condition is required for the post of Member, ITSC. The post of Member ITSC and Member CBDT/Principal CCIT/CCIT/Principal Commissioner IT, thus, are governed by different sets of Recruitment Rules/Service Conditions. Hence, these posts cannot be compared/equated in terms of pay scale. **The Commission recommends replacement pay scales for Members of ITSC.**

## Department of Expenditure

### Controller General of Accounts (CGA)

11.18.113 Controller General of Accounts (CGA) is the principal Accounts Adviser to the Government of India and is responsible for establishing and maintaining a sound management accounting system. CGA lays down the principles and procedures of internal audit and supervises the internal audit mechanism in various civil ministries.

### Indian Civil Accounts Service

11.18.114 Officers of Indian Civil Accounts Service (ICAS) perform government wide accounting, internal auditing and financial reporting in civil ministries of the Central Government.

**Table: Hierarchy of Indian Civil Accounts Service (Group 'A')**

Name of Post	Scale/Grade Pay
Controller General of Accounts	Apex pay scale
Additional Controller General of Accounts	HAG+
Principal Chief Controller of Accounts	HAG
Chief Controller of Accounts/Joint Controller General of Accounts	SAG
Controller of Accounts/Deputy Controller General of Accounts	NFSG/JAG
Deputy Controller of Accounts/Assistant Controller General of Accounts	STS
Assistant Controller of Accounts	JTS

### Demands of Indian Civil Accounts Service

11.18.115 ICAS officers have submitted various demands relating to their service which have been examined in the following paragraphs.

- i. **Parity between all Group 'A' services:** ICAS officers have demanded parity in promotion and career development vis-à-vis officers of Central Services Group 'A', IAS, IFS, etc. **The Commission notes that this is a general demand made by Central Services Group 'A' in their representations. The subject has been examined in Chapter 7.3 of the Report.**
- ii. **Upgradation of posts:** It has been stated that the promotional prospects of ICAS officers are grim as compared to other services like IAS, IFS, IAAS, IRS, IC&CES etc. It has been pointed out that there is only one position at apex level in the ICAS. It has been urged that 9 posts in CGA Office/ Ministries (2 posts of HAG+, 6 posts of HAG and 1 post of SAG) may be upgraded to Apex level. Further, it has been demanded that 10 SAG level posts in Ministries may be upgraded to HAG level and 4 posts (3 NFSG level and 1 JAG level) in Ministries may be upgraded to SAG level. In addition to this, 9 new positions (4 at NFSG and 5 at SAG levels) have been demanded. The Commission notes that this is a matter relating to cadre re-structuring. The Commission further notes that cadre review of the Indian Civil Accounts Services has been carried out recently. **The Commission, therefore, does not recommend upgradation of posts.**
- iii. **Integration of Financial/Cash/Budget wings with Civil Accounts Organisation**  
It has been demanded that the functions relating to Financial, Cash and Budget wings may be integrated and merged with the Civil Accounts Organisation to enable effective financial administration in the civil ministries. It has been stated that barring Defence, P&T and Railways, all Financial Advisers (FA) & Chief Accounting Officers (CAO) should be part of Indian Civil Accounts Service (ICAS). It has been further been stated that the proposed system will play a more meaningful and effective role in allocation of funds, monitoring of expenditure and evaluation of resources. **The Commission notes that this is an administrative matter and hence outside the remit of this Commission.**

# Ministry of Food Processing Industries

## Chapter 11.19

### General Issues

#### Introduction

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11.19.1 The Ministry of Food Processing Industries was set up in July 1988, with the vision of providing safe, hygienic, nutritious and quality processed food items for domestic as well as export markets. In the year 1999, it was brought under Ministry of Agriculture as a department. It was again upgraded as Ministry in September, 2001. The mission of the ministry is to achieve higher level of processing, value addition and enhanced share in global trade through decentralisation and partnerships. Incentivising states for developing promotional policies, financial and fiscal incentives and creating modern infrastructure facilities including integrated supply chain. The functions of the ministry can broadly be classified under policy support, development initiative and promotional activities.

#### Personnel Position

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11.19.2 Number of sanctioned posts in various grades vis-à-vis 'persons in position' as on 01.01.2014, as reported by the ministry, is as follows:

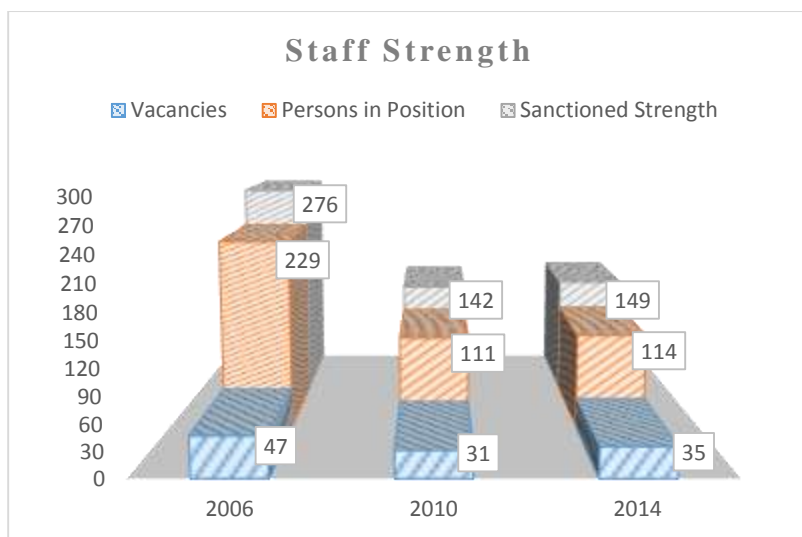
Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	45	42	3	7
B	49	30	19	39
C	55	42	13	24
<b>Total</b>	<b>149</b>	<b>114</b>	<b>35</b>	<b>23</b>

11.19.3 The above table shows that in overall terms 23 percent of total sanctioned strength of the ministry is lying vacant.

#### Inter Temporal Trend of Personnel

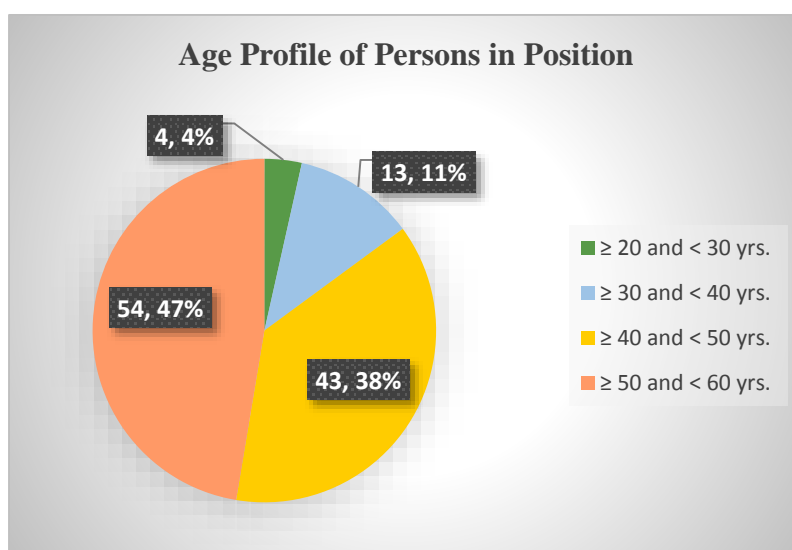
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11.19.4 The following graph indicates the inter temporal position in the ministry as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.19.5 The following chart bring out the age profile of the persons in position in the ministry. As reported by the ministry, of 114 persons in position as on 01.01.2014, 54 persons (47 percent of PIP) shall be retiring in the next 10 yrs. Only 10 persons are post 01.01.2004 recruits.



### Expenditure on Personnel and Contractual Employees

11.19.6 The following table brings out the expenditure incurred by the Ministry of Food Processing Industries on salaries and allowances on the employees working in the ministry along with expenditure incurred by it on manpower engaged on contractual basis through the years 2010 to 2013.

*(₹ in lakh)*

<b>Particulars</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>
Expenditure on Salaries and Allowances	662.45	683.80	945.64
Expenditure on Contractual Employees	58.97	55.38	68.54
<b>Total</b>	<b>721.42</b>	<b>739.18</b>	<b>1014.18</b>

11.19.7 It can be seen from the above table that while the increase in expenditure incurred on manpower in the year 2011-12 was marginal compared to the previous year, in the year 2012-13, there was a sharp increase of about 40 percent on this account over the previous year.

### **Training**

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11.19.8 The ministry has not formulated any training plan. No budget provision on this account has been made in the year 2013-14.

## Ministry of Health and Family Welfare Chapter 11.20

### *General Issues*

#### **Introduction**

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11.20.1 The Ministry of Health and Family Welfare is responsible for implementation of various programmes on a national scale in the areas of health and family welfare, prevention and control of major communicable diseases and promotion of traditional and indigenous systems of medicines. In addition, the ministry also assists States in preventing and controlling the spread of seasonal disease outbreaks through technical assistance. Ministry of Health and Family Welfare comprises of three departments viz., (i) Department of Health and Family Welfare (ii) Department of Health Research (DHR) and (iii) Department of AIDS Control.

- i. **Department of Health and Family Welfare:** The department works with the vision of providing quality healthcare on equitable, accessible and affordable basis across regions and communities with special focus on under-served population and marginalised groups. As a part of plan process, different programmes have been brought together under the overarching umbrella of the National Health Mission (NHM) with National Rural Health Mission (NRHM) and National Urban Health Mission (NUHM) as its two sub-missions. The major programmes being implemented are Routine Immunisation (RI), National Vector Borne Disease Control Programme (NVBDCP), Revised National TB Control Programme (RNTCP), Integrated Disease Surveillance Programme (IDSP), National Programme for Control of Blindness (NPCB), National Mental Health Programme (NMHP), National Programme for Health care of the Elderly (NPHCE) and National Programme for Prevention and Control of Cancer, Diabetes, Cardiovascular Diseases and Strokes (NPCDCS).
- ii. **Department of Health Research:** The Department of Health Research (DHR) was created as a separate department within the Ministry of Health and Family in September 2007. The aim of the DHR is to bring modern health technologies to the people through research and innovations related to diagnosis, treatment methods and vaccines for prevention; to translate them into products and processes and, in synergy with concerned organisations introduce these innovations into public health system.
- iii. **Department of AIDS Control:** The department is also known as National AIDS Control Organisation (NACO). The department provides grants to States/UTs/Municipal AIDS Control Societies for implementation of strategies of National AIDS and STD control programme.



## Personnel Position

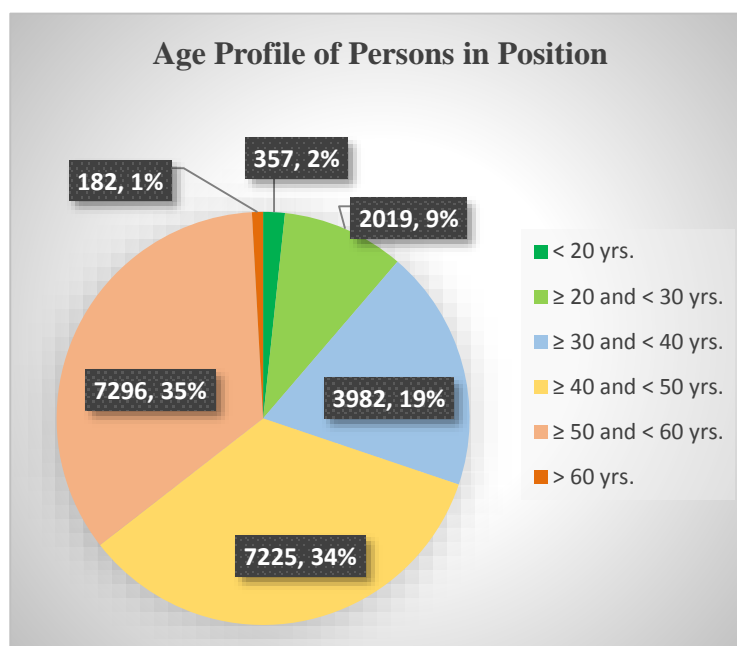
11.20.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Ministry of Health and Family Welfare is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	4,337	2,997	1,340	31
B	6,652	4,972	1,680	25
C	18,474	13,092	5,382	29
<b>Total</b>	<b>29,463</b>	<b>21,061</b>	<b>8,402</b>	<b>29</b>

11.20.3 The above table shows that in overall terms 29 percent of total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of the 21,061 persons in position (PIP), 20,362 employees are pre-2004 recruits and remaining 699 employees have been recruited on or after 01.01.2004.

## Age Profile of the Persons in Position

11.20.4 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Health and Family Welfare. It indicates that about 35 percent of the PIP shall be retiring within the next 10 years.



## Expenditure on Personnel and Contractual Employees

11.20.5 The following table brings out the expenditure incurred by the Ministry of Health and Family Welfare on salaries and allowances on the employees working in the ministry through the years 2010 to 2013.

(₹ in lakh)

Particulars	2010-11	2011-2012	2012-13
Expenditure on Salaries and Allowances	1,14,920.80	1,23,734.88	1,41,429.24

### ***Cadre Related Issues***

#### **Central Drugs Laboratory (CDL)**

11.20.6 Established under the Indian Drugs and Cosmetics Act, 1940, the Central Drugs Laboratory, Kolkata is the national statutory laboratory of the Government of India for quality control of Drugs and Cosmetics. It also acts as an Appellate Authority in matters of dispute relating to quality of Drugs.

11.20.7 The Commission has received numerous demands from various cadres of CDL.

#### **Pharmaceutical Chemists in CDL**

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11.20.8 The Pharmaceutical Chemists have demanded entry level GP 7600 from the existing GP 6600. This raise has been sought on account of higher qualification prescribed at entry level.

11.20.9 The entry level educational qualification for Pharmaceutical Chemists is Masters' Degree in Pharmaceutical Chemistry or Organic Chemistry or Pharmacy with five years' experience in research, testing and standardization of drugs with publications. The duties and responsibilities of Pharmaceutical Chemists include standardization and analysis of drugs and pharmaceutical formulations.

**11.20.10 The Commission observes that the higher eligibility qualification and experience prescribed at entry level for Pharmaceutical Chemists have already been recognized. This explains a higher GP 6600 at entry level for this cadre. There has not been any change in qualification requirement or the roles and responsibilities to warrant a review of the pay structure. The Commission therefore recommends replacement pay level for this cadre.**

#### **Junior Scientific Officer (Pharmaceutical Chemistry)/Technical Officer (Pharmaceutical Chemistry)/Associate Pharmaceutical Chemist**

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11.20.11 Junior Scientific Officer (Pharmaceutical Chemistry) (JSO)/Technical Officer (Pharmaceutical Chemistry) (TO)/Associate Pharmaceutical Chemist have represented for grant of a higher GP 6600 against the existing GP 4800.

11.20.12 The ELQ for the posts of JSO, TO and Associate Pharmaceutical Chemist is M.Sc. (Pharmaceutical Chemistry/Organic Chemistry/Pharmacy) with two years' research experience. They are responsible for analysing samples received from the court of law and samples of bulk drugs to be imported for the first time in the country from a new source.

11.20.13 The Commission observes that there is no denying the fact that due to advancement in the medical field, the job profiles of JSOs/TOs and Associate Pharmaceutical Chemist have

undergone a change. **However, the Commission feels that sufficient justification does not exist to upgrade the grade pay and hence recommends replacement pay level for these cadres.**

### **Technical Assistants in CDL**

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11.20.14 Technical Assistants of CDL have represented for the upgradation of their current GP from 2800 to 4200.

11.20.15 Technical Assistants in CDL perform preliminary scrutiny of proposals related to new drugs, import and export applications related to drugs and cosmetics, etc. The ELQ is Degree in Science with specialisation (honours) in Chemistry/Bio-Chemistry/Microbiology or Degree in Pharmacy/Pharmaceutical Chemistry.

11.20.16 **Considering the nature of job, the Commission feels that the existing grade pay is commensurate with the job responsibility and hence recommends replacement pay level for this cadre.**

## **CGHS**

### **Cadres of Central Government Health Scheme**

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11.20.17 The Central Government Health Scheme was started under the Ministry of Health and Family Welfare in 1954 with the objective of providing comprehensive medical care facilities to Central Government employees, pensioners and their dependents residing in CGHS covered cities. CGHS currently covers 25 cities.

11.20.18 The CGHS Employees Association has made a number of demands, varying from upgradation of pay levels to grant of a number of allowances.

11.20.19 Cadre-wise pay related demands are discussed below.

### **MTS (Technical) in CGHS**

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11.20.20 MTS (Technical) include Female Attendants, Mid-Wives, Ayahs, Nursing Attendants, Laboratory Attendants and Stretcher Bearers etc. They assist Doctors, Nurses, Pharmacists, Lab Technicians, X-Ray Technicians in the performance of their jobs. Placed in the GP 1800, MTS (Technical) have demanded a higher GP 2000.

11.20.21 **The Commission notes that MTS (Technical) is the lowest post in the hierarchy. The Commission does not find any rationale for upgrading the pay levels of their cadre, and recommends replacement pay level for MTS in CGHS.**

### **MTS in CGHS**

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11.20.22 MTS in CGHS comprises of Daftry, Peon, Safaiwala, Packer, Chowkidar, Labourer and Cleaner. Placed in the GP 1800, they have demanded a GP 2000.

11.20.23 The Commission notes that MTS are the feeder cadre for LDCs who are in GP 1900. Any upgrade to MTS therefore would disturb the intra organizational relativities. **The Commission, therefore, recommends replacement pay level for MTS.**

### **Safdarjung Hospital and Vardhman Mahavir Medical College**

11.20.24 Established in 1942 during the Second World War as a base Hospital for the Allied Forces, Safdarjung Hospital was placed under the Ministry of Health in 1954. The Hospital has been a centre for training and teaching of post-graduate students since 1962.

11.20.25 A number of representations have been received from the various Unions/Associations raising different demands.

#### **Non-Functional Selection Grade for Lower Division Clerks (LDCs) and Upper Division Clerks (UDCs) of Safdarjung Hospital**

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11.20.26 Safdarjung Hospital Clerical Staff Welfare Association has represented that there is acute stagnation in the cadre of LDCs and UDCs. To address the same, the Association has demanded that LDCs (present GP 1900) and UDCs (present GP 2400) may be granted non-functional scale of the next promotional post, after five years of regular service, on the lines of the scheme for UDCs of Central Secretariat Clerical Service (CSCS).

11.20.27 **The Commission has examined the matter. The Commission feels that it would not be appropriate to equate the administrative staff in hospitals with the ministerial staff in ministries/departments. The Commission, therefore, does not recommend grant of non-functional upgradation to administrative cadres of hospitals including those of Safdarjung Hospital.**

#### **Stenographers of Safdarjung Hospital**

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11.20.28 Stenographers in Central Government hospitals are classified into five categories, Steno Grade III (GP 2400), Steno Grade II and Steno Grade I (GP 4200), Private Secretaries (GP 4600) and Senior Private Secretaries (GP 4800). They have pointed out that same grade pay of Steno Grade I and Steno Grade II causes anomaly as Steno Grade I is a promotional post from Steno Grade II.

11.20.29 The Commission notes that feeder and promotional posts of Steno Grade II and Steno Grade I are in the same Grade Pay of 4200 due to merger of pay scales of Steno Grade II (5000-8000) and Steno Grade I (₹5500-9000) by the VI CPC. This is not unique to Stenographers of Safdarjung Hospital but exists in respect of various other cadres as well.

11.20.30 **The Commission, therefore, recommends replacement pay levels to Stenographers of Safdarjung Hospital.**

### **Store Keeper–Cum Clerk of Safdarjung Hospital**

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11.20.31 The Store Keepers- cum Clerks of Safdarjung Hospital have demanded a GP 4200 as against the existing GP 2400. It has been stated that Store Keeper-cum Clerks in autonomous bodies like AIIMS and PGMER are placed in a higher grade pay.

11.20.32 The Commission observes that seeking higher pay on the grounds of higher pay of corresponding posts in autonomous bodies is not plausible. Posts in autonomous bodies are governed by its own set of rules. **The Commission, therefore, does not find justification for upgradation of pay and recommends replacement pay levels for Store Keeper–cum Clerk of Safdarjung Hospital.**

### **Dr. RML Hospital**

11.20.33 Dr. Ram Manohar Lohia Hospital, earlier known as Willingdon Hospital was established by the British Government for their Staff. It was placed under the Central Government in 1954. The Commission has received many representations from the various categories of staff of Dr. RML Hospital which have been dealt below:

#### **EEG Technicians of Dr. RML Hospital**

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11.20.34 Representations have been received from Electroencephalography (EEG) Technicians for raising their GP from 4200 to GP 4600, increase in allowances, grant of Non-Practicing Allowance and Transport Allowance.

11.20.35 The ELQ for EEG Technicians is Degree in Science with Physics as one of the subjects and one year experience in the Neurology Department or Diploma in Electronics/ Electrical/Communication Engineering. **The Commission feels that enough justification does not exist to upgrade the pay of EEG Technicians and recommends only replacement pay level.**

#### **Cardiology Staff of Dr. RML Hospital**

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11.20.36 Representations have been received from Cardiology Staff of Dr. RML Hospital for grant of higher pay, introduction of technical allowance, increase in transport allowance, time scale promotion etc. Their hierarchy is as under:

**Hierarchy of Cardiology Staff of Dr. RML Hospital**

<b>S.No.</b>	<b>Name of the Post</b>	<b>Present Grade Pay</b>	<b>Grade Pay Sought</b>
1.	Technical Officer	5400	6600
2.	Technical Supervisor	4600	5400
3.	Senior Technical Assistant	4200	4800
4.	Senior ECG Technician/ Senior Cardiac Technician	4200	4600
5.	Junior ECG Technician/Junior Cardiac Technician	2400	4200

11.20.37 The qualification prescribed for recruitment to the post of Junior ECG Technician is Class XII in Science with Physics, Chemistry and Biology plus Diploma in Electronics and Communication Engineering with two years' experience.

11.20.38 The Cardiology Staff perform ECG, operate cardiac laboratory machines and assist the doctors in invasive procedures. Taking into account the job content of the Junior ECG Technicians, **the Commission recommends that their grade pay may be upgraded to GP 2800. Further, the Commission recommends replacement pay levels for other posts in the hierarchical cadre of Cardiology Staff.**

### **Institute of Serology**

11.20.39 Institute of Serology is a scientific research department under the Director General of Health Services (DGHS). The Institute has been mainly engaged in Forensic Serology.

11.20.40 The Staff Association of Institute of Serology has demanded a GP 1900 for Packers, Peons and Safaiwalas from the existing GP 1800. The Commission notes that Peons and Safaiwalas are feeder posts for promotion to LDCs who are in GP 1900. Any upgrade in the pay level, thus, will disturb the existing hierarchy. **The Commission, therefore, recommends replacement pay levels for these cadres.**

### **National Centre for Disease Control (NCDC)**

11.20.41 The National Institute of Communicable Diseases (NICD) was initially established as Central Malaria Bureau at Kasauli (Himachal Pradesh) in 1909. It was subsequently reorganised to cover other communicable diseases and was renamed as NICD in 1963. NICD was again renamed as National Centre for Disease Control (NCDC) in 2009.

#### **Research Assistants of NCDC**

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11.20.42 Research Assistants of NCDC have represented for grant of GP 4600 against the existing GP 4200. Mode of recruitment of Research Assistants is fifty percent by promotion from Technician - who are also in GP 4200 - and fifty percent by direct recruitment. They have stated that this causes anomaly as the feeder post of Technician and the promotional post of Research Assistant are in the same GP 4200. Further, they have stated that the educational qualification for direct recruitment of Technician is B.Sc. (Biochemistry/Microbiology/Biology) while that of Research Assistant is MSc (Biochemistry/Microbiology/Biology). This depresses the significance of qualification.

11.20.43 The Commission has examined this matter. Prior to VI CPC, Technicians and Research Assistants were in the pay scale of ₹5000-8000 and ₹5500-9000, respectively. The VI CPC merged the pay scales of Technicians and Research Assistants and placed them in the GP 4200. This is not unique to these cadres, but had happened in all such cases, where the pay scales of the feeder posts and promotional posts were merged. **The Commission, therefore, recommends replacement pay levels for Research Assistants of NCDC.**

### **Ministerial Staff of NCDC**

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11.20.44 NCDC Staff Welfare Association has represented that the post of Superintendent may be upgraded from the existing GP 4200 to GP 4600. Superintendent is a promotional post for Head Clerks/Technical Assistants, who are also in the same GP 4200.

11.20.45 Prior to VI CPC, Head Clerks and Superintendents were in the pay scales of ₹5000-8000 and ₹5500-9000, respectively. These pay scales were merged by the VI CPC and placed in the GP 4200. As reflected above, this is not unique to these posts, but had happened in all such cases, where the pay scales of the feeder posts and promotional posts were merged.

**11.20.46 The Commission, therefore, recommends replacement pay levels for the posts of Superintendents.**

## Ministry of Heavy Industries and Public Enterprises

## Chapter 11.21

### General Issues

#### Introduction

11.21.1 The Ministry of Heavy Industries and Public Enterprises, comprising the Department of Heavy Industries and the Department of Public Enterprises, promotes the development and the growth of three sectors viz., capital goods, auto and heavy electric equipment in the country. The allocation of work of the Department of Heavy Industry entails promoting engineering industry viz., machine tools, heavy electrical, industrial machinery and auto industry and administration of 32 operating CPSEs and 4 autonomous organisations. The Department of Public Enterprises is the nodal department for all Central Public Sector Enterprises and formulates policy pertaining to CPSEs. The Board for Reconstruction of Public Sector Enterprises (BRPSE), set up in the DPE, makes suitable recommendations on revival/restructuring of sick/loss making PSEs.

#### Personnel Position

11.21.2 Number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Ministry of Heavy Industries and Public Enterprises, is as follows:

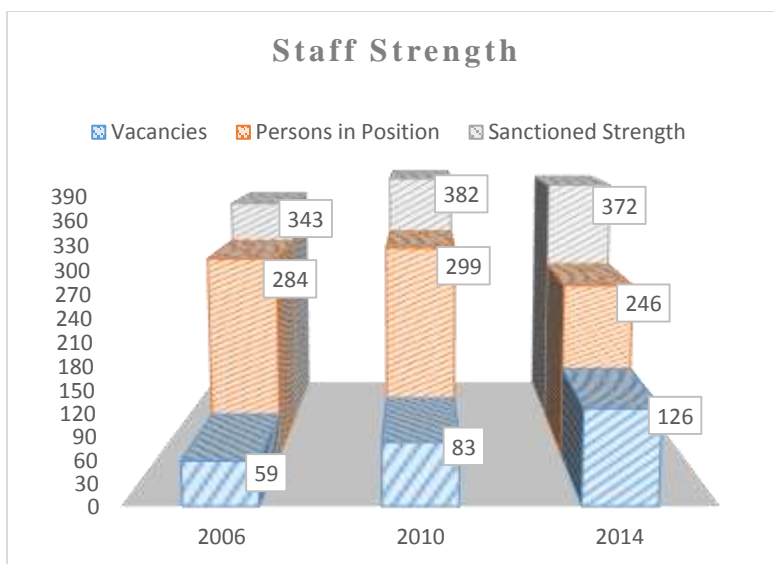
Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	81	69	12	15
B	128	80	48	38
C	163	97	66	40
<b>Total</b>	<b>372</b>	<b>246</b>	<b>126</b>	<b>34</b>

11.21.3 The above table shows that in overall terms 34 Percent of total sanctioned strength of the ministry is lying vacant. In Group 'C' grades, about 40 percent of the sanctioned strength are lying vacant. Of the 246 persons in position, 238 employees are pre-2004 recruits and the remaining 8 employees have been recruited after 01.01.2004.

#### Inter Temporal Trend of Personnel

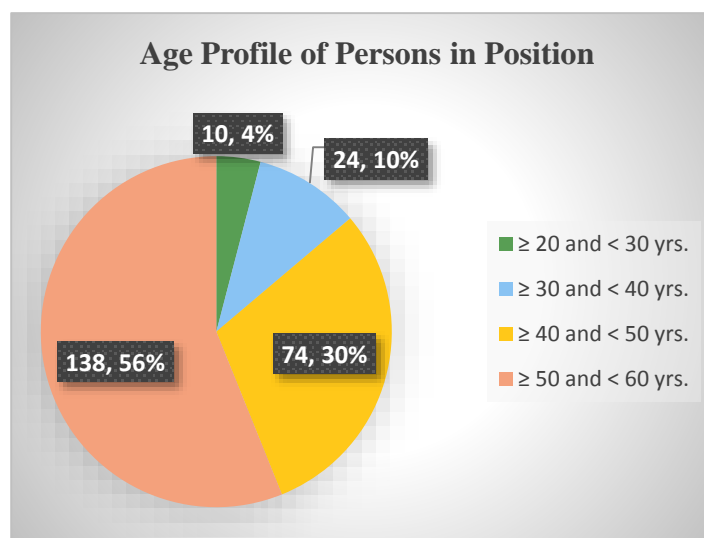
11.21.4 The following bar chart indicates the inter temporal position in the ministry as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.





### Age Profile of the Persons in Position

11.21.5 The following pie chart bring out the age profile of the persons in position in the ministry. It indicates that of 246 persons in position in the ministry, 138 employees shall be retiring in next 10 yrs. which is about 56 percent.



### Expenditure on Personnel and Contractual Employees

11.21.6 The table below brings out the expenditure incurred by the Ministry of Heavy Industries and Public Enterprises on salaries and allowances on the employees working in the ministry through the years 2010 to 2013. Expenditure on employees on contract basis has witnessed an increase of over 160 percent between 2010-11 and 2012-13.

<i>(₹ in lakh)</i>			
<b>Particulars</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>
Expenditure on Salaries and Allowances	1622.43	1580.67	1740.00
Expenditure on Contractual Employees	23.42	37.69	60.96
<b>Total</b>	<b>1645.85</b>	<b>1618.36</b>	<b>1800.96</b>

## **Training**

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11.21.7 Neither of the departments in the ministry has formulated any training plan. No provisions on this account has been made in the budget of the departments for the year 2013-14.

### ***Cadre Related Issues***

11.21.8 All existing posts in this ministry not belonging to common categories are covered by the pay levels recommended by the Commission in Chapter 5.1. Common category posts, shall be governed by recommendations made in Chapter 7.7 of the Report.

## Ministry of Home Affairs

## Chapter 11.22

### General Issues

#### Introduction

11.22.1 The Ministry of Home Affairs (MHA) has numerous responsibilities, important among them being internal security, border management, Centre-State relations, administration of Union Territories, management of Central Armed Police Forces (CAPFs), disaster management, etc. Article 355 of the Constitution of India enjoins the Union to protect every State against external aggression and internal disturbances. In pursuance of these obligations, the MHA continuously monitors the internal security situation, issues appropriate advisories, shares intelligence inputs, extends manpower and financial support, guidance and expertise to the State Governments for maintenance of security, peace and harmony without encroaching upon the constitutional rights of the States.

#### Personnel Position

11.22.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP)<sup>41</sup> as on 01.01.2014, as reported to the Commission by the Ministry of Home Affairs is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
<b>A</b>	20,688	16,090	4598	22
<b>B</b>	74,488	60,162	14,326	19
<b>C</b>	9,61,235	9,03,862	57,373	6
<b>Total</b>	<b>10,56,411</b>	<b>9,80,114</b>	<b>76,297</b>	<b>7</b>

11.22.3 The above table shows that in overall terms seven percent of the total sanctioned strength of the Ministry of Home affairs is lying vacant as on 01.01.2014. Of the 9,80,114 persons in position (PIP), 5,14,155 employees are pre-2004 recruits and remaining 4,65,959 employees have been recruited on or after 01.01.2004.

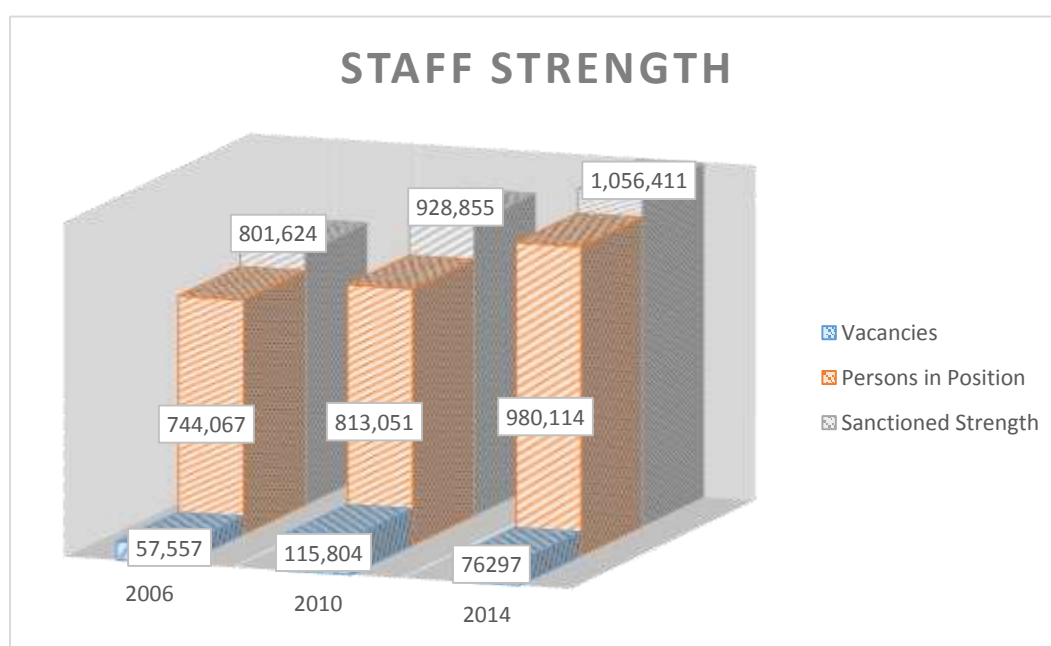
11.22.4 Of the total strength of 9,80,114 personnel, on 01.01.2014, the breakup of personnel in major entities under the administrative control of the ministry is as under:

<sup>41</sup> The Commission in Chapter 3 has defined Central Government employees as 'all persons in the civil services of the Central Government or holding civil posts under that government and paid salaries out of the Consolidated Fund of India.' Personnel serving in the Delhi Police are, accordingly, treated as Central Government employees. Personnel in Union Territories are excluded from this table.

Sl. No.	Name of the Organisation	Number of Personnel as on 01.01.2014
1	Central Reserve Police Force (CRPF)	2,86,214
2	Border Security Force (BSF)	2,38,975
3	Central Industrial Security Force (CISF)	1,23,481
4	Indo-Tibetan Border Police (ITBP)	75,061
5	Sashastra Seema Bal (SSB)	73,889
6	Assam Rifles	65,827
7	Delhi Police	77,483
8	Others	39,184
	<b>Total</b>	<b>9,80,114</b>

### Inter Temporal Trend of Personnel

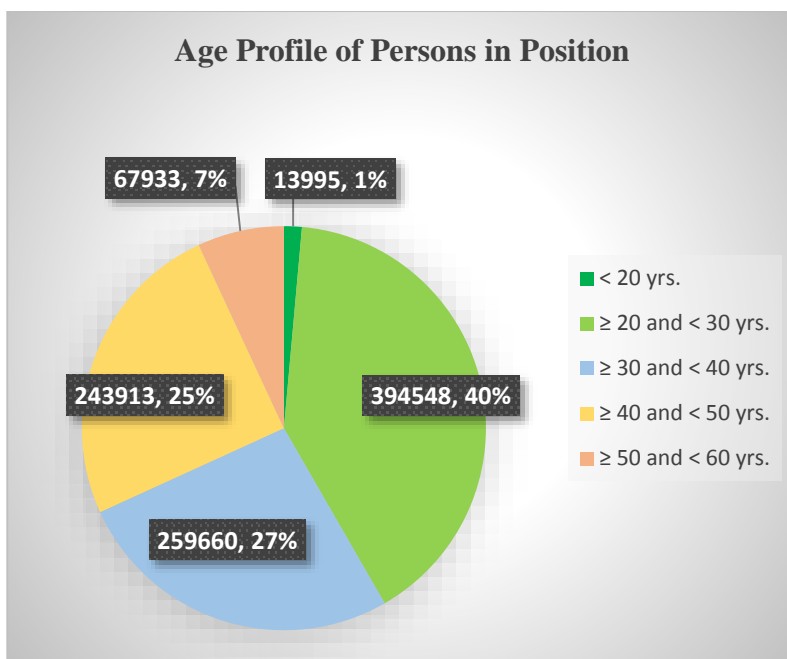
11.22.5 The following bar chart indicates the inter temporal position of personnel of the Ministry of Home Affairs on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



11.22.6 As has been brought out in Chapter 3, during the period 2006 to 2014, while every major ministry/department in the Government of India witnessed a decline in persons in position, the Ministry of Home Affairs in general and Police in particular showed a significant increase. The total strength of Ministry of Home Affairs witnessed an increase from 7.44 lakh to 9.80 lakh during this period.

### Age Profile of the Persons in Position

11.22.7 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Home Affairs. About 68,000 of persons in position shall be retiring within next 10 years.



Note: Pie Chart does not include 43 persons over 60 years of age.

### Expenditure on Personnel and Contractual Employees

11.22.8 The following table brings out the expenditure incurred by the Ministry of Home Affairs on salaries and allowances on the employees working in the ministry, through the years 2010 to 2013.

Particulars	(₹ in crore)		
	2010-11	2011-12	2012-13
Expenditure on Salaries and Allowances	23,036.00	26,185.73	29,075.67

### Training

11.22.9 Training plans exist in the Central Armed Police Forces. 1,98,216 posts and 86,279 posts have been identified for training in core competencies and specialised competencies respectively. In the year 2012-13, while 97,977 persons were trained in core competencies, 47,181 persons were trained in specialised competencies. During the year 2013-14, while 1,00,239 persons were trained in core competencies, 41,403 persons were trained in specialised competencies. An amount of ₹ 344.72 crore was provided under the head “Training” in the budget of the year 2013-14, of which, ₹344.09 crore was spent under the head.

## ***Cadre Related Issues***

### **Central Armed Police Forces**

#### **Grant of Organised Group `A` Central Service (OGACS) status to Group `A` cadre of CAPFs and manning of senior positions**

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11.22.10 The demand for grant of Organised Group `A` Central Service (OGACS) status to Group `A` cadre of CAPFs has been raised by CRPF and Assam Rifles vide their memoranda. CRPF has cited the DoPT Monograph, 1993 and the tenth report of the Second Administrative Reforms Commission, which mentions them under the list of Organised Group `A` Services to press the point that it was so treated previously. That they meet the various attributes circulated by DoPT for according this classification, has also been underscored. Assam Rifles has detailed the arduous nature of duties performed by them as the reason for grant of OGACS status. It has also demanded the the attributes, notified by DoPT as being necessary in this regard be waived. This issue was also brought before the Commission by retired CAPF officers during oral evidence.

11.22.11 In view of the demand of CAPFs, the views of DoPT as well as MHA were sought by the Commission. It was noted that the issue relating to grant of Organised Group `A` Service (OGAS) status to CAPFs was considered by the V as well as by the VI CPC, which did not recommend it, citing the non-fulfilment of the attributes mandated by DoPT in this regard. The need to have officers on deputation in the CAPFs was also taken note of by them.

11.22.12 This Commission has also taken into account the position articulated by the two ministries that mainly deal with the matter viz., Ministry of Home Affairs and DoPT. The conditions laid down by DoPT state *inter alia* that all vacancies above JTS and up to SAG level are to be filled up by promotion from the next lower grade and, secondly, that such service must have two distinct components, Regular Duty Posts and Reserves. As on date these two conditions are not fulfilled in the case of the CAPFs.

11.22.13 The position would change if either the need for these conditions is revisited or if the structure of the CAPFs, in respect of the relevant aspects undergoes a change. Following this, the process would involve a full consideration by the Cadre Review Committee and final approval would need to be accorded by the Cabinet.

11.22.14 This Commission is of the view that this is a purely administrative matter and given the fact that the conditions for according OGAS status as well as the process involved is applicable across the board, no selective waiver of conditions is desirable. However, the fact that these Services have been in existence for many years and that they have in a sense, come of age should be kept in mind.

**11.22.15 As an interim measure, having regard to the career aspirations of Group `A` officers of CAPFs, it is recommended that such officers should get sufficient opportunity to man senior positions in their organisations. Accordingly, the percentage of posts currently earmarked for IPS officers and other officers on deputation should be reviewed**

**and these posts also be thrown open to Group `A` officers of CAPFs. The CAPF officers should not be precluded from the opportunity to man the highest post in their respective organisations if they are otherwise eligible. Service Rules may be amended accordingly and officers from CAPFs may be made eligible for manning the highest post.**

11.22.16 CAPFs have also stated that in many cases IPS officers have been selected to head a Force without having any experience of CAPF functioning. To be better equipped to hold the highest posts, IPS officers should be encouraged to come on deputation at the Commandant level as well. The Commission also suggests that Indian Police Service (IPS) officers chosen to man the highest post on deputation basis should compulsorily have at least five years' experience of working in the CAPFs at various levels.

### **Grant of NFU to CAPF Officers**

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11.22.17 This demand has been raised by the CRPF, BSF and ITBP. The reason for demanding the same is mainly to address the stagnation faced by the officers of these forces as also to provide parity with the Organised Group `A` Service.

11.22.18 Views of the MHA, which is the cadre-controlling authority of the CAPFs, were sought in this regard. The Ministry has stated that the organisation of CAPFs is strictly hierarchical with a very well defined command and control structure and as such grant of Non-functional Upgradation (NFU) would create parallel command centres within the Force establishments, adversely affecting the command and control structure. Besides, it was also stated that all posts in CAPFs are functional and there are no Non-Functional posts.

11.22.19 The deliberations in the context of whether NFU presently available to Organised Group `A` Services should be allowed to continue or not have been elaborated in the Chapter 7.3. The aspect of grant of Non-functional upgradation to officers of the CAPFs was also discussed at length. After considering the various aspects the Chairman felt that NFU should be allowed to continue as it has been in existence for the last ten years and is being availed by all the Organised Group `A` Services. Therefore the Chairman did not propose to abolish it.

11.22.20 **Further, with a view to ameliorate the difficulties faced by the officers owing to stagnation at various levels, the Chairman felt that NFU should be extended to the CAPFs and Defence forces as well. Both of them have, citing high levels of stagnation, sought NFU on the same lines as has been granted to the Organised Group `A` Service. Having regard to the legitimate career aspirations of the CAPFs/Defence on the principles of equity, the Chairman is of the considered view that NFU should be extended to the CAPFs and Defence forces as well. The number of non-functional upgrades may be limited to two, as it is in the case with Organised Group `A` Service. These two upgrades should, logically, be at the two levels just above those where the system of time-bound promotions ceases. These are also the stages at which the stagnation levels are high.**

11.22.21 **The NFU should be subject to the completion of the prescribed residency period in the preceding substantive grade. All other conditions for screening officers for**

**eligibility and promotional norms should be put in place here also. On grant of NFU, the pay fixation of the officer concerned will happen through a two-stage process.**

**Step 1: Initially one increment to be added to the existing pay, which takes the person on to the next cell in the current level in which he/she resides.**

**Step 2: The figure closest to this amount is to be located in the next promotional level and the pay fixed in that cell.**

**No fixation in pay will take place when the substantive promotion is earned in that level subsequently.**

11.22.22 Shri Vivek Rae and Dr. Rathin Roy, Members, Seventh CPC, have not agreed with the views of the Chairman. They are of the considered view that NFU till SAG and HAG level, granted to Organised Group 'A' Service, should be withdrawn. They have also not supported extension of NFU to Defence Forces and CAPFs. The rationale for their views has been elaborated in paras 7.3.25 and 7.3.26 of the Chapter 7.3 and is not being repeated here.

#### **Placement of Second-in-Command of CAPFs in PB-4**

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11.22.23 The Second-in-Command in the CAPFs are drawing pay in PB-3, GP 7600. CRPF, BSF and Assam Rifles have demanded their placement in PB-4 on the ground that their counterparts in the rank of Lt. Colonel in Defence Services have been placed in PB-4, GP 8000.

11.22.24 The CAPFs have argued that the Second-in-Command performs duties that are more onerous than those of a Lt. Colonel of the Army Unit, as the former is responsible for seven Coys whereas a Lt. Colonel is responsible for only four Coys. It has also been stated that there is no such post as Second-in Command in the Indian Police rank structure.

11.22.25 The VI CPC had recommended PB-3 with GP 6600 for Lt. Colonels of Army also. However, the pay of Lt. Colonel was revised upwards by the government and they were placed subsequently in PB-4 with GP 8000. This re-positioning is the genesis of this particular demand.

11.22.26 In response to the Commission's query, DoPT has pointed out that in the Indian Police rank structure, the Dy. Commissioner of Police (JAG), with GP 7600 is equivalent to Second-in-Command in CAPFs. Hence, parity should be drawn with them and not with Lt. Colonel in the defence services. (They have further opined that this issue needs to be considered by MHA as this may impinge on the command and control structure of the Forces.)

**11.22.27 Since the rationalised pay structure recommended by the Commission has already taken care of irregularities in spacing between various pay bands and grade pay therefore, this demand ceases to be relevant from the financial point of view.**

#### **Placement of Commandant (CISF) in PB-4**

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11.22.28 This demand has been raised by the CISF. The demand has been justified on the ground that the financial powers as well as functional duties of the Commandant and Senior



Commandant are almost one and the same and therefore, the anomaly in pay scales needs to be removed. The difference of pay in PB-3 and PB-4 constitutes the reason for the present demand. The VI CPC placed Commandant in PB-3 with GP 7600 and Senior Commandant in PB-4 with GP 8700.

**11.22.29 The issue is similar to that discussed in paras 11.22.20 through 11.22.24 above. As has been concluded therein, likewise no ground exists for placement of CISF Commandant in PB-4. However, the Commission recommends that the designations for equivalent posts across CAPFs should be harmonised to avoid any confusion.**

#### **Higher GP 9200 to the Post of DIG in CAPFs**

11.22.30 This demand has been raised by BSF and CISF. The demand has been made on the ground that there is only a meagre increase of ₹200 in grade pay consequent upon promotion of a Commandant to the rank of DIG.

**11.22.31 Since introduction of a new grade pay will have parity issues with IAS, IPS, IFS and Defence forces, the demand cannot be considered in isolation. Moreover while designing the pay structure this Commission has taken a conscious view not to change the existing levels. This apart, in the new pay matrix being recommended by the Commission, it has been ensured that the difference between successive levels is adequate and reasonable.**

#### **Enhancement of Age of Retirement from Existing 57 years to 60 Years of Age**

11.22.32 This demand has been made by CRPF, BSF, ITBP and SSB. As per the existing position the age of retirement in Assam Rifles and CISF is 60 while it is 57 in rest of the CAPFs up to the rank of Commandants. DoPT has stated that although the issue was dealt with by the V and the VI CPCs, neither of the Commissions recommended any changes in the age of superannuation. MHA has also declined to enhance the age of superannuation on the ground that the age of retirement has been fixed depending on operational need of that particular Organisation.

**11.22.33 Having considered the entire position and the views of MHA and DoPT on this issue, the Chairman, Seventh CPC feels that the grounds stated for justifying differential age of superannuation are not very convincing. Further, members of the CAPFs squarely form a part of the civilian work force. Hence, the Chairman recommends a uniform age of superannuation of 60 years to all CAPFs. Dr. Rathin Roy, Member, Seventh CPC is in agreement with this recommendation.**

**11.22.34 However, Shri Vivek Rae, Member, Seventh CPC has not agreed with this recommendation for the following reasons:-**

- a. *Ministry of Home Affairs is of the considered view that the age of superannuation cannot be enhanced from existing 57 years to 60 years for all ranks of CRPF, BSF, SSB and ITBP. Force personnel up to the rank of Commandant have operational/combat roles in the field, which require higher physical fitness and*

*efficiency. The higher ranks of DIG and above in these four CAPFs are more supervisory and administrative in nature, which do not require physical fitness of the level required in field units. Therefore, in the ranks of DIG and above in the four CAPFs, the age of retirement is 60 years, while for ranks till the level of Commandant, the retirement age is 57 years.*

- b. Stipulating a lower age of superannuation up to the rank of Commandant in these four CAPFs is a well thought and conscious decision of the government based on ground realities and as per the administrative and operational requirement of the forces. Even in the Army, there are different ages for retirement, which increase in accordance with rank.*
- c. MHA has further observed that it is not correct to say that in Assam Rifles the age of retirement up to the rank of Commandant is 60 years. Assam Rifles is officered by the Army, and the retirement age at the level of Colonel is not 60 years but 57 years.*
- d. CAPFs like ITBP, BSF are posted on border/high altitude/difficult terrain duties and CRPF is generally deployed for internal security duties and CI operations. Hence their functional profile is more akin to Army, justifying younger age of the Force. Thus, 57 years in other CAPFs and 60 years in CISF is commensurate with the different roles assigned to them.*

### **Demand for Service Pay, Border Special Pay, Good Service Pay and Rank Pay**

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11.22.35 Demands for grant of a “Special Pay” or a “Service Pay” on the lines of Military Service Pay have been placed before the Commission by various CAPFs. While the suggested nomenclature varies, as do the precise amounts sought, the arguments by and large are that in the discharge of their duties the CAPF personnel face various hardships and deprivation which needs to be compensated.

11.22.36 In Chapter 8 of the Report, there is a detailed analysis of the risk and hardship undergone by different sets of government employees in the course of the duties they perform. A comprehensive structure for compensating for the same has been worked out. Members of the CAPFs are also covered by the risk and hardship compensation matrix. Moreover, the Commission has taken a conscious decision that that Military Service Pay will be admissible to the three defence forces personnel alone. In Chapter 6.1 it has brought out the unique elements that distinguish the three Defence services from others making them the sole category of personnel which would be eligible for Military Service Pay. **In view of this the Commission does not agree with the proposal for the grant of Special Pay or a Service Pay to the personnel of CAPFs.**

11.22.37 Assam Rifles have also demanded grant of Rank Pay to non-gazetted members of the Force from Havildar to Subedar Major on the ground that the work performed by the Assam Rifles is akin to the duties performed by the Army personnel. For the same reasons as have been detailed above, this Commission does not see any merit in grant of rank pay.

### **Grant of Higher Grade Pay to Non-gazetted Ranks in CAPFs**

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11.22.38 CRPF, BSF, CISF and SSB have demanded higher grade pay for various non-gazetted ranks. However, no justification for grant of such higher grade pay is seen.

**11.22.39 The new pay matrix recommended by this Commission has been arrived at through rationalisation, taking into consideration all the issues related to the existing pay structure. Since the revised pay structure would be uniformly applicable to all the CAPFs, the Commission sees no justification for further upgradation.**

### **Grant of higher pay to Head Constable (Radio Operator) in CRPF**

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11.22.40 CRPF has demanded that the post of Head Constable/Radio Operators be upgraded from existing GP 2400 + special pay ₹400/- to GP 4200 at par with the pay of Radio Operators in Delhi Police. The VI CPC recommended pay scales for different ranks as per the rank held by incumbents in Delhi Police. In CAPFs also, the pay and grade pay is based on ranks held by the personnel. Head Constables have been allowed GP 2400 and thus there seems to be no anomaly in the pay entitlement of HC/Radio Operator in CRPF. Head Constable (Assistant Wireless Operator) in Delhi Police is also drawing GP 2400 in PB-2. Moreover, for the special nature of the duty of the HC/RO an extra amount of ₹400/- is also being paid as Special Pay.

**11.22.41 Hence, no justification exists for such upgradation.**

### **Grant or Additional Pay in lieu of Extra Duty on Holidays**

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11.22.42 The CRPF and SSB have raised a demand that personnel of these two forces be given two month's extra salary to compensate them for duties on holidays and operational exigencies. The present position is that while CISF and the Delhi Police get one month's additional salary for performing duties throughout the year, personnel of other CAPFs are entitled to 60 days Earned Leave in a year. In its representation the CRPF has argued that grant of 60 days Earned Leave to its personnel is not given as compensation for duties on holidays and that it was granted in lieu of working on Saturdays and Sundays. According to them their working routine is even more intensive and that in addition to 60 days Earned Leave annually they should get the benefit of one additional month's salary.

**11.22.43 This issue was also examined by the VI CPC vide para 7.19.43 of their report.** The VI CPC did not recommend grant of one month's additional salary to such CPMF personnel as are eligible for 60 days' Earned Leave annually. The VI CPC held, "*presently CISF and Delhi Police are getting one month's additional salary as they perform duties throughout the year. Other CPMFs have also demanded this benefit on the analogy of what exists in CISF and Delhi Police. It is seen that CISF and Delhi Police are entitled to 30 days Earned Leave in a year. As against this, other CPMFs personnel are entitled to 60 days Earned Leave in a year. It is therefore, clear that in CISF and Delhi Police, the compensation for having to work on holidays and weekends is given in form of one month's additional pay whereas in other CPMFs, the compensation is given in form of one month's extra Earned Leave.*"

**11.22.44 The contention of CRPF is difficult to accept and the Commission finds the demand devoid of merit in view of the fact that extra thirty days' Earned Leave and seven days of extra Casual Leave are available to the personnel of CAPFs including CRPF and SSB as compensation for having to perform duty throughout the year.**

#### **Grant of Senior Time Scale to Assistant Commandants of the Cadres not having Element of Direct Entry**

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11.22.45 The issue has been raised by ITBP and Assam Rifles. ITBP has stated that in BSF and CISF Senior Time Scale is accorded to Assistant Commandants of all cadres whether they have an element of direct entry or not, on completion of four years of service in the rank. In ITBP, Assistant Commandants of cadres like Combatant Ministerial, Education and Stress Counsellors and Stenography etc. which do not have direct entry, are not being granted Senior Time Scale. ITBP has, therefore, urged that as a measure of parity, all Assistant Commandants, irrespective of whether the cadres have direct entry or not, may be allowed the benefit of Senior Time Scale. Similarly, the Assam Rifles have also demanded that for grant of Senior Time Scale, conditions of direct recruitment should be waived.

11.22.46 The benefit of grant of Senior Time Scale (GP 6600) to the Assistant Commandants of CAPFs on completion of four years' regular service has been allowed by MHA through issue of an Administrative Order in the year 2002. This benefit is allowed to eligible Assistant Commandants meeting the required bench mark as per their ACRs for promotion to the next higher rank of Deputy Commandant after consideration by a DPC. The benefit is granted purely on Non-Functional basis and the Assistant Commandants continue to discharge the same functions.

**11.22.47 The point at issue is that there is a difference in the provisions in Assam Rifles and ITBP on the one hand and BSF and CISF on the other. While in the case of the former, in cadres without element of direct entry, senior time scale is not accorded in four years, in the case of the latter it reportedly is accorded, whether or not element of direct entry exists. The Commission feels that the reported anomaly is an issue that should be resolved through administrative action.**

#### **Uniform Pay Scales for Section Officers/Private Secretary /Civilian Staff posted in CAPFs and Central Secretariat**

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11.22.48 This demand has been raised by ITBP, CISF, SSB, BPR&D. In their demand ITBP has mentioned that pay parity should be maintained with the CSS in respect of posts of Section Officer, Assistant, PA and UDC in CAPFs on the ground that they are also recruited through the same exam conducted by SSC and on similar terms and conditions.

11.22.49 Similarly, CISF has also urged that the non-combatised civilian staff may be allowed enhanced pay scale as per analogous post in other departments of the Central Government.

11.22.50 SSB has informed that SSB Secretarial service has historical parity with present DGS Secretarial service. Since DGS Secretarial service in turn has got parity with CSS/CSSS

through an order of the Hon'ble High Court of Delhi, the demand is for grant of parity with DGS Secretarial service to the SSB Secretarial Service.

11.22.51 BPR&D has informed that they mooted a proposal for grade pay parity with CSS/CSSS, which was not agreed to by the MOF. The posts included (a) Section Officer/Private Secretary, (b) Assistant/Personal Assistant and (c) Accountant. The matter is under consideration of the CAT.

**11.22.52 The issue at the core of the above paragraphs is the same and has been dealt with in Chapter 7.1. Hence no specific recommendations are being made here.**

### **Pay fixation**

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11.22.53 SSB has informed that as per the recommendations of the VI CPC, the pay as on 01.01.2006 was fixed 1.86 times the pay drawn in the pre-revised pay scale. This has resulted in anomaly with reference to Entry Pay for direct recruits appointed on or after 01.01.2006. For example, the entry pay in the GP 2000 is ₹6,460/-, whereas an official drawing pay of ₹3,455 in the pre-revised pay scale of ₹3200-85-4900 has been fixed at ₹6,430/- with GP 2000 (as per fitment table) i.e., an official even after getting 03 increments in the pre-revised pay scale fixed at a lower stage than an official who joined on or after 01.01.2006. To remove this anomaly, SSB has proposed that pay as on 01.01.2006 may be fixed 1.86 times the pay drawn in the pre-revised pay scale subject to minimum of entry pay recommended for each grade pay.

**11.22.54 The Commission is already seized of the issue and the procedure for fixation of pay has been dealt with in this report in the Chapter 5.1. However, it may be noted that all the recommendations of the Pay Commission will have prospective effect only and to that extent any anomalous situation arising out of the pay fixation formula of the VI CPC cannot be rectified by this Commission from retrospective date.**

### **Promotional avenues for all including Constable (Tradesmen) and other isolated posts**

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11.22.55 The Constable (Tradesmen) provide the essential support such as cooking, sweeping, hair dressing, washing etc. to the fighting troops. The tradesmen are combatised and serve along with the troops. There are no promotional avenues available to them and only financial upgradation is achieved through MACP at 10, 20 and 30 years. The benefit arising out of such upgradations is also not substantial due to minimal difference in grade pay. CRPF, BSF, CISF and SSB have demanded that MACP be increased to four times in a career along with reduction in eligibility period ranging from six to eight years while ITBP has sought three MACPs at an interval of eight years. Most of the CAPFs have also demanded that MACP be given in promotional hierarchy.

**11.22.56 While the Commission is not recommending any change in the frequency of MACP, the rationalised pay matrix will provide sufficient financial benefit on grant of MACP.**

## **Martyr Status for Force Personnel**

11.22.57 The demand for grant of martyr status to force personnel who die in the line of duty has been raised by ITBP and the SSB has demanded 'War Widow' status for the widows of their personnel who die in action. At present there is no provision for granting martyr status to CAPF personnel. ITBP has justified their demand on the ground that their personnel not only perform duty on difficult borders in extreme climatic conditions but also discharge their duties in rescue/relief/civic operations and in counter insurgency operations against Left Wing Extremism (LWE) and anti-national elements. It has been submitted that the grant of martyr status should be based on the nature of the sacrifice made irrespective of whether the sacrifice has been made by the Armed force personnel or by the Central Para Military Force personnel and whether killed in action or during relief or rescue operations.

**11.22.58 The Commission is of the view that in case of death in the line of duty, the force personnel of CAPFs, Central Police Organizations as well as Police Forces of Union Territories and RPF should be accorded martyr status, at par with the defence forces personnel.**

## **Parity in pay scales of non-combatished posts with combatished posts in SSB**

11.22.59 The demand has been raised by SSB. In their demand, they have stated that non-combatished posts in the SSB had historical parity in pay scales with various combatished ranks at the time of implementation of the IV and the V CPC recommendations. Consequent upon shifting of administrative control of SSB from Cabinet Secretariat to MHA, the VI CPC had not given any specific recommendation in respect of these posts. Therefore, these posts were given normal replacement pay scales, whereas posts having similar classifications in IB and certain other organizations were extended parity in pay scales with various combatished posts in the CAPFs on the recommendations of the VI CPC. The position is shown as under:

<b>Name of Post (Non combatished)</b>	<b>Pay scale</b>	<b>Name of post (Combatished)</b>	<b>Pay scale</b>
FAs (Field Assistants)	IV CPC: 950-1400 V CPC: 3050-4590 VI CPC: GP 1900	Constables	IV CPC: 950-1400 V CPC: 3050-4590 VI CPC: GP 2000
SFAs (Sr. Field Assistants)	IV CPC: 975-1660 V CPC: 3200-4900 VI CPC: GP 2000	Head Constables	IV CPC: 975-1660 V CPC: 3200-4900 VI CPC: GP 2400
AFOs (Assistant Field Officers)	IV CPC: 1320-2040 V CPC: 4000-6000 VI CPC: GP 2400	Assistant Sub Inspectors	IV CPC: 1320-2040 V CPC: 4000-6000 VI CPC: GP 2800

11.22.60 SSB has demanded pay parity in respect of the above posts. An examination of the Recruitment Rules of Field Officers Group 'C' posts in SSB of 2010 and Recruitment Rules of Directorate General of Security (DGS) (Executive cadre) Group 'C' posts of 2011 shows that posts of Field Assistant (FA) in both the Organisations have an element of direct recruitment. The other two posts, Senior Field Assistant (SFA) and Assistant Field Officer (AFO) are filled up through promotion. As per note below the Recruitment Rules, it is stated that in terms of the policy prescribed vide GoI, MHA Order No.II-27012/80/02-PF-3 dated 26-

3-2003 “no recruitment will be made in the civilian cadre in SSB. Posts falling vacant at entry level will be filled up by equivalent combatised posts as per the relevant Recruitment Rules, depending upon functional requirement of the post.”

11.22.61 A comparison of the above mentioned Recruitment Rules of SSB and DGS reveals that the educational qualification required for the post of Field Assistant (FA) is 12<sup>th</sup> pass or equivalent in DGS, whereas in SSB there is no mention of education qualification for the post of FA, seemingly because direct recruitment has been stopped since 2003. However, as per the old Recruitment Rules of 1995 it is Matric or equivalent. From this point of view the comparison of FA of SSB with that of DGS does not seem to be correct. In DGS, the posts of FA, SFA and AFO carry equivalent pay scale as applicable to Constable, Head Constable and ASI of CAPFs.

**11.22.62 Taking note of the overall position, this Commission is not recommending pay parity of the existing civilian employees with their corresponding ranks in the combatised cadre.**

**Upgradation of pay scale of combatised Nursing Staff in CRPF at par with non combatised Nursing Staff drawing pay as applicable in Central Health Service (CHS)**

11.22.63 In CRPF there are two categories of Nursing Staff, viz, non-combatised Nursing staff and combatised Nursing staff. The non-combatised Nursing Staff have been allowed pay scales at par with those available to the Nursing cadre of CHS whereas the combatised Nursing Staff are drawing pay according to the combatised rank held by them such as Sub Inspector, Inspector etc. CRPF has demanded that there should be parity in pay among the nursing staff considering the arduous nature of duty performed by the combatised Nursing cadre personnel.

11.22.64 The non-combatised Nursing cadre is not in existence in any other CAPF. Even in the CRPF, all recruitments in the Hospital Cadre are being conducted in the combatised ranks, viz., Subedar Major (Sister in-charge), Inspector (Sister in-charge) and Sub Inspector (Staff Nurse) and so on, after combatisation of Hospital Staff in terms of MHA letter No. 27011/44/88-PF-I dated 19-9-89. Therefore, the existing non-combatised Nursing cadre comprises pre-1989 entrants.

11.22.65 The CRPF, Group `B` (Combatised Para-Medical Posts) Recruitment Rules 2010 and the CRPF (Group `C` and D Hospital Staff) Recruitment Rules 1980 relating to non-combatised Nursing cadre are different. The designations are not comparable and unlike in the combatised cadre the posts in the non-combatised Nursing cadre are not in the hierarchy of the combatised rank structure.

11.22.66 It is apparent that there is no new induction in the non-combatised Nursing cadre of CRPF after 1989 and only some left out non-combatised nursing personnel are available in the CRPF. The Government of India, MHA vide their Order No. 27012/26/2010-PF-3 dated 18-6-2010 approved upgraded pay scales in respect of the existing non-combatised Nursing cadre of CRPF based on specific recommendations of VI CPC regarding common category posts belonging to Nursing cadre.

**11.22.67 The combatised and non-combatised cadres are clearly distinct and therefore, the demand for uniformity of pay of combatised Nursing personnel with that of the non-combatised Nursing cadre is not acceptable.**

#### **Grant of higher GP 4800 to Joint Assistant Commandant (Accounts Officer) in ITBP**

11.22.68 ITBP has urged that the Joint Assistant Commandant/Accounts Officer (JAC/AO) should be granted higher GP 4800 as against present GP 4600. The justification given is that Inspector (Accountant) which is a non-gazetted post and a feeder post for JAC/AO a gazetted Group `B` post, is also drawing GP 4600.

11.22.69 The post of Joint Assistant Commandant (Accounts Officer) which is a Group `B` Gazetted post in GP 4600, is available only in ITBP. This post came into existence initially with the desingation of Subedar Major (Accounts Officer) Group `B` non-gazetted in the pay scale ₹2000-3200, on implementation of combatisation policy in 1989 by conversion of the erstwhile gazetted civilian post of Accounts Officer that existed in the pay scale of ₹2375-3500. Subsequently, the Group `B` non-gazetted status of this post was upgraded, for administrative and functional reasons, to Joint Assistant Commandant, Group `B` gazetted, in the pre-revised scale of ₹6500-10500 vide MHA letter No.I-45024/41/98-Org.PF-I dated 7-2-2000. The VI CPC recommended replacement GP 4200 for the pre-revised pay scale of ₹6500-10500 which was revised upwards to GP 4600 by the government. Accordingly, the post of JAC/AO was placed in GP 4600 i.e., at par with the pay scale of the Inspectors of CAPFs.

11.22.70 Later on, the pay scale of Subedar Major was also upgraded to GP 4800 in CAPFs but that benefit of GP 4800 could not be utilised by the JAC/AO although JAC/AO were in the rank of Subedar Major (Accounts Officer) prior to conversion of the post of civilian Accounts Officer in ITBP to combatised Subedar Major Accounts Officer.

11.22.71 The Inspector (Accountant) in GP 4600 are subordinate to JAC/AO and hence the responsibilities shouldered by the JAC/AO are apparently higher than that of an Inspector (Accountant).

**11.22.72 JAC/AO is an isolated post and no corresponding post is available in any other CAPFs. Hence the Commission is of the view that the post of JAC/AO in ITBP may be abolished after the present incumbent vacates the post and dispensation prevailing in other CAPFs be adopted in ITBP also.**

### **Registrar General of India**

11.22.73 The Office of Registrar General of India and Census Commissioner (ORGI) is an attached office of the Ministry of Home Affairs. The Registrar General and Census Commissioner conducts the decennial population census and tabulates and disseminates the census data under the provisions of the Census Act 1948 and the Census (Amendment) Act 1993. The Office of the Registrar General of India (ORGI) has its Head Quarter at New Delhi with 33 Subordinate Offices known as Directorate of Census Operations (DCOs) established in the States and UTs. Since the year 2003, the RGI has been functioning as National



Registration Authority and the Registrar General of Citizen Registration under the Citizenship (Amendment) Act 2003.

11.22.74 Post VI CPC, in the ORGI and the other Statistical Organisations, the structure of the cadre of the Statistical Investigators is as follows:

- i. Statistical Investigator Grade-I (GP 4600)
- ii. Statistical Investigator Grade-II (GP 4200)

11.22.75 Statistical Investigator Grade-II was created as a result of recommendations of the VI CPC by the merger of the then existing Statistical Investigator Grade-II (Pre-revised scale 5500-9000) and Statistical Investigator Grade-III (Pre-revised scale 5000-8000). The Senior Compiler (GP 2800) is the feeder post to Statistical Investigator Grade-II and the Compiler (GP 2400) is the feeder post to Senior Compiler. The following demands have been made by the All India Census Employees Association:

- i. The Senior Compilers (GP 2800) and Compilers (GP 2400) of the ORGI be merged and they be placed in GP 4200 at par with Statistical Investigator Grade-II of the NSSO.
- ii. The pay of Statistical Investigator Grade-II of ORGI be upgraded to GP 4600.

11.22.76 Demand has been made on the ground that the incumbents of erstwhile Computer cadre of ORGI (now Senior Compiler and Compiler) were receiving higher pay than the incumbents of NSSO till the 2<sup>nd</sup> CPC and that the duties performed by the Senior Compiler and Compiler and educational qualification of the Senior Compiler and Compiler are similar with that of Statistical Investigator Grade-II of NSSO.

11.22.77 The Commission notes that Statistical Investigator Grade-II of NSSO and Compiler and Senior Compiler of the office of the Registrar General India (ORGI) belong to two distinct cadres regulated under different service conditions as per their respective Recruitment Rules. The demand for upgradation of Statistical Investigator Grade-II of ORGI from the existing GP 4200 to GP 4600 is therefore based on an invalid comparison and cannot be accepted.

11.22.78 The Commission has also observed that Statistical Cadre posts of identical or similar nomenclature are available in many departments under the Central Government. The job responsibilities as well as the eligibility conditions for appointment to these posts also appear to be comparable.

**11.22.79 In view of this, the Commission feels that there is a need to streamline the Statistical Cadres existing in various departments under the Central Government under unified Model Recruitment Rules laying down the educational qualifications, job responsibilities and pay structure of the Statistical Cadre posts. This will ensure uniformity and remove avoidable anomalies in pay structure amongst similar/identical Statistical Cadre posts in various departments. The Commission accordingly recommends that the government may look into this aspect in its entirety. The issue has also been discussed in Chapter 7.7.**

## **Intelligence Bureau (IB)**

### **Upgradation of posts of ACIO-II and ACIO-I**

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11.22.80 IB has demanded upgradation of the posts of ACIO I and II in the executive cadre as well as in other cadres on the ground that till the IV Pay Commission these posts in IB were in higher pay scales compared to Sub Inspectors and Inspectors in the CPMFs. The pay scale of ACIO-II was ₹1640-2900 as compared to pay scale of ₹1400-2300 of Sub Inspectors of CPMFs. Similarly, the pay scale of the posts of ACIO-I in IB was also higher than the pay scale of Inspectors in the CPMFs.

11.22.81 Consequent upon the implementation of the V CPC recommendations, the pay of ACIO-II and ACIO-I in IB was downgraded and brought at par with the pay scales of Sub Inspectors and Inspectors of CPMFs at ₹5500-9000 and ₹6500-10500 respectively. The VI CPC also maintained the same parity.

11.22.82 The justification given by IB is that duties performed by the ACIO-II and ACIO-I are not comparable with the duties performed by the Sub Inspectors and Inspectors of CPMFs as the responsibilities of IB are more sensitive as well as hazardous.

11.22.83 The upgradation in pay to ACIO-I and ACIO-II has been duly supported by the Ministry of Home Affairs.

11.22.84 The fact that ACIO-I and II have multidimensional role to play in the organisation is also noted.

**11.22.85 The grant of higher GP 4600 to ACIO-II and GP 4800 to ACIO-I is therefore being recommended by this Commission.**

### **Grant of Senior Time Scale (GP 6600) to DCIOs**

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11.22.86 There is a demand for grant of Senior Time Scale (GP 6600) to DCIOs with 15 years of total service including four years as DCIO. As per extant instructions this is possible only if there is an element of direct entry at the level of DCIO in GP 5400 (PB-3) in the respective cadres. As per the recruitment rules, there is an element of direct entry at the level of DCIO in IB. The issue is purely administrative and IB may take the matter up at the appropriate level with the MHA.

### **Placement of Joint Deputy Director in GP 8000**

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11.22.87 There is a demand for placement of Joint Deputy Director in GP 8000 by upgrading the post from the existing GP 7600. While the demand has not been justified on functional grounds, it would appear that the gap between PB-3 and PB-4 is assumed to be the cause of the demand. The pay structure has been rationalised by the Seventh CPC as detailed in Chapter 5.1. This will address this aspect.

### **Benefit of two increments on promotion from Assistant Director to the post of Joint Deputy Director**

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11.22.88 A demand for grant of two increments on promotion from AD to JDD has been made. The Commission finds no justification for the same.

### **Demand of Ministerial, Stenographer and other Cadres**

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11.22.89 The Ministerial and Stenographer Cadre has made the following demands:

- a) Pay parity with CSS/CSSS cadre.
- b) Pay fixation benefit for promotion from AD to JDD by granting two increments.
- c) Grant of GP 4200 after five years to 30 percent of the sanctioned strength of UDCs and Steno Gr-III.

11.22.90 Other common cadres, like Library cadre, Official Language cadre, Canteen Staff and MTS, have also sought pay parity with their counterparts in other government departments.

11.22.91 **Above aspects are covered in Chapter 7.1.**

## **SVP, National Police Academy (SVP, NPA)**

### **Removal of anomalies in pay structure in respect of same posts in SVP, NPA**

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11.22.92 In its demand the SVPNPA has brought out that non-gazetted uniformed posts in the Academy ranging from Constable to Inspector are carrying two different pay scales in the same rank. This has given rise to an anomalous situation wherein juniors are drawing higher pay than their seniors. The Academy has sought removal of this anomaly.

11.22.93 The Academy has a set of 215 posts which have been carrying on since earlier which are at pay levels less than those of CPOs and CAPFs. In year 2011 another set of posts was created which carry pay scales at par with CAPFs. As a result two different pay scales exist for these posts. The Academy reports that it is finding it difficult to obtain the best trainers on deputation from CPOs and CAPFs as the lower pay scales are unattractive for competent personnel.

11.22.94 Although MHA has supported this demand of SVPNPA, the Commission notes that the Ministry of Finance turned down the proposal for upgradation of pay scales of old posts on the ground that posts in NPA are filled up from among personnel from State Police Forces and not from analogous posts in CAPFs.

11.22.95 It is noted that the VI CPC, in their recommendation on Training Academies had specifically recommended the following:

*“Insofar as posts in training academies to which personnel from any of the police forces are appointed, the parity should be maintained with reference to the pay band and grade pay of the post in the police organisation from*

*which recruitment/appointment, whether on deputation or otherwise, is made.”*

**11.22.96 The Commission feels that ideally there should be pay parity between posts having the same designation and the same work within the same organisation. It would be best if uniform recruitment rules are formulated and adopted for all such posts. An application of the clear recommendation of the VI CPC should ensure that deputationist from CAPFs and CPOs should be able to come without any loss of emoluments. Hence, the issue can well be settled administratively.**

#### **Parity for Assistant Commandant (Ministerial)**

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11.22.97 The demand made is that the Assistant Commandant (Ministerial) in the Academy should be allowed the same scale of pay as admissible to his counterparts in the CAPFs. In the CAPFs, the Assistant Commandant (Ministerial) has been placed in GP 5400 (PB-3) whereas, Assistant Commandant (Ministerial) in NPA is drawing pay in GP 5400 (PB-2). It is stated that owing to this disparity, no deputationist from the CAPFs is willing to join the Academy at a lower pay scale.

11.22.98 SVP, NPA has conveyed that post of AC (Ministerial) is being filled on deputation and that the draft Recruitment Rules are under submission to MHA.

**11.22.99 This Commission can only state that the Recruitment Rules reflect the basis for determining the level for any post. This being an administrative matter, the Academy should take it up with the ministry.**

#### **Higher GP 2400 to LDC and consequent upgradation of pay for other civilian posts in the Ministerial hierarchy.**

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11.22.100 The Academy has urged that LDC should be placed in higher GP 2400 as against the existing GP 1900 at par with grade pay of Data Entry Operator (DEO), on the grounds that both LDC and DEO enter service on the basis of same educational qualification i.e., Class XII and that the functions of LDC are more complex than that of a DEO. **This issue has been dealt in Chapter 7.7. Recommendations made there would apply in this case also.**

#### **Grant of higher pay scales for the post of Hindi Instructor and Language Instructor**

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11.22.101 It has been demanded that the pay of Hindi Instructor be upgraded from GP 4600 to GP 5400 (PB-3) while that of Language Instructor be upgraded from GP 4200 to GP 4800 at par with corresponding posts in Lal Bahadur Shastri National Academy of Administration (LBSNAA). Besides, it has also been urged that all standalone posts in SVP, NPA may be placed in pay scales at par with similar posts in LBSNAA and other Central Training Institutes such as National Academy of Direct Taxes (NADT), Indira Gandhi National Forest Academy (IGNFA) etc.

**11.22.102 The assignment of the appropriate pay level for any post is dependent on a host of factors including the nature of the job, prescribed entry level qualification, mode of**

**recruitment etc. A broad brush parity between independent sets of posts, as has been sought, is not recommended. In so far as the specific cases of Hindi Instructor (present GP 4600) and Language Instructor (present GP 4600) are concerned, the Commission is of the view that they are already appropriately placed as the essential qualification for Language Instructor is degree while for the Hindi Instructor it is a Masters degree.**

#### **Grant of Apex scale (₹80,000 fixed) to Director (SVPNPA)**

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11.22.103 The post of Director, SVPNPA is presently in the scale of pay of ₹75500-80000 (HAG + Scale) as is the post of Director, LBSNAA. It has been stated that whenever Secretary level officers are posted as Director, LBSNAA they draw ₹80,000 (fixed). The post of Director, Indira Gandhi National Forest Academy is also in the Apex level. The demand, therefore, is that whenever a DG rank officer joins the Academy as Director, the officer can be granted Apex pay of ₹80,000 (fixed).

**11.22.104 The Commission recommends that the practice being followed at LBSNAA may also be replicated at SVPNPA so that whenever a DG rank officer is posted as Director, SVPNPA, the officer can draw Apex pay.**

#### **Parity in salary structure and other allowances in respect of the three All India Services and Central Services (Group 'A')**

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11.22.105 It has been demanded that the three All India Services and Group 'A' Central Services should be granted similar salary structure and other allowances at all stages of their career. **This issue has been dealt with in detail in Chapter 7.2. Hence no separate recommendations are being made here.**

#### **Payment of a month's salary as an incentive to the Syces of the Academy**

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11.22.106 It has been demanded that taking into account the strenuous nature, the adverse work environment and the schedule of working hours to be adhered by the syces, who not only groom and handle the Equines but also provide assistance while conducting riding classes to IPS officer-trainees, they should be paid one month additional salary and an incentive on the same lines as is being paid by Dr. B.R.Ambedkar Police Academy in Uttar Pradesh, CISF, Army remount depots and NCC mounted units.

11.22.107 Dr B.R.Ambedkar Police Academy is an Academy which imparts training to the State Police and the comparison with that Academy in the matter of pay and allowances does not seem justified.

11.22.108 A comparison of the similar posts prevailing across Army and the CAPFs also shows that syces are there at various levels. The exact pay and incentives, if any, depend upon the work content. Therefore across the board parity is not possible.

## **Bureau of Police Research and Development (BPR&D)**

### **Grade pay parity of Ministerial Cadre in respect of Ministerial posts in BPR&D**

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11.22.109 The Ministerial cadre of BPR&D has demanded grade-pay parity with analogous posts in CSS/CSSS. The issue of disparity of pay between Secretariat and field offices also came before the VI CPC which recommended in favour of pay parity between the two. However, the government did not accept the same. **This demand has been considered in the Chapter 7.1 hence no separate recommendations are being made here.**

### **Upgradation of pay in respect of Accountant from GP 2800 to GP 4200**

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11.22.110 BPR&D has stated that the posts of Accountants in their department are in GP 2800. However, keeping in view the mandate assigned to the Accountants, they have urged that one post of Accountant in BPR&D should be of senior level and his pay may be upgraded from GP 2800 to GP 4600 with re-designation as Senior Accountant. **This is a matter relating to creation of a post in the higher grade, and should be taken up administratively.**

### **Senior Scientific Assistant (SSA)**

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11.22.111 BPR&D has demanded upgradation of grade pay of Senior Scientific Assistants (SSA) from GP 4200 to GP 4600. The basis of this demand is the fact that the VI CPC had recommended that posts of scientific staff in the scale of ₹6500-10500 carrying minimum qualification of Engineering Degree or a post-graduation degree should also be upgraded and placed in the scale of ₹7450-11500 corresponding to GP 4600.

11.22.112 The Commission has been informed that the Bureau had moved a proposal for the above upgradation but same was not agreed to on the ground that the post of SSA existed in the pre-revised scale of ₹5500-9000 and hence no case for upgradation existed.

11.22.113 It is noted that BPR&D has posts of SSAs for a variety of work and the educational qualification mandated depends on the nature of work. By and large the qualification requirements are a diploma in the relevant field of engineering, or a bachelor's degree in the relevant science and, in few cases, a bachelor's degree in engineering. **Taken overall the post seems to be correctly positioned at the GP 4200 and no change is recommended.**

### **Upgradation of grade pay of Junior Investigator and Senior Investigator**

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11.22.114 BPR&D has demanded that the Junior Investigator (GP 2800) and Senior Investigator (GP 4200) should be placed in GP 4200 and GP 4600, respectively to maintain parity with other departments of Government of India such as National Commission for SC (NCSC) and National Commission for ST (NCST).

11.22.115 As per Recruitment Rules for the posts in BPR&D, the requirement of the entry level qualification is graduation in specific subject for the post of Junior Investigator and Master's Degree in specific subject with two years' experience in relevant field for the post of

Senior Investigator. **The Commission feels that the pay of Junior Investigator and Senior Investigators are appropriate taking into consideration the entry requirements and job profiles. Hence no change is recommended.**

**Demand for removal of anomaly/disparity of pay in respect of some posts in BPR&D**

11.22.116 In BPR&D an anomalous position seems to have arisen with respect to pay of executive posts from Constable to Deputy SP ranks in BPR&D. The demand for pay parity of these posts with that of the CAPFs /Delhi Police was not recommended by the VI CPC on the ground that despite similar designations, *the posts of ASI, Head Constable, Constable etc. in BPR&D cannot be held as equivalent to similarly designated posts in CPMFs, Delhi Police, etc.*

11.22.117 Accordingly, these old posts in BPR&D are carrying a lower GP as compared to the posts of Delhi Police, CAPFs. However, in the year 2011, Government of India sanctioned similar posts with higher GP equivalent to that of the CAPFs in the newly set up Central Academy for Police Training (CAPT) under BPR&D. This has created a situation where similar posts are holding two GPs. The pay disparity as brought out is shown below in the following table:

Name of post	BPR&D	Name of post	CAPT (BPR&D)
Deputy SP	GP 4600	Deputy SP	GP 5400 (PB-3)
Inspector	GP 4200	Inspector	GP 4600
Sub Inspector	GP 2800	Sub Inspector	GP 4200
Assistant Sub Inspector	GP 2400	Assistant Sub Inspector	GP 2800
Head Constable	GP 1900	Head Constable	GP 2400
Constable	GP 1800	Constable	GP 2000

11.22.118 A similar anomalous situation has been brought out in the case of the post of Research Officer which exists in GP 4600 whereas, the newly created four posts sanctioned in the year 2009 are in GP 5400 (PB-3).

11.22.119 The VI CPC recommendations in respect of BPR&D stated that *“The Commission would like to clarify that despite similar designations, the post of ASI, Head Constable, Constable etc in BPR&D cannot be held as equivalent to similarly designated posts in CPMF’s, Delhi Police, etc. Accordingly, all these posts may be given only the normal replacement pay band and grade pay. The administrative ministry may also consider revising the designations of these posts appropriately so as to remove any confusion in this regard in future.”*

11.22.120 MHA has supported the demand of BPR&D but Ministry of Finance has rejected the proposal on the ground that recruitment rules do not mention deputation from CAPFs as one of the mode of recruitment.

**11.22.121 The Commission feels that ideally there should be pay parity between posts of similar designation in respect of the post of Inspector, Sub Inspector, Head Constable and Constable within the same organisation, provided uniform recruitment rules are formulated and adopted for all such posts. This is an administrative issue which may be looked into by MHA.**

#### **Various posts in the Official Language cadre of BPR&D**

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11.22.122 DoPT has, in 2013, circulated Model Recruitment Rules for various posts in the Official Language Cadre. BPR&D has urged that the scale of pay of posts of Hindi Editor/Officer in BPR&D may be implemented in terms of these Rules. According to the said Model Recruitment Rules it has been clarified that similarly designated posts outside the CSOLS in various Subordinate Offices have been granted same pay scales as applicable to CSOLS.

#### **Upgradation of grade pay to the next higher grade in respect of all categories of posts in BPR&D**

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11.22.123 BPR&D has demanded that keeping in view the nature and multi-faceted tasks assigned to the organisation, all categories of posts should be upgraded/given one higher grade pay as compared to the pay scale of similar posts in other organisations so that BPR&D may be in a position to attract best talent and competent officials to the Bureau.

**11.22.124 The Commission is not persuaded by the arguments offered. The demand is not found justified.**

### **Department of Official Language**

#### **Central Secretariat Official language Service (CSOLS)**

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11.22.125 The demands of the CSOLS are summarised below:

- i. Creation of ten additional posts of Joint Secretary/Senior Director in GP 10000 have been demanded to mitigate stagnation at the level of Director.
- ii. It has been submitted that the Committee of experts on cadre restructuring of CSOLS and the Committee of Parliament on Official language have also recommended creation of posts at higher level on functional justification.
- iii. Merger of existing 36 posts of Joint Director with existing 18 posts of Director at the level of Director, citing justification that both Joint Director and Directors are performing the same duties.
- iv. Following merger of the post of Joint Director with the post of Director, the level of post with GP 7600 would be missing and so to make parallel hierarchy with the CSS, upgradation to GP 7600 from existing GP 6600 with re-designation of the posts as Dy. Secretary has been demanded.
- v. For the Assistant Director, upgradation from GP 5400 (PB-3) to GP 6600 has been demanded with re-designation of the post as Under Secretary. The justification given



is that in spite of lower qualification prescribed for the post of Assistant Director in some other departments like Enforcement Directorate, NCRB and NCB, they are placed in the GP 6600.

- vi. For the post of Junior Translator upgradation from GP 4200 to GP 4600 has been sought with re-designation of the post as Hindi Assistant, for the sake of parity with CSS. The justification given is that while the post of Junior Translator requires Masters Degree with two years' experience and Diploma certificate course in translation as essential qualification, there are many other posts with lower requirement but higher grade pay.
- vii. For the post of Senior Translator demanded upgradation from GP 4600 to GP 4800 and GP 5400 (PB-3) after four years of service with re-designation of the post as Section Officer.

11.22.126 The demands relate to issues of creation of new posts, merger and upgradation of existing posts and re-designation of various posts with upgraded pay scales. This Commission is not dealing with issues relating to cadre restructuring.

11.22.127 The issue of pay parity between Junior translators and Assistants of CSS cannot be accepted as the two cadres are performing different functions.

### **Central Hindi Training Institute (CHTI)**

#### **Research Assistant (Language)**

11.22.128 Central Hindi Training Institute (CHTI) has five sanctioned posts of Research Assistant Language in GP 4200. These are isolated posts. It has been demanded that these Research Assistants be placed in GP 4800 at par with the pay scale of Hindi Pradhyapak. The justification for this demand is that up to the IV CPC, there was pay parity as per the given position:-

<b>Posts</b>	<b>III CPC</b>	<b>IV CPC</b>	<b>V CPC</b>	<b>VI CPC</b>
Research Assistant Language	Group-B, ₹550-900	Group-B, ₹1640-2900	Group-B, ₹5500-9000	GP 4200
Hindi Pradhyapak	Group-C, ₹550-900	Group-C, ₹1640-2900	Group-B, Upgraded to ₹6500-10500	GP 4800

11.22.129 It has been stated that the nature of duties and responsibilities as well as educational qualifications of Research Assistant (Language) and Hindi Pradhyapak are similar. However, a comparison of the Recruitment Rules shows that Hindi Pradhyapak must possess B.Ed. qualification in addition to Masters in Hindi as well as two years' experience of teaching Hindi at Senior Secondary level whereas RA (Language) requires Masters in Hindi/English plus two years' experience in translation/teaching/ research/writing.

11.22.130 Besides the above, the entry criteria are different for the two posts - it is direct recruitment in case of Hindi Pradhyapak while it is on deputation/absorption/re-employment basis in case of Research Assistant (Language). The duties and responsibilities are also not very

similar as one is more research based while the other is teaching oriented. Therefore, the upgrade of Research Assistant to GP 4800 is not recommended.

**11.22.131 CHTI is a subordinate office under the Department of Official Languages, therefore the detailed recommendations in regard to headquarters-field parity discussed in Chapter 7.1 would be applicable here.**

### **Hindi Pradhyapak**

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11.22.132 Hindi Pradhyapak Parishad has raised the demand to upgrade pay of the Hindi Pradhyapak of Central Hindi Training Institute (CHTI) from GP 4800 to GP 6000. They have justified the demand on the ground that they impart official language Hindi training to all non-Hindi knowing Central Government/PSUs employees/ Bank Officials from clerical level to the level of Secretary to the Government of India. They take classes of 40-45 hours per week whereas Assistant Professors (GP 6000) take classes of 16 hours in a week with 30 hours of weekly availability. They also perform some other duties like imparting basic Hindi Computer Training and Advanced Computer Training in Hindi to employees/officers with a fixed target of 20 trainees for each programme.

11.22.133 It is seen that Hindi Pradhyapaks have demanded higher GP 6000 at par with Assistant Professor in College and Universities and Central Institute of Indian Languages Mysore. The requirement of educational qualification/experience as provided by the Director, Central Hindi Training Institute, Department of Official Language, Ministry of Home Affairs, shows that the educational qualification for the post of Assistant Professor is MA with 55 percent and National Eligibility Test (NET) or Ph.D. The educational qualification for the post of Hindi Pradhyapak, on the other hand is Master's Degree in Hindi with English as one of the subjects at degree level either as compulsory or optional or as a language paper from recognised University or equivalent, Bachelor's degree in Education from a recognised University/Institute or equivalent and two years' experience of teaching Hindi at Senior Secondary level.

11.22.134 As seen above, not only are the educational qualifications required for the post of Assistant Professor different from that of Hindi Pradhyapak, the work content of the two position is different.

**11.22.135 The Hindi Pradhyapaks are already placed in GP 4800 as against the normal replacement scale of GP 4200 [in respect of V CPC pay scale of ₹6500-200-10500]. The Commission therefore does not find the demand of Hindi Pradhyapak justified.**

### **Delhi Police**

#### **Executive posts (Non-Gazetted)**

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11.22.136 Delhi Police have demanded upgradation of pay scales from Constable to Inspector on the grounds that pay of similarly placed posts in the State Governments of Punjab, Himachal Pradesh, Haryana and UT of Chandigarh are higher than theirs.

11.22.137 **There is no justification for drawing parity with the State Police as they are outside the mandate of this Commission. Hence, this Commission cannot consider the demand.**

### **Executive posts - Gazetted (DANIPS)**

11.22.138 It has been demanded that the post of Assistant Commissioner of Police (ACP), Delhi Police may be classified as Group 'A' post and granted GP 5400 (PB-3) on the pattern of Deputy SP of neighbouring States and Assistant Commandants of CPOs in view of the crucial role and onerous responsibilities of ACP Delhi Police. Presently, this post is filled up 50 percent through direct recruitment from DANIPS and 50 percent by promotion from Inspectors in the respective cadre. The entry post of ACP carries GP 4800 initially in Group 'B' and then draws GP-5400 (PB-3) on completion of four years' service.

11.22.139 The demand for Group 'A' status at entry level with entry pay ₹8000-13500 [now GP 5400 (PB-3)] was recommended by the V CPC for this service but was not accepted by the government. The VI CPC also rejected the demand on the ground that the scale of ₹8000-13500 is the entry pay scale for Group 'A' Services in the Central Government whereas DANIPS is a Group 'B' Service.

11.22.140 **Since, the GP 5400 (PB-3) is the entry grade for all the Central Services Group 'A' the Commission cannot recommend the same to DANIPS which is a Group 'B' service.**

### **Ministerial/Stenographer Cadre**

11.22.141 Delhi Police have demanded parity in pay between the posts of ASI (Ministerial) and ASI (Steno). As reported by Delhi Police, the pay of ASI (Stenographer) is in GP 4200 whereas the pay of ASI (Ministerial) is in GP 2800. This pay disparity has been continuing since III CPC as may be seen from following table:

<b>Name of CPC</b>	<b>Pay of ASI (Ministerial)</b>	<b>Pay of ASI (Stenographer)</b>
III CPC	330-480	330-560
IV CPC	1320- 2040	1400-2300
V CPC	4000- 6000	4500- 7000
VI CPC	GP 2800	GP 4200

11.22.142 It has been stated that this pay disparity has been continuing despite the direction of the Central Administrative Tribunal to remove it. The issue was projected before the VI CPC by Delhi Police but the VI CPC did not make any recommendation in this regard.

11.22.143 Delhi Police has stated that ASI (Ministerial) and ASI (Stenographer) both belong to Ministerial cadre in Delhi Police and are required to be given same pay scale particularly in view of the fact that both are given next promotion in the post of SI (Ministerial). Accordingly,

it has been demanded that the pay scales of various ranks in the Ministerial cadre be placed at par with the corresponding ranks of the executive cadre as also for the Stenographer cadre.

11.22.144 The Stenographer and Ministerial cadres are two distinctly different cadres. ASI/Stenographer earns promotion in his own cadre, the highest post of which is Inspector/Stenographer (GP 4600) whereas ASI/Ministerial earns promotion in his own Ministerial cadre and the highest post in that cadre is ACP (DANIPS) in GP 4800. The ASI/Stenographer in Delhi Police is appointed as ASI/Stenographer and on successful completion of two years' probation period is elevated and designated as Sub Inspector/ Stenographer. This being the position, ASI/Stenographer in Delhi Police cannot be granted GP 4200 as against the prescribed GP 2800 on his initial appointment, as he becomes entitled to GP 4200 only after successful completion of his probation period and elevation to the post of SI/Stenographer.

11.22.145 **The Commission is, therefore, not recommending any change in this regard.**

## **MTS**

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11.22.146 It has been urged that Multi-Tasking Staff (MTS) working in Delhi Police be converted into Uniformed Staff as Constable Tradesman like in the CAPFs and granted same pay structure of Constable. Since MTS is a common category, the Commission cannot grant any special dispensation to Delhi Police. Hence, the Commission cannot agree to this demand.

## **Compensatory pay to Non-gazetted Personnel of Delhi Police**

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11.22.147 It has been brought to notice that in 1979 Government of India sanctioned one month's extra pay as compensatory pay to the non-gazetted police personnel of Delhi Police to compensate for performing long hours of duty and their inability to avail holidays and weekly off as they not only require to be on duty on most of the public holidays but also have to put in extra hours of work for maintenance of public peace and order. On these grounds the demand for grant of compensatory pay equal to the amount of total gross pay for at least 60 days in a calendar year has been made for all ranks of Delhi Police.

11.22.148 It is stated that the Delhi Police is already getting one month's additional salary for the posts from Constable to Inspector. Now they have demanded sixty days' additional pay for all ranks. The grant of sixty days' additional pay with one month's leave will amount to three months' pay benefit. This demand does not seem to be justified and cannot be accepted.

## **DANICS /DANIPS**

11.22.149 UT Civil Service (DANICS) and UT Police Service (DANIPS) cater to the middle level Civil and Police administration of Delhi, Andaman and Nicobar Islands, Lakshadweep, Daman and Diu and Dadra and Nagar Haveli. DANICS and DANIPS consist of:

1. Junior Administrative Grade-I, Group-A, PB-4, GP 8700
2. Junior Administrative Grade-II, Group-A, PB-3, GP 7600
3. Selection Grade, Group-A, PB-3, GP 6600

4. Entry Grade, Group-B, PB-2, GP 4800 and on completion of 04 years approved service, GP 5400 (PB-3).

11.22.150 They have demanded the following:

**Grant of Group `A` status at entry stage at par with other State Civil services/constituent services eligible for induction into AGMUT Cadre of IAS**

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11.22.151 The demand for Group `A` status at entry level is a long standing one. However, this has not been agreed to in the past.

11.22.152 The VI CPC recommended GP 4800 at the entry stage, to be raised to GP 5400 (PB-2) on completion of four years of service. However, the government modified this by allowing GP 5400 (PB-3) on completion of four years of service.

11.22.153 In March 2015 the Delhi Administrative Subordinate Service (DASS) officers who are the feeder cadre for DANICS have also been granted GP 4800 and GP 5400 (PB-3) (on completion of four years) to Grade-I consequently, the relativity between the DASS and DANICS has got disturbed. The feeder grade and the promotional grade have now been placed in the same pay scale with same Group `B` gazetted status. DANICS has demanded that this anomalous situation can only be addressed by conferring Group `A` status on DANICS by grant of GP 5400 (PB-3) directly at the entry level to members of this service, after suitable modifications in the relevant service conditions.

**11.22.154 The Commission observes that while approving the upgradation of feeder cadre (Grade I DASS), the government should have explored the likely fallout of such a move on the hierarchy of officers above them. Since the GP 5400 (PB-3) is the entry grade for all the Central Services Group `A` entrants, the Commission cannot recommend the same for DANICS, which is a Group `B` service.**

**Introduction of GP 10000 and Higher Administrative Grade (HAG)**

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11.22.155 At present the posts in the DANICS hierarchy go upto the JAG level (GP 8700). DANICS officers become eligible for induction into the IAS after completing total eight years of continuous service. Despite this many officers have to wait for 25-27 years for this induction, owing to non-availability of vacancies. However, within the DANICS there is no promotional avenue beyond JAG, which DANICS officers reach in 18 years. Hence there is some stagnation here. The Association has therefore asked for introduction of two additional levels at GP 10,000 as well as the HAG. On induction into the IAS at such a belated stage, their pay is fixed at GP 6600. Besides, many officers also get age barred for induction into the IAS since 54 is the outer age limit for induction into the IAS.

11.22.156 This is not a new demand. It has not been agreed to in the past on the ground that the DANICS officers become entitled to induction into the AGMUT cadre of IAS in the scale of ₹14300-18300 (now GP 8700) and grant of any level higher than JAG will entail disturbing

of existing relativities between the two services. **The Commission endorses this view and therefore does not recommend higher posts for DANICS.**

### **Grant of Non-Functional Upgradation**

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11.22.157 It has been stated that DANICS has been classified as Central Civil Services Group 'A' as per Rule 4 and 5, Part-2 of CCS, CCA Rules and accordingly, the scheme of NFU should be implemented in their case.

11.22.158 DANICS is a Group 'B' service since induction into the service is at GP 4800. With regard to this demand the ministry has also maintained that only those who are directly recruited to GP 5400 (PB-3) are eligible to get Group 'A' status. Hence, DANICS is not eligible for grant of NFU.

11.22.159 In addition to above pay related demands, the DANICS have further demanded:

1. Grant of Non Functional Scale without holding a DPC, on the pattern of other AIS and other Central Services
2. Joint Select List for induction into AGMUT with other constituent units
3. Increase in promotion quota for induction into IAS from 33.3 percent to 50 percent
4. All top and middle level posts in local/autonomous bodies in the GNCT of Delhi to be earmarked for IAS AGMUT/DANICS.

11.22.160 **All the above mentioned demands of DANICS are purely administrative issues which are required to be duly examined and addressed by the Government of Delhi and MHA. The Commission has no views to offer on these issues.**

### **Secretariat Security Organisation (SSO)**

11.22.161 Secretariat Security Organisation (SSO) is an organisation under the administrative control of the MHA. It comprises Secretariat Security Force and Reception Organisation and it functions as the nodal agency for security of government buildings under MHA security cover. The SSF has been entrusted security of 28 government buildings and there are proposals for deployment of SSF at new government buildings also.

11.22.162 The strength/structure of Secretariat Security Force (SSF) and the Reception Organisation is as under:

1. Chief Security Officer, GP 8700: 1 post (Head of SSF and Reception Organisation)
2. SSF:
  - a. Subedar Major, GP-4200 + ₹400 special pay: 1 post
  - b. Inspector, GP-4200: 06 posts
  - c. Sub Inspector, GP-2800: 24 posts
  - d. Head Constable, GP-2400: 69 posts
  - e. Constable, GP-2000: 928 posts
  - f. SI/Driver, PB-1, GP-2800: 01 post
  - g. HC Driver, Grade-II, GP-2400: 01 post

- h. Driver, Ordinary grade, GP-1900: 02 posts
  - i. Tailor, GP-1900: 01 post
  - j. Follower, GP-1900: 01 post
- Total posts: 1034
3. Reception Organisation
- a. Chief Supervisor, GP-4600 + ₹600 special pay: 1 post
  - b. Supervisor, GP-4600: 10 posts
  - c. Senior Reception Officer, GP-4200: 29 posts
  - d. Junior Reception Officer, GP-2400: 97 posts
- Total posts: 137

11.22.163 SSO has demanded the following:-

**Upgradation of the post of Chief Security Officer (CSO) from existing GP 8700 to the SAG level in GP 10000**

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11.22.164 Demand has been made on the ground that it will not only be a key motivating factor in efficient and multiple discharge of duties attached to the post of CSO in view of increasing demand for MHA security cover to some government buildings in Delhi and NCR areas but will also be helpful in maintaining proper hierarchy in the pay scale of CSO vis-à-vis the other supervisory posts of Commandant, Deputy Commandant and Assistant Commandant which are being demanded to be created in the Secretariat Security Force (SSF).

11.22.165 As regards the demand for upgradation of post of CSO to SAG level in GP 10000 and creation of additional posts of Commandant, Deputy Commandant and Assistant Commandant, it may be mentioned that the VI CPC, vide their report, observed inter-alia that the security related duties of most of the offices in Central Secretariat are with CISF and that the rationale for continued existence of Secretariat Security Force does not exist. They recommended merger of SSF with CISF at appropriate grades with the CISF taking over the security of all other buildings and for the post of Chief Security Officer (CSO) from then existing pay scale of ₹12000-16500 (pre-revised and equivalent to GP 7600) to the pay of Commandants in various CPMFs.

11.22.166 Thus, the pay of the CSO has already been upwardly revised by the VI CPC. In view of aforesaid, there is no ground for upgradation of pay of the CSO to GP 10000.

**Demand for creation of one post of Commandant (GP 7600), three posts of Deputy Commandant (GP 6600) and six posts of Assistant Commandant (GP 5400 (PB-3))**

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11.22.167 The justification given for the demand is that besides the Chief Security Officer (CSO), there is no specialized supervisory officer having a background in security related work to provide a viable command and control system for monitoring operations at government buildings.

11.22.168 **The Commission is not going into matters regarding creation of posts. This is an administrative matter on which MHA may take a view.**

### **Upgradation of 152 posts of Constables to that of Head Constables**

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11.22.169 It is stated that there is extreme stagnation at the level of Constable in that the time taken for promotion of a Constable to the rank of Head Constable ranges between 27 and 30 years. Moreover, such upgradation is stated to have no financial implication as most of the Constables have already spent 10, 20 and even 30 years of service and drawing higher grade pay on account of MACP.

11.22.170 The issue needs to be looked into in a broader perspective and individual upgradations in such cadres cannot be recommended without cadre restructuring.

### **Upgradation of pay of Chief Supervisor of Reception Organisation from existing GP 4600 + special pay ₹600 to GP 4800 and non-functional GP 5400 (PB-3) after four years**

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11.22.171 It is stated that the duties and responsibilities of the Chief Supervisor are different from the duties of the Supervisor and the post of Chief Supervisor is a promotional post for the post of Supervisor. It has also been mentioned that the V CPC recommended the pay scale of ₹7500-12000 (equivalent to Section Officer) for the post of Chief Supervisor subject to the condition that the posts of Reception Organisation be encadred with CSS which was not agreed to by DoPT for administrative reasons.

11.22.172 With regard to upgradation of pay of Chief Supervisor from GP 4600 + special pay ₹600 to GP 4800 and GP 5400 (PB-3) after four years, it may be seen that the Chief Supervisor is already in receipt of special pay of ₹600 in addition to pay in GP 4600 as against the supervisor who is in GP 4600 without any special pay. Thus, there is no justification for higher pay of Chief Supervisor as the post already carries a higher pay compared to that of the Supervisor.



## Union Territories

## Chapter 11.23

### Introduction

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11.23.1 There are seven Union Territories (UTs) specified in the First Schedule of the Constitution:

- Andaman and Nicobar Islands
- Daman and Diu
- Dadra and Nagar Haveli
- Chandigarh
- Lakshadweep
- Delhi
- Puducherry

Out of the seven UTs, two UTs viz., Puducherry and NCT of Delhi have Legislatures, Council of Ministers and their own Consolidated Funds, while the remaining five are UTs without Legislature.

11.23.2 The Union Territories are administered in accordance with the provisions of Article 239 to 241 of the Constitution of India. The two UTs with Legislature and the UT of Andaman and Nicobar Islands have Lieutenant Governor as Administrators. The Governor of Punjab functions as the Administrator of the UT of Chandigarh and a senior IAS officer functions as Advisor to the Administrator. The remaining three UTs viz., Daman and Diu, Dadra and Nagar Haveli and Lakshadweep are administered through IAS officers who are appointed as Administrators.

11.23.3 Administrator's Advisory Councils are set up in the UTs without Legislatures to advise the Administrators on the matter concerning the UT. Home Minister's Advisory Committees (HMAs) are set up in the UTs without Legislature to address general issues relating to social and economic development of the UTs. One of the features that distinguishes UTs with Legislatures from those without Legislature is that the expenditure on personnel serving in Union Territories without Legislature is borne by the Consolidated Fund of India whereas in the case of UTs with Legislature viz., Delhi and Puducherry, it is borne by the respective Consolidated Fund.

11.23.4 The chapter deals with personnel related issues of all 7 Union Territories, first with those without Legislature and thereafter those with Legislature viz., Delhi and Puducherry.

## Andaman and Nicobar Islands

### General Issues

#### Personnel Position

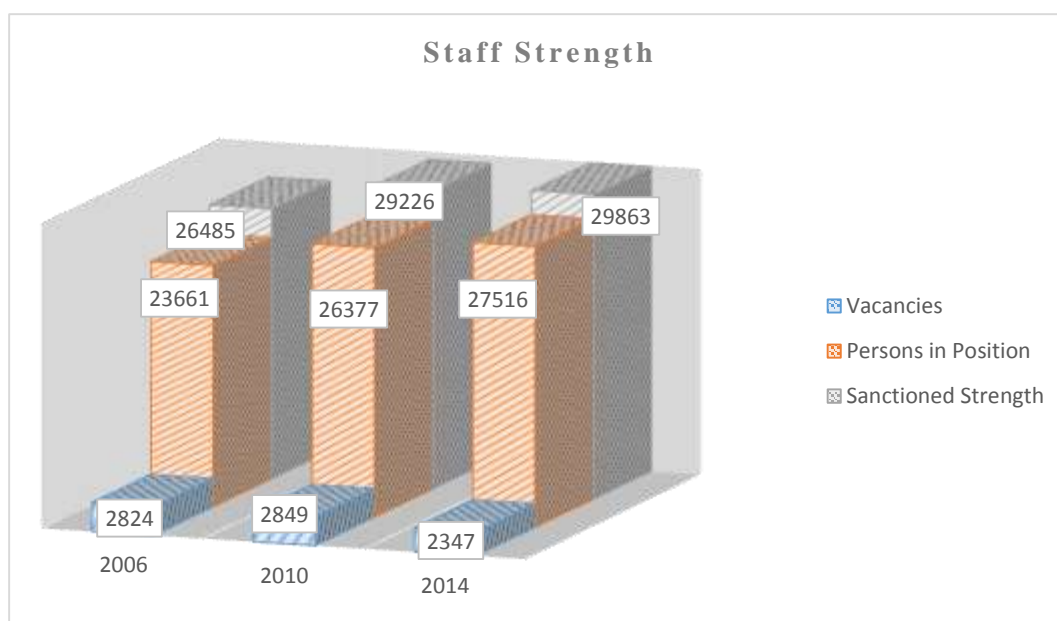
11.23.5 This number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by Union Territory of Andaman and Nicobar Island, is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
<b>A</b>	786	614	172	22
<b>B</b>	8,144	7,351	793	10
<b>C</b>	20,933	19,551	1,382	7
<b>Total</b>	<b>29,863</b>	<b>27,516</b>	<b>2,347</b>	<b>8</b>

11.23.6 The above table shows that in overall terms, 8 percent of total sanctioned strength of the Union Territory of Andaman Nicobar Island is lying vacant as on 01.01.2014. Of the 27,516 persons in position (PIP), 23,176 employees are pre-2004 recruits and remaining 4,340 employees have been recruited on or after 01.01.2004.

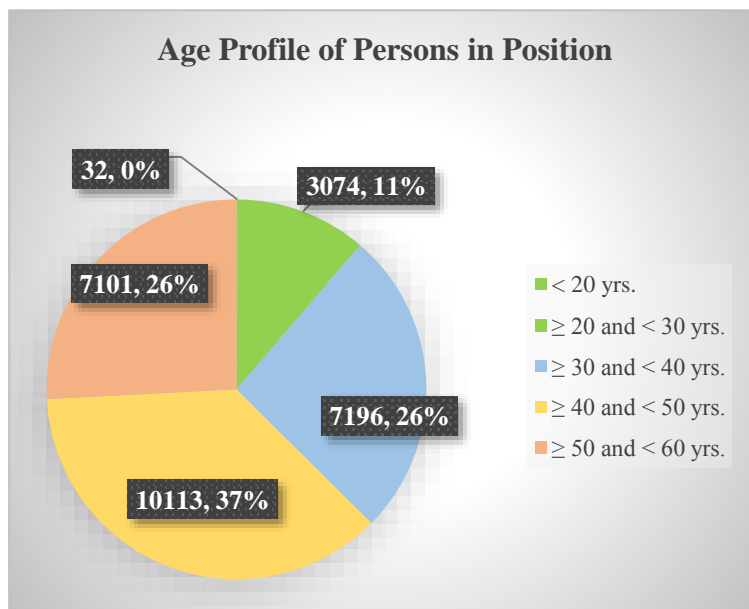
#### Inter Temporal Trend of Personnel

11.23.7 The following bar chart indicates the inter temporal position of personnel in the Union Territory of Andaman Nicobar Island as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.23.8 The following pie chart brings out the age profile of the persons in position (PIP) in the Union Territory of Andaman Nicobar Island. It indicates that about 26 percent of the PIP shall be retiring within the next 10 years.



### Expenditure on Personnel and Contractual Employees

11.23.9 The following table brings out the expenditure incurred by the Union Territory of Andaman Nicobar Island, on salaries and allowances on the employees working in the Union Territory through the years 2010 to 2013.

Particulars	(₹ in lakh)		
	2010-11	2011-12	2012-13
Expenditure on Salaries and Allowances	79,489.58	91,944.47	1,00,740.84

### Cadre Related Issues

#### Electricity Department

11.23.10 Higher GP 2400 has been demanded in respect of Fitter electrical, Lineman and Switchboard cum Engine Operator, who are presently in GP 1900, at par with their counterparts in the Government Press, Fisheries Department, and Department of Environment and Forest.

11.23.11 The justification given is on the ground of comparable education qualifications of the posts and higher nature of duties performed by the Fitter (Electrical)/Lineman/Switchboard cum Engine operator.

### *Analysis and Recommendations*

11.23.12 Even though A&N Administration has supported the demand of Fitter (Electrical) and Lineman, on perusal of RRs of comparable posts mentioned above it is seen that not only are the nomenclatures different, the RRs of Electrician in Department of Environment and Forest suggests that Fitter (Electrical)/Lineman/Switchboard Attendant is the feeder cadre for Electrician. In other cases the mode of recruitment to the post of Electrician is through direct recruitment.

11.23.13 Moreover, 50 percent of Fitter (Electrical)/Lineman/Switchboard cum engine operator are promoted from amongst Cable jointers/ Mazdoors who are in GP 1800. The Fitter (Electrical)/Lineman/Switchboard cum engine operator are therefore lying below the Electrician in broad hierarchy. **Hence, no justification has been found for upgradation of pay of Fitter (Electrical)/Lineman/Switchboard cum engine operator only on the basis of educational qualifications.**

### **Co-operative Department**

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11.23.14 Demand has been made for increase in pay from existing GP 2800 to GP 4200 for the post of Inspector of Co-operative Societies at par with Grade-II of DASS cadre of NCT Delhi.

11.23.15 The justification given for enhanced pay in GP 4200 is that the prescribed educational qualification for Inspector of Cooperative societies is Post Graduate or Graduate with desirable qualification of higher Diploma in cooperative Management from a recognised Co-operative. Training Institution and 2 years' experience in Co-operative Movement.

### *Analysis and Recommendations*

11.23.16 Although the demand has been supported by the A&N Administration, the Commission feels that historical parity as a criterion should be applied when two cadres have similar functions as well as roles and responsibilities. Merely on the basis of two posts being in the same pay scale at some point in time cannot be a ground to extend parities. **Grade-II of DASS cadre of NCT Delhi and Inspector of Co-operative Societies are different cadres serving distinct functions, hence such upgradation cannot be accepted.**

### **Animal Husbandry and Veterinary Services**

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11.23.17 Pay hike in respect of Para Veterinary posts i.e., Dresser from GP 1800 to GP 1900, Veterinary Stockman from GP 1800 to GP 2400, Veterinary Compounder from GP 1800 to GP 2800, Senior Veterinary Compounder from GP 1900 to GP 4200 and Livestock Supervisor from GP 2400 to GP 4600 has been demanded at par with Para Veterinary Staff of Department of Environment and Forest, A&N, Dadra and Nagar Haveli and Puducherry.

### *Analysis and Recommendations*

11.23.18 The demand for enhanced pay have been supported by A&N Administration for the following:

- i. Veterinary Stockman be granted GP 2000 at par with similar post in UT of Dadra and Nagar Haveli.
- ii. Veterinary Compounder be granted GP 2400 at par with similar posts in the Environment and Forest Department of A&N.
- iii. Senior Veterinary Compounder be granted GP 2800 at par with Head Vet. Compounder of Environment and Forest Department of A&N.
- iv. The Administration has also recommended enhanced pay from existing GP 2400 to GP 4200 for the post of Livestock Supervisor to avoid pay anomaly between the pay of Senior Veterinary Compounder and Livestock Supervisor.

On comparison of relevant Recruitment Rules for the posts at (i), (ii) and (iii) above, it is seen that these posts are not comparable.

**11.23.19 As the demands for pay hike of Senior Veterinary Compounder cannot be considered, the demand for pay hike of Livestock Supervisor in GP 2400 on the ground of removal of anomaly automatically stands nullified. Hence, the demands cannot be accepted owing to difference in basic eligibility criteria.**

#### **Andaman Public Works Department (APWD)**

11.23.20 In respect of various posts under APWD, following demands have been made:

- i. Planning Allowance for promotee Junior Engineers.
- ii. Pay hike from GP 2400 to GP 4200 for the Work Assistants at par with Diploma Holder Junior Engineers in the A&N Administration.
- iii. Higher pay for the post of Surveyor from GP 2400 to GP 2800 on the ground of specialized and technical nature of work.
- iv. Grade Pay hike from 1900 to 2000 for the post of FERRO Printers at par with their CPWD counterparts.

#### *Analysis and Recommendations*

11.23.21 Demands at (i), (ii) and (iii) above have not been supported by A&N Administration hence the Commission is not considering the same.

11.23.22 The FERRO Printers of APWD are appointed by promotion from MTS with eight years' service in the grade and after qualifying proficiency test whereas in CPWD FERRO Printers are promoted from IV class staff with at least 10 years' service in the grade and one years' experience in Ferro-printing work after qualifying trade test to be prescribed by the Engineer-in- Chief. For direct recruitment also, the laid down essential eligibility qualifications in CPWD as well as APWD are not similar as in APWD it is Class X only but in CPWD the essential qualification is:

- i. Class X
- ii. Thorough knowledge of operating Ferro-frames, Ferro- printers and drawing machine.
- iii. Ability to prepare chemicals solution for sensitizing and develop ammonia gas prints.
- iv. At least two years' experience of operating Ferro-machine and

- v. Ability to read drawings and other index.

**Hence, the demand is not justified and no recommendations are being made.**

### **Port Management Board (PMB)**

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11.23.23 Pay hike has been demanded for the following posts:

- i. Manager Cargo Operation, GP 4600 to GP 6600
- ii. Wharf Superintendent, GP 4200 to GP 5400 (PB-3) for six posts and GP 4800 for twelve posts
- iii. Assistant Shed Master, GP 2800 to GP 4200 at par with pay of SDO in PMB
- iv. Tally Clerk, GP 2400 to GP 2800
- v. Weigh Bridge Operator, from GP 1900 to GP 2000 and
- vi. Gate Keeper, Head Worker/Mazdoor/ MTS from GP 1800 to GP 1900
- vii. Marine Radio Operator, GP 2400, Supervisor, GP 2800 and Signal Superintendent, GP 4200 have demanded pay parity with Police Radio Staff of A&N Administration and Telecom Wing of Directorate of Revenue Intelligence of Government of India.

#### *Analysis and Recommendations*

11.23.24 Posts from Mazdoor to Manager (Cargo Operation) and from Marine Radio Operator to Signal Superintendent in Port Management Board, are in progressive grade pay in PB-1 and PB-2.

**11.23.25 It is seen that all the incumbents of Port Management Board are already placed in appropriate or even higher grade pay. The demands for higher grade pay do not seem justified. The A&N Administration has not given any specific recommendations in support of their demands. In this scenario, the Commission is recommending maintenance of status-quo.**

### **A&N Administration**

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11.23.26 In respect of various posts in A&N Administration, demands have been made in respect of:

***Panchayat Secretary from GP 2800 to GP 4200 at par with Head Clerk of A&N Administration***

11.23.27 The demand for pay upgradation to GP 4200 from GP 2800 at par with Head Clerk of A&N Administration cannot be accepted since it has been clarified by the A&N Administration that the duties of Head Clerk and Panchayat Secretary are not comparable. **Although, A&N Administration has recommended the upgradation on the ground of higher responsibilities being shouldered by the Panchayat Secretary, no convincing justification for such upgradation has been provided.**

### **Block Development Officer (BDO) from GP 4200 to GP 4600**

11.23.28 It has been stated that both the posts of BDO and Tehsildar are feeder posts for promotion to DANICS hence there should be parity in pay scale of BDO and Tehsildar. It has also been mentioned that BDO's in other UT's are drawing pay in the GP 4800.

11.23.29 V CPC has mentioned that Tehsildars are Group 'B' Gazetted posts and VI CPC has clarified that since parity of Tehsildar was kept with Inspector of Police by V CPC and that such parity is to be maintained hence, pay scale of Tehsildar and Inspector of Police were maintained.

**11.23.30 Functionally, the two posts are from different streams even though they form the feeder cadre for getting inducted into DANICS. Hence, the two cannot be compared. The demand cannot therefore be acceded to.**

**11.23.31 For the demands, pertaining to the posts of MTS and Staff Car Driver it is stated that they belong to common category and general recommendations on these common category posts made by the Commission in Chapter 7.7, would be applicable for A&N Administration also.**

### **Jail Department**

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11.23.32 Jail Department of A&N Islands has demanded higher grade pay at par with their counterparts in Police and Fire Departments and India Reserve Battalion of A&N Administration for the posts of Warder (GP 1800), Head Warder (GP 2000), Deputy Jailor and Jailor both in GP 4200.

#### *Analysis and Recommendations*

11.23.33 The pay structure of A&N Police is similar to that in Delhi Police and CAPFs. The Jail Department has supported their demand based on the Mulla Committee Report and various other Jail Reform Reports where there is a strong recommendation for bringing parity in pay between Police and Jail staff.

**11.23.34 The issue has been dealt in Chapter 7.7.**

### **Clerical and Stenographer Cadre**

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11.23.35 In respect of various posts belonging to these cadres, the demands are:

- i. Pay hike of Lower Grade Clerk from GP 1900 to GP 2400
- ii. Higher Grade Clerk from GP 2400 to GP 4200
- iii. Head Clerk from GP 4200 to GP 4600
- iv. Office Superintendent from GP 4200 to GP 4800
- v. Assistant Secretary/Assistant Director from GP 4600 to GP 5400 (PB-2)
- vi. Dy Secretary from GP 5400 (PB-2) to GP 6600
- vii. Stenographer (OG) from GP 2400 to GP 4200
- viii. PA from GP 4200 to GP 4800

- ix. PS from GP 4600 to 5400 (PB-2)
- x. Sr.PS from GP 4800 and after four years 5400 (PB-2) to GP 6600.

#### *Analysis and Recommendations*

11.23.36 In respect of the Clerical cadre posts, the existing pay structure up to the rank of Head Clerk is similar to that of the posts of LDC, UDC and Assistant in Field/Subordinate offices. Any revision of pay of these posts at par with the CSS will be applicable to the clerical posts of UTs following the same pay structure as available in the Central Government.

**11.23.37 The posts in the Stenographer cadre are already placed in the similar pay structure available in Field Offices. The issues of parity in pay between headquarters and field have been dealt with in the Chapter 7.1.**

#### **Statistical Cadre**

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11.23.38 In respect of various posts of the Statistical cadre of A&N (UT) the demands are for pay hike in respect of:

- i. Research Officer from GP 5400 (PB-3) to GP 6600
- ii. Statistical Officer from GP 4600 to GP 5400 (PB-3)
- iii. Senior Investigator from GP 4200 to GP 4800
- iv. Junior Investigator from GP 2400 to GP 4200 on the ground of higher duties and responsibilities.

#### *Analysis and Recommendations*

**11.23.39 Since the pay scales are comparable with the Statistical cadre in Government of India, hence, the demand for higher pay structure cannot be considered by the Commission.**

#### **Information Technology Cadre**

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11.23.40 In respect of various posts of the IT cadre of A&N (UT) the demands are for pay hike in respect of:

- i. Deputy Manager, IT from GP 4600 to GP 6600
- ii. Assistant Manager, IT from GP 4200 to GP 5400 (PB-3)
- iii. Computer Assistant, Grade-B from GP 2800 to GP 4800
- iv. Computer Assistant Grade-A from GP 2400 to GP 4200.

#### *Analysis and Recommendations*

11.23.41 As per comments received from the A&N Administration, pay hike in respect of IT cadre posts have been recommended at par with EDP cadre posts together with revised nomenclature of these posts according to the Model Recruitment Rules in respect of the EDP cadre posts contained in the DoPT OM dated 30.05.2014. Since, the IT cadre posts for which pay hike has been demanded are of different designation, change of nomenclature has also been recommended by the A&N Administration simultaneously which is beyond the purview of this



Commission. It is for the A&N Administration to take up the matter with appropriate ministry of the Government of India.

### **Education Department and A&N Government Teachers' Cadre**

11.23.42 Education Department of A&N (UT) has sought the corresponding grade pay admissible to Vice Principal, PGT, TGT and Primary School teachers of other UTs like Puducherry, Lakshadweep, NCT Delhi and Central Government Schools, in respect of (i) Head Master (Primary) (ii) Head Master (Middle) (iii) Assistant Education Officer (iv) Librarian (v) Physical Education Teacher (vi) Craft Instructor. One higher GP has been sought for all categories of teachers.

#### *Analysis and Recommendations*

**11.23.43 Demands related to teachers have been dealt in Chapter 11.24.**

### **Department of Rural Development Department of Social Welfare**

11.23.44 In respect of posts of Department of Rural Development and Social Welfare, the demands are:

#### *Department of Rural Development*

- i. Pay hike of Extension Officer from GP 2800 to GP 4200
- ii. Upgradation of pay from GP 2400 to GP 2800 for Sanitary Inspector
- iii. Pay upgradation of Village Level Worker (GP 2000) amount of pay hike not mentioned

#### *Analysis and Recommendations*

11.23.45 Demand for higher pay for Extension Officer from GP 2800 to GP 4200 (essential qualification is Graduation) has not been supported with adequate justification by A&N Administration. Further, as per the RRs, the feeder post to Extension Officer is Gram Sevika/Village Level Worker in GP 2000 (For the said feeder posts, the eligibility qualification is Class XII). Out of total 28 posts of Extension Officer, 27 posts are filled up by promotion from Gram Sevika/VLW with 10 years regular service and only one post is filled up from Progress Assistant in GP 2400 with five years regular service. Considering the qualification of Gram Sevika/VLW and Extension Officer, they are already placed in appropriate grade pay.

**11.23.46 The demand for higher pay of Sanitary Inspector from GP 2400 to GP 2800 has been accepted by the Commission. The eligibility qualification is Class XII and Diploma in Sanitary Inspector Course. The Commission is recommending Grade pay 2800 to Sanitary Inspector, A&N on the grounds that these posts carry similar eligibility requirement as are stipulated in respect of Sanitary Inspectors of DGHS, Government of India.**

#### *Department of Social Welfare*

- i. Pay hike of Mukhya Sevika from GP 2800 to GP 4200
- ii. For Caretaker from GP 1800 to GP 2400.

11.23.47 Mukhya Sevika- For pay hike from GP 2800 to GP 4200, the A&N Administration has given the justification that up to the V CPC, Mukhya Sevika, JE, Head Clerk and Stenographer (SG) of A&N Administration were placed in same pay scale but after the VI CPC, GP 4200 was granted to JE, Head Clerk, Stenographer (SG) but the Mukhya Sevika was given replacement scale GP 2800 and as such, the pay of Mukhya Sevika should be hiked at par with them.

*Analysis and Recommendations*

11.23.48 The eligibility qualification for the post of Mukhya Sevika is Graduation as per the RRs and thus it is already placed in appropriate grade pay. Hence their demand cannot be accepted.

**11.23.49 The demand for higher pay for Caretaker is not justified in view of the educational qualifications prescribed for this post. A&N Administration has also not supported this demand.**

### **Fisheries Department**

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11.23.50 In respect of Fisheries Department posts, the demands are:

- i. Pay hike of Weigh-man from GP 1800 to GP 2400
- ii. Pay hike of Plant Operator-cum-Mechanic from GP 2400 to GP 4200
- iii. Pay hike demanded for Charge-man from GP 2800 to GP 4600.

*Analysis and Recommendations*

11.23.51 In respect of Weigh-man, Plant Operator-cum-Mechanic and Charge-man, the minimum educational qualification is Class X. However, for the posts of Charge-man (GP 2800) and Plant Operator-cum-Mechanic (GP 2400) Diploma in Mechanical/Refrigeration/Electrical Engineering and ITI trade certificate in refrigeration mechanism, respectively, are also included as essential qualification. **The incumbents of all these posts are accordingly placed in appropriate grade pay. The A&N Administration has also rejected the demand as not justified. The demand is not being considered.**

### **Shipping Department**

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11.23.52 Upgradation of pay demanded for:

- i. Chief Engine Driver (Sea Going) GP 4200 to GP 5400 (PB-3)
- ii. Master First Class from GP 4200 to GP 4800
- iii. Chief Engine Driver from GP 4200 to GP 4800
- iv. 2<sup>nd</sup> Class Master, 2<sup>nd</sup> Class Engine Driver and Serang all from GP 2400 to GP 4200
- v. Seacunny from GP 1800 to GP 2800
- vi. Deck Rating from GP 1800 to GP 2400
- vii. Engine Room Rating demanded higher grade pay
- viii. Jetty man from GP 1800 to GP 1900
- ix. Lascar (Mooring) and Utility Hand, both in GP 1800 to GP 2000

- x. Cook from GP 1800 to GP 2400 at par with cook in Raj Niwas.

*Analysis and Recommendations*

11.23.53 On the demand of pay hike in respect of various posts in Shipping Department, the A&N Administration has made the following recommendations on the basis of opinion of the concerned department: *“The nature of duties and responsibilities for the post of Seacunny of Directorate of Shipping Service is higher than the Forest Department, as the Seacunny of the DSS are performing the duties and responsibilities for providing public services i.e., safe embarkation/disembarkation of passengers safe loading/discharging of cargo, maintenance ship stability and ship ramp operation, which needs more attentiveness. The Seacunny is performing the higher nature of duties and responsibilities than Lascar, whereas the scale of pay of the post of Lascar and its promotional post of Seacunny are identical i.e., GP 1800. Moreover, the promotional post of Seacunny is Serang/Master 2<sup>nd</sup> class and it carries GP 2400. The promotional post of Seacunny (i.e., Serang/Master 2<sup>nd</sup> class) is already carrying the higher GP 2400, the upgradation of scale of pay at par with Serang will again create an anomaly. As such, the department has recommended for upgradation of scale of pay of the post of Seacunny to the maximum level i.e., GP 2000. The demand for upgradation of pay of other posts are not justifiable.”*

**11.23.54 The Commission finds the opinion of the A&N Administration as justified. Hence, the Commission is recommending a higher GP 2000 for the post of Seacunny. Other demands do not hold merit.**

**Revenue Department**

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11.23.55 Demand for Revenue Department posts are:

- i. Surveyor and Draughtsman from GP 2800 to GP 4200
- ii. Surveyor from GP 2400 to GP 2800.

*Analysis and Recommendations*

11.23.56 The demand for pay upgradation from GP 2800 to GP 4200 has been supported by the A&N Administration on the ground that Draftsman Grade-II of APWD are placed in GP 4200. Both, Surveyor and Draughtsman of Revenue Department (GP 2800 and Draftsman Grade-II of APWD (GP 4200) have their feeder posts in GP 2400. Thus, on the basis of comparison of the two posts in the two departments viz, APWD and Revenue Department, the A&N administration has recommended upgradation of pay of Surveyor and Draughtsman of Revenue to GP 4200 at par with the pay of Draftsman Grade-II of APWD.

11.23.57 However, this comparison does not seem valid because as per the RRs provided, eligible incumbents constituting the feeder cadre in GP 2400 are required to complete eight years residency period to earn promotion as Draftsman Grade-II in the APWD whereas such incumbents require only five years residency period for earning promotion as Surveyor and Draughtsman in the Revenue Department. The demand cannot therefore be accepted.

**11.23.58 Consequently, as also recommended by the A&N Administration, there is no case for upgradation of the pay of Surveyor of Revenue Department from GP 2400 to GP 2800 as this post in other Departments of A&N, APWD, Fisheries and Agriculture is also lying in GP 2400.**

### **Agriculture Department**

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11.23.59 Demand for pay hike in respect of posts in Agriculture Department are:

- i. Agriculture Assistant/Soil Conservation Assistant from GP 2800 to GP 4600
- ii. Agriculture Field Assistant/Soil Conservation Field Assistant from GP 1900 to GP 2800
- iii. Junior Agriculture Assistant/Junior Soil Conservation Assistant from GP 2400 to GP 4200
- iv. Agriculture Officer from GP 4200 to GP 4800 at par with PGT of Education Department
- v. Assistant Director (Agriculture/Soil) from GP 4600 to GP 5400 (PB-3)
- vi. Lab Assistant from GP 2000 to GP 2800.

#### *Analysis and Recommendations*

**11.23.60 Taking into consideration the essential educational qualification of BSc (Agriculture) and the hierarchical pattern in the cadre, the posts of Junior Agriculture Assistant/Junior Soil Conservation Assistant presently in PB-1, GP- 2400 are recommended to be upgraded and merged with the posts of Agriculture Assistant/Soil Conservation Assistant in the pay scale of PB-1, GP-2800. Since the posts above GP 2800 in the cadre are already placed in appropriate level, the demand for pay hike is not justified and status quo is recommended.**

### **Health Department**

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11.23.61 Pay hike from GP 2000 to GP 2800 demanded for Junior Radiographer of Health Department.

11.23.62 The demand is not acceptable as the Radiographer in Health Department of A&N Administration is also drawing pay in GP 2400 as per the Recruitment Rules provided by them. Demand cannot be accepted.

### **Sagarika Government Emporium**

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11.23.63 Demands for pay upgradation are:

- i. Sales Assistant from GP 1900 to GP 2400
- ii. Senior Sales Assistant from GP 2400 to GP 4200
- iii. Manager from GP 2800 to GP 4600
- iv. Senior Manager from GP 4200 to GP 5400 (PB-3) at par with their counterparts in Delhi Emporium.

11.23.64 The demands have been recommended by the A&N Administration stating that educational qualifications and nature of duties in respect of posts of Sagarika Government Emporium of the A&N (UT) is comparable with the posts of Delhi Industrial and Infrastructural Development Corporation Ltd (DSIIDC). On going through the recruitment rules it is seen that out of the four posts mentioned in the demand only two are available in DSIIDC which are at Manager and Senior Manager level. **Since the hierarchy is not similar in both the organisations, no justification is found to upgrade only two posts. Hence, demand has not been considered by the Commission.**

### **A&N Police**

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11.23.65 Demanded enhancement of pay of:

- i. Follower Constable from GP 1800 to GP 2000 at par with Constable (General Duty).
- ii. Divisional Officer Fire Service from GP 4600 to GP 4800.

11.23.66 The A&N Administration has rejected the demand for enhancement of pay of Follower Constable from GP 1800 to GP 2000 on the ground that in the A&N, the educational qualification for Constable (General Duty) is Class XII whereas the education qualification for the post of Constable Follower is Class X. The Commission, therefore, recommends status quo.

**11.23.67 As regards Divisional Fire Officer it is mentioned that the fire service cadre is being dealt under the Chapter 7.7. Hence no specific comments are being made here.**

### **Transport Department**

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11.23.68 In respect of Bus Conductor (GP 1800) and Checking Inspector (GP 1900) demand has been received for enhancement to GP 1900 and GP 2400 respectively, at par with Puducherry and NCT Delhi.

#### *Analysis and Recommendations*

11.23.69 The basic educational qualification for this post in A&N Islands, Puducherry and NCT Delhi is Class X and the nature of duties of Bus Conductors is comparable. A&N Administration has strongly recommended this case as a genuine one. **The Commission, therefore, recommends an upgradation in pay from Grade Pay 1800 to 1900 in case of Bus Conductors of A&N.**

11.23.70 There is a lot of difference in the residency period for promotion from bus conductor to Checking Inspector, Checking Inspector/Time Keeper and Assistant traffic Inspector as per their recruitment rules in the three U.T.'s mentioned in the demand. **Considering this aspect of varied residency periods the demand for upgradation of pay of Checking Inspector from GP 1900 to GP 2400 cannot be considered by this Commission.**

### **Government Press, Port Blair**

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11.23.71 Demand for higher pay for various posts are:

- i. Binder Grade-I from GP 1900 to GP 2400
- ii. Binder Grade-II from GP 1900 to GP 2000
- iii. Section Holder (Case Room) and Section Holder (Machine Section) both from GP 2400 to GP 2800
- iv. Foreman (Case Section) and Foreman (Machine Section) both from GP 2400 to GP 4200.

11.23.72 The demands at (i) and (ii) above are made on the ground that the GP of Binder Grade-II, which is the feeder post of Binder Grade-I is same as that of Binder Grade-I, i.e., GP 1900. The demand at (iii) above is made on the ground that the post of Compositor Grade-I which is the feeder post to Section Holder (Case Room) is also carrying same grade pay of 2400 which is its promotional post. Upgradation of the pay of Section Holder (Machine Section) from GP 2400 to GP 2800 has been demanded on the ground that the feeder post viz, Machine man Grade-II is also carrying same pay structure in GP 2400.

#### *Analysis and Recommendations*

11.23.73 The A&N Administration has recommended upgradation of pay in respect of demands at (i), (ii) and (iii) above.

11.23.74 There seem to be clear pay anomalies. The demands appear logical and can be accepted. However, such issues should have been duly taken care of by the A&N Administration itself who are responsible for making the Recruitment Rules for the respective posts.

## **Daman and Diu**

### ***General Issues***

#### **Personnel Position**

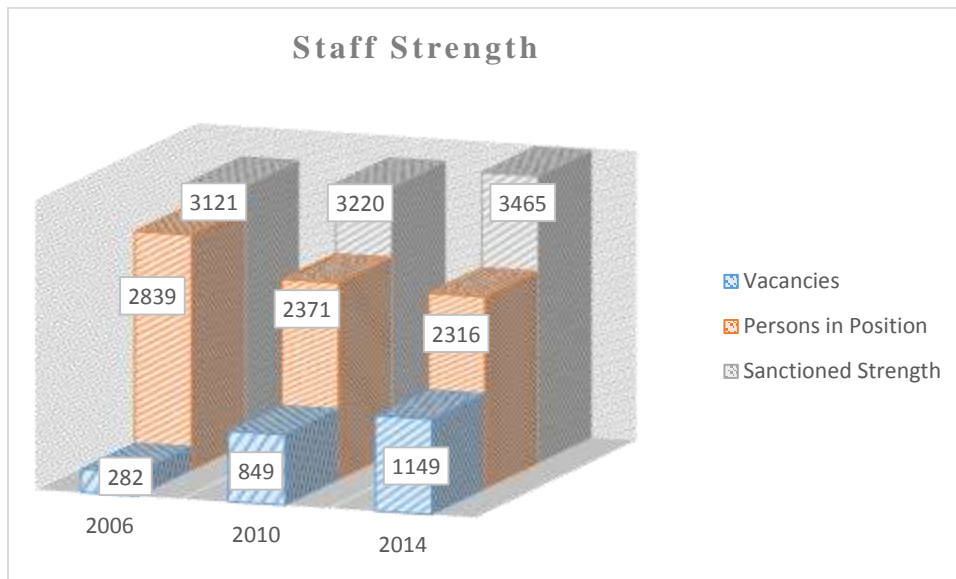
11.23.75 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Union Territory of Daman and Diu, is as follows:

<b>Group</b>	<b>Sanctioned Strength</b>	<b>Persons in Position</b>	<b>Vacancy</b>	<b>Vacancy as %age of Sanctioned Strength</b>
<b>A</b>	121	56	65	54
<b>B</b>	2,233	1,371	862	39
<b>C</b>	1,111	889	222	20
<b>Total</b>	<b>3,465</b>	<b>2,316</b>	<b>1,149</b>	<b>33</b>

11.23.76 The above table shows that in overall terms 33 percent of total sanctioned strength of the Union Territory of Daman and Diu is lying vacant as on 01.01.2014.

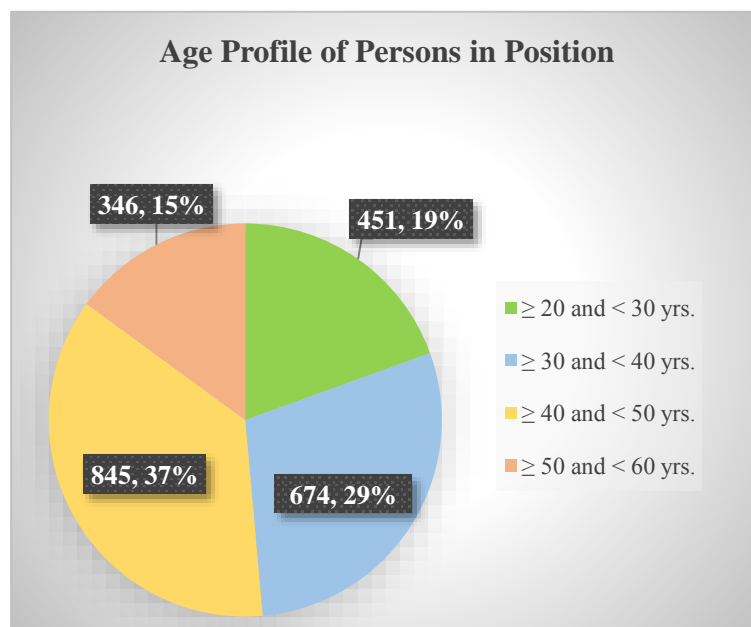
### Inter Temporal Trend of Personnel

11.23.77 The following bar chart indicates the inter temporal position of personnel in the Union Territory of Daman and Diu, as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.23.78 The following pie chart brings out the age profile of the persons in position (PIP) in the Union Territory of Daman and Diu. It indicates that about 15 percent of the PIP shall be retiring within the next 10 years.



## **Expenditure on Personnel and Contractual Employees**

11.23.79 The following table brings out the expenditure incurred by the Union Territory of Daman and Diu, on salaries and allowances on the employees working in the Union Territory through the years 2010 to 2013.

(₹ in lakh)

<b>Particulars</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>
Expenditure on Salaries and Allowances	6,821.00	7,669.00	9,202.00

## **Cadre Related Issues**

### **Fire Force Headquarters, Department of Fire and Emergency Services**

11.23.80 There are demands for uniform pay structure for the Fire Fighting Staff of Daman and Diu at par with their counterparts of other UTs viz, Dadra and Nagar Haveli, Andaman and Nicobar, Lakshadweep, Puducherry and NCT Delhi.

11.23.81 Rectification of anomaly in the existing pay scale of the post of Assistant Station Fire Officer/Sub Officer of UT of Daman and Diu by enhancement of pay of the post at par with counterparts in other UTs has also been demanded.

11.23.82 They have further demanded that pay structure of the Fire Fighting Staff of all UTs should be at par with the posts in CAPFs, Delhi Police, IB, CBI and the Police Departments of Union Territories.

11.23.83 The existing pay structure for various posts in the Department of Fire and Emergency Services, Daman and Diu (UT) is as follows:

<b>Post</b>	<b>Grade Pay</b>
Assistant Divisional Fire Officer	4600
Station fire Officer/ Station Officer	2800
Assistant Station Fire Officer/ Sub Officer	1900
Leading Fireman	2000
Driver Operator	1900
Fireman	1900
Store Keeper	1900

11.23.84 Two comparative tables, one comparing pay structure of Fire Fighting Staff of Daman and Diu with other UTs and one with the CAPFs and CPOs are shown as under :-



<b>Table 1: Pay Structure of Fire Fighting Staff</b>							
<b>Grade Pay</b>							
<b>Post</b>	<b>Daman and Diu</b>	<b>Dadra and Nagar Haveli</b>	<b>A&amp;N Islands</b>	<b>Lakshadweep</b>	<b>Puducherry</b>	<b>Chandigarh</b>	<b>Delhi</b>
Asst. Divisional Fire Officer	4600	4600	4600	-	4200	-	5400 (PB-3)
Station Fire Officer	2800	4200	4200	4200	4200	10300-34800+ 4200	4600
Asstt. Station Fire Officer	1900	2800	2800	2800	-	10300-34800+ 3800	4200
Leading Fireman	2000	2000	2400	2000	2000	5910-20200+ 2400	2400
Driver Operator	1900	1900	2000	1900	1900 (Gr.III) with GP 2400 and 2800 for higher grades-II and I	5910-20200+ 2400	2000
Fireman	1900	1900	2000	1900	1900	5910-20200+ 1900	2000
Store-keeper	1900	1900	-	-	-	-	-

<b>Table 2</b>			
<b>Posts of Fire Fighting Staff</b>	<b>Grade Pay</b>	<b>Posts of CAPFs/ CPOs</b>	<b>Grade Pay in CAPF/ Delhi Police/CBI</b>
Fireman	1900	Constable	2000
Leading Fireman	2000	Head Constable	2400
Asstt. Station Fire Officer	1900	ASI	2800
Station Fire Officer	2800	SI	4200

11.23.85 The issues relating to the Fire Services has been covered in the Chapter 7.7. Hence no recommendations are being made here.

## **Instructors of Technical Training Institute**

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11.23.86 There are demands to upgrade them from the present GP 1900 to GP 2400, at par with Instructors of neighbouring states of Gujarat, Goa and UT of Dadra and Nagar Haveli on the ground that the Instructors of Daman and Diu and Dadra and Nagar Haveli are performing same type of work and shouldering similar responsibilities under common administrative authority.

### *Analysis and Recommendations*

11.23.87 The comparison with states of Goa and Gujarat is not tenable. However, as per the comparative chart the status of pay scales for this post in Dadra and Nagar Haveli vis-à-vis Daman and Diu is reproduced below:-

<b>Pay Commission</b>	<b>Pay Scale for Post in Dadra and Nagar Haveli</b>	<b>Pay Scale for Post in Daman and Diu</b>
IV CPC	1200-30-1560-40-2040	950-20-1150-25-1400
V CPC	4000-100-6000	3050-75-3950-80-4590
VI CPC	GP 2400	GP 1900

**11.23.88 It is seen that the pay of Instructor in Daman and Diu had been continuing in the lower scale during the IV and V CPCs vis-à-vis the pay scale of Instructors in Dadra and Nagar Haveli. The VI CPC only placed the post in the relevant replacement scale. Hence, the demand cannot be accepted.**

## **Veterinary Officers**

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11.23.89 Veterinary Officers have demanded Pay parity with General Duty Medical Officers and sought Dynamic Assured Career Progression at par with Medical Doctors so that they are not deprived of the benefit recommended in their favour by the V and the VI CPCs.

### *Analysis and Recommendations*

**11.23.90 There is already pay parity among Veterinary Doctors and GD Medical Officers and Dental Doctors as extended by the V CPC and continued by the VI CPC. As regards demand for DACP for Veterinary Doctors at par with GDMOs, the Commission has found no justification. Hence the same cannot be accepted.**

## **Dadra and Nagar Haveli**

### **Personnel Position**

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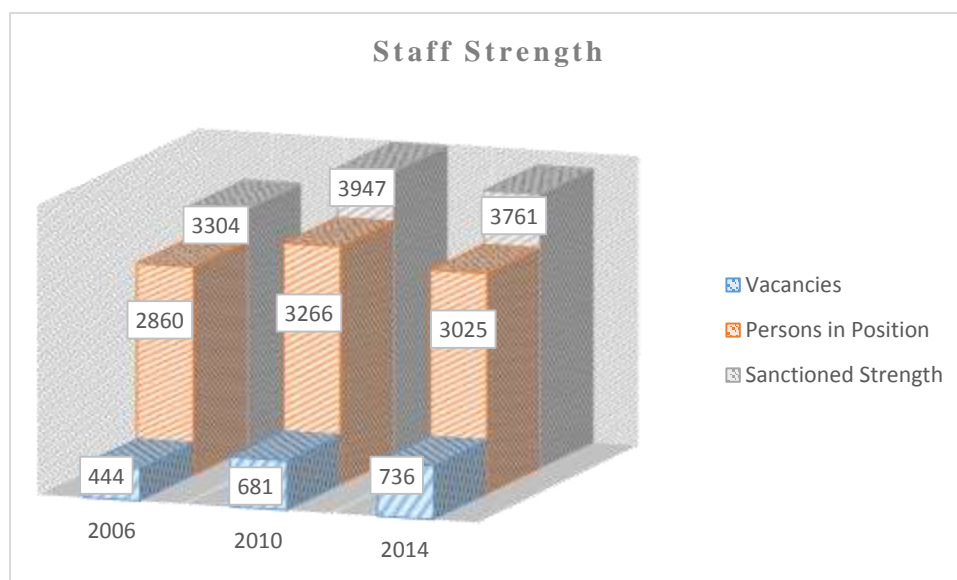
11.23.91 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Union Territory of Dadra and Nagar Haveli is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	57	47	10	18
B	2,367	1,902	465	20
C	1,337	1,076	261	20
<b>Total</b>	<b>3,761</b>	<b>3,025</b>	<b>736</b>	<b>20</b>

11.23.92 The above table shows that in overall terms 20 percent of total sanctioned strength of the Union Territory of Dadra and Nagar Haveli is lying vacant as on 01.01.2014. Of the 3,025 persons in position (PIP), 2,646 employees are pre-2004 recruits and remaining 379 employees have been recruited on or after 01.01.2004.

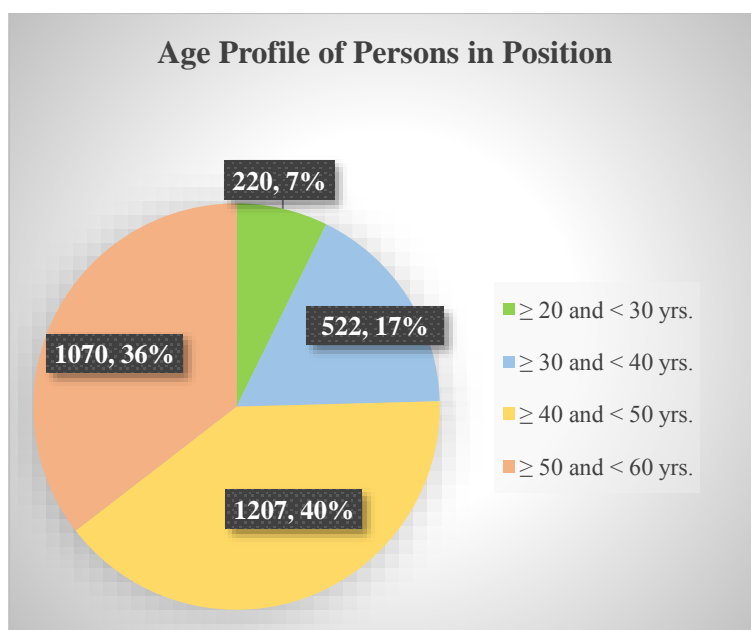
### Inter Temporal Trend of Personnel

11.23.93 The following bar chart indicates the inter temporal position of personnel in the Union Territory of Dadra and Nagar Haveli as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.23.94 The following pie chart brings out the age profile of the persons in position (PIP) in the Union Territory of Dadra and Nagar Haveli. It indicates that about 36 percent of the PIP shall be retiring within the next 10 years.



### **Expenditure on Personnel and Contractual Employees**

11.23.95 The following table brings out the expenditure incurred by the Union Territory of Dadra and Nagar Haveli, on salaries and allowances on the employees working in the Union Territory through the years 2010 to 2013.

*(₹ in lakh)*

Particulars	2010-11	2011-12	2012-13
Expenditure on Salaries and Allowances	8,933.00	10,087.00	11,580.00
Expenditure on Contractual Employees	540.13	741.29	714.49
<b>Total</b>	<b>9,473.13</b>	<b>10,828.29</b>	<b>12,295.49</b>

### **Chandigarh**

### **Personnel Position**

11.23.96 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Union Territory of Chandigarh is as follows:

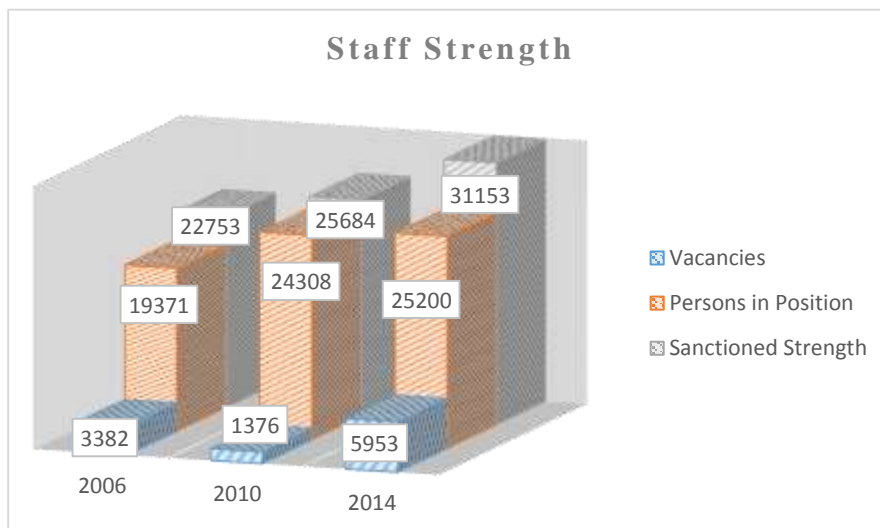
Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
<b>A</b>	2,402	1,975	427	18
<b>B</b>	4,773	3,925	848	18
<b>C</b>	23,978	19,300	4,678	20
<b>Total</b>	<b>31,153</b>	<b>25,200</b>	<b>5,953</b>	<b>19</b>

11.23.97 The above table shows that in overall terms 19 percent of total sanctioned strength of the Union Territory of Chandigarh is lying vacant as on 01.01.2014. Of 25,200 persons in

position (PIP), 22,457 employees are pre-2004 recruits and remaining 2,743 employees have been recruited on or after 01.01.2004.

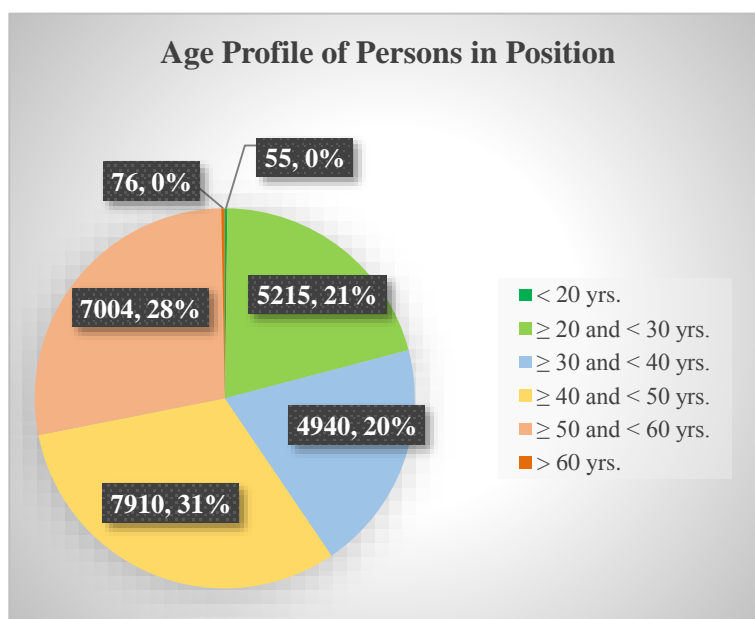
### Inter Temporal Trend of Personnel

11.23.98 The following bar chart indicates the inter temporal position of personnel in the Union Territory of Chandigarh as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.23.99 The following pie chart brings out the age profile of the persons in position (PIP) in the Union Territory of Chandigarh. It indicates that about 28 percent of the PIP shall be retiring within the next 10 years.



## **Expenditure on Personnel and Contractual Employees**

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11.23.100 The following table brings out the expenditure incurred by the Union Territory of Chandigarh, on salaries and allowances on the employees working in the Union Territory through the years 2010 to 2013.

*(₹ in lakh)*

<b>Particulars</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>
Expenditure on Salaries and Allowances	84,672.81	90,527.51	1,12,405.59

## **Lakshadweep**

### **General Issues**

#### **Personnel Position**

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11.23.101 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Union Territory of Lakshadweep is as follows:

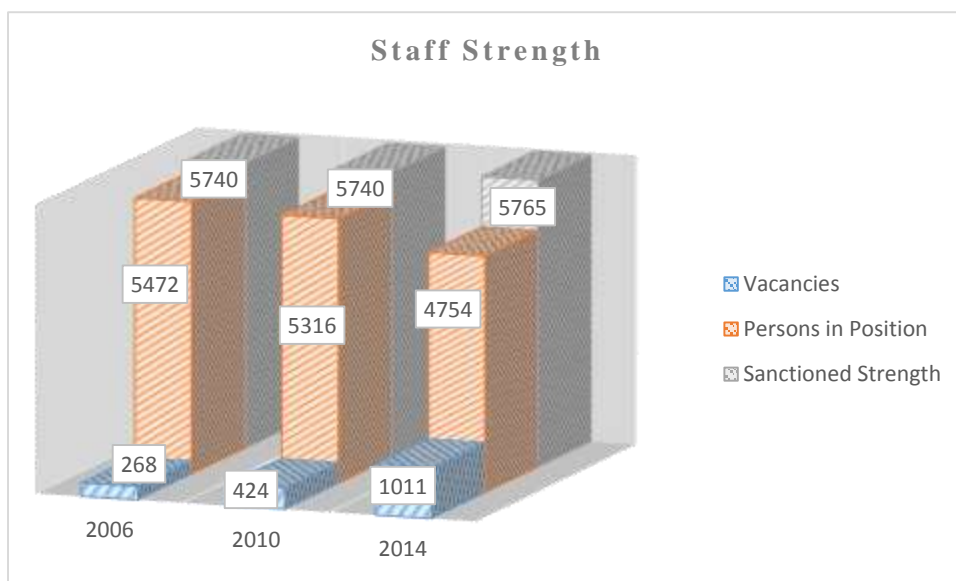
<b>Group</b>	<b>Sanctioned Strength</b>	<b>Persons in Position</b>	<b>Vacancy</b>	<b>Vacancy as %age of Sanctioned Strength</b>
<b>A</b>	93	40	53	57
<b>B</b>	1,558	1,288	270	17
<b>C</b>	4,114	3,426	688	7
<b>Total</b>	<b>5,765</b>	<b>4,754</b>	<b>1,011</b>	<b>18</b>

11.23.102 The above table shows that in overall terms 18 percent of total sanctioned strength of the Union Territory of Lakshadweep is lying vacant as on 01.01.2014. Of 4,754 persons in position (PIP), 2,923 employees are pre-2004 recruits and remaining 1,831 employees have been recruited on or after 01.01.2004.

#### **Inter Temporal Trend of Personnel**

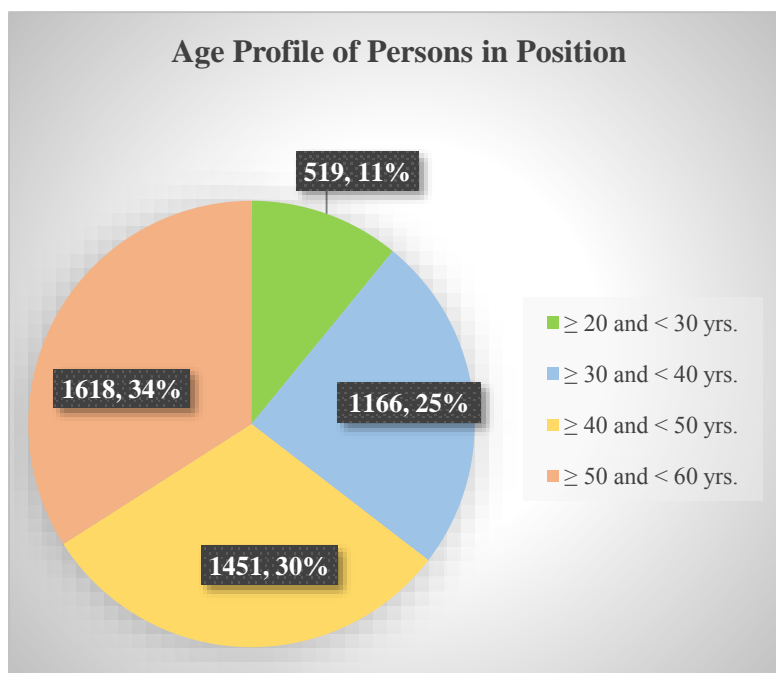
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11.23.103 The following bar chart indicates the inter temporal position of personnel in the Union Territory of Lakshadweep as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.23.104 The following pie chart brings out the age profile of the persons in position (PIP) in the Union Territory of Lakshadweep. It indicates that about 34 percent of the PIP shall be retiring within the next 10 years.



### Expenditure on Personnel and Contractual Employees

11.23.105 The following table brings out the expenditure incurred by the Union Territory of Lakshadweep, on salaries and allowances on the employees working in the Union Territory through the years 2010 to 2013.

(₹ in lakh)

Particulars	2010-11	2011-12	2012-13
Expenditure on Salaries and Allowances	11,345.35	13,111.71	9,413.51

### ***Cadre Related Issues***

#### **Directorate of Planning and Statistics**

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11.23.106 There are demands to extend higher and better pay structure for Statistical functionaries of Lakshadweep (UT) viz, higher GP 4200 as against existing GP 2800 for **Statistical Assistant**, higher GP 4600 as against existing GP 4200 for **Statistical Officer/Statistical Investigator/ Research Assistant** and higher GP 5400 (PB-3) as against GP 4600 for **Research Officer/Sr. Statistical Officer** so as to achieve parity with the Statistical personnel in the UT of Andaman, Puducherry, NCT Delhi and Central ministries/departments.

11.23.107 It has been argued in the demand that the minimum qualification required to qualify for the post of Statistical Assistant is Graduation with Statistics and for direct recruits, it is Post Graduation with Statistics. It has been stated that the duties and responsibilities of Statistical Assistant and other Statistical functionaries are more important and therefore should be given higher pay.

11.23.108 As revealed from the position existing in NCT Delhi and Andaman and Nicobar Islands, it is a fact that the Statistical Assistants in NCT Delhi and Andaman and Nicobar Islands are in higher pay scale of GP 4200 as compared with the Statistical Assistants of Lakshadweep who are in GP 2800. Similarly, Statistical Officers in NCT Delhi and Andaman and Nicobar Islands are in GP 4600 as against Statistical Officers of Lakshadweep who are in GP 4200. **Although the demands of Lakshadweep apparently seem logical, the Commission has recommended in Chapter 7.7 that government should examine various Statistical cadres existing in the Government of India and formulate a common recruitment rule and provide similar designations for similar functions.**

#### **Department of Agriculture**

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11.23.109 Lakshadweep Agriculture Graduate Employees Association has demanded upward revision of grade pay in respect of (i) Coconut Development Officer with proposed designation of Jt. Director in grade pay of 6600 in PB-3 as against existing grade pay 5400 in PB-3 (ii) Plant Protection Officer with proposed designation of Dy Director, Group 'B' gazetted in grade pay of 5400 in PB-3 as against grade pay of 4600 in PB-2 (iii) Agriculture Officer with proposed designation of Assistant Director, Group 'B' gazetted in grade pay of 4800 in PB-2 as against existing grade pay of 4200 in PB-2 (iv) Agriculture Demonstrator/ Fertilizer Demonstrator/Plant Protection Assistant/ Technical Assistant/Horticulture Assistant/ Soil Analyst/ Soil Conservation Assistant etc with proposed designation of Agriculture Officer, Group 'B' gazetted in grade pay of 4600 in PB-2 as against existing grade pay of 2800 in PB-1.



*Analysis and Recommendations*

11.23.110 **As per the Recruitment Rules, the essential qualification for the post of Agricultural Supervisor/ Junior Technical Assistant, PB-1, GP-2400 is BSc (Agriculture). The Commission recommends upgradation of pay of this post and consequent merger of this post of Agricultural Supervisor/ Junior Technical Assistant with the posts of Agriculture Demonstrator/Fertilizer Demonstrator/Plant Protection Assistant/ Technical Assistant/Horticulture Assistant/Soil Analyst/ Soil Conservation Assistant, etc in PB-1, GP-2800.**

**Department of Health Services**

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11.23.111 There are demands for GP 2800 as against existing GP 2400 for Health Inspectors, on the ground that in UT, Health Inspectors and Lady Health Visitors are supervisory posts. The ANM and MPHWs are supervised by the Health Inspectors. During V CPC, the scale of ANM was ₹4000-6000 and that of Health Inspectors was ₹4500-7000. On implementation of VI CPC, ANM and Health Inspectors have been placed in GP 2400 and the Lady Health Visitors have been allowed pay in GP 2800.

*Analysis and Recommendations*

11.23.112 **The Commission recommends GP 2800 as against existing GP 2400 for Health Inspectors.**

**Puducherry**

***Cadre Related Issues***

**Ministerial Cadre of Government of Puducherry**

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11.23.113 They have demanded pay hike w.e.f. 01.01.2006 and corresponding pay fixation for posts as listed below:

- i. LDC from GP 1900 to GP 2800
- ii. UDC from GP 2400 to GP 4200
- iii. Assistant from GP 4200 to GP 4600
- iv. Higher GP 4800 followed by GP 5400 (PB-3) after four years for the post of Superintendent (GP 4600) with re-designation of the post as Section Officer
- v. Merger of the posts of Junior Accounts Officer (GP 4600) and Senior Accounts Officer (GP 4800) and upgradation to GP 5400 (pay band not mentioned) with re-designation of merged post as Administrative Officer
- vi. Director of Accounts from GP 6600 to GP 8000

11.23.114 The demand for retrospective pay hike cannot be accepted by this Commission.

### **Drivers (Puducherry Administration)**

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11.23.115 There are demands regarding:

- i. Pay hike of Grade-I drivers from GP 2800 to GP 4200 and consequently hike in GP from existing GP 4200 to GP 4600 for the post of Driver Special Grade
- ii. Drivers' post be declared as Technical Post
- iii. Change in promotional hierarchy with introduction of three grades viz., Driver-Entry Grade, Driver-Selection Grade, Driver-Senior Grade
- iv. Minimum years for promotion from Entry Grade to Selection Grade be modified as eight years and from Selection Grade to Senior Grade as seven years
- v. Abolition of existing hierarchy of Driver Grade- III, Driver Grade- II, Driver Grade-I Driver Special Grade
- vi. Minimum pay for Drivers be fixed by multiplying the present band pay and grade pay by 3.5 times i.e., Entry Grade-₹28000, Selection Grade-₹47250, Senior Grade-₹51450.

**11.23.116 The demand relates to common category posts and, therefore, the recommendations to be made by the Commission in respect of these posts will have general application. Recommendations in this regard are brought out in the Chapter 7.7.**

### **Puducherry Administration (Store Keeping Association)**

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11.23.117 The demands are:

- i. Upward revision of the pay of Stock Verifiers presently in GP 4200 at par with the Office Superintendent has been demanded since it is a supervisory post. At present Stock Verifiers and Store Keeper Grade-I, both are in GP 4200 under a common Recruitment Rule.
- ii. Elevated pay scale (the extent of pay elevation demanded not mentioned) to the Store Keeping Staff and fixing of quantum and value of Store for each grade. At present there are three grades of Store Keepers viz (a) Store Keeper Grade-I (GP 4200) (b) Store Keeper Grade-II (GP 2400) and (c) Store keeper Grade-III (GP 1900).

11.23.118 The post of Stock Verifier/Store-Keeper Grade-I (GP 4200) is filled up by promotion from Store Keeper Grade-II with 5 years regular service failing which Store-Keeper Grade-II with ten years' service both in the posts of Store-Keeper Grade-II and Store-Keeper Grade-III. Entry level post in the Store Keeper cadre is Store Keeper Grade-III which is filled up by direct recruitment and the required essential education qualification for this post is Class X or equivalent.

11.23.119 Thus, the post of Stock Verifier is held by incumbents with Matric qualification since Store Keeper Grade-II is also a promotion post filled from amongst Store Keeper Grade-III with five years' service. The Office Superintendent (GP 4600) in Puducherry Government, on the other hand, is next higher promotional post above Assistant and the essential education qualification for direct recruitment to the post of Assistant is Graduation.

11.23.120 The duties of Office Superintendent are not comparable to that of Stock Verifier whose job is physical verification of the stores of the departments annually in each financial year and also to list out obsolete and immovable items recommending necessary action for their disposal. The Director of Accounts and Treasuries of Puducherry Government has also stated in their comments to Finance Department to Puducherry Government that the duties of Stock Verifier cannot be equated with that of Office Superintendent.

11.23.121 It has been further informed that cadre restructuring of the Store Keeping cadre has been initiated to upgrade the posts, based on the value of stores handled by each Store Keeping personnel and proposal submitted to the government. Under these circumstances, the demand for pay hike of Stock Verifier and Store Keeping staff cannot be recommended by the Commission.

**11.23.122 However, this Commission has made recommendations on the Storekeeper cadre in Chapter 7.7. Hence, replacement pay as recommended by this Commission in respect of storekeeper cadre, will be applicable to the staff of U.T. of Puducherry too.**

#### **Department of Economics and Statistics (DES) Puducherry**

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11.23.123 Their demands are:

- i. Merger of posts of Field Supervisor (GP 2400) with post of Statistical Inspector (GP 4200) and grant of pay scale GP 4200 to the merged post with re-designation as Statistical Investigator Grade-II.
- ii. Merger of posts of Statistical Officer (GP 4200) with post of Deputy Director (GP 4200) and grant of pay scale GP 4600 to the merged post with re-designation as Statistical Investigator Grade-I.

11.23.124 The present DES cadre structure in Puducherry is as follows:

- Director GP 6600
- Joint Director GP 5400 (PB-3)
- Deputy Director GP 4200
- Statistical Officer GP 4200
- Statistical Inspector GP 4200
- Field Supervisor GP 2400

11.23.125 Demand is for merging Field Supervisor and Statistical Inspector as Statistical Grade II having GP 4200 and merging of Statistical Officer and Deputy Director as Statistical Inspector Grade I in GP 4600.

11.23.126 The Government of Puducherry unilaterally adopted higher pay scale of ₹6500-10500 (pre-revised) as against ₹5500-9000 (pre-revised) w.e.f. 01.01.1996 for the post of Statistical Officer along with 66 other posts of other departments. The MHA, UT Division, in their response vide letter No.15039/49/2014-Plg Cell dated 22-4-2015, to the Commission's letter of 07.04.2015 has held, inter-alia, that unilateral upgradation of pay scale by the Government of Puducherry was not in order.

11.23.127 Since the incumbent at the level of Statistical Officer is already drawing the GP 4600 since 01.01.1996, hence the Commission cannot consider the demand.

11.23.128 The Commission has also observed that Statistical Cadre posts of identical or similar nomenclature are available in many departments and Union Territories under the Central Government. The job responsibilities as well as the eligibility conditions for appointment to these posts are also comparable. In the aforesaid scenario, the Commission feels that there is an urgent need to streamline the Statistical Cadres existing in various departments under the Central Government under unified Model Recruitment Rules laying down the educational qualifications, job responsibilities and pay structure of the Statistical Cadre posts. This will ensure uniformity on the one hand and remove avoidable anomalies in pay structure amongst similar/identical Statistical Cadre posts in the various departments. **The Commission accordingly recommends that the government may look into this aspect in its entirety. This has also been discussed in Chapter 7.7.**

### **Puducherry Commercial Tax Department**

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11.23.129 Puducherry State Commercial Tax Officers Association has demanded that based on the pay scales adopted from 01.01.1996 by the Puducherry Government on the basis of recommendations of Single Member Committee, constituted by the Government of Puducherry in respect of various posts, the corresponding pay structure as per the VI CPC should be granted and their replacement scales may be recommended accordingly by the Seventh CPC.

11.23.130 It is stated that as per the records, out of the five posts, for which revised pay has been demanded, the Government of Puducherry adopted higher pay in respect of only three posts, Commercial Tax Officer, Deputy Commercial Tax Officer and Assistant Commercial Tax Officer, on the recommendation of the single member committee w.e.f. 01.01.1996, at par with the posts of Commercial Tax Department Tamil Nadu. In respect of the posts of Deputy Commissioner and Assistant Commissioner/Appellate Assistant Commissioner, the single member committee did not recommend any change of pay vis-à-vis recommendation by the V CPC. Presently, they are in the pay scale of GP 7600 and GP 6600, respectively. The Seventh CPC also recommends status quo.

### **Veterinary Doctors (Animal Husbandry Department)**

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11.23.131 Pay related demands are:

- i. Pay parity with General Duty Medical Officers
- ii. Recommendation for grant of Dynamic Assured Career Progression to Veterinary doctors at par with Medical Doctors so that they are not deprived of the benefit recommended in their favour by the earlier CPCs.

11.23.132 **Pay parity among Veterinary Doctors and GD Medical Officers and Dental Doctors has already been extended by the V CPC and continued by the VI CPC. As regards demand for DACP for Veterinary Doctors at par with GDMOs, the**

**recommendations for similar cadre in the Central Government will apply to the staff of U.T. as well.**

### **Port Department**

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11.23.133 They have demanded the following:

- i. Classification of Assistant Light Keeper from Group-D to Group-C and parity of pay with the post of Assistant Light Keeper in Department of Light House and Light Ships, Ministry of Surface Transport, Chennai which is GP 2400. Existing pay scale of Assistant Light Keeper in Port Management is GP 1800
- ii. Classification of Light Keeper from Group `C' to Group `B' and parity of pay with the post of Light Keeper in Department of Light House and Light Ships, Ministry of Surface Transport, Chennai which is GP 4200. Existing pay scale of Light Keeper in Port Management is GP 1900.

11.23.134 It may be stated that the post of Assistant Light Keeper cannot be classified as Group-C post by the Commission. After the VI CPC, Group-D posts are non-existent and Puducherry Government may take necessary action in this regard accordingly by changing the service rules/recruitment rules etc.

11.23.135 Further, the demand for higher pay in GP 2400 from existing GP 1800 for the post of Assistant Light Keeper and higher pay for the post of Light Keeper in GP 4200 from existing GP 1900 at par with their counterparts in Department of Light House and Light Ships, Ministry of Surface Transports, Chennai is not acceptable as the essential qualifications for these posts are not similar.

### **Issue Regarding Unilateral Upgradation of Posts**

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11.23.136 The Commission has been informed that consequent upon V CPC recommendation, the Government of Puducherry constituted a single member committee to look into the demands of Service Associations in various departments.

11.23.137 As per the recommendations of the V CPC certain anomalies were noted by the Puducherry Government and so the single member committee examined the said anomalies in pay scales and recommended revision of pay scales in respect of 67 posts w.e.f. 01.01.1996 to maintain pay parity amongst similarly placed employees of other departments. The recommendations of the Committee were approved by the Puducherry Administration on the concurrence of the LG of Puducherry and revised pay scales were made effective w.e.f. 01.01.1996.

11.23.138 Subsequently, the concerned departments submitted separate proposals to the ministries through MHA for approval of the revised scales adopted by the Puducherry Administration. However, except for few posts of the Department of Co-operation for which the Ministry of Agriculture, Govt. of India conveyed approval of revised scales adopted by the Puducherry Administration, approval from the Government of India could not be obtained by the Puducherry Administration for the revised pay scales adopted by them w.e.f. 01.01.1996 in respect of the majority of the posts. The proposal was examined by MHA, which advised

Puducherry Administration to take up the matter with the Seventh CPC. The demand in question is that this Commission may recommend revision of pay scales in respect of 67 posts concerning 24 departments w.e.f. 01.01.1996 as per the recommendations made by the single member committee of Puducherry and adopted by the Government of Puducherry with the concurrence of their Lt. Governor (LG). The unilateral upward revision of pay and adoption thereof w.e.f. 01.01.1996 by the Government of Puducherry has not been found to be in order by the MHA.

**11.23.139 On this issue, this Commission, strongly advises against any unilateral upgradation of posts by any entity as it has huge financial implications both financially as well as in existing relativities with analogous posts existing elsewhere. Since in this case retrospective upgradation is involved in as many as 67 posts, the Commission is constrained to examine the same and hence recommends that the issue should be settled administratively.**

### **Puducherry Civil Service**

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11.23.140 Demand has been received to recommend elevation of Puducherry Civil Service to Group 'A' Service and it may be made part of Central Staffing Scheme and the PCS officers in GP 7600 to GP 8700 may be made eligible to participate in the Central Staffing Scheme.

**11.23.141 The Commission finds no merit in the demand.**

### **Labour Department (Training Wing)**

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11.23.142 The following has been demanded:

- i. Higher pay for Vocational Instructors (Theory)/(Practical) of Training wing from existing GP 4200 to GP 4600 at par with the School Assistant of Education Department.
- ii. Higher pay for the post of Group Instructor/Assistant Training Officer/Surveyor-cum-Technical Assistant, herein called GI from existing GP 4600 to GP 4800.
- iii. The post of Principal is also in GP 4600. Group Instructor is the feeder post for promotion as Principal. Since, both the posts are in same pay scale i.e., GP 4600, it is demanded that higher grade pay may be recommended for the post of Principal in Training wing of Labour Department.

11.23.143 In this demand higher pay for Vocational Instructors (Theory/Practical) of Training Wing Labour Department from existing GP 4200 to GP 4600 has been demanded at par with School Assistant of Education Department. As per the Recruitment Rules provided, the basic qualification for the post of Vocational Instructor (Practical) is Class X with National Trade/Apprentice certificate and a certificate under regular craft instructor training scheme of one year duration.

11.23.144 Similarly, the basic qualification of Vocational Instructor (Theory) is Class X with three years' diploma in appropriate branch of Engineering and possession of certificate under craft instructor training scheme of one year duration. **Considering the educational qualification for the posts, no apparent anomaly is seen in the existing pay scales.**

**11.23.145 As regards higher pay for Group Instructor and Principal the Commission found no merit in the demand.**

### **PWD Puducherry**

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11.23.146 Their union has demanded hike in pay scale of Chainman of PWD from ₹2550-3200 to ₹3050-4590 w.e.f. 01.01.1996 and re-designation of the post as Field Assistant on the ground that the pay of the post of Chairman in the Department of Survey and land records, Puducherry, Municipalities and Commune Panchayats was enhanced from ₹2550-3200 to ₹3050-4590 w.e.f. 01.01.1996 and re-designated as Field Assistant.

**11.23.147 It is seen that the dispute has arisen because of the unilateral pay upgradation in respect of the post of Chairman of Survey and Land Records Department by Puducherry/MHA. Under these circumstances, the Commission cannot take any view.**

### **Department of Stationery and Printing, Puducherry**

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11.23.148 Puducherry Integrated Employees Service and Welfare Association has demanded hike in pay scale in respect of the posts of Computer from GP 1900 to GP 4200 on the ground that the essential educational qualification for these posts is Diploma in Printing Technology (Letter Press/Offset) with two years' practical experience and the incumbents with Diploma in Engineering/Graduation in Science in Labour Department, PWD, Department of Industry and Commerce have been placed in GP 4200.

11.23.149 It is revealed that while the Government of Puducherry implemented pay scale GP 4200 for the posts of Craft Teachers in Education Department, General Mechanical Instructors and Vocational Instructors in the Labour Department, Tester/Draftsman in the Electricity Department, JE in PWD and Electricity Department and Technical Officers in the Department of Industry and Commerce on the basis of qualification of Diploma in Engineering/Graduation in science at the level of entry grade posts, but such benefit was not extended to the post of Computer in the Department of Stationery and Printing by the Puducherry Government notwithstanding the incumbents of this post of Computer are holding Diploma in Printing Technology (Letterpress/Offset) on the ground that the vertical mobility will be affected in the event of rationalisation and placement of the entry grade post of Computer in GP 4200.

**11.23.150 It is thus clear that it is conscious decision of the Puducherry Government not to grant the scale of GP 4200 to the post of Computer. No specific comments on this demand have been received from the Puducherry Government and as such the Commission cannot give any recommendations under the circumstances.**

### **Telephone Department**

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11.23.151 There are demands for restructuring of the Telephone Operator cadre (GP 1900) by creation of three grades:

- i. Telephone Operator Grade-II in GP 1900: 31 posts w.e.f. 01.01.1996
- ii. Telephone Grade-I in GP 4200: 15 posts w.e.f. 01.01.2006 and
- iii. Telephone Supervisor in GP 4600: 7 posts w.e.f. 01.01.2006.

11.23.152 **This demand cannot be considered by the Commission because it involves cadre restructuring of Telephone Operator by creation of three grades and their placement in specific pay scales from specific dates viz, 01.01.1996 and 01.01.2006.**

## Delhi

### *Cadre Related Issues*

#### **Delhi Govt. Industrial Relations Machinery Officers Association of Labour Department**

11.23.153 They have demanded equivalent pay scales and promotional avenues for the Labour Cadre Officers of GNCT Delhi at par with their counterparts in Central Labour Service (CLS) Government of India, and other Law Enforcing departments such as Police, Excise etc.

11.23.154 Specifically, pay hike for the post of Inspecting Officer from GP 4200 to GP 4800 and for Labour Enforcement Officer from GP 4600 to GP 5400 (PB-3) have been urged on the grounds that the pay scale of DASS Grade II has been enhanced from GP 4200 to GP 4600. It has been stated that Inspecting Officer has been senior to Labour Inspector drawing the same pay scale as DASS Grade II.

### *Analysis and Recommendations*

11.23.155 The hierarchical cadre structure in respect of Central Labour Service (CLS) with which pay parity is demanded, is different from that of the Labour department of GNCTD as seen from the comparative statement of the Organisational structure of Labour Department, Government of India and that of Labour Department, GNCT Delhi, as under:



Ministry of Labour and Employment, GoI	Labour Department, GNCT Delhi
Chief Labour Commissioner (67000-79000)	Labour Commissioner
Additional Chief Labour Commissioner (GP 10000)	(No such post exists)
NFSG PB 4, GP 8700	(No such post exists)
Deputy Chief Labour Commissioner (GP 7600)	Joint Labour Commissioner ( GP 7600)
Regional Labour Commissioner (GP 6600)	Dy. Labour Commissioner (GP 6600)
Assistant Labour Commissioner (GP 5400)	Assistant Labour Commissioner (GP 5400)
Labour Enforcement Officer (GP 4600)	Labour Officer (GP 4600)
	Inspecting Officer (GP 4200)
	Labour Inspector (DASS Grade-II) GP 4200 (Now Grade Pay of Labour Inspector has been fixed ₹4600 vide order No.F.2/37/2008/S-I/Lit/Vol-II dated 3-2-2015. (This is not a feeder grade for Inspecting Officer)

11.23.156 Further, from the equivalence shown above, there does not seem to be any pay anomaly between the equivalent posts.

11.23.157 Demand has been made for pay hike for the post of Inspector from GP 4200 to GP 4600 at par with the pay of DASS Grade-II and for provision of NFSG beyond Joint Labour Commissioner at par with the Central Labour Service.

**11.23.158 This Commission feels that upgradation of pay scales of any cadre may be taken up by the government only after assessing underlying parity issues with other cadres and implications it may involve vis-à-vis similarly placed cadres in the same or different departments.**

**11.23.159 The Commission cannot recommend grant of NFSG beyond Joint Labour Commissioner at par with the Central Labour Service.**

### **Grade I DASS Officers**

11.23.160 It has been urged that the Grade-I DASS Officers be placed at par with Section Officers of CSS cadre in GP 4800 followed by GP 5400 (PB-3) after four years and officers with 21 years of service upon induction into DANICS be given weightage of one year for every completed 3 years of service subject to minimum of 6 years by extending the AIS Rules. This apart, it has been demanded that the period for grant of selection grade in the DANICS may be reduced to four years so that promotee DANICS officers from DASS cadre can get the selection grade during service. In the justification for pay parity with CSS, it is they stated that until 2003, such parity existed and the disparity had crept in consequent upon grant of non-functional scale of ₹8000-13500 (pre-revised) to the Section Officers of the CSS cadre.

### *Analysis and Recommendations*

11.23.161 GNCT Delhi has already granted pay parity to Grade-I DASS Officers vis-à-vis Section Officers of CSS vide Services Department Delhi Secretariat order No. 56 dated 03.02.2015 which has also been subsequently approved by the UT division MHA and the issue stands settled.

11.23.162 **As regards demand for extension of All India Service Rules regarding assignment of year of allotment to the promotee DASS officers upon their induction into DANICS as well as the demand of the DASS officers for reduction in the period for grant of selection grade in DANICS, the Commission feels that this is purely an administrative matter to be looked into by the MHA.**

### **Delhi Administration Accounts Service**

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11.23.163 It has been urged for creation of feeder cadre in Accounts Service of GNCT Delhi similar to organised Accounts cadre of CAG and CGA by introducing the posts of Accounts/Audit Assistant in GP 1900, Accountant/Auditor in GP 2400 and Senior Accountant/Auditor in GP 4200. It has been also demanded that the restructuring of Subordinate Accounts Service of GNCT Delhi be done along with other organised Accounts cadre such as CAG and pay scales for the posts viz, Assistant Accounts/Audit Officer, GP 4800, Group `B' Gazetted, Assistant Controller of Accounts (JTS)/ Accounts/Audit Officer, GP 5400 (PB-3) (100 percent by promotion from among the AAO Group `B' officer with two years' minimum service in GP 4800), Assistant Controller of Accounts/Senior Accounts/Audit Officer, GP 6600, Dy. Controller General of Accounts/Dy. Controller of Accounts GP 7600. Dy. Controller General of Accounts/ Controller of Accounts GP 8700, Jt. Controller General of Accounts/ Chief Controller of Accounts GP 10000 and Principal Chief Controller of Accounts in HAG.

### *Analysis and Recommendations*

11.23.164 Creation of feeder posts in the Accounts cadre and restructuring of subordinate accounts service of GNCT Delhi with other organised accounts cadre such as CAG, do not come under the purview of the Commission. As revealed from the report of the VI CPC vide para 7.57.23, the organised accounts cadre in the Government of NCT Delhi demanded restructuring of their cadre before the VI CPC also. However, as a matter of policy, the VI CPC did not consider the restructuring of individual cadre/services. **The same stand has been taken by this Commission as well.**

### **Drivers**

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11.23.165 They have demanded GP 2400 from existing GP 1900 for ordinary grade drivers, GP 2800 from existing GP 2400 for Grade II drivers, GP 4200 from existing GP 2800 for Grade I drivers, and GP 4600 from existing GP 4200 for Special Grade Drivers. This apart they have also demanded creation of the posts in GP 4800, equal grade pay for all drivers irrespective of their deployment in various offices, higher grade pay for the drivers of heavy vehicles than the drivers of staff cars, as applicable in Corporations, implementation of the time bound promotion scheme for drivers, irrespective of the number of sanctioned posts in

the cadre hierarchy and opportunity for drivers to work against other posts by changing their cadre.

*Analysis and Recommendations*

**11.23.166 The demands relate to pay hike of Drivers of Ordinary Grade, Grade-I, Grade-II and Special Grade falling in the “common category posts.” The Commission is making general recommendations separately for the common category posts in Chapter 7.7.**

**Stenographers**

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11.23.167 A demand has been made for higher grade pay for Steno Grade-II from existing GP 4200 to GP 4600 and Sr.P.A Gr.I from GP 4600 to GP 4800 and GP 5400 (PB-3) after completion of four years of service. They have demanded the higher pay scale in respect of specific posts to bring parity with that of CSSS cadre posts. The demand has been justified on the ground that the mode of recruitment is same as for the CSSS, i.e., All India Competitive Examination with similar eligibility criteria and that all Stenographer of the rank of Steno Grade II and above working in the GNCT of Delhi have been recruited through Staff Selection Commission prior to Delhi Subordinate Services Selection Board.

*Analysis and Recommendations*

**11.23.168 GNCT Delhi has already upgraded the pay scales of Sr.P.A/Stenographer Gr.I, Stenographer Grade II and Stenographer Grade III vide Orders No. 56, 57 and 58 respectively all dated 03.02.2015. Hence, no further recommendations are required.**

**Agriculture Extension and Development Employee**

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11.23.169 Higher GP 4200 has been demanded for post of Extension Assistant (presently GP 2400) along with merger with promotional post i.e., Horticulture Assistant, Technical Assistant, Extension Officer (Agriculture), Plant Protection Assistant, Demonstrator, Anti Rat Supervision etc. all in GP 4200. Alternatively, while upgrading pay of Extension Assistant (Agriculture) to GP 4200, simultaneous upgradation of the set of promotional posts from GP 4200 to GP 4600 has been sought.

*Analysis and Recommendations*

**11.23.170 In consideration of the hierarchical pattern of Agriculture Department, NCT Delhi, and the essential qualification of BSc (Agriculture) for appointment to the post of Extension Assistant (Agri)/Agriculture Assistant/Garden Overseer/Group Level Worker/Extension Officer (Agri)/Farm Manager Junior, etc, the Commission recommends upward revision of pay of these posts from existing PB-1, GP-2400 to PB-1, GP-2800.**

## **Information and Public Relation Officers**

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11.23.171 They have demanded:

- i. Higher GP 7600 for the post of Press Secretary/Dy. Director (presently GP 6600) on the ground that the post is attached with the LG/Speaker, Delhi State Assembly and Chief Minister of Delhi for publicity work, which involves higher responsibilities.
- ii. GP 6600 for the post of Information Officer (GP 4600) on the ground that in NHRC/AIIMS the incumbent of this post with same work is drawing pay in GP 6600 and that he is attached to the Hon'ble Cabinet Minister for publicity work.
- iii. GP 5400 (PB-3) for the post of Assistant Information Officer/Field Publicity Officer(GP 4200) on the ground of parity with equivalent post in NHRC.
- iv. GP 4200 for the post of Publication/Publicity Assistant (GP 2800) on the ground that in the Ministry of Information and Broadcasting, MCD and other departments, this post is having pay scale in GP 4200. Further, in their justification for the demand it has been stated that, PROs working in Organisations such as Delhi Transco Ltd, Delhi Jal Board, DSIIDC, DTTDC and Directorate of Prohibition and Prevention of Drug Abuse, Women Child Department of GNCTD have minimum GP 5400 (PB-3), GP 6600 and GP 7600, whereas no pay revision has taken place in the Directorate of Information and Publicity, GNCTD since 1986. Publicity Officers and the Information Officers were equivalent to Administrative Officer and Publicity Assistants were equivalent to Assistant/Head Clerk. However, now the Publicity Officers have been placed below Administrative Officer/Assistant/ Head Clerk drawing higher pay.

### *Analysis and Recommendations*

11.23.172 As regards demand for pay hike for the posts at (i), (ii) and (iii) above, no convincing justification has been provided.

**11.23.173 Regarding (iv), the Commission endorses the view of the VI CPC in such cases wherein it has been stated “that mere fact of two posts being in the same pay scale cannot be a ground for establishing relativity.” Moreover these are two distinct cadres with different functionalities, hence no upgradation on this ground can be given.**

## **Radio Telephone Operators of Delhi Fire Service**

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11.23.174 There are demands for enhancement of pay for the post of Radio Telephone Operator from the present GP 2400 to GP 4200, on the ground that it comes under the Subordinate Engineering cadre, carrying minimum qualification of Diploma in Engineering for direct recruitment and the incumbents belong to said Subordinate Engineering cadre are entitled to said pay scale of GP 4200 as per VI CPC recommendations vide para 3.4.7 of report.

### *Analysis and Recommendations*

**11.23.175 It is seen that the pay of the Radio Telephone Operators was in the scale of ₹1200-1800 (IV CPC) which was replaced by ₹4000-6000 by V CPC corresponding to VI CPC pay scale GP 2400. The Commission does not find merit in the demand.**

## Prosecutors

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11.23.176 They have demanded higher pay at the entry grade, which is presently in GP 4600, at par with Legal Officers in Directorate General of Civil Aviation, Ministry of Civil Aviation who are drawing entry GP 5400 (PB-3) and thereafter demanded time bound increase in pay as:

- i. Entry grade pay in PB-3, GP 5400
- ii. After 04 years in PB-3, GP 6600
- iii. After 9 years in PB-3, GP 7600
- iv. After 14 years in GP 8700 and
- v. After 20 years in GP 10000

11.23.177 It has been stated that Legal Officers in the DGCA who are Law Graduates with three years' experience at Bar like Assistant Public Prosecutor of GNCT Delhi are getting GP 5400 (PB-3) as against Assistant Public Prosecutors in Delhi drawing pay in the scale GP 4600. It has also been pointed out that Assistant Law Officer in the NDMC, Junior Law Officer DERC with two year experience and LLB qualification are getting pay in GP 4800.

### *Analysis and Recommendations*

11.23.178 The demand for higher pay for the post of Public Prosecutors of Directorate of Prosecution in Delhi Government was considered by the VI CPC (para 7.57.30 of VI CPC report) also, although at that time they pleaded for higher pay at par with Medical Doctors on the ground that, the minimum qualification of the Assistant Public Prosecutors is a Degree in Law. The VI CPC did not concede parity of pay with doctors.

11.23.179 However, they recommended higher pay scale of ₹7450-11500 (pre-revised) as against ₹6500-10000 (pre-revised) for all posts other than Group 'A', carrying minimum qualification of a Degree in Law and accordingly the Assistant Public Prosecutors were placed in the replacement scale of GP 4600.

11.23.180 The post of Assistant Public Prosecutor is a Group 'B' Gazetted post and hence the entry pay for Group 'A' Officers under Central Government i.e., GP 5400 (PB-3) cannot be recommended for Assistant Public Prosecutors in GNCT, Delhi at the entry level.

11.23.181 **The Commission finds no merit in the demand.**

## Delhi Prisons

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11.23.182 The demands are as follows:

Sl. No.	Rank	Existing Grade Pay	Demanded Grade Pay
1.	Superintendent Jail	6600	No change
2.	Deputy Superintendent Jail Gr-I	4600	5400 (PB-3)
3.	Deputy Superintendent Jail Gr-II	4200	4800
4.	Assistant Superintendent Jail	2800	4600
5.	Head warder	2000	2800
6.	Warder	1900	2400

11.23.183 As part of justification for their demands, a comparison of pay scales in respect of similar posts in the State Prisons, State Police and UTs has been done by Delhi Prisons. Comparative statement showing pay status among Delhi Prisons, CAPFs/Delhi Police and Delhi Government Secretarial cadre in respect of comparable posts consequent on implementation of III, IV, V and VI CPCs has also been provided. Further, the eligibility conditions for direct entry to the above posts as per the Recruitment Rules (RRs) (where direct induction takes place) has also been given.

### *Analysis and Recommendations*

11.23.184 In comparison to the pay in other Union Territories, namely Puducherry, A&N Islands and Daman and Diu, the pay of similar posts in UT of Delhi is either more than or equal to the pay of similar posts. Further the eligibility conditions for appointment to various posts, where direct induction is provided for as per the Recruitment Rules are almost same.

11.23.185 It is also revealed that the posts of Warders up to Deputy Superintendent Grade I were placed at par with the CAPF/Delhi Police and Delhi Government Clerical Cadre in the III, IV and V CPCs. From VI CPC, the pay of Warder of Delhi Prisons came down from that of CAPF/ Delhi Police but remained at par with that of Delhi Government Clerk (LDC). As regards the post of Head Warder in Delhi Prisons, it fell below the pay of both Head Constable of CAPF/Delhi and UDC of Delhi Government post VI CPC.

11.23.186 It has been stated by Delhi Prisons that various Jail Reforms Committees such as Mullah Committee, Krishna Iyer Committee, R.K Kapoor Committee have strongly advocated better pay scales and allowances for the Delhi Jail Staff.

**11.23.187 Hence, in view of the historical parity and recommendations of several Committees the demand for higher pay for the Delhi Prison staff seems justified. The Commission therefore recommends parity in pay with corresponding posts in Delhi Police/ CAPFs.**

## **IT Officers**

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11.23.188 They have demanded that the pay of Assistant Programmer/Data Processing Assistant, GP 4600 be upgraded to GP 5400 (PB-3) on the ground that EDP cadre officers are appointed through UPSC and IT cadre officers are playing a key role in e-governance and automation of various activities of GNCT Delhi. It has been stated that Superintendent and PS of DASS cadre and DANICS cadre officers are getting entry grade pay in GP 4800 followed by GP 5400 (PB-3) after four years. It has also been stated that, there is a need for creation of posts in GP 8700 and 10000.

### *Analysis and Recommendations*

**11.23.189 The EDP cadre posts fall in category of common cadres and the recommendations made for this common cadre in Chapter 7.7 would also be applicable to the EDP cadre posts in Delhi Government.**

## **Supervisors in Department of Women and Child Development**

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11.23.190 They have demanded that the two categories of posts in the Supervisor (Women) rank, viz,

- i. Supervisor Grade-I ( GP 4200), and
- ii. Supervisor Grade-II (GP 2800)

be placed in one pay scale of GP 4200 on the ground that there is no difference between the two grades from the point of view of job responsibility and work performance as all category of Supervisors shoulder same job responsibilities quantitatively and qualitatively. The bifurcation in the category of Supervisors (Women) in the Integrated Child Development Services Scheme (ICDS) took place on the recommendations of the V CPC. It has been stated that such a recommendation was not rational as the ICDS Scheme is a Centrally sponsored scheme and the sanction issued for ICDS projects follows a standard staffing pattern which does not provide for categorisation of Supervisors as Grade-I and Grade-II.

### *Analysis and Recommendations*

11.23.191 The V CPC had bifurcated the post of Supervisor (Women) into two grades: I and II on the ground that there was a bottleneck at the level of Deputy Superintendent which had only 35 posts whereas the feeder cadre of Supervisor (Women) had 306 posts. The bifurcation led to 52 posts being categorised as Supervisor Grade I in GP 4200 and remaining posts categorised as Supervisor Grade II in the GP 2800.

11.23.192 On the other hand there was another stream of Welfare Officer Grade II/Probation Officer Grade II and Prison Welfare Officer who were at par with the Supervisor (Women) prior to the V CPC and were also the feeder cadre for the same posts of Deputy Superintendent /ACDPO/Probation Officer Grade I all of whom were in the same pay scale. The result of bifurcation of cadre of Supervisor (Women) was that while the analogous stream of feeder posts were all upgraded to the new pay scale, currently GP 4200 along with 52 Supervisor Grade I, Supervisor Grade II were made to wait for five years to become eligible for promotion

to the next post in their own cadre. As a result the Supervisor Grade II have trailed behind their counterparts in other feeder category.

11.23.193 Although the intention of V CPC was to ameliorate stagnation at the level of Deputy Superintendent /ACDPO/Probation Officer Grade I, yet parity prior to V CPC got disturbed among the various feeder cadres putting Supervisor Grade II at a disadvantage. It is also mentioned that no new RRs have been notified for the newly created posts of Supervisor Grade I till 06.08.2014. The functions being performed by both Supervisor Grade I and II are also similar. **In light of this, the Commission feels that bottleneck at the level of Deputy Superintendent/ACDPO/Probation Officer Grade I can be addressed by way of a comprehensive cadre review and wherein the possibility of merging the two grades of Supervisor (Women) may also be explored.**

### **Transport Department**

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11.23.194 They have stated the disparity in the pay scales of Pollution Control Officers (PCO), Motor Licensing Officers (MLO), Enforcement Officers (EO) all in GP 4600, of Transport Department, GNCTD vis-à-vis pay scales of their counterparts viz Regional Transport Officers (RTO) in the States of Tamil Nadu, Gujarat, Maharashtra, Orissa, UP and Rajasthan (GP 6600) should be removed.

11.23.195 Similarly, the pay scales for the post of Inspectors (GP 4200) should be upgraded to GP 4600 at par with the pay scales of their counterparts in these States which is GP 4600. For said pay hike for the post of Inspectors, they have also stated that, GNCT Delhi vide their order dated 03.02.2015 upgraded the pay scales of Grade-II (DASS) and Stenographer Grade-II which has been extended to Inspectors of other Departments of Delhi Government, namely Labour, VAT, Industry etc.

### *Analysis and Recommendations*

11.23.196 The comparison of pay scales of various posts of the Transport Department, GNCT Delhi, with the pay scale of Regional Transport Officers of State Governments is not tenable.

11.23.197 The comparison of pay scales with DASS cadre is on account of the fact that DASS Grade II officers are posted in field offices as Inspectors in various departments such as Labour Department, Transport Department etc and they continue to draw their salary in GP 4600 whereas the entry level posts in such departments are in GP 4200.

11.23.198 Accordingly, demand for pay hike for the post of Inspector from GP 4200 to GP 4600 at par with the pay of DASS Grade-II has been made. **Since, the upgradation of pay of DASS cadre has been carried out by the Delhi Government unilaterally, this Commission is not in a position to recommend rectification of such parity issues. This Commission however feels that upgradation of pay scales of any cadre may be taken up by the government only after assessing underlying parity issues with other cadres and implications it may involve vis-à-vis similarly placed cadres in the same/different departments.**



## Ministry of Human Resource Development

## Chapter 11.24

### General Issues

#### Introduction

11.24.1 The Ministry of Human Resource Developments comprises two departments viz., the Department of School Education and Literacy and Department of Higher Education. The ministry's endeavour has been to achieve education for all, with an inclusive approach.

- A. **Department of School Education and Literacy:** The vision of the Department of School Education and Literacy is to fully harness the nation's potential by providing quality school education to all. Elementary education comprising primary and upper primary, forms the foundation of the education pyramid. To enhance enrolment, retention and attendance and simultaneously improving nutritional levels among children and at same time to achieve the goals of universal access of education and learning levels of all children, two major interventions namely National Programme of Mid-Day Meal (MDM) in schools and Sarva Sisksha Abhiyan (SSA) have been taken up by the department.
- B. **Department of Higher Education:** The Department of Higher Education is responsible for the policy formulation and for coordination and determination of standards in the higher education. Accordingly, to provide uniformity in the higher and technical education all over the country and to ensure quality education as also to take care unserved areas, a number of Centrally Funded Educational Institutions (CFEIs) have been set up.

#### Personnel Position

11.24.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Ministry of Human Resource Development, are as follows:

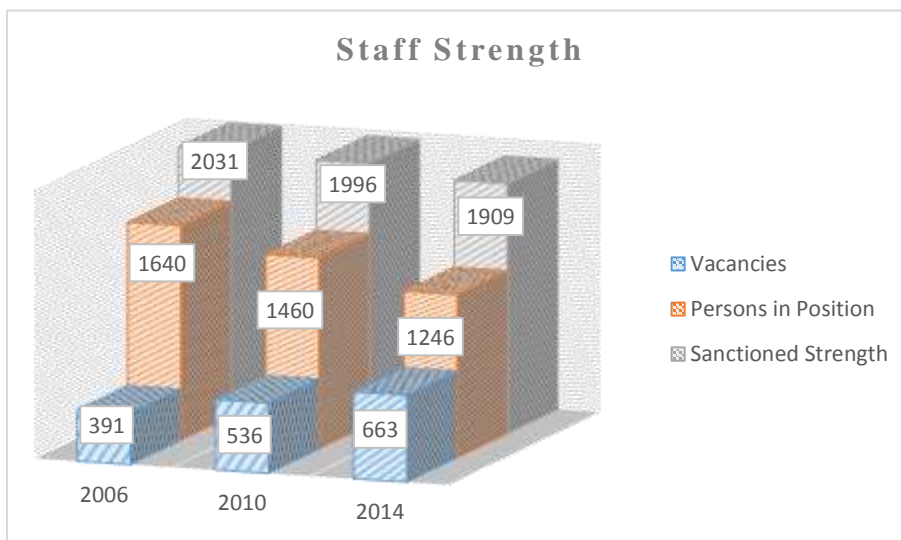
Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	333	215	118	35
B	760	509	251	33
C	816	522	294	36
<b>Total</b>	1,909	1,246	663	35

11.24.3 The above table shows that in overall terms 35 percent of total sanctioned strength of the department is lying vacant as on 01.01.2014. Of 1,246 persons in position (PIP), 1,008

employees are pre-2004 recruits and remaining 238 are employees have been recruited on or after 01.01.2004.

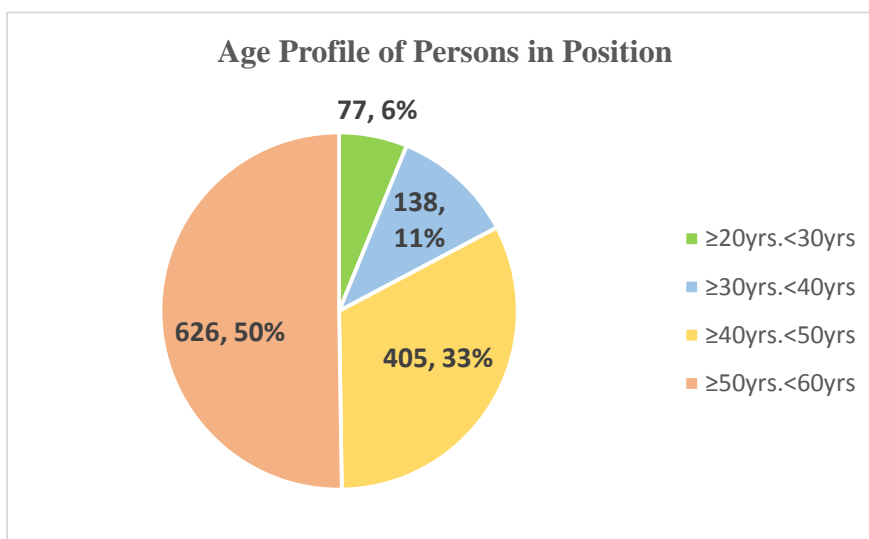
### Inter Temporal Trend in Position

11.24.4 The following graph indicates the inter temporal position in the Ministry of Human Resource Development as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.24.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Human Resource Development. It indicates that about 50 percent of the PIP shall be retiring within the next 10 years.



## Expenditure on Personnel and Contractual Employees

11.24.6 The following table brings out the expenditure incurred by the Ministry of Human Resource Development, on salaries and allowances on the employees working in the ministry through the years 2010 to 2013.

(₹ in lakh)			
Particulars	2010-11	2011-12	2012-13
Expenditure on Salaries and Allowances	7,358	7,281	8,094

### Cadre Related Issues

#### Department of School Education and Literacy

##### PSTs, TGTs, PGTs, etc.

11.24.7 Primary School Teachers (PSTs), Trained Graduate Teachers (TGTs), Post Graduate Teachers (PGTs) and other categories of teaching employees in the Central Government are governed by the following pay structure:

Post	Category	Grade Pay
Primary School Teacher (PRT)	Gr.I	4800
	Gr.II	4600
	Gr.III	4200
Trained Graduate Teacher (TGT)/Headmaster/ PET/WET/Drawing Teacher/Home Science Teacher/Librarian/Yoga Teacher	Gr.I	5400 (PB-3)
	Gr.II	4800
	Gr.III	4600
PGT	Gr.I	6600
	Gr.II	5400 (PB-3)
	Gr.III	4800
Vice-Principal	Gr.I	6600
	Gr.II	5400 (PB-3)
Principal	Gr.I	7600
Education Officer/Assistant Director/Deputy Director	Gr.I	7600

11.24.8 Various federations and associations of teaching employees have represented to the Commission for better pay scales. Some associations have touched upon the spacing among different Grade Pays (GP). Their contention is that while there is an increase of ₹400 in GP from PST Gr. III (GP 4200) to PST Gr. II (GP 4600), the increase is only ₹200 in the next promotion from PST Gr. II (GP 4600) to PST Gr. I (GP 4800). This they consider unjustified and unreasonable. They claim that the increase in GP should only go up, rather than going down. They have also demanded restoration of 10 days' Earned Leave, which existed prior to the VI CPC, but was changed to 20 days' Half Pay Leave by the VI CPC.

### *Analysis and Recommendations*

11.24.9 The Commission notes that the teachers were provided higher than normal replacement pay grades, in the form of an upgrade, by the VI CPC. This has given rise to relativity issues vis-à-vis other cadres. Therefore, considering the job profile, entry level qualifications and method of recruitment, any further upgradation in pay scales is not justified. Accordingly, normal fixation in the proposed Pay Matrix is recommended. Regarding the spacing of Grade Pays, it will be taken care of by the new Pay Matrix structure. The demand for restoration of 10 days' Earned Leave has been accepted by the Commission. Further details can be found in Chapter 9.2.

## **Department of Higher Education**

### **Assistant Research Officers, Central Hindi Directorate**

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11.24.10 With a cadre strength of 68 employees, the cadre of Research officers in the Central Hindi Directorate (CHD) is responsible for preparing the corpus for lexicographical assignments and curriculum for correspondence courses. Their cadre structure is as under:

<b>Designation</b>	<b>Grade Pay</b>
Deputy Director (L)	6600
Assistant Director (L)	5400 (PB-3)
Assistant Research Officer (ARO)	4600

11.24.11 The educational qualification required for the post of ARO is Master's Degree plus three years' experience in teaching or research.

11.24.12 Their association has demanded better pay scales on grounds of historical parity with University Lecturers.

### *Analysis and Recommendations*

11.24.13 At the outset, it should be made clear that University Lecturers do not fall under the ambit of the Commission and they follow a pay structure that is different from Central Government employees. For e.g. their pay structure includes Grade Pays of ₹6000, ₹7000, ₹8000, ₹9000, etc. which are not present in the current pay structure of Central Government employees. Hence, any comparison with them would not be appropriate. The Commission also notes that the post of Research Officer, which was hitherto in GP 4800, was upgraded and merged with the post of Assistant Director (L) recently, in June, 2014. No further change in the structure is now warranted. Accordingly, no recommendations are made.

### **Evaluators**

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11.24.14 Evaluators in the Central Hindi Directorate appraise response sheets and prepare lessons for various courses conducted by the Correspondence Courses Department of the CHD.

Presently Evaluators are placed in GP 4200. They have demanded GP 4600 on account of historical parities with Assistant Research Officers, who are in GP 4600.

*Analysis and Recommendations*

11.24.15 Since the inception of CHD, there has been a parity between AROs and Evaluators. This parity was disturbed after the V CPC recommendations were accepted. Moreover, they have a common seniority list and channel of promotion. Considering the above, and looking into other relevant factors like the educational qualification requirement, job content and method of selection, it is proper to restore the parity. Accordingly, it is recommended that Evaluators should be upgraded to GP 4600 and then placed at appropriate level in the pay matrix.

**Assistant Scientific Officers, Commission for Scientific and Technical Terminology**

11.24.16 Scientific Officers in the Commission for Scientific and Technical Terminology, Department of Higher Education, are tasked with evolving, defining and propagating technical terms in Hindi and all Indian languages and to publish glossaries, definitional dictionaries, etc. Their cadre structure is as under:

<b>Designation</b>	<b>Grade Pay</b>
Principal Scientific Officer/Secretary	7600
Dy. Director	6600
Assistant Director	5400 (PB-3)
Assistant Scientific Officer (ASO)	4600

11.24.17 The educational qualification required is B.E. with three years' experience for Engineering disciplines, and Master's degree plus three years' experience for non-Engineering disciplines.

11.24.18 Like AROs, they have also sought better pay scales at par with University lecturers.

*Analysis and Recommendations*

11.24.19 As stated earlier, comparison with University lecturers cannot be considered. It is also noted that the post of Scientific Officer, which was hitherto in GP 4800, was upgraded and merged with the post of Assistant Director recently in June, 2014. No further change in the structure is now warranted. Accordingly, no recommendations are made.

## Ministry of Information and Broadcasting

## Chapter 11.25

### General Issues

#### Introduction

11.25.1 The vision of the Ministry of Information and Broadcasting is to create an enabling environment for sustained growth of media and entertainment sector, facilitate value based wholesome entertainment and effectively disseminate information on government policies, programs and achievements. The ministry is functionally organised into three wings namely (i) Information (ii) Film and (iii) Broadcasting. While the Information Wing is primarily entrusted with the responsibilities of press and publicity for the people, the Film Wing handles all matters relating to film industry, including developmental and promotional activities. The Broadcasting Wing is the administrative wing for all matters relating to radio and television broadcasting in India. In fulfilling its vision, the ministry is assisted and supported in its activities through thirteen attached offices and six autonomous organisations and two PSUs.

#### Personnel Position

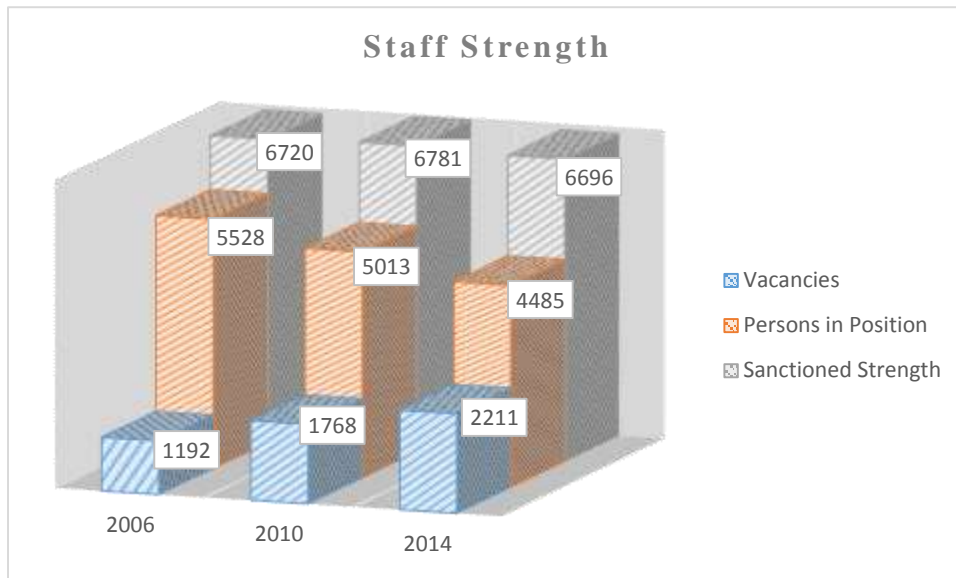
11.25.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Ministry of Information and Broadcasting, is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	508	304	204	40
B	1536	958	578	38
C	4562	3223	1429	31
<b>Total</b>	<b>6696</b>	<b>4485</b>	<b>2211</b>	<b>33</b>

11.25.3 The above table shows that in overall terms 33 percent of total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of 4485 persons in position (PIP), 3350 employees are pre-2004 recruits and remaining 1135 employees have been recruited on or after 01.01.2004.

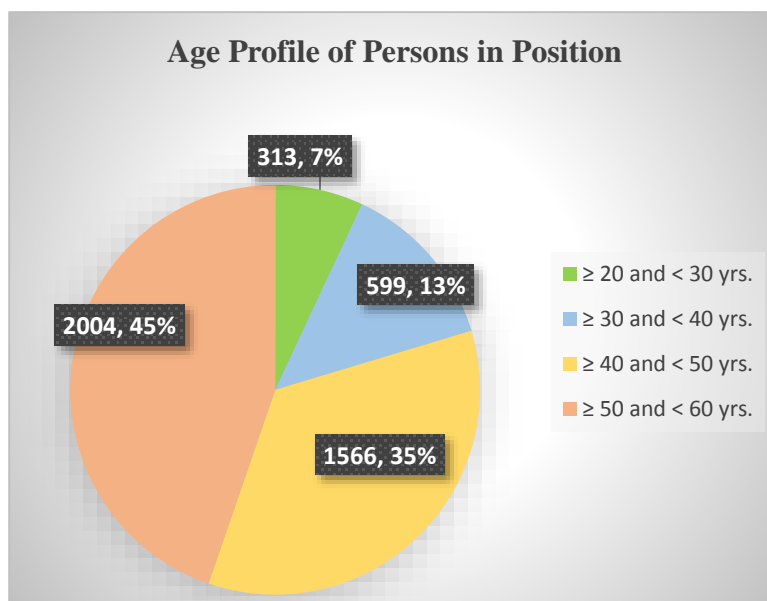
#### Inter Temporal Trend of Personnel

11.25.4 The following bar chart indicates the inter temporal position of personnel in the Ministry of Information and Broadcasting as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.25.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Information and Broadcasting. It indicates that about 45 percent of the PIP shall be retiring within next 10 years.



### Expenditure on Personnel and Contractual Employees

11.25.6 The following table brings out the expenditure incurred by the Ministry of Information and Broadcasting, on salaries and allowances on the employees working in the ministry through the years 2010 to 2013.

(₹ in lakh)

Particulars	2010-11	2011-12	2012-13
Expenditure on Salaries and Allowances	17209	17755	19412
Expenditure on Contractual Employees	108	21	154
<b>Total</b>	<b>17317</b>	<b>17876</b>	<b>19566</b>

## **Training**

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11.25.7 The Ministry of Information and Broadcasting has not formulated any training plan. The ministry for the year 2013-14, has reported no specific budget provision for training.

### ***Cadre Related Issues***

11.25.8 The Commission has received representations with reference to certain posts/cadres in the Ministry of Information and Broadcasting. The ministry has broadly furnished its views on demands for which its feedback was sought by the Commission. The recommendations of the Commission with regard to the demands have been dealt with in terms of the offices/cadres.

## **Indian Information Service (Group `A`)**

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11.25.9 The Indian Information Service, Group `A` Association has represented that an HR consultancy firm of national/international repute may be engaged by the government for evaluating the Indian Information Service and to suggest structural changes for making it more relevant, effective and efficient. It has further suggested the merger and amalgamation of the media units, identification of posts in other ministries/departments which should be manned by IIS officers and assessing the manpower requirements at various levels and organizations.

### ***Analysis and Recommendations***

11.25.10 The Commission sought the views of the ministry with regard to the demand of the Association. The ministry stated that the latest cadre review of the IIS Group `A` was carried out in 2014-15. It added that there was no practice of hiring outside consultants for this purpose.

11.25.11 The demand of the Association needs to be viewed in the context of the growth of social and digital media. The Commission recommends a study on the role and responsibilities of the Indian Information Service in the changed paradigm by an expert agency so that structural changes may be suggested for making the Indian Information Service more relevant and effective in the future.

11.25.12 The Indian Information Service, Group `A` Association has raised many other issues, which are common to Organised Group `A` Services. These general issues pertaining to Organised Group `A` Services have dealt in Chapter 7.3.

## **Indian Information Service (Group `B`)**

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11.25.13 The Indian Information Service, Group `B` Association has sought upgradation of pay scale of Senior Grade Group `B` gazetted officer from the existing GP 4600 to GP 4800



and non-functional selection grade to GP 5400 (PB-3). To advance their case they have stated that they have been placed equivalent to Assistants in the Central Secretariat even though they perform more sensitive duties, round the clock and across the country.

*Analysis and Recommendations*

11.25.14 The request for upgradation in pay for Senior Grade of Indian Information Service, Group `B` has been examined. It is noted that the essential qualification for direct recruitment to the post is a degree from a recognised University, diploma in journalism from a recognised University and three years experience of journalistic, publicity or publication work in a government department or any newspaper/news agency. Direct recruitment to the post is also being done through UPSC.

11.25.15 The Commission notes that the Ministry of Information and Broadcasting has also supported the demand for GP 4800 for the Senior Grade Group `B` officers.

11.25.16 Since the Commission has suggested the conduct of study on future role and responsibilities of the Indian Information Service in the changed paradigm, therefore the Commission, recommends replacement level for **Senior Grade Officers of Indian Information Service, Group `B` corresponding to the existing GP 4600.**

**Directorate of Advertising and Visual Publicity**

11.25.17 The All India Directorate of Advertising and Visual Publicity (DAVP) Employees Association has sought upgradation in pay for the following posts:

Post	Existing Grade Pay	Grade Pay Sought
Joint Director (Adv/PP), CEO	7600	8700
Media Executive, Art Executive, Production Manager (OP/PP/) Executive Officer Distribution Manager (MM)	6600	7600
Assistant Media Executive, Assistant Production Manager (PP/OP), Senior Artist, Assistant Executive Officer, Store Officer, ADO (MM), DPA (Gr B)	4600	5400
Technical Assistant (Advtg./ MM/ PP/ OP/ Studio/ Exhibition), DPA (Gr A)	4200	4800
Junior Technical Assistant (Advtg. /MM), DEO (Gr B), Projectionist, Store Keeper	2800	4200
Mechanic cum Carpenter (MCC)	1900	2000

11.25.18 The Association has sought upgradation in pay on the grounds of uniqueness of their cadre and their professional qualification.

*Analysis and Recommendations*

11.25.19 The Commission notes the VI CPC had specifically recommended upgradation in pay in the case of certain categories viz., Assistant Media Executive and Assistant Production Manager. Similarly, Technical Assistants were, through merger of scales, placed in a higher pay scale.

11.25.20 The Commission notes that the Association has sought upgradation of seven posts from the existing GP 4600 to GP 5400 (PB-3), which are in Group 'A.' In almost all the other cases upgradation have been sought between one and three levels higher than the existing grade pays.

11.25.21 The Commission notes that Mechanic cum Carpenter is already placed in GP 1900 for which entry level qualification is Class XII, therefore it does not find any justification for a further upgrade in their pay.

**11.25.22 The Commission, on the whole, does not find any justification for a general upgradation of pay across posts in the DAVP as has been sought by the Association.**

## Films Division

### General Upgradation Demands of Units

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11.25.23 **Cartoon Film Unit:** The Cartoon Film Unit has sought upgradation in pay for the posts of Officer in Charge (presently at GP 6600), Animator (presently at GP 5400), Animator (Gazetted) (presently GP 4800), Lay Out Artist (presently at GP 4600), Assistant Lay Out Artist (presently at GP 4200), Artist Grade I (presently at GP 4200) and Artist Grade II (presently at GP 2800) to one higher level in most cases.

11.25.24 **Administrative Staff Wing** has sought upgradation in pay for the posts of Assistant Administrative Officer (presently at GP 4600), Superintendent (presently at GP 4600) and Assistant (presently at GP 4200) to between one and three levels higher from what it is presently.

11.25.25 **Production Manager's Section** has similarly sought upgradation in pay for the posts of Production Manager (presently at GP 4800), Assistant Director Grade II (presently at GP 4200) and Unit Manager (presently at GP 4200) to between one and two levels higher grade pay.

11.25.26 **Laboratory Wing** has sought upgradation in pay for the posts of Laboratory Supervisor (at GP 4200) and Laboratory Assistant (presently at GP 2800) to one level higher grade pay.

11.25.27 **Camera Wing** has sought upgradation in pay for the posts of Chief Cameraman (at GP 4800), Cameraman (presently at GP 4600), Assistant Newsreel Officer (presently at GP 4200), Assistant Cameraman (presently at GP 4200), Photographer (presently at GP 2400) and Darkroom Assistant (at GP 1900) to between one and three levels higher from what it is presently.

11.25.28 **Distribution Wing:** The Distribution Wing have sought an increase pay of the posts of Officer In charge (Distribution) (presently at GP 6600), Senior Branch Manager (presently at GP 4800), Branch Manager (presently at GP 4600), Salesman (presently at GP 4200), Senior

Booker (presently at GP 2800), Junior Booker (presently at GP 2400) and Film Shipper (presently at GP 1900) by between one and three levels higher from what it is presently.

11.25.29 In addition to seeking a higher grade pay for a number of posts, the nomenclature of the existing designation is sought to be revised.

#### *Analysis and Recommendations*

11.25.30 In case of all the above posts/cadres in the Films Division the Commission has received a general recommendation for upgradation from the ministry. The ministry has cited 'duties and responsibilities' or 'change in technology' as the basis for making the recommendation.

**11.25.31 The Commission notes that the demands are in the nature of en-bloc upgradations in pay. The Commission does not find sufficient justification for the recommendations made by the ministry. The Commission therefore is recommending replacement levels for the above mentioned posts in the Cartoon Film Unit, Administrative Staff Wing, Production Manager's Section, Laboratory Wing, Camera Wing and Distribution Wing. As regards re-designation of post this can be decided by the ministry.**

#### **Assistant Maintenance Engineer**

11.25.32 The Maintenance Engineer Association have sought an increase pay of Assistant Maintenance Engineer from the existing GP 4200 to GP 5400. Similarly for Maintenance Engineer the Association has sought an increase pay from the existing GP 4600 to GP 6600. To advance their case the Association has stated that Assistant Maintenance Engineer have to supervise installation of equipment for recording, re-recording and projection of films etc.

#### *Analysis and Recommendations*

11.25.33 The Commission notes that the entry level educational qualifications for a direct recruit Assistant Maintenance Engineer is diploma in electrical/mechanical or sound recording or telecommunications from FTII, Pune or any other equivalent from a recognised University. The VI CPC in its Report noted that the post with this entry level qualification was in the pay scale of ₹5000-₹8000. Based on the recommendations of the VI CPC, this scale received the benefit of merger with the ₹6500-₹10500 scale and their placement in GP 4200.

**11.25.34 This Commission does not recommend any further upgradation in the pay of Assistant Maintenance Engineer and Maintenance Engineer.**

#### **Librarian**

11.25.35 Proposal has been received for upgradation of pay for the posts of Librarian in the existing GP 4600 to a re-designated post of Library and Information Officer in GP 6600. Library Information Assistants currently in GP 4200 have sought re-designation of post to Assistant Library and Information Officer in GP 4600.

### *Analysis and Recommendations*

11.25.36 Re-designation of posts is an administrative matter and may be decided by the administrative ministry. As far as pay level of Librarian and Library Information Assistants is concerned these are common category posts and the Commission has made recommendations in this regard in Chapter 7.7.

### **Electrician and Chief Electrician**

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11.25.37 The Electrician/Chief Electrician Association has sought an increase in pay from the existing GP 1900 to GP 2800 for Electrician and an increase in pay from the existing GP 2400 to GP 4200 for Chief Electrician.

### *Analysis and Recommendations*

11.25.38 The requests made entail upgradation in pay by between two and three levels from the existing grade pays. The ministry while recommending the case for upgradation in pay has cited 'duties and responsibilities' as the basis for making its recommendation.

**11.25.39 The Commission does not find sufficient justification for the recommendation made by the ministry. The Commission therefore is recommending replacement levels for the above mentioned posts.**

### **Studio Boy and Boom Man**

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11.25.40 The MTS Association has sought the cadre of Studio Boy and Boom Man may be kept as distinct/ separate from the Multi Tasking Staff and may be given promotion in promotional channel of any technical post in the technical cadre in Films Division as the part of film production unit. They have sought an increase in pay from the existing GP 1800 to GP 2800 at par with entry grade in any Technical Wing.

### *Analysis and Recommendations*

11.25.41 The Commission notes that the VI CPC with regard to the post of Studio Boy took the view that it is a Group D post and may be regulated accordingly. This entailed placement of all such personnel in Group 'C' if they possessed the revised minimum qualifications. Those who did not possess the minimum prescribed qualifications would need to be retrained.

11.25.42 The ministry in its reply has stated that Studio Boy and Boom Man should be kept distinct from the Multi Tasking Staff and should have a promotion channel for any technical post in the technical cadre. They have also recommended enhancement of Grade Pay from GP 1800 to GP 2800.

**11.25.43 The Commission finds no justification to disturb the existing pay scale of Studio Boys and Boom Man. As regards giving them promotion in promotional channel of any technical post in the technical cadre in Films Division, this is a matter on which the ministry may take a decision.**

**11.25.44 The Commission notes that the proposals relating to upgradation in pay for posts in the Films Division do not contain adequate justification. It is also noted that the VI CPC in its Report, drew attention to the Expenditure Reform Commission's recommendation that no justification exists for a separate Films Division in the Ministry of Information and Broadcasting merely to produce and exhibit documentaries. This Commission reiterates the views of the Expenditure Reforms Commission.**

## Ministry of Labour and Employment

## Chapter 11.26

### General Issues

#### Introduction

11.26.1 The vision of the Ministry of Labour and Employment is to ensure decent working conditions and improved quality of life of workers, ensuring an India without child labour in hazardous sectors and enhancing employability on a sustainable basis. The ministry formulates and implements policies/programmes/schemes/projects for providing social security and welfare, regulating conditions of work, occupational health and safety of the workers, eliminating child labour from hazardous occupations and processes, promoting harmonious industrial relations, ensuring enforcement of labour laws and promoting skill development and employment services. The ministry has four attached offices viz., (i) Directorate General of Employment and Training (ii) Office of the Chief Labour Commissioner (Central) (iii) Directorate General of Factory Advice Service and Labour Institutes and (iv) Labour Bureau. It also has two subordinate offices viz., Directorate General of Mines Safety and Welfare Commissioners.

#### Personnel Position

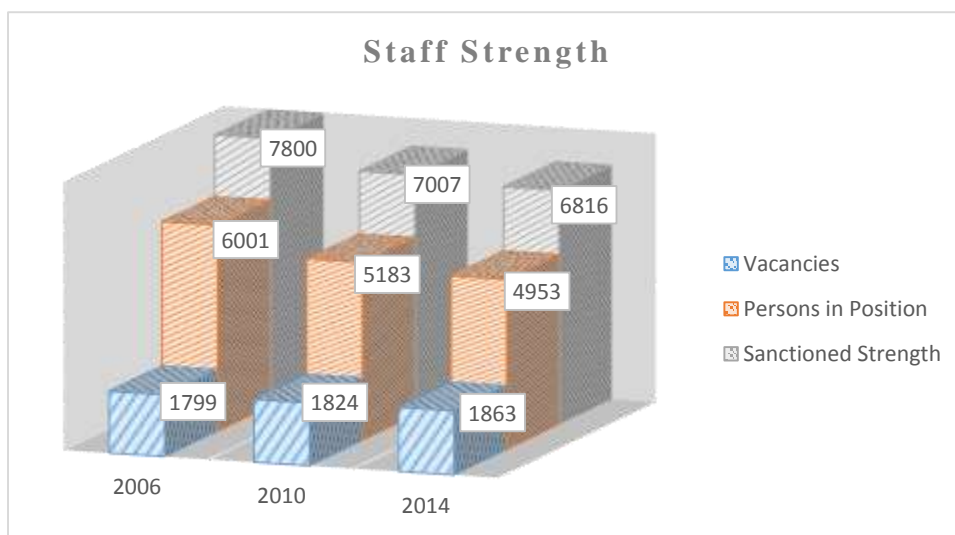
11.26.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Ministry of Labour and Employment, is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
<b>A</b>	1320	826	494	37
<b>B</b>	1309	895	414	32
<b>C</b>	4187	3232	955	23
<b>Total</b>	<b>6816</b>	<b>4953</b>	<b>1863</b>	<b>27</b>

11.26.3 The above table shows that in overall terms 27 percent of total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of 4953 persons in position (PIP), 4118 employees are pre-2004 recruits and remaining 835 employees have been recruited after 01.01.2004.

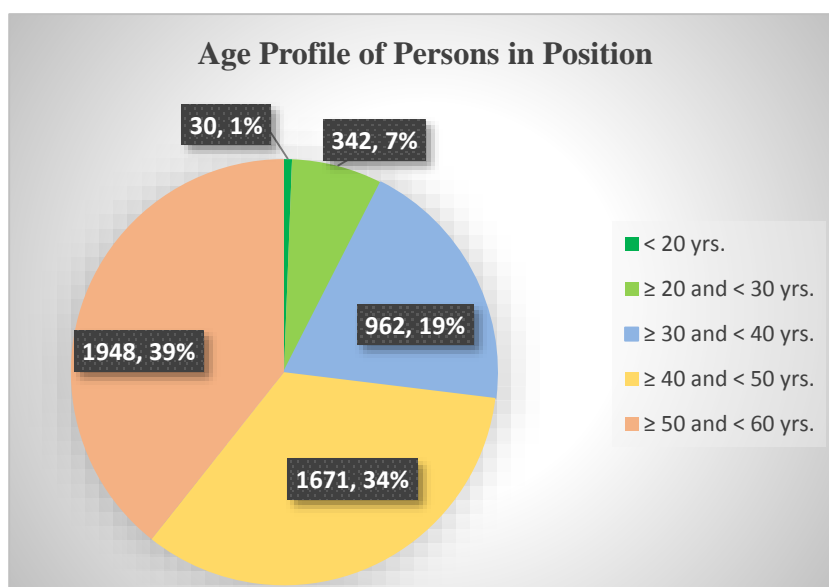
#### Inter Temporal Trend of Personnel

11.26.4 The following bar chart indicates the inter temporal position of personnel in the Ministry of Labour and Employment as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.26.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Labour and Employment. It indicates that about 39 percent of the PIP shall be retiring within next 10 years.



### Expenditure on Personnel and Contractual Employees

11.26.6 The following table brings out the expenditure incurred by the Ministry of Labour, on salaries and allowances on the employees working in the ministry through the years 2010 to 2013.

Particulars	(₹ in lakh)		
	2010-11	2011-2012	2012-13
Expenditure on Salaries and Allowances	27,182	28,667	32,349

## ***Cadre Related Issues***

11.26.7 The Commission has received representations with reference to certain posts/cadres in the Ministry of Labour and Employment. The Commission has also received the views of the ministry in case of a number of demands on which its views were sought. The recommendations of the Commission with regard to the demands have been dealt with in terms of the offices that these posts/cadres belong to.

### **Central Labour Service**

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11.26.8 The Central Labour Service is a Group 'A' Service constituted in 1987. Subsequent to the Second cadre review in 2013 the sanctioned strength of the service has been raised to 340. The principal demand made by the Central Labour Service Officers Association before the Commission relates to upgradation in pay scales in each of the category of posts of Additional Chief Labour Commissioner (Central), Deputy Chief Labour Commissioner (Central), Regional Labour Commissioner, Assistant Labour Commissioner (Central) and their equivalents.

#### *Analysis and Recommendations*

11.26.9 The ministry, in its reply to the Commission, has stated that the post of Chief Labour Commissioner (Central) was upgraded from SAG to HAG on 6 September, 2013. Consequent upon second Cadre Review of the Service, two posts of SAG were also created. Therefore the request now being made by the Association has not been supported by the ministry.

11.26.10 The Commission notes that the government has, as recently as September 2013, carried out a cadre review for the Central Labour Service. **In view of the foregoing the Commission does not recommend the upgradation of pay scales sought by the Central Labour Service Officers Association.**

### **Chief Labour Commissioner (Central)**

#### **Labour Enforcement Officer (Central)**

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11.26.11 The Commission has received requests for upgradation in grade pay of Labour Enforcement Officer (Central)/Welfare Administrator from ₹4600 to ₹4800. To advance their case, they have sought parity with all other Group 'B' gazetted posts like Section officers (CSS), Income Tax Officers etc.

#### *Analysis and Recommendations*

11.26.12 The ministry has forwarded to the Commission its views on the representation received from the Departmental Anomaly Committee and recommended upgradation of the two posts mentioned above to GP 4800 and further, grant of GP 5400 (PB-3) after four years of regular service, on the basis of historical pay parity with Section Officers of CSS cadre.

11.26.13 The Commission notes that essential educational qualification for the post of Labour Enforcement Officer (Central) is a post-graduate degree/diploma in Law, Labour Relations,



Labour Welfare, Labour Laws, Sociology, any other allied subject relating to labour from a recognised University/institution or equivalent. Seventy five percent of the sanctioned strength are selected through UPSC, Twenty percent are selected through competitive Departmental Examination and five percent through promotion from the cadre of Office Superintendent.

11.26.14 The Commission is of the view that analogies between posts undertaking totally different sets of duties cannot be drawn and therefore it does not accept the argument of pay parity with the Section Officers of CSS. **Therefore the Commission does not recommend any upgradation in pay of Labour Enforcement Officer/Welfare Administrator.**

### **Directorate General of Mines Safety**

11.26.15 The Commission has received requests from Associations pertaining to Office Superintendent/Assistants/Surveyors/Data Processing Assistants Group 'A' for upgradation from GP 4200 to GP 4600. To advance their case they have sought parity with Assistants in CSS.

#### *Analysis and Recommendations*

11.26.16 The ministry in its reply to the Commission has not supported the proposal.

11.26.17 The Commission is of the view that analogies between posts undertaking totally different sets of duties cannot be drawn and therefore it does not accept the argument of pay parity with the Assistants of CSS. **Therefore the Commission does not recommend any upgradation in pay of Office Superintendent/Assistants/Surveyors/Data Processing Assistants Group 'A.'**

### **Directorate General of Employment and Training**

#### **Sub-Regional Employment Officers/Assistant Employment Officers**

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11.26.18 The ministry has forwarded to the Commission the demands of Assistant Employment Officer/Sub-Regional Employment Officer in the Directorate General of Employment and Training (DGE&T) for upgradation in their grade pays from existing ₹4200 and ₹4600 to ₹4600 and GP 5400 (PB-3).

11.26.19 The case for upgradation has been made in the context of qualifications, duties responsibilities and stagnation in their cadre. It has been stated that most of states/UTs have given better scales of pay to their officers who are working in the National Employment Service and discharge responsibilities similar to of Sub-Regional Employment Officer/Assistant Employment officer in Directorate General of Employment and Training (DGE&T).

#### *Analysis and Recommendations*

11.26.20 The Commission notes that recruitment of these posts is being done through the Staff Selection Commission. The entry level educational qualification is Post-Graduation and Post-Graduation plus three years working experience for Assistant Employment Officer and Sub-Regional Employment Officer respectively. The Commission does not find any justification

for pay upgrades. **Therefore the Commission does not recommend any upgradation in pay of Assistant Employment officer/Sub-Regional Employment Officer.**

### **Training Officers**

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11.26.21 The cadre structure of training officers is as under:

<b>Post</b>	<b>Grade Pay</b>
Director General	HAG
Deputy Director General	10000
Director	8700
Joint Director	7600
Deputy Director	6600
Assistant Director	5400
Training Officer	4600

11.26.22 The Commission has received request from Federation for Training Officers, now under the Ministry of Skill Development and Entrepreneurship (MoSDE) for grant of GP 4800 and upgradation after four years to GP 5400 (PB-3) from existing GP 4600. They have made their case on the ground of historical pay parity with Section Officers of the CSS Cadre. The Federation, in its memorandum, has stated that before the implementation of the recommendations of the VI CPC there was complete pay parity between them and the Section Officers working in the Central Secretariat and Income Tax Officers/Superintendent, Appraisers etc. in Custom and Central Excise.

#### *Analysis and Recommendations*

11.26.23 The ministry has recommended upgradation of Training Officers from existing GP 4600 to GP 4800 on grounds of historical parity as well as on functional grounds, citing the critical role being played by the Training Officers (TO).

11.26.24 The Commission notes that 50 percent of the posts of Training Officer are filled through promotion from amongst a set of employees comprising Vocational Instructors, Junior Technical Assistants, Maintenance Electricians and Store Keeper in the concerned trade. These posts are in GP 4200 and those with five years regular service in the grade and fulfilling the trade requirements are eligible. For the remaining 50 percent through direct recruitment, the entry level qualification is a Bachelors degree in engineering with a two years post qualification experience in workshop/teaching or training in a technical institute. **The Commission does not find any justification for upgradation in grade pay of Training Officer, it therefore recommends replacement pay level.**

### **Intake Assistant**

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11.26.25 The Commission has received requests from Association of Intake Assistants for an upgradation in their grade pay from existing GP 2800 to GP 4600. To advance their case they

have stated that the entry level education qualification for the post is post-graduation with three years' experience in social work. They have also stated that similar posts in the National Commission for Backward Classes, Safdarjung Hospital etc. carry a higher pay scale.

*Analysis and Recommendations*

11.26.26 The Commission notes that the essential qualification for the post of Intake Assistant is a post graduate degree in Social Work, Sociology etc. They are recruited through the Director, Employment Exchange. Intake Assistants work as counsellors for the handicapped and liaise with agencies/NGOs/departments concerned for rehabilitation of the handicapped. Intake Assistants are the feeder cadre for rehabilitation Officers who are in GP 4600.

**11.26.27 The Commission does not find any justification for upgradation in grade pay of Intake Assistants. It, therefore recommends replacement pay level.**

### **Central Government Industrial Tribunal–cum- Labour Court**

#### **Secretary**

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11.26.28 The Commission has received request for upgradation in grade pay for the post of Secretary, Industrial Tribunal–cum- Labour Court, from existing GP 4200 to GP 4800.

*Analysis and Recommendations*

11.26.29 Such a demand for higher pay scales was also received by the VI CPC. This post in the pay scale of ₹5500-9000, was automatically placed in scale ₹6500-10500 due to merger of scales and given GP 4200. **Therefore the Commission does not recommend any upgradation in pay of Secretary, Industrial Tribunal–cum- Labour Court.**

## Ministry of Law and Justice

## Chapter 11.27

### General Issues

#### Introduction

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11.27.1 The Ministry of Law and Justice comprises the following departments viz., Department of Legal Affairs, Legislative Department and the Department of Justice.

- i. The **Department of Legal Affairs** is concerned with advising various ministries/ departments on legal matters. It has a two tier set up, namely the Main Secretariat at New Delhi and the Branch Secretariats at Mumbai, Kolkata, Chennai and Bengaluru. The nature of duties discharged can broadly be, classified into two areas—advice work and litigation work.
- ii. The **Legislative Department** acts mainly as a service provider in so far as legislative business of the Union Government is concerned. It ensures smoothly and speedy processing of legislative proposals of various administrative ministries/ departments.
- iii. The **Department of Justice** functions of the Department of Justice include the appointment, resignation and removal the Chief Justice of India, Judges of the Supreme Court of India and Chief Justices and judges of the High Courts and their service matters. In addition, the department implements important schemes for infrastructure development of subordinate courts, as also computerisation of courts.

#### Personnel Position

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11.27.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Department of Legal Affairs, is as follows:

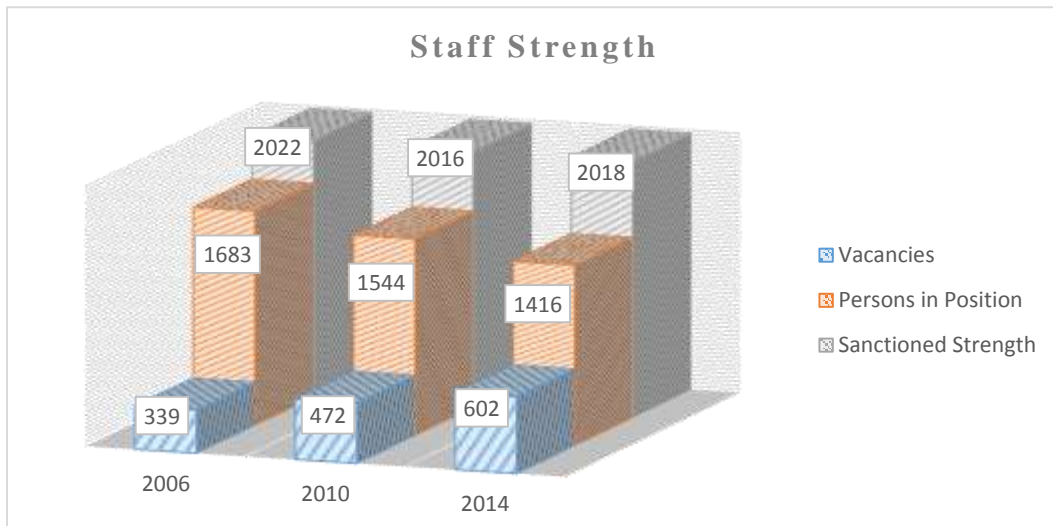
Group	Sanctioned strength	Persons in position	Vacancy	Vacancy as %age of Sanctioned Strength
A	344	190	154	45
B	588	412	176	30
C	1,086	814	272	25
<b>Total</b>	<b>2,018</b>	<b>1,416</b>	<b>602</b>	<b>30</b>

11.27.3 The above table shows that in overall terms 30 percent of total sanctioned strength of the Department of Legal Affairs is lying vacant as on 01.01.2014.

#### Inter Temporal Trend of Personnel

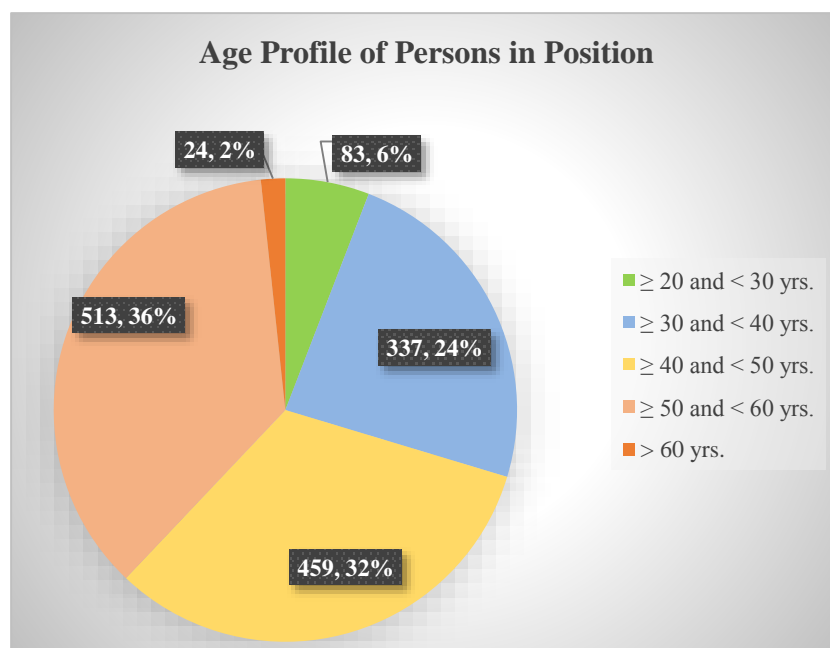
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11.27.4 The following bar chart indicates the inter temporal position of personnel in the Department of Legal Affairs as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.27.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Department of Legal Affairs. It indicates that about 36 percent of the PIP shall be retiring within the next 10 years.



### Expenditure on Personnel and Contractual Employees

11.27.6 The following table brings out the expenditure incurred by the Ministry of Law and Justice, on salaries and allowances on the employees working in the ministry through the years 2010 to 2013.

(₹ in lakh)

Particulars	2010-11	2011-12	2012-13
Expenditure on Salaries and Allowances	8,204.00	8,359.00	9,207.00

## Training

11.27.7 The Department of Legal Affairs has identified 5 and 27 posts for training on core competencies and specialised competencies respectively. In the specialised competency category in the years 2012-13, three persons were trained, while in the year 2013-14, only one person was trained in this category.

## Cadre Related Issues

### Indian Legal Service

11.27.8 The Indian Legal Service has the following structure:

Post	Grade Pay
Joint Secretary and Legal Advisor/ Joint Secretary and Legislative Counsel/ Joint Secretary and Law Officer/ Senior Government Advocate	10000
Additional Legal Adviser/Additional Legislative Counsel, Additional Law Officer, Additional Government Advocate	8700
Deputy Legal Adviser/Deputy Legislative Counsel, Deputy Law Officer, Deputy Government Advocate	7600
Assistant Legal Adviser/Assistant Legislative Counsel, Assistant law Officer, Assistant Government. Advocate	6600

11.27.9 The pay related demands raised by the Indian Legal Service are:

- i. Upgradation of entry level Grade-IV pay scale at par with that of Civil Judge (Senior Division) in pay scale ₹39530-54010 which the ILS has equated with GP-7600.
- ii. To maintain pay scales at the level of Joint Secretary and above so that the parity and equality is maintained with the other Central Services as well as the All India Services.
- iii. Assured Career Progression for ILS officers so as to ensure that within ten years of regular service in ILS plus seven years of pre-entry experience, an ILS officer reaches the Senior Administrative Grade (SAG).
- iv. It has been demanded that one ILS officer in GP 10000 or GP 8700 should be placed in every ministry/department of the government by suitably enhancing the posts sanctioned at various levels of the service so that the size of the service becomes adequate enough to make available the posts of Additional Secretary and Secretary as cadre posts for further career progression of the members of ILS. In support of their claim for higher posts in the ILS cadre, they have argued that there is no higher post beyond the level of Joint secretary in the ILS despite entry into the service at a higher GP 6600.

11.27.10 In justification of their demands they have compared their service with the Judicial Service and the All India Services. It has been claimed that the service conditions of the ILS officers are not as attractive as available to their counterparts either in the All India Services or in the Judiciary.

*Analysis and Recommendations*

11.27.11 The demand for upgradation of ILS Grade-IV pay scale at par with that of Civil Judge (Sr. Division) is not justified on two counts. Firstly, comparison with Judicial Service is not justified as scope and functions of Judicial Service and Legal Service are different. Secondly, even in comparison to the All India Services, the entry pay of Grade-IV in the ILS is already at a higher stage with GP 6600 as against the entry level pay scale in respect of Group 'A' posts at GP 5400 (PB-3). Even otherwise, unilateral upgradation of pay scale of ILS Grade-IV will upset the existing relativities amongst the pay scales of the other grades viz., Grade-III to Grade-I of ILS and is not recommended.

11.27.12 The ILS have demanded that the pay scales at the level of Joint Secretary and above be maintained for the sake of parity with other Central Services including All India Services. In this way, the demands for upgraded pay scales at ILS Grade-IV level on the one hand and maintenance of existing pay at the level of Joint Secretary on the other hand, are in clear contradiction. Thus, the demand for higher pay at Grade-IV level of ILS cannot be recommended by the Commission.

11.27.13 Creation of higher posts at the level of Additional Secretary and Secretary is a part of the re-organisation of the cadre as a whole which is to be considered by the Ministry of Law and Justice at their level.

**Department of Legal Affairs**

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11.27.14 In the Department of Legal Affairs, there are three categories of Ex-Cadre posts namely,

- i. Cash Officer, (GP 4800) - 01 post,
- ii. Accountant (GP 4200) - 06 posts, and
- iii. Junior Accountant (GP 2800) -01 post.

11.27.15 It has been demanded that the ex-cadre posts of Cash Officer and Accountants may be encadred with the posts of Section Officer and Assistants of CSS respectively, so that the post of Cash Officer can be filled up from amongst Section Officers of CSS with relevant experience having undergone Cash and Accounts training and the posts of Accountants can be filled with Assistants of CSS with five years in the grade and trained in Cash and Accounts. It has further been demanded that the sole post of Junior Accountant be upgraded as Accountant and filled up from Assistant of CSS.

11.27.16 The demands have been justified on the ground that posts remain vacant for a long time and because the Accountants is GP 4200 and Assistants of CSS with relevant qualification and experience do not apply for these posts.

### *Analysis and Recommendations*

11.27.17 The CSS cadre and the Accounts cadre are two distinct streams with different entry requirements and eligibility. Hence the demand cannot be acceded to.

### **Income Tax Appellate Tribunal (ITAT)**

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11.27.18 The Income Tax Appellate Tribunal is a quasi-judicial authority created under section 252 of the Income Tax Act 1961. It hears appeals against orders passed by the various tax authorities and the orders which are applicable or listed in section 253 of the Income Tax Act, 1961. The Members of the Tribunal do not come in the hierarchy of Income tax officers but are independent and under the administrative control of the Ministry of Law and Justice. The ITAT is the second appellate authority and hears appeals against orders passed by the first appellate authority which generally, is the Commissioner (Appeals).

11.27.19 The ITAT has demanded increase in pay in respect of **Registry Officers and Clerical Staff** as shown under:-

**i. Registry Officers**

- a. For the single post of Registrar (GP 7600) to be upgraded to GP-10000 with new designation of Registrar General.
- b. For six posts of Deputy Registrar (GP 6600) to be upgraded to GP 8700 with new designation as Joint Registrar.
- c. For 38 posts of Assistant Registrar (GP 5400 (PB-3)) to be upgraded to GP 7600 with new designation as Deputy Registrar.

**ii. Clerical Staff**

- a. For six posts of Superintendent (GP 4600) to be upgraded to GP 5400 (PB-3) with new designation as Assistant Registrar.
- b. For 11 posts of Office Superintendent, 49 posts of Head Clerk, eight posts of Assistants and two posts of Senior Accountant(all in GP 4200) to be upgraded to GP 4800 with new designation as Superintendent and feeder posts to Assistant Registrar.
- c. For 122 posts of UDC and 05 posts of Junior Stenographer (GP 2400) to be upgraded to GP 4200 with new designation as Senior Appeal Assistant/Jr Stenographer.
- d. For 188 posts of LDC (GP 1900) to be upgraded to GP 2400 with new designation as Appeal Assistant.
- e. For 298 posts of Multi-Tasking Staff (GP 1800) to be upgraded to GP 1900.

11.27.20 The justification for Registry Officer is that the nature of duties, powers and responsibilities are similar to the duties, powers and responsibilities of the Registry Officers of the other Tribunals but there is disparity between the pay of Registry Officers of ITAT and other similarly placed Tribunals. Registrars in Railway Claims Tribunal, Trade Mark Registry, Telecom Disputes Settlement Tribunal, Appellate Tribunal for Electricity and Central Administrative Tribunal are in GP 8700 and Registrar of Securities Appellate Tribunal is in



GP 10000, whereas the Registrar of ITAT is in GP 7600. Similarly, the posts of Deputy Registrar and Assistant Registrar in these Tribunals are in GP 7600 and GP 6600 respectively, whereas in ITAT, these posts are in GP 6600 and GP 5400 (PB-3) respectively.

*Analysis and Recommendations*

11.27.21 The demand of identical pay scales in respect of similar posts in the CAT and ITAT was also examined by the V CPC. It was held by the V CPC, vide para 75.10 of its report, that CAT and ITAT are not comparable. Orders of ITAT are subject to reference to the High Court under Section 256 of the IT Act and a further reference to Supreme Court under Section 261 of the same Act. On the other hand, appeal against the orders of the CAT lie only before the Supreme Court. It was further held by the V CPC that the qualification prescribed for these posts in the two Tribunals are not comparable.

11.27.22 The VI CPC, vide para 7.24.9 of its report, agreed with the observations of the V CPC. The demand for higher pay scales in respect of Registry Officers was rejected by the Ministry of Finance.

**11.27.23 This Commission also does not find merit in the demands and hence, is not recommending any upgrade. Further, re-designation of the posts with higher pay scales is akin to creation of new posts and the same is beyond the purview of the Commission. ITAT may seek a cadre review through their administrative ministry.**

**11.27.24 As regards posts of Clerical cadre, the issue of pay parity of headquarter staff with field staff has been dealt in Chapter 7.1. Hence, the Commission has no specific recommendations to make here. The issue of re designation of the posts as demanded is beyond the purview of the Commission and hence not being considered.**

**11.27.25 MTS is a common cadre and the recommendations made in respect of this category, in Chapter 7.7 will be equally applicable to the ITAT Multi-Tasking Staff.**

**Vice President, President and Members of ITAT**

11.27.26 There is a demand for upgradation of the pay scales of the Vice President and Members, ITAT on the grounds of historical parity with the CBDT Members. It has been mentioned that following cadre restructuring of the Income Tax Department, the pay of the Members of CBDT have been upgraded and placed in the Apex scale of ₹80,000 whereas the Members of the ITAT are in the HAG+ scale. It has been requested that the Vice President and Members of ITAT be given higher pay scale than the Members of CBDT and the Principal Chief Commissioners of the Income Tax Department.

*Analysis and Recommendations*

**11.27.27 The Commission recommends upgradation of the post of Vice President of ITAT to the apex scale at par with the Members CBDT/Principal CCIT on the grounds that Vice President, ITAT hear appeals against decisions given by Members CBDT/Principal CCIT and CCIT.**

## Ministry of Micro, Small and Medium Enterprises

## Chapter 11.28

### General Issues

#### Introduction

11.28.1 The erstwhile Ministry of Small Scale Industries and the Ministry of Agro and Rural Industries were merged to form Ministry of Micro, Small and Medium Enterprises, on 9 May, 2007. The Ministry of Micro, Small and Medium Enterprises envisions sustainable development of globally competitive micro, small and medium enterprises as an engine of growth for the Indian economy. The Micro, Small and Medium Enterprises Development (MSMED) Act, notified in 2006 addresses policy issues affecting MSMEs as well as the coverage and investment ceiling of the sector. The National Board for Micro, Small and Medium Enterprises (NBMSME), established by the government under the MSMED Act and Rules thereunder examines factors affecting promotion and development of MSMEs, reviews existing policies and programmes and makes recommendations to the government in formulating the policies and programmes for the growth of MSMEs.

#### Personnel Position

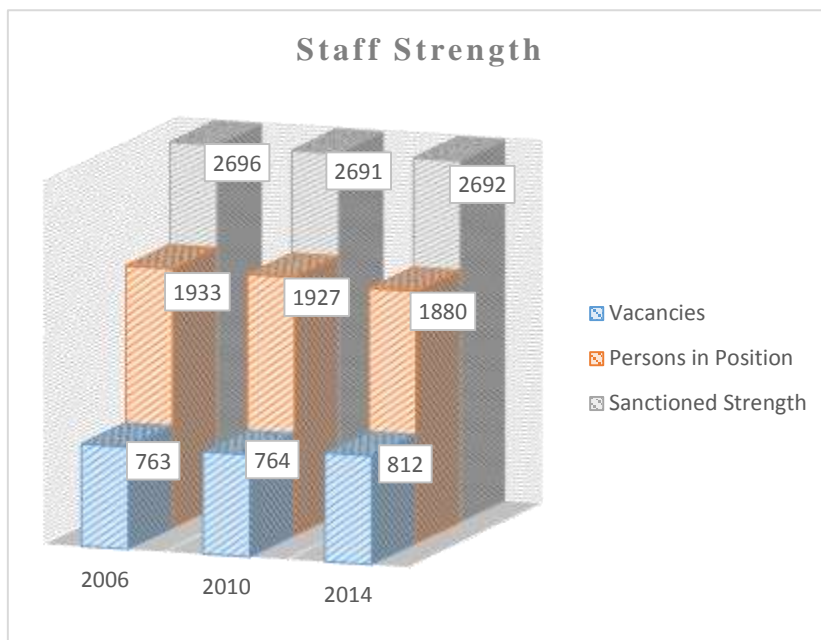
11.28.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Ministry of Micro, Small and Medium Enterprises, is as follows:

Group	Sanctioned strength	Persons in position	Vacancy	Vacancy as %age of sanctioned strength
A	377	240	137	36
B	831	618	213	26
C	1484	1022	462	31
<b>Total</b>	<b>2692</b>	<b>1880</b>	<b>812</b>	<b>30</b>

11.28.3 The above table shows that in overall terms 30 percent of total sanctioned strength of the department is lying vacant as on 01.01.2014. Of 1,880 persons in position (PIP), 1740 employees are pre-2004 recruits and remaining 140 employees have been recruited on or after 01.01.2004.

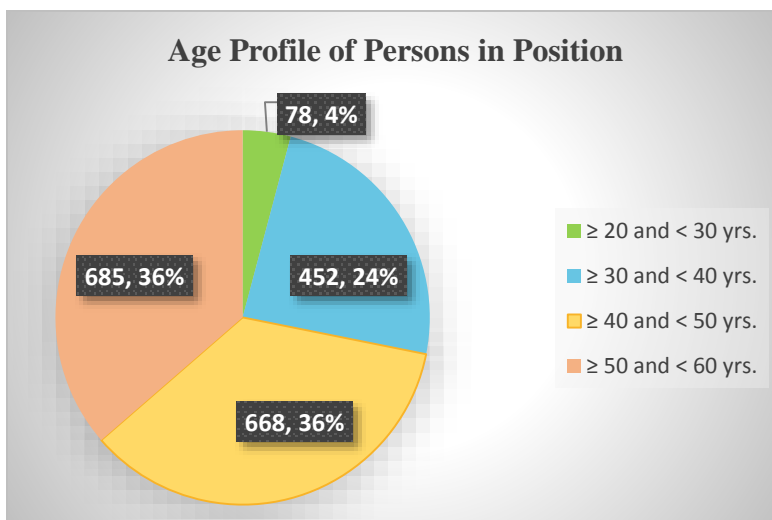
#### Inter Temporal Trend of Personnel

11.28.4 The following bar chart indicates the inter temporal position of personnel in the Ministry of Micro, Small and Medium Enterprises as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.28.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Micro, Small and Medium Enterprises. It indicates that about 36 percent of the PIP shall be retiring within the next 10 years.



### Expenditure on Personnel and Contractual Employees

11.28.6 The following table brings out the expenditure incurred by the Ministry of Micro, Small and Medium Enterprises, on salaries and allowances on the employees working in the ministry through the years 2010 to 2013.

(₹ in lakh)

Particulars	2010-11	2011-12	2012-13
Expenditure on Salaries and Allowances	9175	9541	10553
Expenditure on Contractual Employees	45	48	68
<b>Total</b>	<b>9220</b>	<b>9589</b>	<b>10621</b>

## Training

11.28.7 The Ministry of Micro, Small and Medium Enterprises has not formulated any training plan. The ministry, has reported no specific budget provision for training for 2013-14.

## Cadre Related Issues

### Office of Development Commissioner

11.28.8 This is one of the attached offices under the Ministry of MSME. This office advises the government in policy formulation for the promotion and development of MSMEs. The hierarchy in this office is as follows:

Name of the Post	Grade Pay
Additional Development Commissioner	10000
Industrial Adviser	8900
Additional Industrial Adviser	8700
Director	7600
Deputy Director	6600
Assistant Director Gr-I	5400
Assistant Director Gr-II	4600
Investigator	4200

### Upgradation of Grade Pay of posts of Assistant Director Grade II

11.28.9 A demand has been received from the Small Industries Development Organisation Technical Officers Association for upgradation of pay scales in respect of Assistant Director Grade II, (Group 'B' Gazetted) in the Office of DC (MSME) from GP 4600 to GP 4800 at par with Gazetted Group 'B' posts of Section Officer (CSS)/Private Secretary (CSSS).

11.28.10 It has been stated that the VI CPC enhanced the pay scales of some Group 'B' (Gazetted) posts including Section Officers (SOs) of CSS. However, the same benefit was not extended to Assistant Director Grade-II in the Office of DC (MSME), although this post was at par with that of SOs of CSS prior to the VI CPC.

11.28.11 It has further been stated that there are posts in various ministries/departments in GP 4600 with lower qualification requirements when compared to that of Assistant Director Grade-II. On the other hand, there are several posts in various ministries/departments with similar

qualification requirements when compared to that of Assistant Director Grade-II which are in the GP 4800 or even higher.

*Analysis and Recommendations*

11.28.12 The Commission observes that Assistant Directors Grade II were placed in the replacement pay scale of ₹6500-10500 by the V CPC. The VI CPC merged the pay scales of ₹5000-8000, ₹5500-9000 and ₹6500-10500 and placed the posts carrying these pay scales at GP 4200. However, subsequently, the government upgraded all the posts which were in pay scale ₹6500-10500 to ₹7450-11500 and placed them in GP 4600. On this basis, the posts of Assistant Directors Grade II were also placed in GP 4600. **This benefit of upgradation was thus applicable in the case of Assistant Directors Grade-II as well who are placed in GP 4600.**

11.28.13 As far as parity with SOs of CSS is concerned, the Commission notes that the government upgraded the pay scales of the Assistants of the CSS in 2006 from ₹5500-9000 to ₹6500-10500. The VI CPC thus, placed the Assistants in the replacement GP 4600. This led to both the feeder cadre and the promotion cadre—Assistants and SOs respectively—in the same grade pay. The VI CPC therefore placed the SOs in a higher GP 4800. This was not the case with Assistant Directors Grade-II. Furthermore, the Commission opines that functions and duties of Assistant Directors Grade-II are distinct when compared to those of SOs of CSS. Enough functional justification should precede any upgradation in pay scales. Historical parity with SOs cannot be the sole basis for upgradation of pay scales of Assistant Directors Grade-II. **In this backdrop, the Commission recommends normal replacement pay levels for Assistant Directors Grade-II.**

## Ministry of Mines

## Chapter 11.29

### General Issues

#### Introduction

11.29.1 The vision of the Ministry of Mines is to achieve an optimal utilisation of India's mineral resources through scientific, sustainable and transparent mining practices, exploration and geoscientific research and development. The Ministry of Mines is responsible for survey and exploration and mining of all minerals, other than natural gas, petroleum, atomic minerals and coal. In the case of atomic minerals and coal, the activities of the ministry are limited to regional exploration. The ministry provides services to all its stakeholders through Geological Survey of India (Headquarters at Kolkata) which is an attached office and Indian Bureau of Mines (Headquarters at Nagpur) which is a subordinate office of the ministry. To carry out its mission, the ministry is aided by three research institutions which are Autonomous bodies under the Ministry. There are three PSUs under the Ministry.

#### Personnel Position

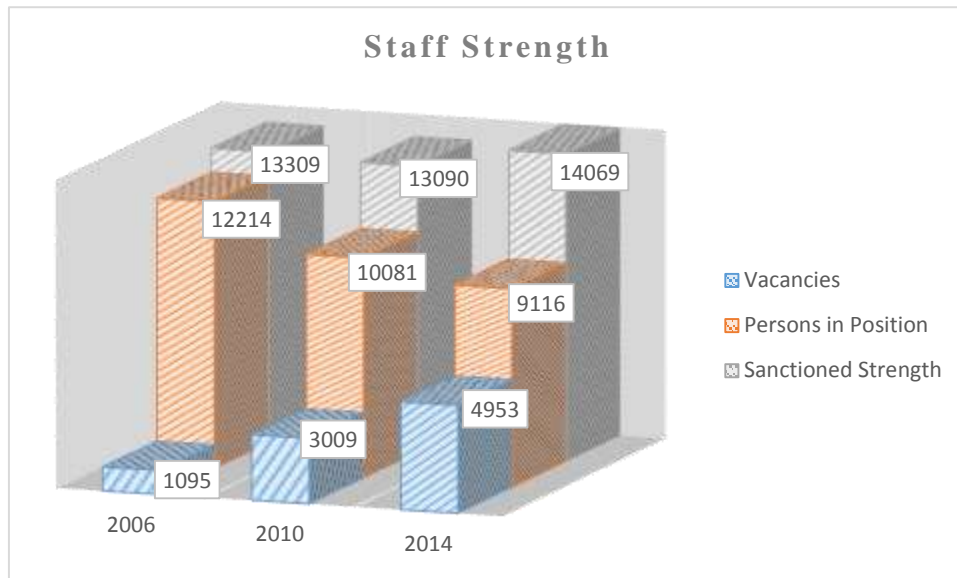
11.29.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Ministry of Mines, is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	4,351	2,483	1,868	43
B	1,373	692	681	50
C	8,345	5,941	2,404	29
<b>Total</b>	<b>14,069</b>	<b>9,116</b>	<b>4,953</b>	<b>35</b>

11.29.3 The above table shows that in overall term 35 percent of total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of 9,116 persons in position (PIP), 6,712 employees are pre-2004 recruits and remaining 2,404 employees have been recruited on or after 01.01.2004.

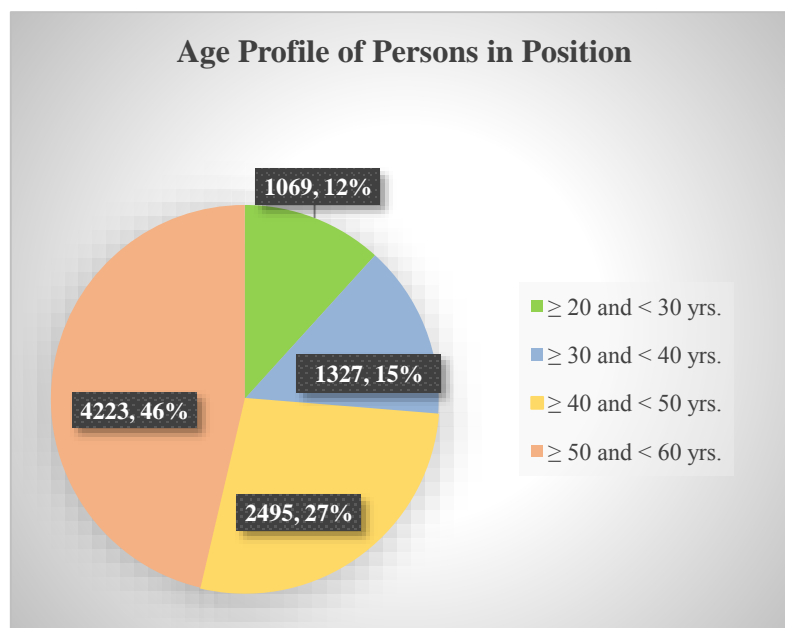
#### Inter Temporal Trend in Position

11.29.4 The following bar chart indicates the inter temporal position of personnel in the Ministry of Mines as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### **Age Profile of the Person in Position**

11.29.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Mines. It indicates that about 46 percent of PIP shall be retiring within the next 10 years.



### **Expenditure on Personnel and Contractual Employees**

11.29.6 The following table brings out the expenditure incurred by the Ministry of Mines, on salaries and allowances on the employees working in the ministry through the years 2010 to 2013.

(₹ in lakh)

Particulars	2010-11	2011-12	2012-13
Expenditure on Salaries and Allowances	41,073.32	44,437.81	48,590.91
Expenditure on Contractual Employees	30.00	12.19	17.70
<b>Total</b>	<b>41,103.32</b>	<b>44,450.00</b>	<b>48608.61</b>

## **Training**

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11.29.7 The Ministry has a Training Cell. It has a centralized Training Institute to impart training to the employees of the ministry. There are 48 in house Faculty/Master Trainers/Instructors in the ministry. 353 number of posts in various Groups have been identified for training on core competencies and 8 (Group 'A') posts for specialised competencies. As reported by the ministry during the year 2012-13, 1035 employees were trained on core competencies and 569 employees on specialised competencies. Similarly, in the year 2013-14, 707 employees were trained for core competencies and 589 employees on specialised competencies.

11.29.8 An amount of ₹2.93 crore was provided in budget for training in the year 2013-14. However, the amount spent against this provision has not been intimated by the ministry.

11.29.9 Majority of the representations received by the Commission from the employees of Ministry of Mines relate to disparity in pay of identical posts in the two offices, viz., GSI and IBM.

## ***Cadre Related Issues***

### **Senior Technical Assistants (STAs)**

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11.29.10 The posts of Senior Technical Assistants (STAs) exist in the following streams in IBM:

- i. STA (Geology)
- ii. STA (Chemistry)
- iii. STA (Ore Dressing)
- iv. STA (Mining)
- v. STA (Survey)
- vi. STA (Publication)
- vii. STA (Drawing)

11.29.11 Presently, the post of STA (Geology), in both IBM and GSI, lies in GP 4600, while the other STAs are in GP 4200. The educational qualification required for all these posts is Post-Graduation in the respective fields, except STA (Geology) in GSI, for which the qualification has recently been relaxed to Graduation.

11.29.12 There is a demand for parity among all STAs on the grounds of identical educational qualification required and similar nature of duties.



### *Analysis and Recommendations*

11.29.13 Prior to the implementation of the V CPC recommendations, all the aforesaid posts of STAs were in the same pay scale. Subsequent to the implementation of the V CPC recommendations, the post of STA (Geology) was upgraded to 6500-10500, whereas other STAs were provided normal replacement scale of 5500-9000.

The demand of other STAs to restore parity was considered by the VI CPC, vide Para 7.26.4: *“Demands have been raised for upgrading the pay scale of the post of Senior Technical Assistant (STA) in various streams in IBM. The present position is that the Senior Technical Assistants (Geology) in IBM are in the pay scale of ₹6500-10500, but the STAs in all other streams are in the pay scale of ₹5500-9000. The Fifth Central Pay Commission had recommended the higher pay scale of ₹6500-10500 for Senior Technical Assistants in Geological Survey of India. A similar dispensation has now been sought for the post of STAs in various streams in IBM as well. The Commission would have made appropriate recommendations on this issue; however, the same are not necessary because the pay scales of ₹5000-8000, ₹5500-9000 and ₹6500-10500 are proposed to be merged. All the posts of STAs in various streams in IBM and GSI will, therefore, automatically be placed in the pay scale of ₹6500-10500 corresponding to the revised pay band PB-2 of ₹8700-34800 along with GP 4200. This, however, will place the promotion and feeder post in an identical pay scale. The administrative ministry should consider merging the two grades and in case the merger is not functionally feasible, a proposal may be moved for placing the posts of STAs in GSI as well as IBM in the next higher scale in the revised pay band PB-2 of ₹8700-34800 along with GP 4600 corresponding to the pre-revised pay scale of ₹7450-11500. No other recommendation is, therefore, necessary.”* Accordingly, all the STAs were granted GP 4200. Subsequently, the Ministry of Finance granted GP 4600 for pre-revised pay scale of ₹6500-10500. Hence, STA (Geology) were upgraded to GP 4600 while others continued with GP 4200.

11.29.14 The Commission also noted the fact that the entry level qualification for the post of STA (Geology) in GSI has been revised downwards from Post-Graduation to Graduation in the year 2013. However, the GP has been kept the same, i.e., 4600.

**11.29.15 Therefore, considering the relevant factors, it is recommended that the posts of STA (Chemistry), STA (Ore Dressing), STA (Mining), STA (Survey), STA (Publication) and STA (Drawing) should be first upgraded to GP 4600 and then placed at the appropriate level in the pay matrix.**

### **Junior Technical Assistants (JTAs)**

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11.29.16 In IBM, the post of JTA exists in seven disciplines. They are:

- i. JTA (Statistics)
- ii. JTA (Drawing)
- iii. JTA (Mining Engineering)
- iv. JTA (Survey)
- v. JTA (Chemistry)

- vi. JTA (Ore Dressing)
- vii. JTA (Publication)

11.29.17 The first four posts are placed in GP 4200, while the last three are in GP 2800. In GSI also there are several disciplines where the post of JTA exists, but they are all in GP 4200. The minimum qualification required is Graduation in the respective field plus two years' experience.

11.29.18 The demands placed before the Commission pertain to parity between all JTAs, of IBM as well as GSI.

#### *Analysis and Recommendations*

11.29.19 Prior to the implementation of the V CPC recommendations, all the JTAs were in the identical pay scale of ₹1400-2300. However, post the V CPC recommendations, all JTAs were upgraded to the pay scale of ₹5000-8000, except JTA (Chemistry), JTA (Ore Dressing) and JTA (Publication) who were granted the replacement pay scale of ₹4500-7000. This differential continued after the implementation of the VI CPC recommendations.

**11.29.20 Our consultations with the Ministry of Mines reveal that the method of recruitment, qualification required, and duties of all JTAs in IBM and GSI are similar. Accordingly, it is recommended that the posts of JTA (Chemistry), JTA (Ore Dressing) and JTA (Publication) should be first upgraded to GP 4200 and then placed at the appropriate level in the pay matrix.**

#### **Store Keeper (Tech)**

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11.29.21 The post of Store Keeper (Tech) in IBM is placed in GP 2800, while in GSI it is in GP 4200. The post requires Diploma in Engineering or Degree in Science with three years' experience. In their representation to the Commission, employees working on this post in IBM have sought parity with their counterparts in GSI.

#### *Analysis and Recommendations*

**11.29.22 In so far as the qualification required, mode of recruitment and duties performed are at par in IBM and GSI, there should be parity in the pay scales of Store Keeper (Tech) in the two organizations. Hence, it is recommended that the post of Store Keeper (Tech) in IBM should be first upgraded to GP 4200 and then placed at the appropriate level in the pay matrix.**

#### **Assistant Store Keeper**

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11.29.23 The post of Assistant Store Keeper in GSI is placed in GP 2400, while in IBM it is in GP 1900. This post is feeder to the post of Store Keeper (Tech). Employees working on this post in IBM have sought parity with their counterparts in GSI.

### *Analysis and Recommendations*

11.29.24 In so far as the qualification required, mode of recruitment and duties performed are at par in IBM and GSI, there should be parity in the pay scales of Assistant Store Keeper in the two organizations. Hence, it is recommended that the post of Assistant Store Keeper in IBM should be first upgraded to GP 2400 and then placed at the appropriate level in the pay matrix.

### **Press Stream**

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11.29.25 In IBM, the post of Junior Press Assistant (JPA) is placed in GP 1800, Senior Press Assistant (SPA) is in GP 1900 and Off-set Machine Operator is in GP 2400. Direct entry is at the level of JPA for which the qualification of Class X+ITI is required. In GSI, direct entry is at the level of Pressman, with GP 1900 and identical qualification requirements as that of JPA in IBM. JPAs of IBM have demanded parity with the Pressman post of GSI.

### *Analysis and Recommendations*

11.29.26 **The posts of JPA and SPA should be merged in IBM. The merged cadre should be called Pressman cadre. It should be initially fixed in GP 1900 with appropriate placement in the pay matrix.** No discrepancy is noticed with regards to the post of Off-set Machine Operator. Hence, they should be granted normal fixation in the pay matrix.

### **Machine Man**

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11.29.27 The post of Machine Man in IBM lies in GP 1800 with qualification requirement of Class X+ITI. This post has had horizontal parity with the post of Junior Press Assistant (JPA). Since we are recommending upgradation of JPA from GP 1800 to GP 1900, **upgrading the post of Machine Man also to GP 1900 is warranted. Accordingly, the same is recommended.**

### **Electrical Supervisor**

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11.29.28 The post of Electrical Supervisor in IBM lies in GP 2800 with qualification requirement of Diploma in Engineering. This post has had horizontal parity with the post of Junior Technical Assistant (JTA). Since we are recommending upgradation of JTA from GP 2800 to GP 4200, **upgrading the post of Electrical Supervisor also to GP 4200 is warranted. Accordingly, the same is recommended.**

### **Laboratory Assistant (LA)**

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11.29.29 Lab Assistant Grade I of GSI are placed in GP 2800, while those in IBM are in GP 2400, with identical educational requirement of Graduation. Lab Assistants in IBM have asked for parity with their counterparts in GSI.

*Analysis and Recommendations*

11.29.30 The demand for parity is justified. Accordingly, **Lab Assistant Grade I in IBM should also be upgraded to GP 2800 and then placed in the pay matrix.**

**Draftsman**

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11.29.31 Presently, the Draftsman post in IBM is in GP 2400, whereas in GSI it is in GP 4200. Draftsmen of IBM have sought parity with Draftsmen in GSI.

*Analysis and Recommendations*

11.29.32 Ministry of Mines is of the view that there is no similarity between the posts of Draftsman in GSI and IBM, except for the identical title of the post. Their cadre structures are entirely different and the nature of duties in GSI are far more onerous and demanding than in IBM. Considering the above, no change is recommended.

**Label Writer, Field Orderly, and Sr. Field Orderly**

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11.29.33 Better pay scales have been sought by these personnel.

11.29.34 The Commission notes that these posts have already been converted into Multi-Tasking Staff (MTS), and there is no functional requirement of separate posts. Hence, no recommendations are necessary.

## Ministry of Minority Affairs

## Chapter 11.30

### General Issues

#### Introduction

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11.30.1 The Ministry of Minority Affairs was carved out of Ministry of Social Justice and Empowerment and created on 29 January, 2006 to ensure a more focussed approach towards the notified minority communities namely Muslims, Christians, Buddhists, Sikhs, Parsis and Jains. The mandate of the ministry includes formulation of overall policy, planning, co-ordination, evaluation and review of the regulatory and development programmes for the benefit of the minority communities. The vision of the ministry is empowering the minority communities and creating an enabling environment for strengthening the multi-racial, multi-ethnic, multi-cultural, multi-lingual and multi-religious character of our nation.

#### Personnel Position

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11.30.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Ministry of Minority Affairs, is as follows:

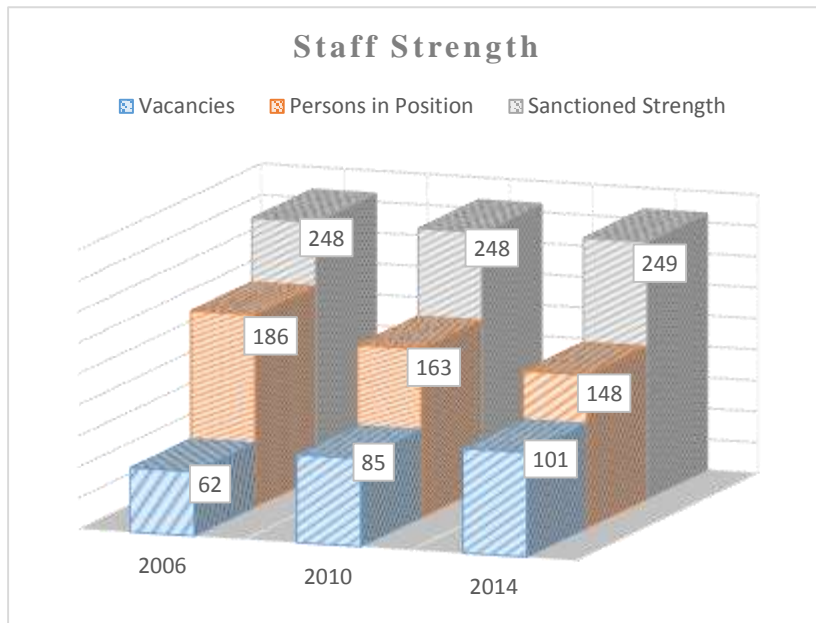
Group	Sanctioned strength	Persons in position	Vacancy	Vacancy as %age of Sanctioned Strength
A	54	38	16	30
B	79	48	31	39
C	116	62	54	47
<b>Total</b>	<b>249</b>	<b>148</b>	<b>101</b>	<b>41</b>

11.30.3 The above table shows that in overall terms 41 percent of total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of 148 persons in position (PIP), 141 employees are pre-2004 recruits and remaining 7 employees have been recruited after 01.01.2004.

#### Inter Temporal Trend of Personnel

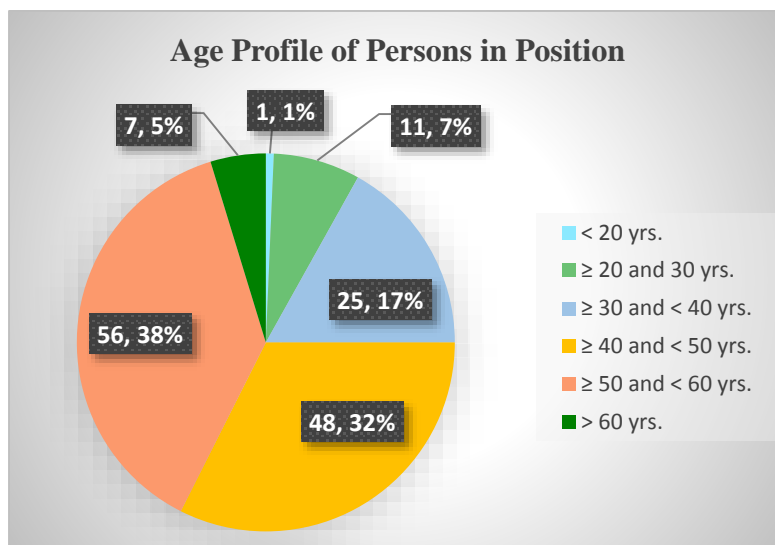
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11.30.4 The following bar chart indicates the inter temporal position of personnel in the Ministry of Minority Affairs as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Person in Position

11.30.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Minority Affairs. It indicates that about 38 percent of PIP shall be retiring within next 10 years.



### Expenditure on Personnel and Contractual Employees

11.30.6 The following table brings out the expenditure incurred by the Ministry of Minority Affairs, on salaries and allowances on the employees working in the ministry through the years 2010 to 2013.

*(₹ in lakh)*

<b>Particulars</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>
Expenditure on Salaries and Allowances	838	875	936
Expenditure on Contractual Employees	37	56	97
<b>Total</b>	<b>875</b>	<b>931</b>	<b>1033</b>

### **Training**

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11.30.7 The ministry has reported creation of a training cell and has created partial infrastructure. An amount of ₹48 lakh was provided under training head in the year 2013-14. The expenditure reported under this the head in the year was ₹67 lakh.

## Ministry of New and Renewable Energy

## Chapter 11.31

### General Issues

#### Introduction

11.31.1 In the year 1982 the Department of Non-Conventional Energy Sources (DNES) was created in the Ministry of Energy to look after all the aspects relating to new and renewable energy. The department was upgraded as Ministry of Non-Conventional Energy Sources (MNES) in 1992 and was re-named as Ministry of New and Renewable Energy (MNRE) in October, 2006. The vision of the ministry is to make new and renewable energy a source of furtherance of the national aim of energy security and independence. The areas of responsibility of MNRE include (i) Research and development of biogas and programmes relating to biogas units, (ii) Solar energy including solar photovoltaic (SPV) devices and their development, production and applications, (iii) all matters relating to small/mini/micro hydel projects of and below 25 MW capacity; (iv) Programmes relating to improved chullahs and research and development thereof (v) Tidal energy (vi) Geothermal Energy (vii) Bio-fuels etc. Towards fulfilling its vision, three institutes namely (a) National Institute of Solar Energy (NSIE), Gurgaon Haryana, (ii) Centre for Wind Energy Technology (C-WET) Chennai, TamilNadu and (iii) The Sardar Swarn Singh National Institute of Renewable Energy (SSS-NIRE) Jalandhar, Punjab function under the ministry.

#### Personnel Position

11.31.2 Number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Ministry of New and Renewable Energy, is as follows:

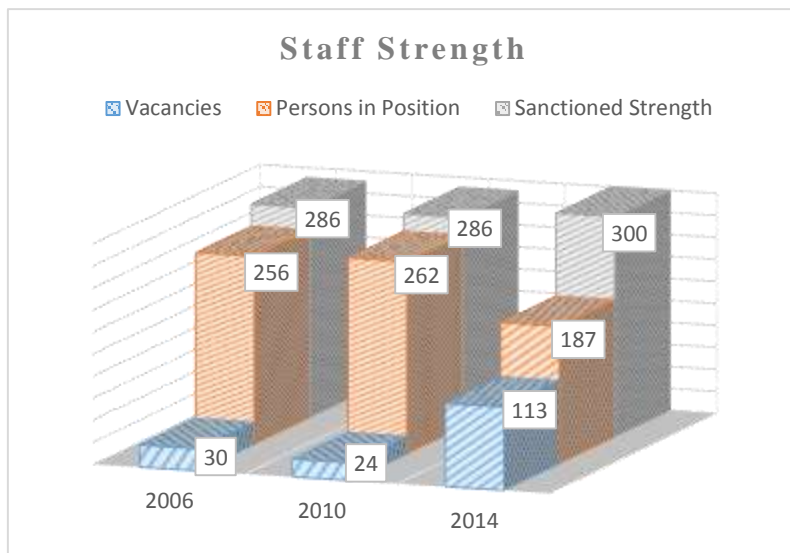
Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	113	80	33	29
B	91	35	56	62
C	96	72	24	25
<b>Total</b>	<b>300</b>	<b>187</b>	<b>113</b>	<b>38</b>

11.31.3 The above table shows that in overall terms 38 percent of total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of 187 persons in position (PIP), 156 employees are pre-2004 recruits and remaining 31 employees have been recruited after 01.01.2004.



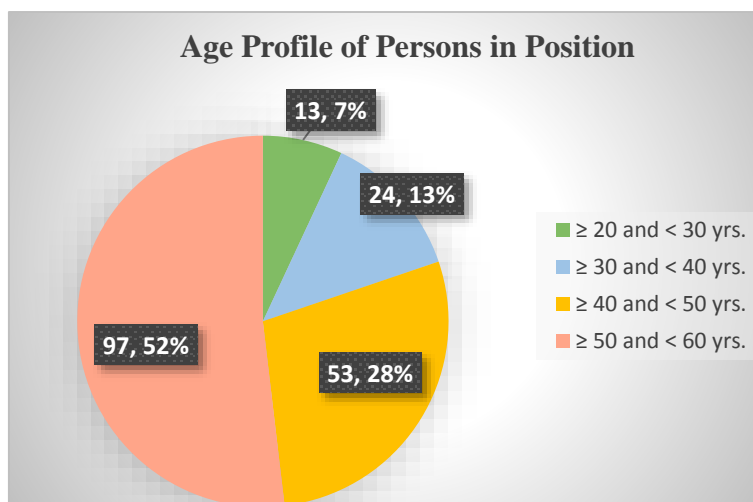
### Inter Temporal Trend of Personnel

11.31.4 The following bar chart indicates the inter temporal position of personnel in the Ministry of New and Renewable Energy as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.31.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of New and Renewable Energy. It indicates that about 52 percent of the PIP shall be retiring within next 10 years.



### Expenditure on Personnel and Contractual Employees

11.31.6 The following table brings out the expenditure incurred by the Ministry of New and Renewable Energy, on salaries and allowances on the employees working in the ministry through the years 2010 to 2013.

(₹ in lakh)

<b>Particulars</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>
Expenditure on Salaries and Allowances	1,691.07	1,849.02	1,992.34
Expenditure on Contractual Employees	3.40	2.75	2.60
<b>Total</b>	<b>1,694.47</b>	<b>1,851.77</b>	<b>1,994.94</b>

## **Training**

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11.31.7 The Ministry of New and Renewable Energy has reported a training plan but has not identified personnel for core competencies and specialised competencies. For training, no separate budget provision exists in the department.

## Ministry of Overseas Indian Affairs

## Chapter 11.32

### General Issues

#### Introduction

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11.32.1 The Ministry of Overseas Indian Affairs established in May, 2004 is the nodal ministry for all matters relating to Overseas Indians, comprising Persons of Indian Origin (PIO), Non-Resident Indians (NRIs) and Overseas Citizens of Indian (OCI). India's engagement with its overseas community has been mainstreamed with the establishment of the ministry. The Emigration Division of the Ministry of Labour and Employment was attached to the new Ministry in December, 2004 and currently functions as Emigration Services Division which also includes the Protectorate General of Emigrants (PGE). The erstwhile NRI Division of Ministry of External Affairs functions as the Diaspora Division in the Ministry.

#### Personnel Position

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11.32.2 The number of sanctioned posts in various grades vis-à-vis persons in position as on 01.01.2014, as reported by the Ministry of Overseas Indian Affairs, is as follows:

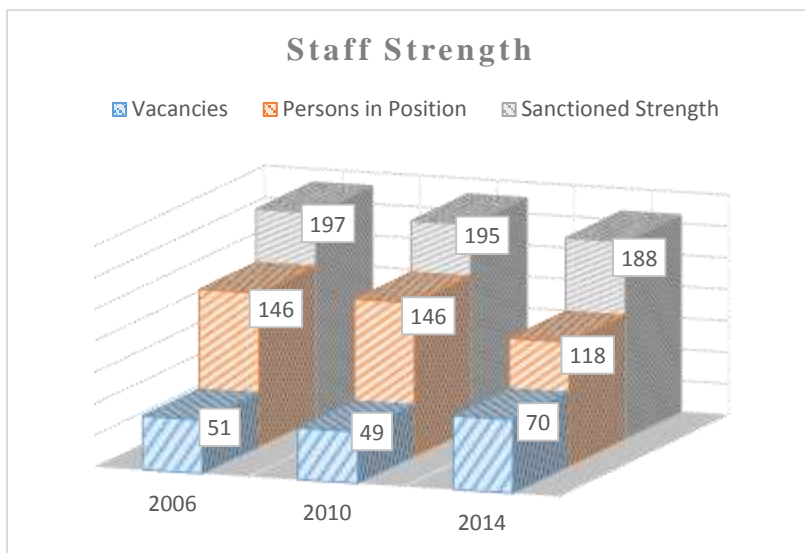
Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	34	26	8	24
B	59	40	19	32
C	95	52	43	45
<b>Total</b>	<b>188</b>	<b>118</b>	<b>70</b>	<b>37</b>

11.32.3 The above table shows that in overall terms 37 percent of total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of the 118 persons in position (PIP), 100 employees are pre-2004 recruits and the remaining 18 employees have been recruited on or after 01.01.2004.

#### Inter Temporal Trend of Personnel

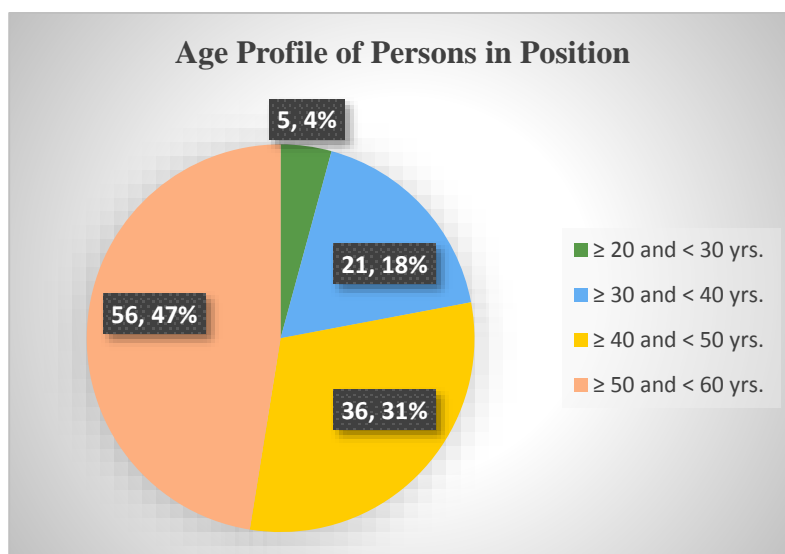
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11.32.4 The following bar chart indicates the inter temporal position of personnel in the Ministry Overseas Indian Affairs as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Person in Position

11.32.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Overseas Indian Affairs. It indicates that of the 118 persons in position, about 47 percent viz., 56 employees shall be retiring within the next 10 years.



### Expenditure on Personnel and Contractual Employees

11.32.6 The following table brings out the expenditure incurred by the Ministry of Overseas Indian Affairs, on salaries and allowances on the employees working in the ministry through the years 2010 to 2013.

Particulars	₹ in lakh		
	2010-11	2011-12	2012-13
Expenditure on Salaries and Allowances	677.36	666.54	691.00

## Ministry of Panchayati Raj

## Chapter 11.33

### General Issues

#### Introduction

---

11.33.1 The mandate of the Ministry of Panchayati Raj (MoPR), which was set up in May 2004, is to ensure compliance of the provisions of Part IX of the Constitution. These provisions relate to District Planning Committees as per Article 243ZD of the Constitution of India and Panchayat Extension to Scheduled Areas Act (PESA), 1996, which was enacted on 24 December, 1996. The ministry's vision is to attain decentralised and participatory local self-government through Panchayats, or Panchayati Raj Institutions (PRIs). The ministry's mission is empowerment, enablement and accountability of PRIs to ensure inclusive development with social justice and effective and efficient delivery of public services.

#### Personnel Position

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11.33.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Ministry of Panchayati Raj, is as follows:

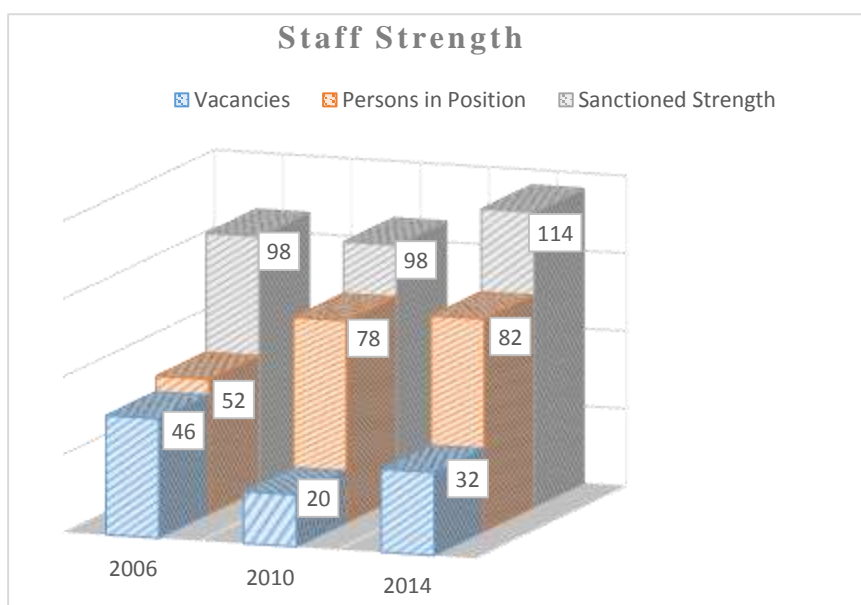
Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of sanctioned strength
A	32	30	2	6
B	48	31	17	35
C	34	21	13	38
<b>Total</b>	<b>114</b>	<b>82</b>	<b>32</b>	<b>28</b>

11.33.3 The above table shows that in overall terms 28 percent of total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of 82 persons in position (PIP), 72 employees are pre-2004 recruits and remaining 10 employees have been recruited on or after 01.01.2004.

#### Inter Temporal Trend of Personnel

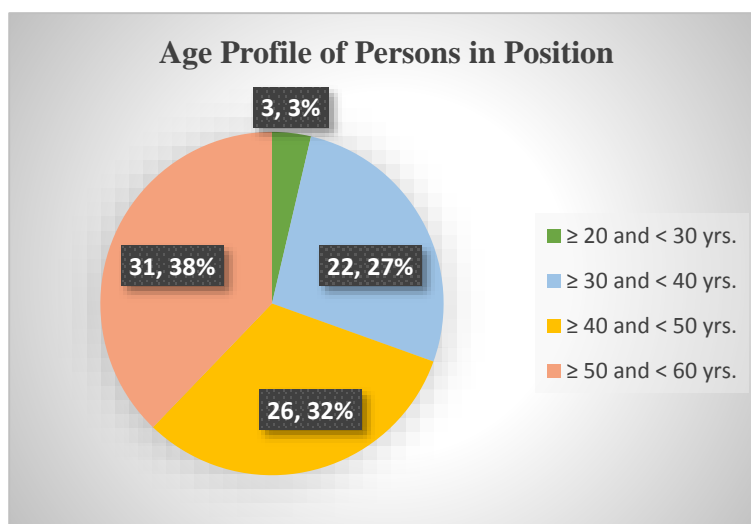
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11.33.4 The following bar chart indicates the inter temporal position of personnel in the Ministry of Panchayati Raj as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.33.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Panchayati Raj. It indicates that about 38 percent of the PIP shall be retiring within the next 10 years.



### Expenditure on Personnel and Contractual Employees

11.33.6 The following table brings out the expenditure incurred by the Ministry of Panchayati Raj, on salaries and allowances on the employees working in the ministry through the years 2010 to 2013.

*(₹ in lakh)*

<b>Particulars</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>
Expenditure on Salaries and Allowances	410.92	424.93	502.18
Expenditure on Contractual Employees	147.47	159.58	131.19
<b>Total</b>	<b>558.39</b>	<b>584.51</b>	<b>633.37</b>

## **Training**

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11.33.7 The ministry has stated that a training plan for the employees has been framed by the ministry on the basis of the National Training Policy. Officers/Staff are being allowed to take training as per training programme of ISTM/DoPT. No specific budget provision has been made for providing training to the officers/staffs of the ministry.

## Ministry of Parliamentary Affairs

## Chapter 11.34

### General Issues

#### Introduction

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11.34.1 The task of handling parliamentary work on behalf of the government, in the Parliament, has been assigned to the Ministry of Parliamentary Affairs. The ministry serves as an important link between the two houses of the Parliament on the one hand and the government on the other in respect of Government Business in the Parliament. It was created as a department in May 1949. With allotment of more responsibilities and functions, the department was elevated as a ministry at a later date.

#### Personnel Position

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11.34.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Ministry of Parliamentary Affairs, is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	21	21	0	0
B	53	39	14	26
C	85	63	22	26
<b>Total</b>	<b>159</b>	<b>123</b>	<b>36</b>	<b>23</b>

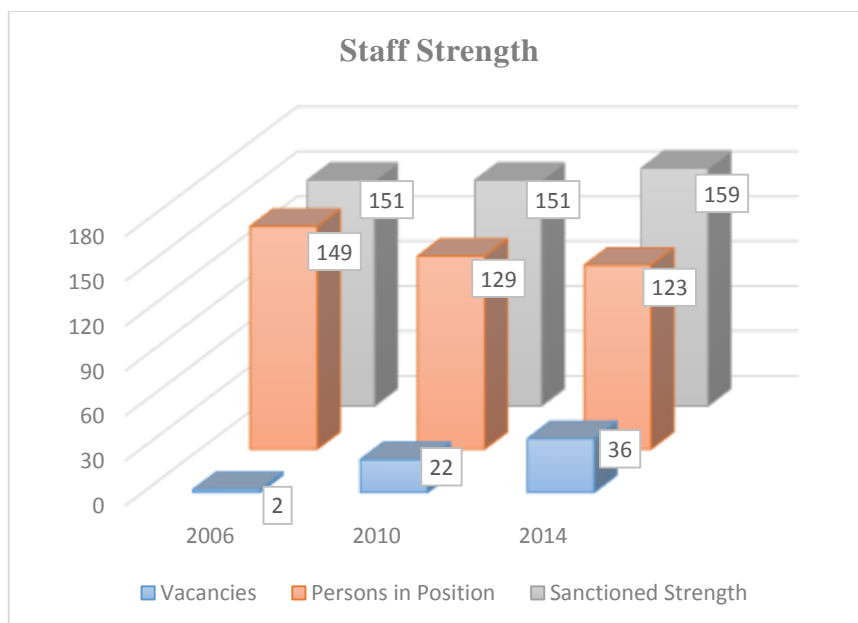
11.34.3 The above table shows that in overall term 23 percent of total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of 123 persons in position, 103 employees are pre-2004 recruits and the remaining 20 employees have been recruited on or after 01.01.2004.

#### Inter Temporal Trend of Personnel

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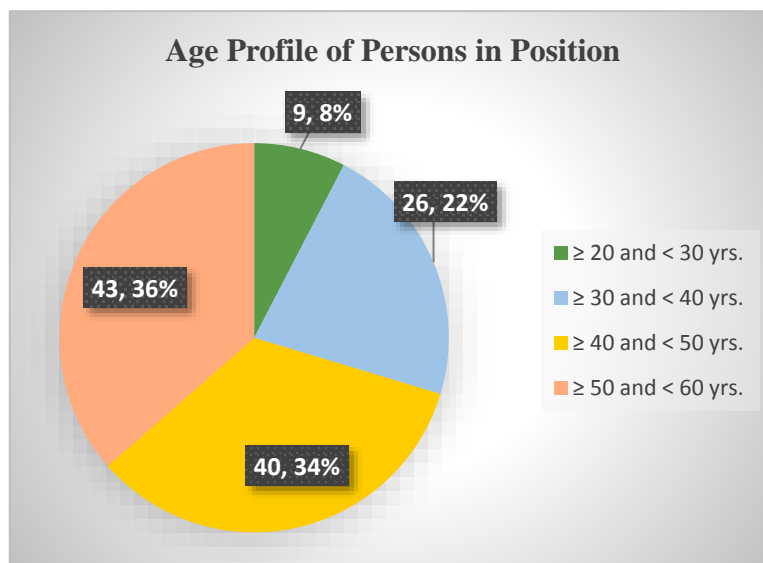
11.34.4 The following bar chart indicates the inter temporal position of personnel in the Ministry of Parliamentary Affairs as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.





### Age Profile of the Person in Position

11.34.5 The following chart brings out the age profile of the persons in position (PIP) in the Ministry of Parliamentary Affairs. It indicates that of 123 persons in position in the ministry, 43 employees shall be retiring in next 10 years, which is about 36 percent.



### Expenditure on Personnel and Contractual Employees

11.34.6 The following table brings out the expenditure incurred by the Ministry of Parliamentary Affairs, on salaries and allowances on the employees working in the ministry through the years 2010 to 2013. There was about 26 percent increase in expenditure on salary and allowances in the year 2012-13 when compared with previous year.

(₹ in lakh)

<b>Particulars</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>
Expenditure on Salaries and Allowances	478.04	549.66	694.74
Expenditure on Contractual Employees	10.52	9.98	9.28
<b>Total</b>	<b>488.56</b>	<b>559.64</b>	<b>704.02</b>

## **Training**

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11.34.7 The Ministry of Parliamentary Affairs has not formulated any training plan. The ministry, for the year 2013-14, has not reported any budget provision for training.

## Ministry of Personnel, Public Grievances and Pensions

## Chapter 11.35

### General Issues

#### Introduction

11.35.1 The Ministry of Personnel, Public Grievances and Pensions is the nodal ministry responsible for personnel matters, especially in respect of issues concerning recruitment, training, career development, staff welfare and the post retirement dispensation. The ministry also works towards promotion of responsive, people oriented and modern administration. The ministry comprises three departments:

- i. Department of Personnel and Training (DoPT)
- ii. Department of Administrative Reforms and Public Grievances (DARPG)
- iii. Department of Pensions and Pensioners' Welfare

#### Personnel Position

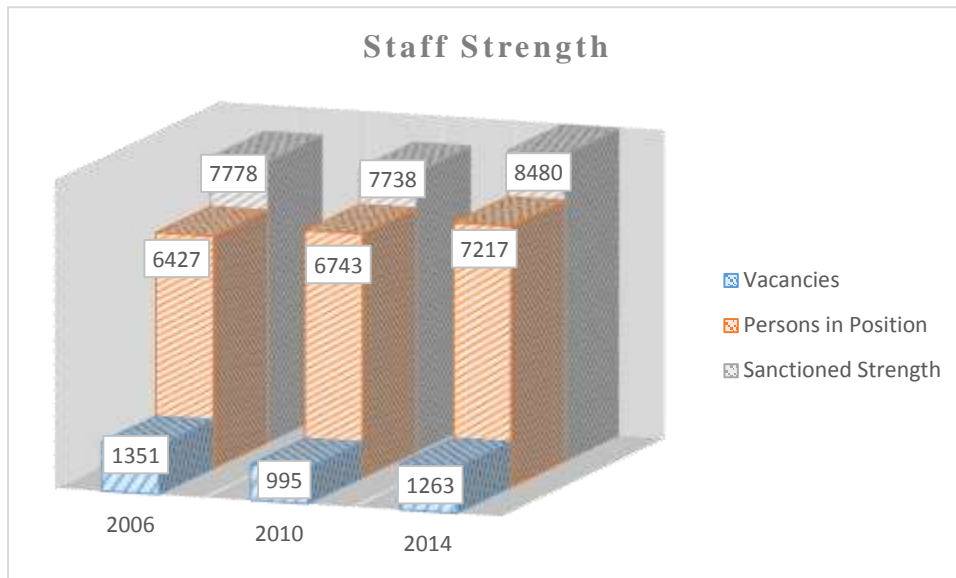
11.35.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Ministry of Personnel, Public Grievances and Pensions to the Commission is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	1,122	817	305	27
B	2,358	1,898	460	20
C	5,000	4,502	498	10
<b>Total</b>	<b>8,480</b>	<b>7,217</b>	<b>1,263</b>	<b>15</b>

11.35.3 The above table shows that in overall terms 15 percent of total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of 7,217 persons in position (PIP), 5,523 employees are pre-2004 recruits and remaining 1,694 employees have been recruited on or after 01.01.2004.

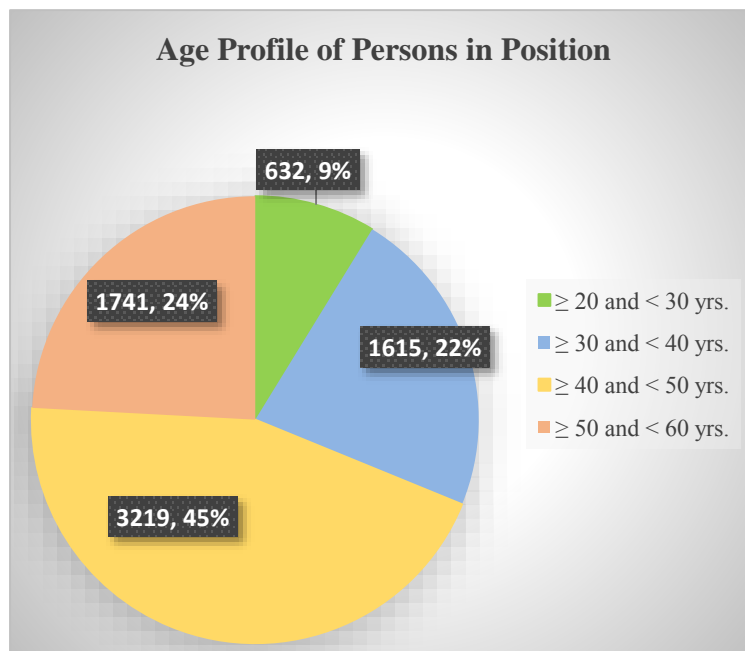
#### Inter Temporal Trend of Personnel

11.35.4 The following bar chart indicates the inter temporal position of personnel in the Ministry of Personnel, Public Grievances and Pensions as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.35.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Personnel, Public Grievances and Pensions. It indicates that about 24 percent of the PIP shall be retiring within the next 10 years.



### Expenditure on Personnel and Contractual Employees

11.35.6 The following table brings out the expenditure incurred by the Ministry of Personnel, Public Grievances and Pensions, on salaries and allowances on the employees working in the ministry through the years 2010 to 2013.

(₹ in lakh)

Particulars	2010-11	2011-2012	2012-13
Expenditure on Salaries and Allowances	34,332.00	38,133.00	44,451.00
Expenditure on Contractual Employees	326.84	826.76	1,193.58
<b>Total</b>	<b>34,658.84</b>	<b>38,959.76</b>	<b>45,644.58</b>

### *Cadre Related Issues*

#### **Central Administrative Tribunal (CAT)**

11.35.7 The Central Administrative Tribunal was set up in November 1985 after the Parliament enacted the Administrative Tribunals Act 1985 which came into force in July 1985 for adjudication of disputes with respect to recruitment and conditions of service of persons appointed to Public Services and Posts in connection with affairs of the Union or other local authorities within the territory of India or under the control of Government of India and for matters connected therewith or incidental thereto.

#### **Maintenance of Pay Parity with CSS/CSSS**

11.35.8 Consequent on orders of DoPT in compliance with court order, the Assistants/Stenographer Grade C/Court Masters in CAT were placed in GP 4600 w.e.f. 01.01.2006 at par with CSS/CSSS cadre. Similarly, vide a separate DoPT Order dated 01.04.2009 the Section Officer/PS of the CAT were granted GP 4800 and GP-5400 (PB-3) thereafter on completion of four years of regular service w.e.f. 01.01.2006 at par with CSS/CSSS.

11.35.9 The CAT has demanded that the Commission make specific recommendations in their report and grant same pay scale and grade pay to their officer/staff, as applicable to CSS/CSSS.

#### *Analysis and Recommendations*

**11.35.10 The Section Officer/PS and the Assistant/Steno Grade-C/Court Masters of the CAT are already placed in the same Band Pay and Grade Pay as admissible to their counterparts in CSS/CSSS. Thus, the demand of CAT amounts to maintenance of parity. The pay structure of CSS/CSSS has been dealt with in detail in Chapter 7.1. Hence replacement pay applicable to CSS/CSSS will be extended to CAT as well.**

#### **Maintenance of Pay Parity with Organised Accounts Cadre**

11.35.11 As brought out in the demand, the pay scales of the Accounts Cadre in CAT were at par with their counterparts in the organised Accounts cadre of Central Government prior to implementation of the V CPC recommendations. The pay scale of Accounts officer in CAT was higher than that of Section Officer/Court Officer. However, consequent on implementation of the VI CPC report, which recommended different pay scales for organised and unorganised Accounts Cadre, the Accounts Cadre of CAT was treated as an unorganised cadre and as a result given lesser pay as compared to that of Section Officers/Court Officers of CAT and CSS.

11.35.12 Accordingly, it has been demanded to upgrade the pay scales of Accounts Officers in CAT from GP 4600 to GP 5400 (PB-2) and Junior Accounts Officers from GP 4200 to GP 4800 at par with the organised Accounts cadre.

11.35.13 **Since the issue pertains to the Accounts cadre, the issue has been dealt in Chapter 7.7 where a common view has been taken for all such cadres.**

## **Central Bureau of Investigations**

### **One Scale Upgradation in the Pay of Scientific Staff of CFSL**

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11.35.14 In their demand, CBI has mentioned that prior to V CPC, in the Central Forensic Science Laboratory (CFSL), the pay scales of Lab Assistant, Scientific Assistant and Sr. Scientific Assistants of CFSL were equivalent to Sub Inspectors, Inspectors and Deputy SPs of CBI and the pay scales of Scientific posts viz., Senior Scientific Officer Gr-II, Senior Scientific Officer Gr-I and Principal Scientific Officers were equivalent to SPs, Senior SPs and DisG of CBI, respectively. The pay scale of Director CFSL was above the post of DIG in CBI. Presently, the pay scales of CFSL staff are below the pay scales of their equivalent ranks in the executive cadre of CBI. Hence, one scale upgradation has been sought by the CBI for different posts of CFSL.

11.35.15 The justification given for such upgradation is that it will help attract talent, improve professionalism and increase operational efficiency.

#### *Analysis and Recommendations*

11.35.16 **The Commission cannot recommend en-masse upgradations or creation of new posts, hence the demand cannot be accepted.**

### **Pay of Crime Assistants, PS, Steno Grade-I and II**

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11.35.17 CBI has stated that, in pursuance of various judgements of Hon'ble CAT, High Courts and Supreme Court, Assistants and Personal Assistants of the CAT, IB and R&AW have been extended pay structures at par with the equivalent officers of CSS/CSSS Cadres. Similarly, Private Secretaries of R&AW, CAT and IB have also been granted non-functional GP 5400 (PB-3) on completion of four years' service. These officers are also working in subordinate offices and have a similar position as that of CBI. But while the Ministerial Staff of these establishments were granted parity with that of CSS, the Ministerial Staff of CBI was left out.

#### *Analysis and Recommendations*

11.35.18 **The issue has been dealt in Chapter 7.1. Hence no specific recommendations are being made here.**

### **Upgradation of pay of Sub Inspectors and Inspectors of CBI**

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11.35.19 The CBI has demanded upgradation of pay of Sub Inspectors and Inspectors working in CBI on the grounds that present pay scales are leading to high attrition at these levels. This

has resulted in 33 percent vacancies in the SI cadre and 30 percent vacancy in the Inspector cadre. It has also been mentioned that there has been historical parity with the executive cadre of Intelligence Bureau.

*Analysis and Recommendations*

**11.35.20 In the VI CPC report it has been mentioned that there is historical parity between the executive cadre of IB and CBI and that such a parity has to be maintained. Since this Commission has approved upgradation of pay of ACIO I and ACIO II in IB, the pay of corresponding ranks in CBI viz., Sub Inspector and Inspector are also recommended to be upgraded similarly. The upgradation has also been recommended keeping in mind the nature of duties performed by these ranks in the organisation. Accordingly the pay of Sub Inspector is upgraded from GP 4200 to GP 4600 and that of Inspector from GP 4600 to GP 4800.**

**Upgradation of Pay of Director, CBI**

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11.35.21 The CBI has made a demand for upgradation of the pay of Director, CBI from current ₹80,000 (fixed) to ₹90,000 (fixed).

*Analysis and Recommendations*

11.35.22 Adequate justification was not found by the Commission for such an upgradation. Hence, the demand has not been accepted.

**Lal Bahadur Shastri National Academy of Administration (LBSNAA)**

11.35.23 LBSNAA is a research and training institute on public policy and public administration located at Mussoorie, Uttarakhand and is primarily responsible for imparting training for the entrants to government service through the Civil Service Examination besides imparting intensive and in-depth training to the IAS officers.

**Pay Parity with CSSS**

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11.35.24 The Non-Gazetted Officers Association, LBSNAA has demanded pay parity with CSSS in respect of the posts of PA/Grade-C Stenographer and PS in Subordinate/Field offices and GP-4600 for the post of Assistant and GP-4800 for the Office Superintendent of LBSNAA at par with their counterparts in ISTM on the ground that in ISTM, these officers are getting higher pay being employee of the CSS cadre. The Assistants in ISTM are drawing pay in GP 4600 while those in LBSNAA are drawing GP 4200. Similarly, Section officer in ISTM is in GP 4800 whereas Office Superintendent in LBSNAA is drawing pay in GP 4200.

11.35.25 It has been argued that this parity is necessary for improving the delivery mechanism for providing better services to officer trainees and the common man.

*Analysis and Recommendations*

**11.35.26 The issue has been dealt under Chapter 7.1. Hence no specific recommendations are being made here.**

## **LDCs**

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11.35.27 There are demands that 50 percent posts of LDCs be earmarked for filing up by promotion/departmental examination by MTS. It has been argued that the educational qualification for the post of MTS is Class X and they are recruited through SSC for performing the work of Peon, Mali, Cobbler, and Sweeper etc. Since most of the MTS join the post with higher qualification of Higher Secondary and Graduation, there is high rate of attrition in the MTS cadre.

### *Analysis and Recommendations*

11.35.28 **As per the recruitment rules for LDC, presently 5 percent of MTS can get promoted to LDC through limited departmental examination. Since government has already stopped direct recruitment for the clerical cadre and gradually phasing out the existing incumbents, this demand cannot be accepted. Moreover enhancement of promotional quota is an administrative matter to be considered by the relevant administrative ministry.**

## **UDCs**

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11.35.29 They have demanded pay hike from GP 2400 to GP 4200 at par with the grade pay of Assistant in LBSNAA. It has been contended that the time taken for an LDC to get promotion as UDC is 15 to 18 years. The UDCs in LBSNAA are performing the same job as Assistants because the number of sanctioned posts of Assistants in the Academy are few.

### *Analysis and Recommendations*

11.35.30 **It is not possible for the Commission to recommend special and separate pay scales for the UDCs of LBSNAA. There is a general hierarchical pattern in the clerical cadre in the Central Government offices and pay is attached to different posts as per the position of the post in the hierarchy. Hence, the demand cannot be accepted.**

## **Assistant Administrative Officer/Administrative Officer**

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11.35.31 The demand for upgradation of pay of Assistant Administrative Officer/Administrative Officer at par with Section Officer has been made on the plea that in LBSNAA the Asstt.AO/AO are looking after the work of Section officers.

### *Analysis and Recommendations*

11.35.32 **The justification has no merit. Hence the proposal cannot be agreed to by the Commission.**

## **Technical Officers and Projectionist**

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11.35.33 They have sought upgradation of the post of Senior Technician (GP-4200) which is Group `B' Non-gazetted post to Group `B' Gazetted Assistant Technical Officer (GP-5400 (PB-3)) and upgradation of the pay of the post of Projectionist from GP 2400 to GP 2800.



11.35.34 It has been argued that sufficient promotional avenues are not available for the incumbents of these posts even though these employees are delivering services and discharging major responsibilities in LBSNAA.

*Analysis and Recommendations*

**11.35.35 Upgradation of pay scales and status of individual posts cannot be recommended only on the ground of stagnation. Career progression through MACP should take care of the aspect of stagnation.**

### **Library Staff**

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11.35.36 They have sought upgradation of Library and Information Assistant from GP 4200 to GP 4600. Upgradation is also demanded for Assistant Library and Information Officer from GP 4600 to GP-5400 (PB-3).

*Analysis and Recommendations*

**11.35.37 The Librarian-cadre has been dealt with in Chapter 7.7 and recommendations in regard to their pay structures will be applicable to all departments under the Central Government where these posts are available, including LBSNAA.**

### **Central Secretariat Clerical Service**

11.35.38 The Central Secretariat Clerical Service (CSCS) consists of the following grades:

- i. Upper Division Clerk (GP 2400)
- ii. Lower Division Clerk (GP 1900)

### **LDC and Data Entry Operator (DEO)**

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11.35.39 It has been demanded that LDC of CSCS drawing pay in GP 1900 be placed in GP 2400 at par with the DEOs on the grounds that post VI CPC, the entry requirements for the two posts is almost similar.

*Analysis and Recommendations*

**11.35.40 Even though the entry requirements are similar, historically the pay scales of the two posts have been different. Besides, they comprise two distinct cadres with different set of roles and responsibilities. Hence, the demand for parity of pay of LDC with DEOs cannot be acceded to by the Commission.**

## Central Vigilance Commission

## Chapter 11.36

### General Issues

#### Introduction

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11.36.1 The Central Vigilance Commission (CVC) was established in February in 1964 by the Government of India by a resolution, as an apex body for prevention of corruption in Central Government institutions and public administration. The Commission was given statutory status by enactment of CVC Act, 2003 and vested with autonomy and insulation from external influences. After enactment of the CVC Act, 2003, the Commission became a multi-member body consisting of a Central Vigilance Commissioner (Chairperson) and not more than two Vigilance Commissioners (Members). The Commission is *inter-alia* entrusted with powers to inquire or cause inquiries, call for any information/documents from the Central Government and exercise superintendence over the functions of CBI for offences related to Prevention of Corruption Act, 1988.

#### Personnel Position

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11.36.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Central Vigilance Commission, is as follows:

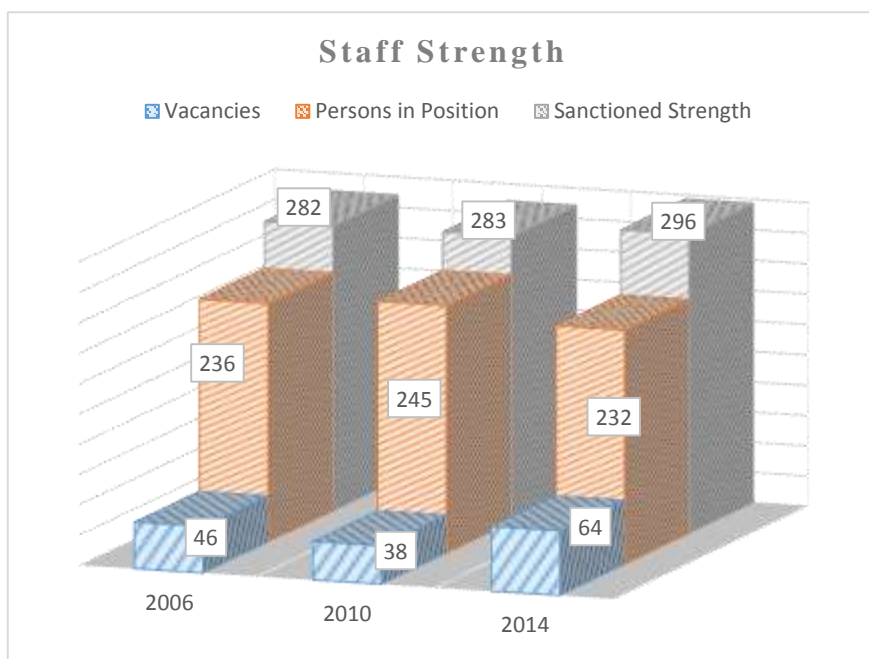
Group	Sanctioned strength	Persons in position	Vacancy	Vacancy as %age of sanctioned strength
A	54	38	16	30
B	98	80	18	18
C	144	114	30	21
<b>Total</b>	<b>296</b>	<b>232</b>	<b>64</b>	<b>22</b>

11.36.3 The above table shows that in overall terms 22 percent of total sanctioned strength of Central Vigilance Commission is lying vacant as on 01.01.2014. Of 232 persons in position (PIP), 153 employees are pre-2004 recruits and remaining 79 employees have been recruited on or after 01.01.2004.

#### Inter Temporal Trend of Personnel

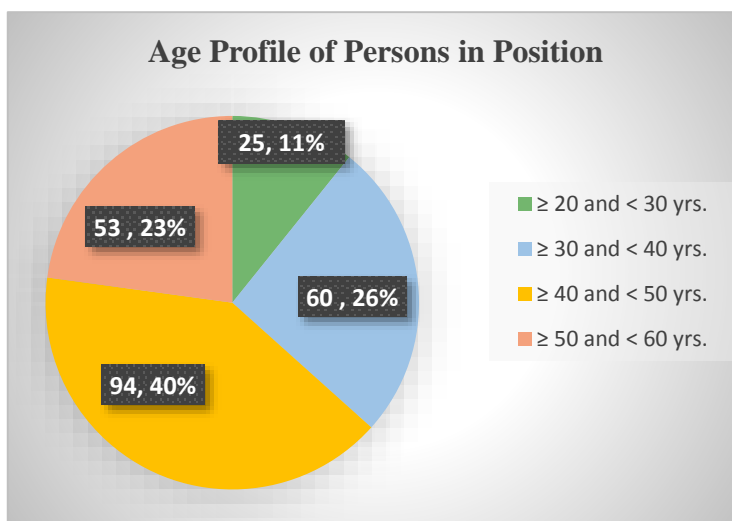
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11.36.4 The following bar chart indicates the inter temporal position of personnel in Central Vigilance Commission as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.36.5 The following pie chart brings out the age profile of the persons in position (PIP) in Central Vigilance Commission. It indicates that about 23 percent of the PIP shall be retiring within the next 10 years.



### Expenditure on Personnel and Contractual Employees

11.36.6 The following table brings out the expenditure incurred by Central Vigilance Commission, on salaries and allowances on the employees working in the Commission through the years 2010 to 2013.

Particulars	(₹ in lakh)		
	2010-11	2011-12	2012-13
Expenditure on Salaries and Allowances	1,148.23	1,242.86	1,376.61

# Ministry of Petroleum and Natural Gas

# Chapter 11.37

## General Issues

### Introduction

11.37.1 The vision of the Ministry of Petroleum and Natural Gas is to make affordable and secure hydrocarbon energy for fuelling India's growth. With this vision, the ministry formulates conducive policies and provide effective regulatory framework for the growth of hydrocarbons. Acceleration of domestic Exploration and Production (E&P) of hydrocarbons as well as focus on oil and gas abroad is part of its mission. Its mission is also to develop the hydrocarbons through technology upgradation and capacity building in production, refining, transportation and marketing; develop supply and distribution infrastructure for petroleum products, to serve the needs of the economy, including households; enhance service standards and maximise customer satisfaction; promote fuel conservation, clean and green fuels and development of alternate sources of energy. There are nine PSUs along with their subsidiaries and eight other organisations under the administrative control of Ministry of Petroleum and Natural Gas to carry out its mission.

### Personnel Position

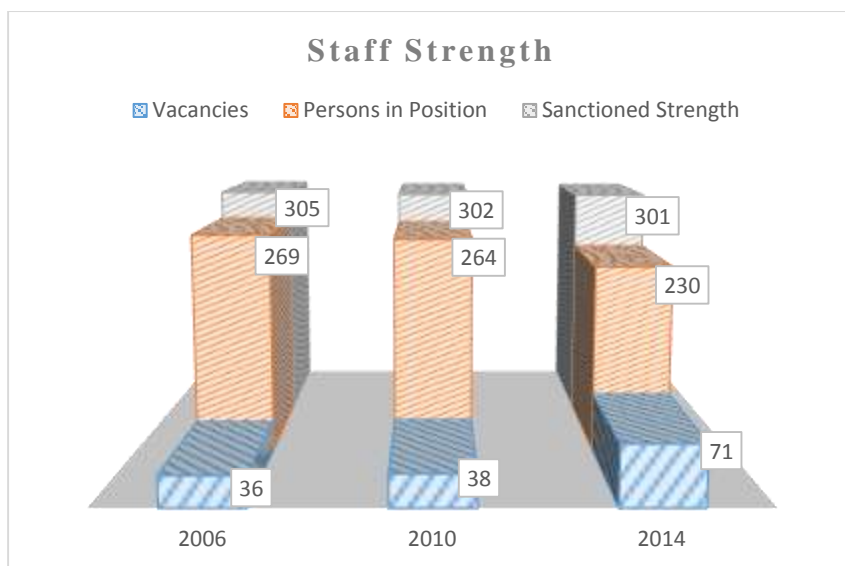
11.37.2 The number of sanctioned posts in various grades vis-à-vis 'persons in position' as on 01.01.2014, as reported by the Ministry of Petroleum and Natural Gas, is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	53	51	02	4
B	125	103	22	18
C	123	76	47	38
<b>Total</b>	<b>301</b>	<b>230</b>	<b>71</b>	<b>24</b>

11.37.3 The above table shows that in overall terms, 24 percent of total sanctioned strength of the ministry is lying vacant. About 38 percent of the Group 'C' posts is lying vacant.

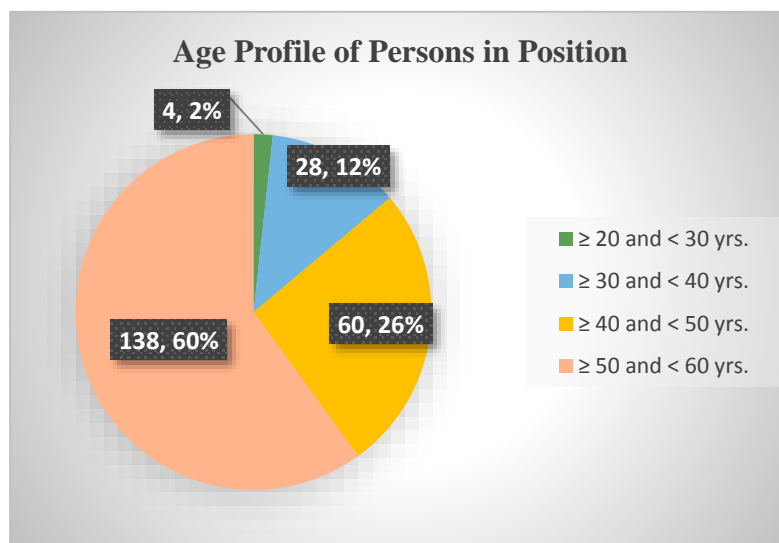
### Inter Temporal Trend of Personnel

11.37.4 The following graph indicates the inter temporal position in the ministry as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.37.5 The following chart brings out the age profile of the persons in position (PIP) in the ministry. As reported by the ministry, of the 230 persons in position as on 01.01.2014, 138 persons (60 percent of PIP) shall be retiring in next 10 yrs. Persons in position includes 21 persons recruited after 01.01.2004.



### Expenditure on Personnel and Contractual Employees

11.37.6 The following table brings out the expenditure incurred by the Ministry of Petroleum and Natural Gas on salaries and allowances on the employees working in the ministry along with expenditure incurred by it on manpower engaged on contractual basis through the years 2010 to 2013.

(₹ in lakh)

Particulars	2010-11	2011-12	2012-13
Expenditure on Salaries and Allowances	1400	1425	1499
Expenditure on Services received through Outsourcing	15.47	18.48	42.97
<b>Total</b>	<b>1415.47</b>	<b>1443.48</b>	<b>1541.97</b>

11.37.7 It can be seen from the above table that expenditure incurred on contract manpower through outsourcing is increasing. The expenditure incurred on this account was more than double in the year 2012-13 compared to 2011-12.

### **Training**

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11.37.8 The ministry has not formulated any training plan. No budget provision on this account has been made in the year 2013-14.

## Ministry of Planning

## Chapter 11.38

### General Issues

#### Introduction

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11.38.1 Government of India in March, 2015 created NITI (National Institution for Transforming India) Aayog, which replaces the erstwhile Planning Commission. NITI Aayog has been mandated *inter alia* to evolve a shared vision of national development priorities, sectors and strategies with active involvement of States in the light of national objectives; to foster federalism through structured support initiative and mechanisms with the States on a continuous basis, to design strategic and long term policy and programme frameworks and initiatives and monitor their progress and efficacy; to develop mechanisms to formulate credible plans at the village level and aggregate these progressively at higher levels of government etc.

#### Personnel Position

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11.38.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Ministry of Planning/NITI (National Institution for Transforming India) Aayog, is as follows:

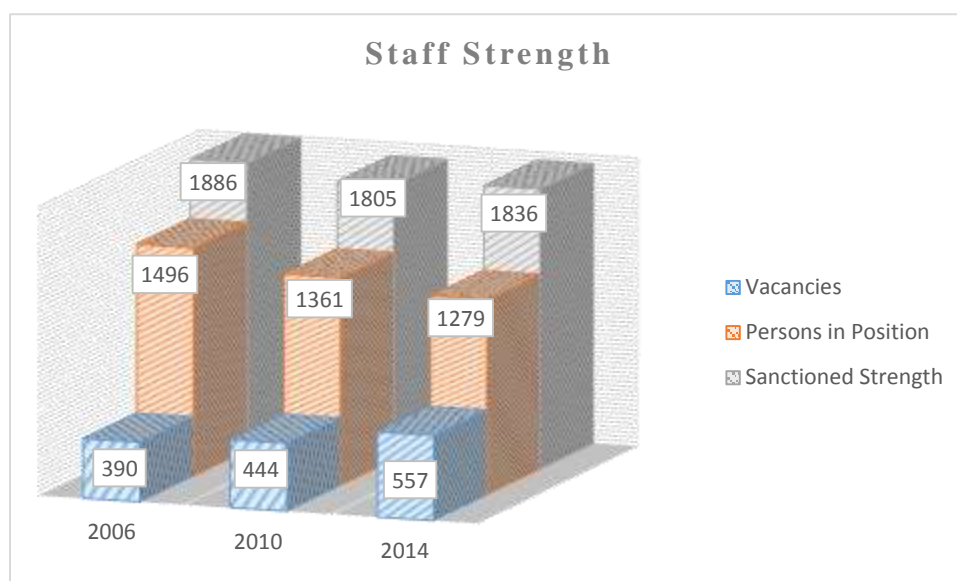
Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	621	391	230	37
B	565	423	142	25
C	650	465	185	28
<b>Total</b>	<b>1,836</b>	<b>1,279</b>	<b>557</b>	<b>30</b>

11.38.3 The above table shows that in overall terms 30 percent of total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of the 1,279 persons in position (PIP), 639 employees are pre-2004 recruits and remaining 640 employees have been recruited on or after 01.01.2004.

#### Inter Temporal Trend of Personnel

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11.38.4 The following bar chart indicates the inter temporal position of personnel in the Ministry of Planning as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### **Expenditure on Personnel and Contractual Employees**

11.38.5 The following table brings out the expenditure incurred by the Ministry of Planning, on salaries and allowances on the employees working in the ministry through the years 2010 to 2013.

(₹ in lakh)

Particulars	2010-11	2011-12	2012-13
Expenditure on Salaries and Allowances	6,072.93	7,053.10	7,954.07

### **Training**

11.38.6 Ministry of Planning has informed that posts for core competencies/specified competencies have not been identified so far due to scrapping of the Planning Commission and formation of NITI Aayog. However, number of officers trained during the years 2012-13 and 2013-14 for core competencies were 89 and 139 respectively. While one officer was trained for specialised competencies in each of the year 2012-13 and 2013-14.

### **Cadre Related Issues**

11.38.7 The following demands for the Library Staff in the Central Government Libraries have been received:

- i. Creation of a post of UDC (Library)/Senior Library Clerk in GP 2400.
- ii. Four financial upgradations on completion of 8,16,24 and 32 years of regular service according to the hierarchy of the existing posts in the Library Cadre.
- iii. Parity of pay in respect of the existing post of Senior Library and Information Assistant/Library and Information Assistant (GP 4200) with that of Assistant, CSS (GP 4600) with re-designation of the post as Assistant (Library).



- iv. Parity of pay in respect of the existing post of Assistant Library and Information Officer (GP 4600) with that of Section Officer, CSS (GP 4800, followed by GP 5400 (PB-3) after four years) with re-designation of the post as SO (Library).
- v. In respect of other existing posts in the Library Cadre viz., Library and Information Officer (GP 6600), Senior Library and Information Officer (GP 7600), Principal Library and Information Officer/Director (GP 8700), Director (GP 10000) and Director General (HAG), new designations have been proposed as Under Secretary (Library), Deputy Secretary (Library), Director (Library), Joint Secretary (Library) and Additional Secretary (Library) respectively. This apart, an increase in pay in the same ratio as for the general cadre posts has been demanded for these posts of LIS (Library Information Science) Cadre.

*Analysis and Recommendations*

11.38.8 The Librarian cadre has been dealt with in Chapter 7.7. Hence no specific recommendations are being made here.

## Ministry of Power

## Chapter 11.39

### General Issues

#### Introduction

11.39.1 The Ministry of Power started functioning independently w.e.f. 2 July, 1992. Prior to this it was functioning as a department under Ministry of Energy. The vision of the ministry is to provide reliable, adequate and quality power for all at a reasonable price. The ministry is concerned with perspective planning, policy formulation, processing of projects for investment decisions, monitoring of the implementation power projects, training and manpower development and administration and enactment of legislation in regard to thermal, hydro power generation, transmission and distribution. The Central Electricity Authority is an attached office of the Ministry and Badarpur Thermal Power Station functions as a departmentally run commercial undertaking. Towards fulfilling its vision, six PSUs, two Joint Venture Corporations, three statutory bodies and two autonomous bodies function under the Ministry of Power.

#### Personnel Position

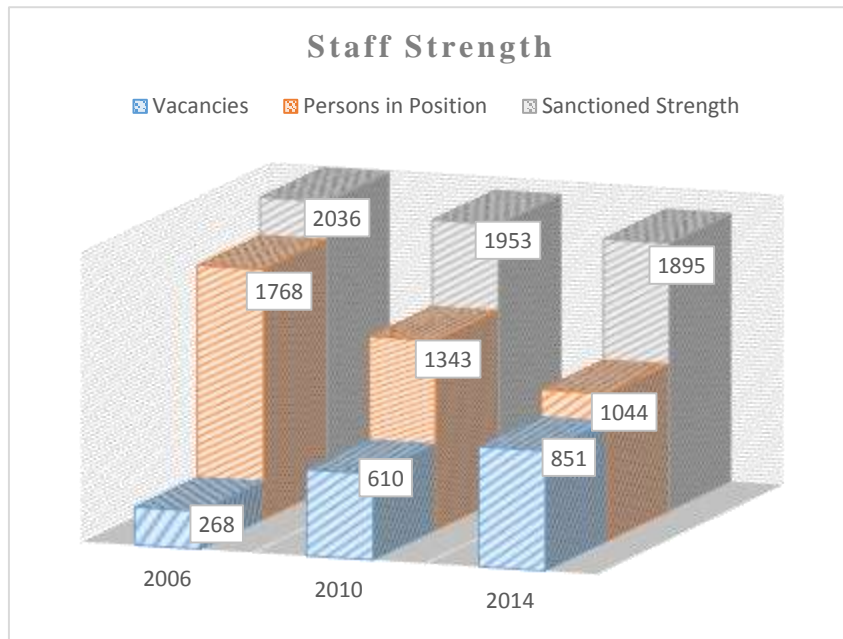
11.39.2 Number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Ministry of Power, is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	545	323	222	41
B	701	313	388	55
C	649	408	241	37
<b>Total</b>	<b>1,895</b>	<b>1,044</b>	<b>851</b>	<b>45</b>

11.39.3 The above table shows that in overall term 45 percent of total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of 1,044 persons in position (PIP), 846 employees are pre-2004 recruits and remaining 198 employees have been recruited after 01.01.2004.

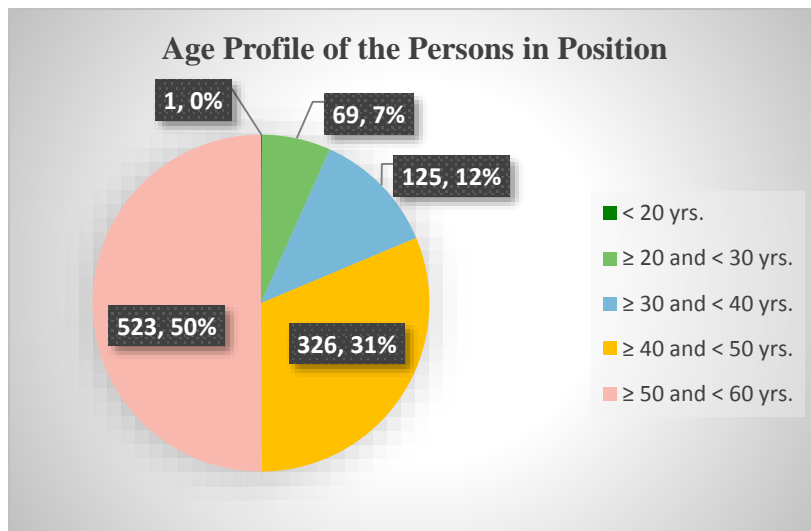
#### Inter Temporal Trend of Personnel

11.39.4 The following bar chart indicates the inter temporal position of personnel in the Ministry of Power as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Person in Position

11.39.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Power. It indicates that about 50 percent of PIP shall be retiring within the next 10 years.



### Expenditure on Personnel and Contractual Employees

11.39.6 The following table brings out the expenditure incurred by the Ministry of Power, on salaries and allowances on the employees working in the ministry through the years 2010 to 2013.

(₹ in lakh)			
Particulars	2010-11	2011-12	2012-13
Expenditure on Salaries and Allowances	7453	7519	7749
Expenditure on Services received through Contractual Employees	59	111	136
<b>Total</b>	<b>7512</b>	<b>7630</b>	<b>7885</b>

## **Training**

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11.39.7 The National Training Policy of the Government of India has laid emphasis on a competency framework- delineation of core skills and specialised skills, classification of posts in terms of functions etc. Each ministry/department is also expected to adopt a systematic approach to training which includes formulation of a training plan, creation of a training infrastructure and a system of monitoring and evaluation.

11.39.8 The ministry has created a Training Cell and a database of the persons trained is maintained. Although the ministry does not have any training institute of its own, there are two in-house faculty/master trainers/instructors available with the ministry. In the year 2012-13, 10/85 employees were trained for core competencies/specialised competencies respectively while in the year 2013-14, 12/97 employees were trained for core competencies/specialised competencies respectively.

11.39.9 During the financial year 2013-14 of the ministry provided ₹14 lakh under the training head, against which ₹11 lakh was utilised.

## Ministry of Railways

## Chapter 11.40

### General Issues

#### Introduction

11.40.1 The Indian Railways is the largest rail network in Asia and is the world's second largest under one management. With more than 1.3 million work force, it is the largest civilian employer in the country. It is not only a government department but also a semi-commercial public utility with an independent budget and considerable autonomy. The Railway Board, which is both the apex executive as well as a Ministry, is responsible for administration and supervision of the Railways and formulation of policies and planning for development of the system. The vision of Indian Railways is to provide safe, efficient, affordable, customer-focused and economically sustainable integrated transportation solutions. It is a modern vehicle of inclusive growth, connecting regions, communities, ports and centres of Industry, commerce, tourism and pilgrimage across the country.

11.40.2 The railway network is organised in the form of Zonal Railways. There are currently 17 Zonal Railway each headed by a General Manager. Besides Zonal Railways, there are six manufacturing units in Railways viz., Chittaranjan Locomotive Works (Chittaranjan–West Bengal); Diesel Locomotive Works (Varanasi-Uttar Pradesh); Integral Coach Factory (Perumbur-Chennai); Rail Coach Factory (Kapurthala-Punjab); Rail Wheel Factory ( Rae Bareli- Uttar Pradesh); Diesel Loco modernisation Works (Patiala-Punjab). Sixteen PSUs and other Organisations function under the Ministry of Railways.

11.40.3 The approved plan outlay of Railways for the year 2015-16 is ₹1,00,011 crore. The outlay will be financed from the following sources:

<i>(₹ in crore )</i>	
Source	Amount
Budget Support from General Revenues	40,000
Extra Budgetary sources	40,572
Internal Resources of Railways	17,793
Railway share of diesel cess	1,646
<b>Total</b>	<b>1,00,011</b>

11.40.4 Railway Board, the apex body of the Ministry of Railways, is headed by a Chairman, five Members and one Financial Commissioner.

## Personnel Position

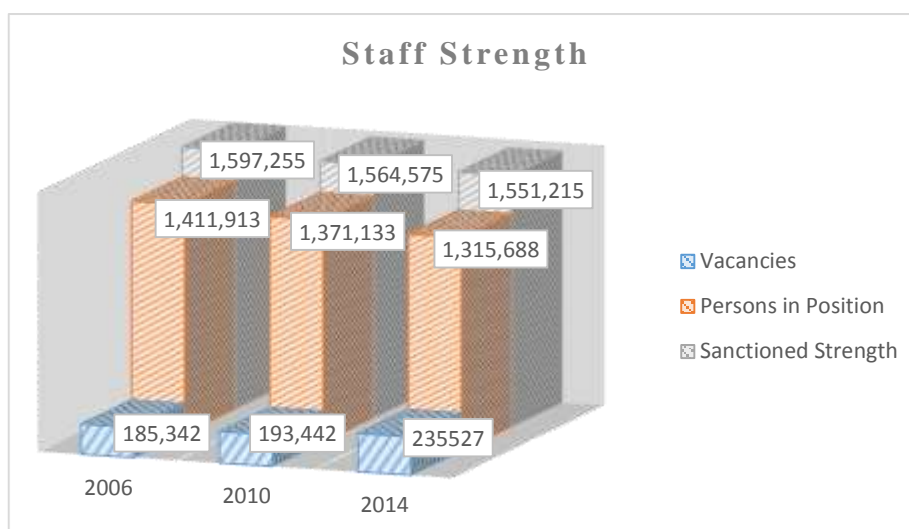
11.40.5 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Ministry of Railways, is as follows:

Group	Sanctioned strength	Persons in position	Vacancy	Vacancy as %age of Sanctioned Strength
A	12,706	8,493	4,213	33
B	4,514	7,283	-2,769	-61
C	15,33,995	12,99,912	2,34,083	15
<b>Total</b>	<b>15,51,215</b>	<b>13,15,688</b>	<b>2,35,527</b>	<b>15</b>

11.40.6 The above table shows that in overall terms 15 percent of total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of 13, 15,688 persons in position (PIP), 9,19,428 employees are pre-2004 recruits and remaining 3, 96,260 employees have been recruited on or after 01.01.2004.

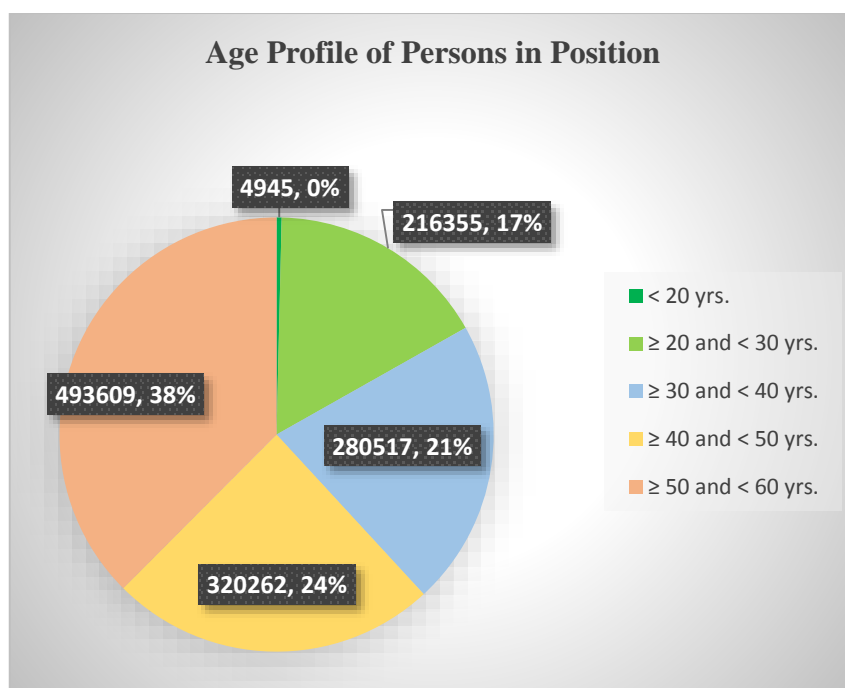
## Inter Temporal Trend of Personnel

11.40.7 The following bar chart indicates the inter temporal position of personnel in the Ministry of Railways as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



## Age Profile of the Persons in Position

11.40.8 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Railways. It indicates that about 38 percent of the PIP shall be retiring within the next 10 years.



### **Expenditure on Personnel and Contractual Employees**

11.40.9 The following table brings out the expenditure incurred by the Ministry of Railways, on salaries and allowances on the employees working in the ministry through the years 2010 to 2013.

(₹ in lakh)

Particulars	2010-11	2011-12	2012-13
Expenditure on Salaries and Allowances	46,79,400.00	50,73,900.00	55,03,800.00
Expenditure on Contractual Employees	2,158.90	2,760.12	3,494.38
<b>Total</b>	<b>46,81,558.90</b>	<b>50,76,660.12</b>	<b>55,07,294.38</b>

### **Training**

11.40.10 Ministry of Railways has intimated that in the year 2012-13, 8,399 Group 'A' officers and 3,42,972 Group 'C' officials were trained while in the year 2013-14, 7,983 Group 'A' officers and 3,31,973 Group 'C' officials received training. In the year 2012-13 an amount of ₹442.05 crore was provided under the head Training, of which, ₹372.81 crore was utilised.

### **Cadre Related Issues**

#### **Group 'A' Officers**

11.40.11 Federation of Railway Officers' Associations represents the following services:

- a) Indian Railway Accounts Service (IRAS)
- b) Indian Railway Medical Service (IRMS)

- c) Indian Railway Personnel Service (IRPS)
- d) Indian Railway Service of Engineers (IRSE)
- e) Indian Railway Service of Electrical Engineers (IRSEE)
- f) Indian Railway Service of Mechanical Engineers (IRSME)
- g) Indian Railway Stores Service (IRSS)
- h) Indian Railway Service of Signal Engineers (IRSSE)
- i) Indian Railway Traffic Service (IRTS)

11.40.12 It was represented before the Commission that these services are now amongst the slowest moving services in the Government of India in terms of promotions, cadre reviews and empanelment under the Central Staffing Scheme for the posts of Joint Secretary and Additional Secretary.

### ***Cadre Management***

11.40.13 The Commission examined the cadre management process on Indian Railways at the Divisional, Zonal and Railway Board levels.

11.40.14 Except at the Railway Board level, the HR issues of all services (except IRAS) are dealt by IRPS, the only service in the entire Government of India setup dedicated solely for personnel management. The HR issues of the Accounts cadre are looked after by the Accounts Department itself.

11.40.15 However, at the Railway Board level, the cadre management of all Group 'A' services is managed by a Group 'B' service, viz., Railway Board Secretariat Service (RBSS).

11.40.16 This has given rise to a peculiar situation in which, despite the existence of a specialised Group 'A' service viz., the Indian Railway Personnel Service (IRPS), dedicated to human resource management of the Indian Railways and whose officers have domain expertise in personnel management, the function of cadre management of all Group 'A' services in the Railways does not rest with it.

11.40.17 Apart from the fact that the IRPS is a dedicated Service for personnel management, its officers, unlike those of the RBSS, have vast experience in the field, in railways' operational zones and its myriad production units. It is, therefore, recommended that **the confidential work and cadre management of all Group 'A' services (except IRAS) in the Railways should be handed over to the IRPS. As far as the Indian Railway Accounts Service (IRAS) is concerned, in the interest of financial autonomy, the practice followed in the field that the IRAS does its own cadre management in all respects, should be completely followed at the ministry level also.**

### ***Cadre Review***

11.40.18 Presently, the cadre review of railway services is, as is the case with all other Group 'A' services, carried out by the Ministry of Railways in consultation with DoPT and Department of Expenditure, Ministry of Finance. The final proposal, as cleared by Departments of



Expenditure and Personnel, is placed before the Cadre Review Committee (CRC) chaired by the Cabinet Secretary for ratification.

11.40.19 It has been represented that the process of cadre reviews is a lengthy one and is delayed, often by years. Railway Officers deposing before the Commission have contended that the on-going exercise of cadre review started almost two years back, but is yet to be completed. Even after the clearance provided by the Ministry of Finance, DoPT is delaying the proposal on one pretext or the other. This has already adversely affected the career prospects of many and is causing wide spread discontentment amongst the Railway Officers. In Chapter 7.3, this Commission has recommended a modification in the of cadre review process. This change should be implemented in the Ministry of Railways right away and it should streamline the process considerably, resulting in cadre reviews being completed within the desirable time frame.

#### ***Empanelment under Central Staffing Scheme***

11.40.20 Separate recommendations have been made in Chapter 7.3 regarding the empanelment process in general. The same would apply to the various Group 'A' services of the Railways that participate in the Central Staffing Scheme (CSS).

#### **Member (S&T), Member (MM), Member (Staff)**

11.40.21 The Federation of Railway Officers' Associations (FROA) has sought the creation of posts of Member (S&T), Member (Materials Management) and encadrement of the post of Member (Staff) for IRPS officers.

#### ***Analysis and Recommendations***

11.40.22 The Railway Board is the apex body of the Indian Railways and reports to the Minister of Railways. The Railway Board comprises seven functionaries: one Chairman, five members and a Financial Commissioner (who is the representative of the Ministry of Finance in the Railway Board). The Railway Board is supported by several Directorates each of which reports to a member of the Board.

11.40.23 The constitution of the Railway Board has, based on technological changes and advances, evolved over time. Earlier, the Electrical Engineering Department was not represented on the Railway Board and oversight of this department was by the Member (Mechanical). In 1987, based on the recommendations of the IV CPC, the Railway Board was expanded and a post of Member (Electrical) created to look after the Electrical Department as well as the Signal & Telecommunications Department.

11.40.24 With further advances as also scaling up of the operations of the organization, there have been long standing demands from members of three Organised Group 'A' Services, viz., the IRSSE, the IRSS and the IRPS for a representation on the Railway Board. These three Services handle the functions of signaling & telecommunication, materials management and personnel matters respectively.

11.40.25 Vide Para 83.22, the V CPC had recommended that “ . . . a post of Member (Signal and Telecom), Railway Board, to be manned by an officer of Indian Railway Service of Signal

*Engineers be created.*” Similarly, vide Para 83.27, the Commission said: “*We recommend that one post of Member, Railway Board to be manned by an officer of Indian Railway Stores Service be created at the earliest.*” It also commented on the existing posts of Additional Member (Staff) and Member (Staff) in Para 83.19 wherein it was stated: “*While the post of Additional Member (Management Services) may continue to be available to all Organised Group `A` Services including IRPS, it is quite legitimate that the post of Additional Member (Staff) and Member (Staff), Railway Board are encadred for IRPS.*”

11.40.26 It was brought to the notice of the Commission that the notification for the creation of posts of Member (S&T) and Member (Materials Management) was issued by the Ministry of Railways in 2003, with the approval of Ministry of Finance, but was withdrawn in March, 2004.

11.40.27 The Commission notes that IRSSE, IRSS and IRPS are large Organised Group `A` Central Services, with officer strengths of 1675, 949 and 787 respectively. It is further noted that the number of posts at the level of HAG and above in these services, as a percentage of total Senior Time Scale posts, are just 1.84 percent, 1.45 percent and 0.73 percent respectively. These are far lower than the norm of 3 percent laid down by the DoPT. None of these Services has a post at the Apex level. These services were started more than 35 years ago and they carry out functions which are quite critical for the efficient functioning of the organization. Their officers harbour legitimate expectations for an apex level post. There appears to be a piquant situation in which a demand that was raised nearly two decades back was found to be reasonable, certain recommendations made by the V CPC, which were apparently accepted by the government but not taken to finality, and now twenty years down the line, the same demand has been placed before this Commission, with greater urgency. **The Commission recommends that the Ministry of Railways may take up the matter of revival of these proposals if they so wish.**

## **General Managers**

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11.40.28 There is a strong demand from the Railway officers to grant Apex Scale to General Managers (GMs). It has been brought to the notice of the Commission that GMs have enjoyed parity with the Principal Chief Conservator of Forests and DGPs of states till the V CPC. However, following the VI CPC recommendations, while the latter two were upgraded to Apex Scale, General Managers of Indian Railways remained in the HAG+ scale.

### *Analysis and Recommendations*

11.40.29 The Commission notes that the post of the General Manager in the Railways is indeed an important post. Each General Manager heading an operational Railway Zone commands, on an average, a workforce of nearly 80,000 to one lakh personnel. In terms of the overall cadre structure, it is noted that the nine organised services of the Railways, with a collective strength of nearly 14,000 officers, have only nine posts at the Apex Level. In response to a query regarding possible issues arising out of the placement of General Managers in the Apex Level, given that they report to the Railway Board, whose Members are also in the Apex Level, the ministry was of the view that a similar situation prevails in the departments of Direct Taxes

and Central Excise and Customs, where personnel in the field report to the Central Boards, with both sets of functionaries residing in the Apex Level. The ministry has, in fact, strongly endorsed the proposal for upgradation of the General Managers from the HAG+ level to Apex.

11.40.30 The Commission is of the view that this is a matter that should be decided between the Ministry of Railways and Ministry of Finance.

## **IRAS**

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11.40.31 Amongst the organised services in the Indian Railways, IRAS has the unique distinction of having widespread exposure to almost all relevant fields like Contract Management, Project Evaluation, Establishment and HR matters, Investment related issues, etc. Owing to close interaction with all other Departments of the Railways, they are better suited to take appropriate administrative decisions in a holistic manner.

11.40.32 IRAS officers have requested the Commission for additional posts of Additional Member (Institutional Finance), Additional Member (Accounting Reforms), Additional Member (Internal Audit), Additional Member (Accounts), Advisor (Costing) and Advisor (PPP) in the Railway Board.

### *Analysis and Recommendations*

11.40.33 Presently, there are two posts of Additional Members in the Railway Board in HAG+, viz., Additional Member (Finance) and Additional Member (Budget).

11.40.34 The Commission realizes that Indian Railways is actively looking at innovative methods of revenue generation, both internal and external. Hence, the demand for the post of Additional Member (Institutional Finance) has merit.

11.40.35 Similarly, as strongly emphasized by the Committee for Mobilization of Resources for Major Railway Projects and Restructuring of Railway Ministry and Railway Board, headed by Dr. Bibek Debroy, Indian Railways needs to move to a “*responsive and transparent accounting and costing system as the first stepping-stone to a commercially viable Railway system.*” Hence the demand for the post of Additional Member (Accounting Reforms) also appears justified.

11.40.36 However, the Commission is of the opinion that the provision of the above mentioned posts is in the administrative domain of the Ministry of Railways, and they should take a view accordingly.

## **RPF**

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11.40.37 Group `A` officers of the Railway Protection Force (RPF) have demanded parity with other Group `A` services in the Ministry of Railways. Their line of argument is the following:

11.40.38 In the RPF, Group `A` officers are recruited along with other three Group `A` services, viz., IRTS, IRAS and IRPS, through the Civil Services Examination conducted by UPSC. Though RPF has become an armed force of the Union vide amendment in the RPF Act

in 1985, the basic character of a civil post is retained in the RPF Act as Section 9 of the Act gives protection of Article 311 of the Constitution of India that applies only in case of civil posts held by Central and State Government servants. Further, as per Section 10 of the RPF Act and Section 2(34) of the Railways Act (as amended in 2003), all RPF personnel are Railway servants. Group `A` officers of RPF are governed by the same Discipline and Appeal Rules and Conduct Rules which are applicable to other Group `A` officers of the Railways. Moreover, under the allocation of business rules, the CAPFs are placed under the Ministry of Home Affairs, while the management of RPF is under the Ministry of Railways.

#### *Analysis and Recommendations*

11.40.39 The Commission has considered the above arguments. We have also taken note of the differences in mode of recruitment, service conditions, rules and retirement age of RPF officers vis-à-vis their CAPF counterparts. Accordingly, **we are of the opinion that it would be erroneous to bracket RPF officers with officers of CAPFs. Hence, we recommend that RPF officers should be treated as Railway officers for all purposes, under the full control of Railway Board.**

#### **IRSME**

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11.40.40 Younger officers, particularly of the Indian Railway Service of Mechanical Engineers (IRSME), one of the Railways' five technical services, have placed their singular grievance before the Commission. The gist of the issues raised by IRSME officers is as follows:

- IRSME has a total strength of 695 sanctioned posts from Senior Scale to Member (Mechanical), Railway Board
- Their Recruitment Rules, as for all Organised Group `A` Services of Railways, provide for a 1:1 ratio between direct recruits and promote officers
- Between June 2008 and December 2014 alone, 610 promotee officers have been promoted to IRSME
- In pursuance of DoPT's letter No.2/8/2001-PIC of 16.05.2001, direct recruitment was curtailed to 1/3<sup>rd</sup>, but the remaining 2/3<sup>rd</sup> posts were not abolished. Instead they were utilized for recruitment of promotee officers, which has seriously disturbed the 1:1 ratio between direct recruits and promotees envisaged in the recruitment rules
- The "connotation" rule, which is unique to Indian Railways, states that the seniority of a Group `B` officer promoted to Group `A` will be determined by giving weightage according to "the year of service connoted by the initial pay on permanent promotion to Group `A` service." The IRSME officers claim that this "connotation" rule was relevant when there was substantial difference between the pay scales of Group `A` and Group `B` officers. With the difference shrinking in the successive Pay Commissions, the rule, they say, has lost its relevance. They also contend that the Railway Board has chosen to frame the "connotation" rule based on Pay in the running pay band only, and have not included the Grade Pay, which, they state, is incorrect.

### Analysis and Recommendations

11.40.41 The Commission has examined the matter. It is noted that the ratio of promotee officers to direct officers is 1:1 in the Group 'A' services of Railways as against 1:2 in the IAS and IA&AS. This adversely affects the promotional prospects of Group 'A' officers in the Railways vis-à-vis similarly placed officers in the IAS and IA&AS.

11.40.42 For Group 'B' officers of Indian Railways who are promoted as Junior Scale Group 'A' officers, their seniority is fixed by giving weightage based on Para 334 of Indian Railways Establishment Manual Vol-I, which reads as follows:

*(a) the year of service connoted by the initial pay on permanent promotion to Group 'A' service; or*

*(b) half the total number of years of continuous service in Group 'B,' both officiating, and permanent;*

*whichever is more, subject to a maximum of 5 years; provided that the weightage so assigned does not exceed the total non-fortuitous service rendered by the officer in Group 'B.'*

11.40.43 Part (b) above is quite clear and simply means that if a Group 'B' officer has rendered 6 years of continuous service in Group 'B' before getting Group 'A', he is to be given weightage of  $6/2 = 3$  years.

11.40.44 However, the "connoted" part in (a) above is ambiguous and untenable and the background of this "connotation" rule, which is unique to Indian Railways, has not been explained. The ministry in its reply has stated that the relevant files are not traceable.

11.40.45 Accordingly, we **recommend that Ministry of Railways should set up an expert body comprising HR, Law and Technical experts of at least Joint Secretary Level, to examine the entire issue de novo.**

### Controllers

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11.40.46 There are about 2600 controllers on Indian Railways who plan, execute, control and monitor all activities concerning Train Operations round the clock and order, monitor and supervise all breakdown activities and Disaster Management. Presently they have a two-tier structure:

Category	Grade Pay
Dy. Chief Controller	4600
Section Controller	4200

11.40.47 Eighty five percent of the posts of Section Controllers are filled by selection from amongst departmental candidates of feeder cadres of operating department such as Station Masters, Yard Masters, Traffic Inspectors, Guards, etc. and 15 percent by direct recruitment of Traffic Apprentices through Railway Recruitment Boards, who are inducted after a two-year training).

11.40.48 It has been brought to the notice of the Commission that employees in the feeder cadres of Guards and Traffic Inspectors (who also are in GP 4200) find their existing jobs more attractive due to associated perks and allowances and do not opt for the post of Section Controllers, which entails strenuous work. Station Masters are also in GP 4200, hence they too do not opt to be Controllers. This has resulted in a large number of vacancies in the cadre. To make the post attractive, higher Grade Pay has been requested.

*Analysis and Recommendations*

11.40.49 The Commission visited the Control Office at Central Railway, Mumbai and sensitized itself with the working conditions and pressure under which the Controllers work. We have no doubt in our minds that the post of Controllers is a critical and important one and deserves to be so recognized. However, only 10 percent of the posts are in GP 4200; 90 percent are already working in GP 4600. Further, raising the GP from 4600 to 4800 will bring the level at par with that of Group 'B' officers of the Operating Department, which can result in command and control problems. Hence, higher GP cannot be considered.

11.40.50 However, having regard to the strenuous nature of the job, and to incentivise qualified persons to work as Controllers, **we recommend a Special Train Controllers' Allowance of ₹5,000 per month to Section Controllers and Dy. Chief Controllers. The allowance will increase by 25 percent each time DA rises by 50 percent.**

11.40.51 The Commission is of the view that such kind of work that requires constant attention is more suited for younger employees. Hence, **we recommend that direct recruitment quota for this category should be increased from the present 15 percent to 30 percent.** Other demands like the grant of Controlling Allowance, Traffic Intensity Allowance, Mike Allowance lack justification.

**Station Masters**

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11.40.52 The cadre of Station Masters, nearly 39,000 strong, is one of the visible faces of Indian Railways. They are connected with working of traffic, commercial duties like issue of tickets, goods handling, parcel handling, accounting of station earnings. They are also responsible for proper co-ordination between personnel of different departments posted at the station. Theirs is presently a three-tier structure:

Category	Grade Pay
Station Superintendent (SS)	4600
Station Master (SM)	4200
Assistant Station Master (ASM)	2800

Some major stations have posts of Station Superintendent (Gazetted).

11.40.53 Presently the mode of recruitment is as follows:

- SS-100 percent promotional

- SM–10 percent through Limited Departmental Competitive Examination (LDCE), from serving non-ministerial graduates of Commercial and Traffic Departments; 15 percent+Shortfall against LDCE through Direct Recruitment from the open market; 75 percent through promotions from ASM
- ASM–25 percent through General Selection from specified serving matriculates in GP 1800, 1900, 2400 and 2800; 15 percent+Shortfall against General Selection through LDCE (from employees of specified categories of Commercial and Traffic Departments with qualification of graduation and a minimum service of 5 years for Group D staff); 60 percent+Shortfall against LDCE through Direct Recruitment from the open market.

11.40.54 There is a demand to upgrade ASMs from GP 2800 to GP 4200.

#### *Analysis and Recommendations*

11.40.55 The Commission notes that 7 percent of the entire cadre is presently in GP 2800, 53 percent in GP 4200 and 40 percent in GP 4600. Keeping in mind the identical educational qualifications required for the posts of ASM and SM, with practically no difference in the functions performed by them, and the historical importance of the post, it is **recommended that the ASMs in GP 2800 should first be upgraded to GP 4200 and then fitted in the revised Pay Matrix.** The cadre will then have 60 percent posts in Level 6 and 40 percent in Level 7. **The designation of ASM may be abolished.** Separate recommendations have been made regarding Dress Allowance to Station Masters. Other demands like grant of Safety and Punctuality Allowance, Outturn Allowance are not justified.

#### **Running Staff**

11.40.56 Loco Running Staff, comprising Loco Pilots, Motormen, Shunters and Firemen, and Traffic Running Staff comprising Guards, perform operations and other duties on moving trains or locomotives.

11.40.57 The present pay structure is as under:

<b>Loco Running Staff</b>		<b>Traffic Running Staff</b>	
<b>Category</b>	<b>Grade Pay</b>	<b>Category</b>	<b>Grade Pay</b>
LP Mail/Express	4200		
LP Passenger/Motormen	4200	Guard M/E	4200
LP Goods	4200	Sr. Pass Guard	4200
LP Shunter-I	4200	Sr. Goods Guard	4200
		Goods Guard	2800
LP Shunter-II	2400		
Sr.ALP	2400	Sr. Assistant Guard	2400
ALP	1900	Assistant Guard	1900

11.40.58 In the category of Loco Running Staff, direct recruitment is only at the level of ALP with minimum educational qualification of Class X + ITI in specified trades/Act Apprenticeship. 50 percent of ALPs are filled up from amongst volunteering Diesel/Electrical Loco fitter or from Diesel/Electrical maintenance sheds/shops. Remaining 50 percent+ Vacancies from above are filled up by direct recruitment through RRBs.

11.40.59 In Traffic Running Staff, the post of Assistant Guard is filled up 100 percent by promotion from the feeder categories of the erstwhile Group D staff, presently classified as Group 'C', placed in GP 1800. Minimum educational qualification required is Class X with Medical Classification of A-2. The post of Goods Guard is filled up through two modes of recruitment—(i) through Direct Recruitment through RRBs with educational qualification of graduation with medical fitness in A-2 Category, and (ii) through General Departmental Competitive Examination (GDCE), for which the categories of Trains Clerk, Sr.Trains Clerk, Pointsman in GP 1900, Commercial Clerk in GP 2000 and GP 2800, Ticket Checking Staff in GP 1900 and GP 2400, are eligible to appear in the selection. Goods Guards, on completion of two years' service, are eligible to move up in hierarchy on the basis of seniority-cum-suitability.

11.40.60 Both the categories of staff have asked for better pay package. It has also been brought to the notice of the Commission that after the implementation of the VI CPC recommendations, the posts of LP Shunter-I and LP Goods carry the same GP4200. Employees are reported to be reluctant to move from Shunter-I to LP Goods because of increased responsibility, workload and variable hours of working without any additional benefit. This has resulted in vacancies at the level of LP Goods, which the Railway administration is finding difficult to fill.

#### *Analysis and Recommendations*

11.40.61 The Commission notes that the VI CPC had provided the following additional allowance (Special Running Staff Allowance) to the running staff:

1. ₹1,000 pm to Loco Pilot Mail/Express
2. ₹500 pm to Loco Pilot Passenger/Motormen
3. ₹500 pm to Guard Mail/Express

11.40.62 It is **recommended that the Special Running Staff Allowance should be raised to ₹2,250 pm for Loco Pilot Mail/Express, ₹1,125 pm to Loco Pilot Passenger/Motormen and ₹1,125 for Guard Mail/Express. In addition, Loco Pilot Goods and Sr.Passenger Guard should also be extended this allowance at the rate of ₹750 pm.** This will incentivize the movement of LP Shunter-I to LP Goods. As before, **Dearness Allowance will be payable on this allowance. However, it will not count for pensionary benefits.**

11.40.63 Staff Federations have demanded that the minimum educational qualification of ALPs, which is presently Class X+ITI, should be raised to graduation. Ministry of Railways stated that with the use of enhanced technology in locomotives and matching improvement in reliability, modern cabs are equipped with diagnostic screens which not only eliminate guesswork but also make it simpler to locate and rectify faults. Hence the present qualification is adequate. The Commission concurs with the view of Ministry of Railways, since the



effectiveness of Loco Pilots can be improved by revamping their training rather than enhancing the minimum educational qualification.

### **Commercial Staff**

11.40.64 There are three categories of Commercial Staff—Commercial Clerks, Enquiry Cum Reservation Clerks (ECRCs) and Ticket Checking staff (TTEs and TCs). They are responsible for commercial duties like issuing of tickets—unreserved as well as reserved, handling enquiries, checking of tickets on board trains, etc. Their present structure, along with the employee strength in each GP is as follows:

<b>Grade Pay</b>	<b>Commercial Clerks</b>	<b>ECRCs</b>	<b>Ticket Checking Staff</b>	<b>% of Total Strength</b>
4600	5975	2320	7021	20.28
4200	13648	5800	16072	47.03
2800	6572	2425		11.91
2400			7723	10.23
2000	3679			4.87
1900			4287	5.68

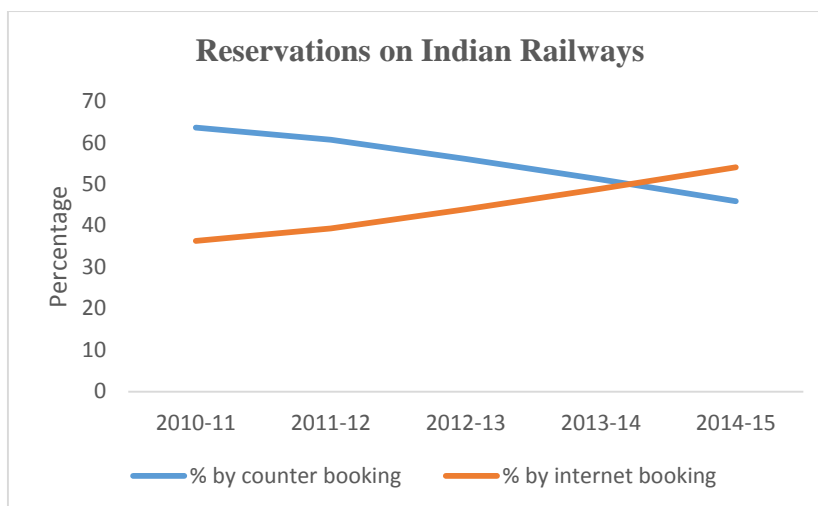
11.40.65 For Commercial Clerks, the minimum educational qualification stipulated is Class X. Entry into the cadre is only at GP 2000 - 50 percent direct recruitment through RRB; 33 1/3% through LDCE from eligible erstwhile Gr.D staff of Traffic and Commercial Departments with three years of continuous service; 16 2/3% through promotion of matriculate employees in GP 1800 from eligible categories. For ECRCs, graduation is the minimum requirement, with entry GP2800. Entry in Ticket Checking staff is at GP 1900—50% direct recruitment by RRB with the minimum educational qualification of Class X and the remaining 50 percent filled by promotion—33.33% by General Selection and 16.66 percent by LDCE with minimum qualification of Class X.

11.40.66 All the three categories have demanded improvement in their pay structure. Representations have also been received to upgrade the entry level qualification of Commercial Clerks and Ticket Checking staff from the current level of Class X to graduation. It has also been stated that with the proliferation of technology for booking unreserved and reserved tickets, the requirement of Commercial Clerks and ECRCs is going down. At the same time, with an increase in the number of trains, the need for Ticket Checking staff is on the rise. Hence, it has been suggested that these three cadres should be merged.

### *Analysis and Recommendations*

11.40.67 The Commission analysed the year-wise data pertaining to the percentage of reserved tickets booked at the counters vis-à-vis those booked through the internet<sup>42</sup>:

<sup>42</sup> Source: Ministry of Railways.



11.40.68 A clear trend towards increase in internet booking is visible, so much so that internet booking has now exceeded the counter booking. With the introduction of innovative technological solutions for the unreserved sector, like the recently launched mobile application, the counter sales of unreserved tickets are also likely to go down.

11.40.69 Hence, the Commission finds merit in the argument that the three categories of Commercial staff should be unified into a single cadre. Accordingly, **it is recommended that they should be consolidated into one cadre called Commercial and Ticketing Staff. The cadre will have the following structure after merger:**

Grade Pay	Level	% Distribution of Posts
4600	7	20
4200	6	47
2800	5	22
2000	3	11

11.40.70 **Employees in GP 1900 should be upgraded to GP 2000; those in GP 2400 should be upgraded to GP 2800 and then placed in the appropriate level in the new pay matrix. The inter-se seniority will be as per normal rules of seniority. Proper training will have to be imparted to the employees as per the requirements. The recruitment in the cadre should be at two levels:**

- a. **At Level 3: 50% from open market through RRB, with minimum qualification of Class XII,  $33\frac{1}{3}$  % through General Selection from Traffic and Commercial staff in GP 1800 fulfilling the eligibility criterion, and  $16\frac{2}{3}$  % through LDCE**
- b. **At Level 5: 50% from open market through RRB, with minimum qualification of Graduation, and 50% through promotion.**

11.40.71 With this merger, employees in GP 1900 and GP 2400 will get the benefit of upgradation. At the same time, the job content of all three categories will be enriched, as they will be able to join any of the three streams. Organizational flexibility will be enhanced as the department will have a larger pool of employees for optimal utilization, as per the requirement.

## Legal Cadre

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11.40.72 The 450-odd strong legal cadre in Indian Railways provides legal assistance to the administration such as vetting of documents, drafting of written statements like affidavits, replies, counter replies, etc., monitoring of court cases, disposal of summons and notices, evaluation of working and performance of Railway advocates, etc.

11.40.73 Presently, most of the Divisions have posts of Chief Law Assistants only in the GP 4600. The posts of Assistant Law Officer in GP 4800 usually exist at Zonal level only. Beyond that there are few posts in GP 6600 and GP 7600, and just one post in GP 10000.

11.40.74 Demands have been received to modify the cadre structure as under:

Present Grade Pay	Present Strength	Proposed Strength
10000	1	1
7600	7	9
6600	13	15
4800	21	64

### *Analysis and Recommendations*

11.40.75 The Commission appreciates the need to strengthen the legal cadre at the Divisional level, in view of the trend of increasing litigation. However, changes required in the cadre structure to meet this objective are the prerogative of the Ministry of Railways. Accordingly, no specific recommendations are made in this regard.

## Public Prosecutors

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11.40.76 Public Prosecutors, with a strength of 197 personnel, conduct cases under Railway Property (unlawful possession) Act and Railway Act. Their present structure is as under:

Designation	Grade Pay
Assistant Security Commissioner (Prosecution)	5400
Inspector (Prosecution)	4600
Sub-Inspector (Prosecution)	4200

11.40.77 They have represented that the Hon'ble Single Bench of Rajasthan High Court, in its judgement dated 03.07.1997 in S.B. Civil Writ Petition No.465 of 1995, in the case of Sh.Sohan Singh Seera Vs Union of India and others (which was upheld by the Division Bench on 26.03.2002 and the Supreme Court on 29.09.2011), has directed the Ministry of Railways to constitute a separate Prosecution Cadre for the Railways free from the control of Railway Protection Force (RPF). This, the Commission was informed, has not been done.

### *Analysis and Recommendations*

11.40.78 Ministry of Railways has informed the Commission that the decision to create a

separate Prosecution Department at Divisional and Zonal levels has already been conveyed. Modalities are under finalization in consultation with DoPT and Ministry of Finance. In light of the above, no recommendations are required.

## Accounts

11.40.79 The employees of Accounts Department maintain the books of accounts and render financial advice. The cadre structure is as follows:

Designation	Grade Pay
Sr. Section Officer/Sr. Travelling Inspector of Accounts/Sr. Inspector of Stores Accounts	4800
Accounts Assistant (AA)	4200
Jr. Accounts Assistant (JAA)	2800
Accounts Clerk (AC)	1900

11.40.80 Direct entry to the cadre is at the levels of Accounts Clerk (AC) and Junior Accounts Assistant (JAA). The stipulated minimum qualification for direct recruitment at AC level is Class X along with typing speed of at least 30 words per minute, while that for the level of JAA is Graduation. Accounts Clerks are also promoted to JAAs after qualifying an examination (referred to in the Railways as “Appendix IIA” examination). This examination is held at the level of the Railway Zones. The residency period for JAAs is three years after which they are promoted to Accounts Assistants (AAs). To move upwards to the next level (which consists of Senior Section Officer/Senior Travelling Inspector of Accounts/Inspector of Stores Accounts), AAs have to qualify an All India level examination (called “Appendix IIIA”) for which ACs, JAAs as well as AAs are *all* eligible. This exam is centrally conducted by the Ministry of Railways and is rather stringent.

11.40.81 Representations received from this cadre bring out a peculiar problem: Subsequent to the acceptance of the VI CPC recommendations, there are several cases of a junior drawing higher GP than the senior. An example has been proffered to highlight the situation. Senior S joined service as AC in 1981, while Junior J joined service at the same level of AC in 1986. Both cleared the Appendix IIA examination after four years in service and were promoted to JAA in 1985 and 1990 respectively. After putting in one more year of service, i.e., in 1986 and 1991 respectively, both cleared the Appending IIIA examination and were waiting for their postings as SSO. However there was no vacancy of SSO from 1986 to 1990 and S got promoted to AA in 1989 (i.e., after completion of residency period of three years). Later, when vacancies of SSO arose in 1992, both S and J were promoted as SSO. Ten years down the line, both were considered for an upgrade under MACP. However, since S had already availed of three promotions, he was ineligible for upgradation under the MACP scheme and remained in GP 4800, but since J had received only two promotions, he was upgraded to GP 5400 (PB-2) through MACP. This has resulted in a situation wherein junior is placed in a higher GP than the senior purely on circumstantial grounds. It is reported that there are about 250 such cases.

### *Analysis and Recommendations*

11.40.82 The Commission finds merit in the contention that the above has led to an anomalous situation. It is therefore **recommended that in cases where a senior employee has cleared both Appending IIA and Appending IIIA examinations before the junior, and purely through circumstances the junior is drawing higher GP, the anomaly should be fixed by stepping up the pay of the senior employee vis-à-vis the junior, and then fixing the senior employee in the Pay Matrix.**

11.40.83 In line with our recommendations for organised Accounts cadres, it is further **recommended that employees in GP 4800 should be upgraded, on completion of four years' service, to the existing GP 5400 (PB-2), viz., Level 9 in the pay matrix, on a non-functional basis.**

### **Finger Print Examiners**

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11.40.84 There are nearly 25 Finger Print Examiners who conduct verification of thumb impressions, signatures, handwriting, etc. to prevent cases of embezzlement and fraud. Theirs is presently a two-tier structure:

<b>Designation</b>	<b>Grade Pay</b>
Chief Finger Print Examiner (CFPE)	4600
Finger Print Examiner (FPE)	4200

11.40.85 There is direct entry at the level of FPE, with graduation as the minimum entry level qualification.

11.40.86 They have demanded higher GP on the grounds that till the V CPC, CFPEs and Senior Section Officers (SSOs) were in the identical pay scale of ₹2000-3200. However, post the acceptance of the VI CPC recommendations, SSOs were placed in GP 4800 while CFPEs were granted GP 4600.

### *Analysis and Recommendations*

11.40.87 The Commission is of the view that the job of Finger Print Examiners is sporadic in nature. When there are fresh recruitments, their services are required to verify the fingerprints of the candidates. Similarly, they are called when there are suspicions of fraud and deception.

11.40.88 Railways will be better served if they obtain the services of professionals in the open market for this kind of verification.

11.40.89 It is, therefore, **recommended that the cadre of Finger Print Examiners be merged with the Accounts cadre after requisite training and after following the due process of assigning seniority.**

### **Track Maintainers**

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11.40.90 The 2.2 lakh strong workforce of Track Maintainers serves as the ground-level eyes

and ears of the Railway edifice. They are the foot soldiers whose alertness has prevented many an accident on the Railway system. Their cadre structure is as follows:

<b>Designation</b>	<b>Grade Pay</b>	<b>% of Total Strength</b>
Track Maintainer-I	2800	6
Track Maintainer-II	2400	12
Track Maintainer-III	1900	22
Track Maintainer-IV	1800	60

11.40.91 Besides asking for better pay structure, track maintainers have demanded a special allowance to compensate them for the onerous nature of their duties. Some track maintainers who work on “difficult” level crossing gates receive ₹450 pm as Special LC Gate Allowance. Representations to enhance this allowance have also been received.

*Analysis and Recommendations*

11.40.92 The Commission notes that prior to the VI CPC pay regime, the cadre structure of track maintainers was as under:

<b>Designation</b>	<b>Pay Scale</b>
Gangmate	3050-4590
Keyman	2750-4400
Head Trackman	2750-4400
Sr.Trackman	2650-4000
Trackman	2610-3540

11.40.93 After acceptance of the VI CPC recommendations, and subsequent merger of pay scales, the structure was modified to the following:

<b>Designation</b>	<b>Grade Pay</b>
Gangmate	1900
Trackman	1800
Keyman	1800

11.40.94 Thus, the posts of Trackman and Sr.Trackman that were initially placed in PB -1S with GP 1400 and 1650 respectively were subsequently upgraded to PB-1 with GP 1800 after imparting training to these personnel.

11.40.95 The present cadre structure, in which GP 2400 and GP 2800 have been granted to 12 percent and 6 percent of the employees in an internal realignment by the Ministry of Railways, is a recent development dating just about two years back.

11.40.96 The Commission considers this GP upgrade that has already been carried out by the Ministry of Railways as an adequate incentive. Accordingly, no further adjustment in the pay structure is warranted.

11.40.97 However, in recognition of the hardship faced by these employees, it is **recommended that all four categories of Track Maintainers should be granted a risk and hardship allowance based on the Cell R3H2 (₹2,700 pm) of the Risk and Hardship Matrix.**

11.40.98 In the Risk and Hardship Matrix, the Special LC Gate Allowance has been placed in Cell R3H3, and suitably enhanced from its present rate.

### **Public Relations**

11.40.99 The Public Relations (PR) cadre maintains close liaison with the media by issuing press releases and organizing press briefings periodically. At the Zonal level, the cadre is headed by a Chief Public Relations Officer, an ex-cadre post for which the incumbent is usually chosen by the General Manager from the existing JAG/SG employees. At the Divisional level, the cadre works under the administrative control of Senior Divisional Commercial Manager.

11.40.100 The PR organization comprises Publicity Inspectors and Photographers. Their cadre structures are as under:

<b>Publicity Inspectors</b>		<b>Photographers</b>	
<b>Designation</b>	<b>Grade Pay</b>	<b>Designation</b>	<b>Grade Pay</b>
Sr. PRO	5400	Cameraman	4600
Public Relations Officer (PRO)	4800	Chief Photographer	4200
Chief Publicity Inspector	4600	Sr. Photographer	2800
Sr. Publicity Inspector	4200	Assistant Photographer	2400
Publicity Inspector	2800		

11.40.101 There is no open market recruitment in either of the cadres. The lowest posts of Publicity Inspector and Assistant Photographer are filled up by calling options from the employees of other cadres.

11.40.102 Besides asking for better pay package, both have represented for a separate, specialized PR cadre on Indian Railways.

#### *Analysis and Recommendations*

11.40.103 With the proliferation of media in our country, challenges for the PR organization have gone up. The importance of effective presentation also cannot be overstated, where Photographers play a significant role. The Commission appreciates the importance of PR function. However, the need for an independent cadre is best decided by the concerned ministry and the modalities regarding the same may be worked out by the Ministry of Railways.

### **Technical Supervisors**

11.40.104 Technical Supervisors on Indian Railways play a vital role in the safe and efficient

running of the trains. Presently, their cadre structure is as follows:

<b>Designation</b>	<b>Grade Pay</b>
Sr. Section Engineer (SSE)	4600
Junior Engineer (JE)	4200

11.40.105 At the level of JE, there is 50 percent direct recruitment with educational qualification requirement of Diploma in Engineering. Remaining 50 percent seats are filled departmentally, 25 percent through Limited Departmental Competitive Examination (LDCE) and 25 percent through selection from the highest category of technicians, viz., Master Technician.

11.40.106 At the level of SSE, 20 percent seats are directly filled with educational qualification required of Bachelor in Engineering. Remaining 80 percent seats are filled departmentally through seniority cum suitability.

11.40.107 In their representations to the Commission, besides asking for better pay scales, they have demanded that JEs should be promoted directly to Assistant Engineers, without going through the stage of SSE. They have also demanded Non-Practicing Allowance at par with Doctors and a hardship allowance for the onerous duties which they perform.

11.40.108 Demands have also been received regarding grant of Group 'B' status to JEs/SSEs in the Railways on the grounds that posts with identical Grade Pay in other departments are classified as Group 'B'.

*Analysis and Recommendations*

11.40.109 The next post in the hierarchical structure for Technical Supervisors is the post of Assistant Engineer. There is a 1:1 ratio between the posts of Assistant Engineer filled by Direct Recruitment and those filled through promotion.

11.40.110 For the post of Assistant Engineer filled through promotion, 70 percent seats are filled up through Limited General Selection (LGS), based on seniority cum suitability, wherein only SSEs (with GP 4600) are eligible. However, for the remaining 30 percent posts, there is a Limited Direct Competitive Examination in which both SSEs and JEs are allowed to appear. Hence, a meritorious and deserving JE can aspire to become Assistant Engineer directly, bypassing the SSE stage.

<b>Designation</b>	<b>Grade Pay</b>
Assistant Engineer	4800
Sr. Section Engineer (SSE)	4600
Junior Engineer (JE)	4200

11.40.111 It is also noted by the Commission that an "80 percent upgradation scheme" is also in vogue in Indian Railways since June 2003. Under this scheme, 80 percent Gr.B officers (in



GP 4800) are eligible for being upgraded from GP 4800 to GP 5400 (PB-3) after completion of three years regular service.

11.40.112 As far as the JE→SSE→Assistant Engineer career progression on Indian Railways is concerned, it may be pointed out that such a structure is not unique to Indian Railways. Similar progression exists in Border Roads Organizations, Ordnance Factories and few other organizations. The Ministry of Railways has strongly defended the continuation of this arrangement on functional grounds. It has also been pointed out to the Commission that the Recruitment Rules of most of the organised technical services on Railways already contain provisions to maintain 1:1 ratio between direct recruits and promoted officers.

11.40.113 Considering the feedback provided by the Railway Board and upon close analysis of the cadre structure, we are of the view that there is some element of stagnation at the GP 4600 stage. Accordingly, it is suggested that Railway Board should consider enhancing the number of posts in the next higher level, with commensurate increase in the number of directly recruited Group `A` officers so as to maintain the 1:1 ratio, keeping its functional requirement in mind. It is recommended that the percentage of employees eligible under the upgradation scheme should be changed from 80% to 100%, but the period should be increased from three years to four years of regular service.

11.40.114 Regarding the grant of Group `B` status, Ministry of Railways is of the view that the grant of Group `B` status to employees with identical Grade Pay in other ministries is as per the provisions of CCS(CCA) Rules, 1965, while posts in Railways are specifically excluded from the purview of these rules vide Rule 3(1)(a). Similarly, Central Civil Services (Revised Pay) Rules, 2008 are also not applicable to Railway servants who are governed by RS(D&A) Rules, 1968 and Railway Services (Revised Pay) Rules, 2008. This differentiation has been done keeping in view the unique functional, administrative and operational requirements of Railways which are very different from any other ministry or department in Government of India. The Ministry of Railways further contends that these views of the ministry have been upheld by the Hon'ble Supreme Court and no change is warranted.

11.40.115 Considering the arguments proffered by the concerned ministry, no change is recommended in the classification of these posts. Other demands lack merit.

### **Track Machine Engineers**

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11.40.116 Track Machine Engineers are responsible for the proper upkeep of the track with the help of different kinds of Track Machines. Their cadre structure is similar to that of Technical Supervisors, discussed above. Their main demand relates to the grant of Running Allowance on par with the running staff of Indian Railways. They have further represented about the lack of proper resting facilities and requested the Commission that the existing running room facilities, presently meant for the running staff, should be extended to them.

#### *Analysis and Recommendations*

11.40.117 The primary role of Track Machine Engineers is track maintenance. It is incidental that the means to achieve this involves machines that run on track. Moreover such machines

operate on segments of the track after ensuring that they are free of traffic for the duration. Therefore, their demand for parity with running staff, who exhibit far greater level of alacrity and instant decision making, lacks merit and cannot be considered. As far as allowing them to share the existing running room facilities is concerned, the request appears reasonable and should be favourably considered by the Ministry of Railways, subject to the administrative exigencies.

### **Chemical & Metallurgical Employees**

11.40.118 Nearly 1700 Group 'C' staff and 150 officers of Chemical & Metallurgical Organization are engaged in testing and certification of raw materials and vital safety items, thereby ensuring quality control and safety of travelling public. Their cadre structure is as under:

<b>Designation</b>	<b>Grade Pay</b>
Deputy Chief Chemist & Metallurgist	8700
Chemist & Metallurgist	6600
Assistant Chemist & Metallurgist	4800
Chemical & Metallurgical Superintendent	4600
Chemical & Metallurgical Assistant (CMA)	4200

11.40.119 There is 2/3<sup>rd</sup> direct entry at the level of CMA, with minimum educational qualification required of a degree in Engineering in either Metallurgy or Chemical streams, or a Master's degree in Chemistry.

11.40.120 Their main contention emanates from Para 3.4.7 of the VI CPC recommendations, which states that "*all posts in Subordinate Engineering cadres carrying minimum qualifications of a degree in engineering and having an element of direct recruitment should be placed in the running Pay Band PB-2 . . . along with the GP4600.*" On the basis of this para they claim that the post of CMA, which has an element of direct recruitment with minimum qualification of an engineering degree, should carry a GP4600 (instead of 4200) as has been granted to SSEs who are also recruited with entry qualification of degree in Engineering.

11.40.121 They have also sought segregation from the Mechanical Department of the Railways and a separate cadre of their own, with a Member in the Railway Board.

#### *Analysis and Recommendations*

11.40.122 The Commission notes that after the implementation of the VI CPC recommendations, the issue of grant to GP 4600 to CMAs was agitated before various benches of the Hon'ble Central Administrative Tribunal. Arising out of this and in compliance of orders issued by the Principal Bench of the Hon'ble Central Administrative Tribunal, Delhi, the then Chairman of the Railway Board had issued a Speaking Order in July, 2014. The Ministry of Railways has made a copy of this Speaking Order available to the Commission. The order, while stating that GP 4600 cannot be granted to CMAs, also gives a detailed rationale for arriving at this conclusion.

11.40.123 However, this Commission has taken a consistent stand, in line with the stand taken by the VI CPC, regarding placing posts carrying minimum qualification of a degree in Engineering in GP 4600. We see no reason why this particular cadre should be treated exceptionally.

11.40.124 Accordingly it is recommended that **Chemical and Metallurgical Assistants should be upgraded to GP 4600, Chemical and Metallurgical Superintendents to GP 4800, and Assistant Chemist and Metallurgist to GP 5400 (PB-2).**

11.40.125 Regarding creation of a separate cadre, it is an administrative decision which is left to the discretion of the Ministry of Railways. No recommendations are made in this regard.

### **Artisan Staff**

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11.40.126 Artisans play a pivotal role in the maintenance of various assets over the Indian Railway system. Their cadre structure is as follows:

<b>Designation</b>	<b>Grade Pay</b>
Master Technician	4200
Technician I	2800
Technician II	2400
Technician III	1900

11.40.127 There are three modes of recruitment in the category of Technician III: (a) From open market with minimum educational qualification of Class X+2 years' ITI in specified trade; (b) Through the process of Departmental Selection, called LDCE. Selection is conducted from amongst the Helpers with two years working experience, but with minimum educational qualification, as prescribed for open market recruitment; (c) By promotion through the process of Trade Test from amongst the erstwhile Group D staff.

11.40.128 Technician II are entirely promoted from Technician III through trade test. Similarly, Technician I are also entirely promoted from Technician II. Master Technicians are promoted through the process of seniority-cum-suitability by a committee of officers from amongst Technician I.

11.40.129 Both the recognized staff Federations of Indian Railways, viz., AIRF and NFIR have requested the Commission to upgrade the educational requirement for Technician III from the present Class X+2 years' ITI to Class XII+2 years' ITI, with corresponding enhancement of GP. It has also been represented that Electrical Signal Maintainers (ESMs), in particular, should be given a raise as their job is particularly difficult and the cadre faces high rate of attrition. Risk Allowance at the rate of 10 percent of Basic Pay has also been sought.

### *Analysis and Recommendations*

11.40.130 The Commission is of the view that by and large, the educational qualification to be stipulated for a particular post should be left to the discretion of the ministry concerned, as they

are best placed to assess the same depending on job requirement, skill sets needed, courses available in the country, and so on. Consequently, the upgrading of minimum qualification in the case of Technician III is left to the wisdom of the Ministry of Railways.

11.40.131 The Commission also notes that Railways have already undertaken restructuring of the artisan cadre, effective from 01.11.2013, vide which the percentages of different grades have been altered as follows:

<b>Designation</b>	<b>Grade Pay</b>	<b>% Before Restructuring</b>	<b>% After Restructuring</b>
Master Technician	4200	8	16
Technician I	2800	41	44
Technician II	2400	26	20
Technician III	1900	25	20

11.40.132 Thus, adequate enhancement in career opportunities has already been provided. No separate recommendations are, therefore, considered necessary.

11.40.133 It is also noted that in case of ESMs (who belong to S&T Department), the percentages after restructuring are different:

<b>Designation</b>	<b>Grade Pay</b>	<b>% After Restructuring for S&amp;T</b>	<b>% After Restructuring for others</b>
Master Technician	4200	27	16
Technician I	2800	52	44
Technician II	2400	13	20
Technician III	1900	8	20

11.40.134 Opportunities for growth are, therefore, more for Artisans belong to S&T Department, compared to other Technical Departments of Railways. Keeping in view the higher attrition rates reported from artisans of S&T Department, this move should go a long way in arresting the trend. No further recommendations are required.

11.40.135 The risk involved is part and parcel of the job. A separate allowance is not warranted.

### **Traffic Assistants, Metro Railway**

11.40.136 The cadre of Traffic Assistants in the Metro Railway came into existence in 1987, along with the setting up of the Metro Railway itself. It is presently 376 strong, and is a unique one in that its members have both operations and commercial duties. Their cadre structure is as under:

<b>Designation</b>	<b>Grade Pay</b>
Station Superintendent	4600
Sr. Traffic Supervisor	4200
Sr. Traffic Assistant	2800
Traffic Assistant	2000

11.40.137 Direct recruitment, to the extent of 80 percent of the posts, is there at the level of Traffic Assistant, for which minimum educational qualification of Graduation is mandated.

11.40.138 In their representation to the Commission, Traffic Assistants have sought parity with Assistant Station Masters on the grounds of similar entry level qualification required and nature of duties.

#### *Analysis and Recommendations*

11.40.139 The Commission is of the view that although Traffic Assistants are tasked with both operations and commercial duties, their job content is not at par with that of Assistant Station Masters. At the same time, there is parity in the educational qualification requirement of both the posts.

11.40.140 Considering the relevant factors of minimum qualification required, job content, method of selection, etc., it is recommended that Traffic Assistants should be upgraded to GP 2400 and then placed at the appropriate level in the pay matrix.

### **Health and Malaria Inspectors**

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11.40.141 There are around 1350 Health Inspectors and 30,000 Safaiwalas on the Indian Railway system who maintain cleanliness, hygiene and sanitation at Railway premises and monitor the quality of food and water supplied to the customers. Their cadre structure is as under:

<b>Designation</b>	<b>Grade Pay</b>
<i>Inspectors</i>	
Assistant Health Officer	4800
Health & Malaria Inspector Gr.I	4600
Health & Malaria Inspector Gr.II	4200
<i>Safaiwalas</i>	
Sr. Safaiwala Jamadar	2400
Safaiwala Jamadar	2000
Sr. Safaiwala	1900
Safaiwala	1800

11.40.142 Direct entry to the Inspectors' cadre is at the level of Health & Malaria Inspector Gr.II with required qualification of Graduation, and in the Safaiwala cadre at the level of

Safaiwala with required qualification of Class X.

11.40.143 Besides asking for better pay scales on the grounds of uniqueness of their job, they have requested for two more things:

- a. Change in their designation on the grounds that the current nomenclature is not satisfactory, and
- b. Formation of a separate Public Health Wing at the level of Railway Board with a clear reporting structure.

#### *Analysis and Recommendations*

11.40.144 The Commission does not find merit in their demands for higher pay scales. Each job has something unique about it.

11.40.145 The issue of change in designation is purely an administrative decision and should be taken up by the Ministry of Railways. However, the strong sentiments expressed in this regard are hereby conveyed to the Railway Board.

11.40.146 As far as the creation of a separate Public Health Wing is concerned, the Ministry of Railways has informed the Commission that a separate Environment and Housekeeping Management Directorate has recently been set up in the Railway Board to look into this aspect. Accordingly, no separate recommendations are required.

#### **Rajbhasha**

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11.40.147 Discussed in Chapter 7.7.

#### **Paramedical Staff**

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11.40.148 Discussed in Chapter 7.7.

#### **Stenos**

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11.40.149 Discussed in the Chapter 7.1.

#### **Library Staff**

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11.40.150 Discussed in Chapter 7.7.

#### **Firefighting Staff, Metro Railway**

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11.40.151 Discussed in Chapter 7.7.

#### **EDP Staff**

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11.40.152 Discussed in Chapter 7.7.

# Ministry of Road, Transport and Highways

## Chapter 11.41

### General Issues

#### Introduction

11.41.1 The Ministry of Road Transport and Highways was formed in 2009 by bifurcating the erstwhile Ministry of Shipping, Road Transport and Highways into two independent ministries. The mission of the Ministry of Road Transport and Highways is to develop and maintain a road infrastructure in general and National Highways in particular to an international standard to achieve quick, safe and environment friendly mobility thereby accelerating socio-economic development and satisfaction of citizen of India through appropriate policy formulations, timely completion of programmes and execution of services in cost effective and transparent manner. All roads other than National Highways in the States fall within the jurisdiction of the respective State Governments. To assist the State Governments in the development of state roads, Central Government also provides financial assistance out of Central Road Fund (CRF) and Inter State Connectivity and Economic Importance (ISC&EI) scheme. The ministry is also responsible for evolving standards and specifications for roads and bridges in the country besides acting as a repository of technical information on roads and bridges.

#### Personnel Position

11.41.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Ministry of Road Transport and Highways, is as follows:

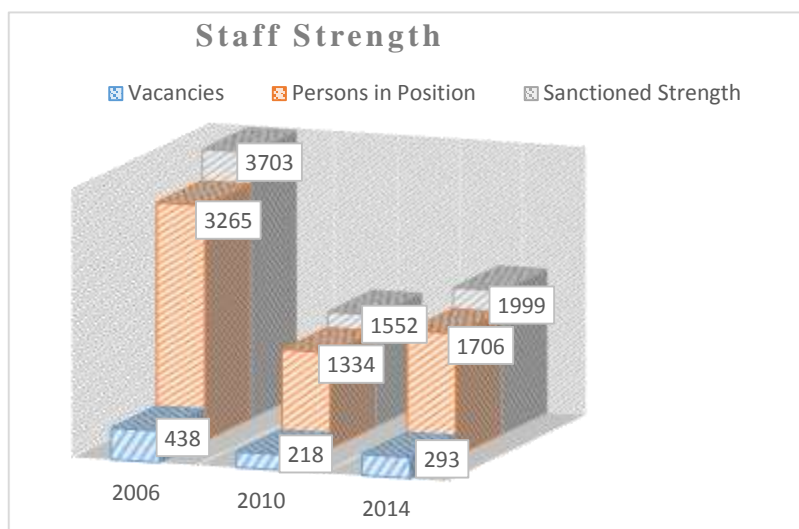
Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	389	303	86	22
B	508	438	70	14
C	1,102	965	137	12
<b>Total</b>	<b>1,999</b>	<b>1,706</b>	<b>293</b>	<b>15</b>

11.41.3 The above table shows that in overall terms 15 percent of total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of 1,706 persons in position (PIP), 1,369 employees are pre-2004 recruits and remaining 337 employees have been recruited on or after 01.01. 2004.

#### Inter Temporal Trend of Personnel

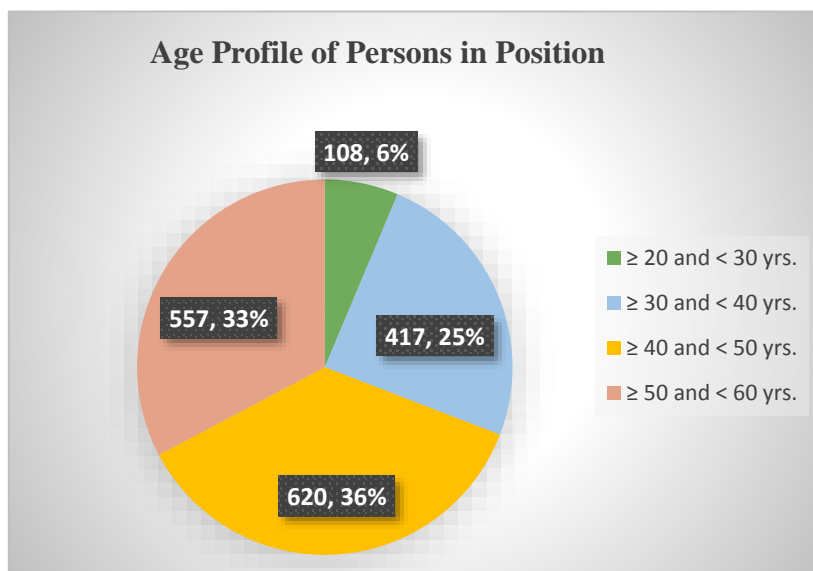
11.41.4 The following bar chart indicates the inter temporal position of personnel in the Ministry of Road Transport and Highways as on 01.01.2014 vis-à-vis 01.01.2006 and

01.01.2010. The personnel position of the ministry in the year 2006 include the persons working in the Department of Shipping also, as the department in that year, was a part of then Ministry of Shipping, Road Transport and Highways.



### Age Profile of the Persons in Position

11.41.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Road Transport and Highways. It indicates that about 33 percent of the PIP shall be retiring within the next 10 years.



### Expenditure on Personnel and Contractual Employees

11.41.6 The following table brings out the expenditure incurred by the Ministry of Road Transport and Highways, on salaries and allowances on the employees working in the ministry through the years 2010 to 2013.



(₹ in lakh)

<b>Particulars</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>
Expenditure on Salaries and Allowances	4652.38	4885.69	5515.20
Expenditure on Contractual Employees	24.72	79.76	113.76
<b>Total</b>	<b>4677.10</b>	<b>4965.45</b>	<b>5628.96</b>

## **Training**

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11.41.7 The ministry has identified 24 posts for training for specialised competencies. The ministry has competencies respectively. During the year 2013-14, 4 officers were trained for core indicated that during the year 2012-13, training was imparted to 8 and 16 officers for core and special competencies and 5 officers for special competencies. For training, the ministry has not indicated any separate budget provision.

## Ministry of Rural Development

## Chapter 11.42

### General Issues

#### Introduction

11.42.1 The Ministry of Rural Development comprises of two departments namely, (a) Department of Rural Development, (b) Department of Land Resources.

- a. **Department of Rural Development:** The Department of Rural Development, came into existence in October, 1974 as a part of Ministry of Food and Agriculture. The Department of Rural Development implements schemes for generation of self-employment and wage employment, and provision of housing, social assets to rural poor. The major programmes administered by the Department of Rural Development are Pradhan Mantri Gram Sadak Yojana (PMGSY), Rural Housing (RE), Mahatma Gandhi National Rural employment guarantee Act (MGNREGA), National Rural Livelihood Mission (NRLM) and National Social Assistance Programme (NSAP).
- b. **Department of Land Resources:** The mandate of the Department of Land Resources covers land based development programmes. It implements area development programmes on Watershed basis. Currently, all the three watershed development programmes of the department i.e., Integrated Watershed Development Programme (IWDP), Drought Prone Area Programme (DPAP), Desert Development Programme (DDP) have been consolidated into a single modified programme namely, Integrated Watershed Management Programme.

#### Personnel Position

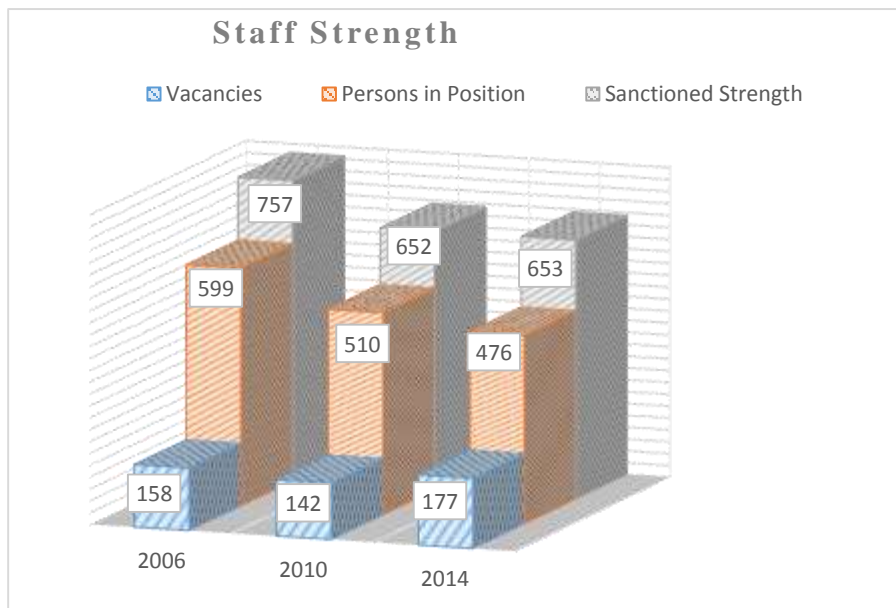
11.42.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Ministry of Rural Development, is as follows:

Group	Sanctioned strength	Persons in position	Vacancy	Vacancy as %age of sanctioned strength
A	129	117	12	9
B	262	203	59	23
C	262	156	106	40
<b>Total</b>	<b>653</b>	<b>476</b>	<b>177</b>	<b>27</b>

11.42.3 The above table shows that in overall terms 27 percent of total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of the 476 persons in position (PIP), 410 employees are pre-2004 recruits and remaining 66 employees have been recruited on or after 01.01.2004.

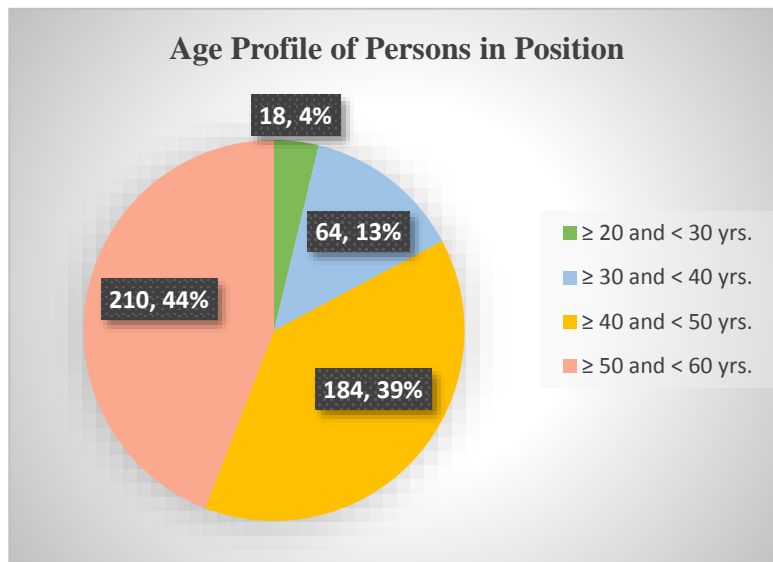
### Inter Temporal Trend of Personnel

11.42.4 The following bar chart indicates the inter temporal position of personnel in the Ministry of Rural Development as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.42.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Rural Development. It indicates that about 44 percent of the PIP shall be retiring within the next 10 years.



### **Expenditure on Personnel and Contractual Employees**

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11.42.6 The following table brings out the expenditure incurred by the Ministry of Rural Development, on salaries and allowances on the employees working in the ministry through the years 2010 to 2013.

*(₹ in lakh)*

<b>Particulars</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>
Expenditure on Salaries and Allowances	2645.00	2793.00	3084.00
Expenditure on Contractual Employees	116.36	224.76	293.44
<b>Total</b>	<b>2761.36</b>	<b>3017.76</b>	<b>3,377.44</b>

## *General Issues*

### **Introduction**

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11.43.1 The Ministry of Science and Technology comprises three departments namely, (a) Department of Science and Technology (b) Department of Scientific and Industrial Research and (c) Department of Bio-Technology.

- a. **Department of Science and Technology:** The vision of the Department of Science and Technology is to enable India becoming a global knowledge power by promoting basic research, development of cutting edge technologies and innovation for globally competitive and inclusive growth to power technology led economic progress of the society. With this vision, the mission of the department is to strengthen the R&D base of the country through funding, development and utilisation of technologies, building entrepreneurship and innovation, fostering international S&T cooperation, popularisation and demonstration , generating S&T database, mounting mission mode initiatives, attracting talent to science and rejuvenating research in university and promotion of public-private partnership.
- b. **Department of Scientific and Industrial Research:** The Department of Scientific and Industrial Research (DSIR), one of the departments of the Ministry of Science and Technology, was set up in January 1985. The mandate of the DSIR includes promotion of industrial research for indigenous technology promotion, development, utilisation and transfer. The primary endeavour of DSIR is to promote R&D by the industries; support industrial units to develop state-of-the-art globally competitive technologies of high commercial potential; augment technology transfer capabilities; enhance the share of technology intensive exports in overall exports; strengthen industrial consultancy and user friendly information network to facilitate scientific and industrial research in the country. The DSIR has two PSUs viz., National Research Development Corporation (NRDC) and Central Electronics Ltd. (CEL) and two autonomous organisations viz., Council of Scientific and Industrial Research (CSIR) and Consultancy Development Centre (CDC). The department also provides a host of facilities and assistance to Asian and Pacific Centre for Transfer of Technology (APCTT) as the focal point in the country.
- c. **Department of Bio-Technology:** The vision of the Department of Bio-Technology is to take bioscience to new heights, promote interdisciplinary research, create biotechnology tools and technologies that address the problems of agriculture productivity, food production, nutrition security, health care and environmental sustainability by providing new and emerging technology, products and services at affordable prices, generate employment opportunities and make India globally competitive in the emerging bio-economy.

### Personnel Position

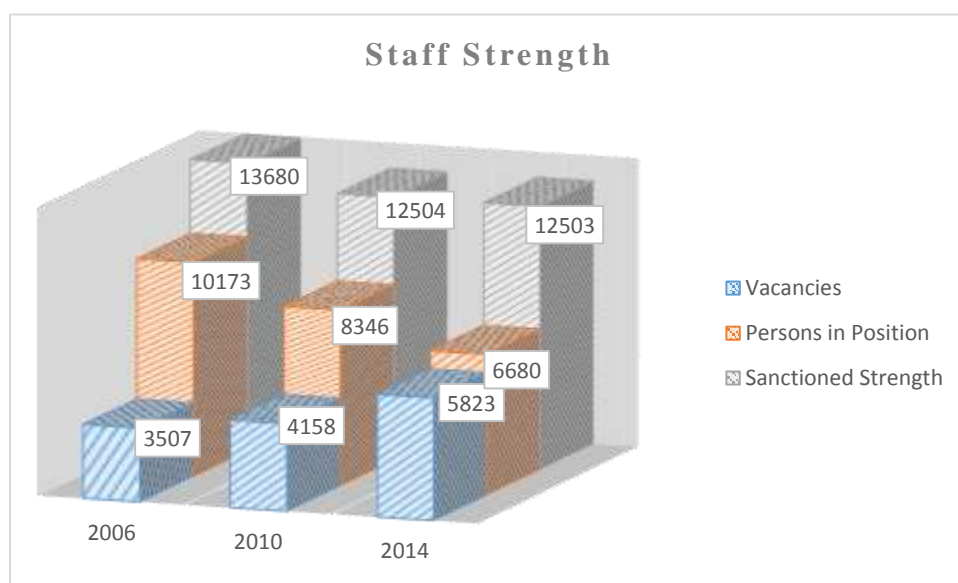
11.43.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Ministry of Science and Technology, is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	631	402	229	36
B	2,787	2,059	728	26
C	9,085	4,219	4,866	54
<b>Total</b>	<b>12,503</b>	<b>6,680</b>	<b>5,823</b>	<b>47</b>

11.43.3 The above table shows that in overall terms 47 percent of total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of 6,680 person in position (PIP), 5,980 employees are pre-2004 recruits and remaining 700 employees have been recruited on or after 01.01.2004.

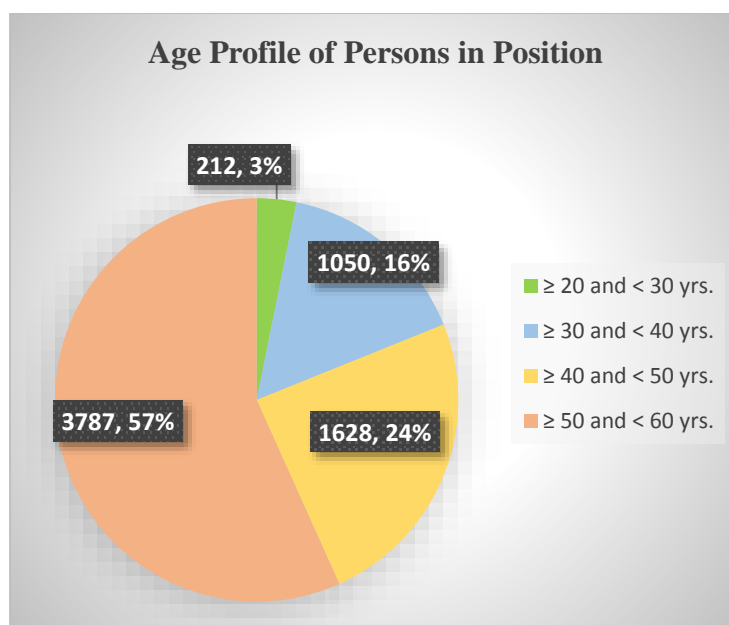
### Inter Temporal Trend of Personnel

11.43.4 The following bar chart indicates the inter temporal position of personnel in the Ministry of Science and Technology as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.43.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Science and Technology. It indicates that about 57 percent of the PIP shall be retiring within the next 10 years.



### **Expenditure on Personnel and Contractual Employees**

11.43.6 The following table brings out the expenditure incurred by the Ministry of Science and Technology, on salaries and allowances on the employees working in the ministry through the years 2010 to 2013.

*(₹ in lakh)*

Particulars	2010-11	2011-12	2012-13
Expenditure on Salaries and Allowances	28,729.23	30,432.45	32,153.70
Expenditure on Contractual Employees	3.84	17.82	11.00
<b>Total</b>	<b>28,733.07</b>	<b>30,450.27</b>	<b>32164.70</b>

### **Training**

11.43.7 Of the three departments of the ministry, only the Department of Scientific and Industrial Research reported that it has identified 45 posts for training for core competencies and 44 posts for training in specialised competencies. The department has indicated that during the year 2012-13, training was imparted to twelve officers for core competencies and one officer for specialised competencies. During the year 2013-14, three officers were trained for core competencies and one officer for specialised competencies. For training, no budget provision for the year 2013-14 has been made by the department.

**Cadre Related Issues****National Atlas and Thematic Mapping Organization (NATMO)****Group `B' Cadre of NATMO**

11.43.8 The hierarchy of the Group `B' Scientific Cadre starting from Research Assistant is as under:

Post	Grade Pay	Entry Level Qualification/Method of Filling	No. of Posts
Research Officer	5400 (PB-3)	M.Sc. Geography or Geology with 5 years' experience 33.33 percent by promotion from Scientific Officer 66.66 percent by direct recruitment	20
Scientific Officer (Group B Gazetted)	4600	M.Sc. Geography or Geology with 3 years' experience Promotion/Deputation failing which by Direct Recruitment	31
Research Assistant	4200	M.Sc. Geography or Geology 50 percent by promotion from Junior Scientific Officer 50 percent by direct recruitment	122

11.43.9 There are demands that the post of Research Assistant may be upgraded from the GP 4200 to GP 4600 as this level is given in Registrar General of India (Census of India)/Central Arid Zone Research Institute (CAZRI) for the same educational qualifications and duties attached to the post of Research Assistant. A request has also been to re-designate the upgraded post as Scientific Officer Grade II (Mapping). As the post of Research Assistant forms the feeder grade to Scientific Officer (Group B Gazetted), which is in the GP 4600, it has been demanded that the post of Scientific Officer may be upgraded to the GP 4800 and re-designated as Scientific Officer Grade I (Mapping).

*Analysis and Recommendations*

11.43.10 From the existing structure, it can be seen that there is no case for an upgrade. As such status quo may be maintained in respect of the pay scales of Group B cadre of NATMO.



### Junior Geographical Assistant/Statistical Assistant

11.43.11 The hierarchy of Junior Geographical Assistant/Statistical Assistant is as follows:

Post	Grade Pay	Entry Level Qualification and Method of Filling	No. of posts
Scientific Officer (Group B Gazetted)	4600	M.Sc. Geography or Geology with three years' experience Promotion/Deputation failing which by Direct Recruitment	31
Research Assistant	4200	M.Sc. Geography or Geology 50 percent by promotion 50 percent by direct recruitment	122
Junior Geographical Assistant/ Statistical Assistant	2800	B.Sc. Geography/Mathematics/Statistics 100 percent Direct Recruitment	23

11.43.12 Their association has demanded merger of the posts of Junior Geographical Assistant and Statistical Assistant since the functions and nature of duties are comparable and interchangeable. It has also been demanded to upgrade the merged post to GP 4200 keeping in view the minimum qualifications and nature of duties.

#### *Analysis and Recommendations*

11.43.13 The Commission is of the view that that since competencies of the Junior Geographical Assistant and Statistical Assistant are different, the concerned department is best placed to make an assessment of the demand.

### Statistical Division

11.43.14 The hierarchy of the Statistical Division of NATMO is as follows:

Hierarchy	Grade Pay	Entry Level Qualification	No. of Posts
Senior Statistical Officer	5400 (PB-3)	M.Sc. Statistics/Mathematics or Economics (with Statistics) with 3 years' experience	01
Statistical Officer	4200	M.Sc. Statistics/Mathematics or Economics (with Statistics) with 2 years' experience	01

Demands for upgrade of pay have been received.

#### *Analysis and Recommendations*

11.43.15 The Commission has noted that the Statistical Investigator Grade II, borne on the cadre of the subordinate statistical service with the minimum qualification of graduation, is in GP 4200. The next higher level of Statistical Investigator Grade I is a fully promotional post in GP 4600. The Commission is of the view that government may take a decision on the matter after comparing the entry process into Subordinate Statistical Services with the entry process into the post of Statistical Officer in NATMO. As regards the post of Senior Statistical Officer, the Commission is of the view that the post is placed appropriately.

## Survey of India (SOI)

### Group `A` Posts

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11.43.16 The mandate of the Survey of India is production of topographical maps for defence and development purposes. The Survey of India also renders advice on specifications of surveys and furnishes requisite data and maps to various Central and State Government agencies for defence, development and planning purposes in addition to its own role as the principal mapping agency. The Survey of India Group `A` Service comprises two streams separately for civilians and defence personnel. Each stream has promotional avenues up to the SAG level. While Defence personnel are deputed on transfer from corps, civilian officers are recruited through the combined Indian Engineering Services examination conducted by UPSC or by promotion from Group `B` officers of the department. The Survey of India is headed by Surveyor General of India.

11.43.17 The association of the civilian stream has demanded restructuring of the cadre of Group `A` Service officers, which include the demand for upgrading the post of Surveyor General of India from the HAG to the apex level and creation of additional posts at the level of HAG and SAG so that the Group `A` Service in the SoI becomes at par with other organised services. Grant of higher pay scale on non-functional basis, as in the Organised Group `A` Services, has also been demanded. The association has further demanded full civilianization of SoI as the Army officers working therein hold two substantive posts. Other demands include reviewing the mechanism for filling up of existing vacancies in the grades of Director and Deputy Director and upgradation of SOI from a subordinate office of the Ministry of Science and Technology to a full-fledged department on the same lines as Geological Survey of India, which has been recently elevated from the status of subordinate office to attached office under the Ministry of Mines.

### *Analysis and Recommendations*

11.43.18 The Commission is not in favour of creation of additional posts in the HAG and SAG level as this exercise falls in the realm of cadre restructuring. As regards filling up of vacant posts in SOI, this is an administrative issue and not a matter to be deliberated upon by the Commission. With regard to civilianization of the Survey of India, the Commission is of the view that civilianization of SoI and the demand for creation of more civilian posts is an administrative issue and as such it is reiterated that these issues should be dealt with by the department themselves. As regards the demand for elevation of SOI from the status of a subordinate office to a full-fledged department under the Ministry of Science and Technology, this is not within the mandate of the Commission.

## Surveyor Cadre

11.43.19 The hierarchy of the Surveyor cadre is as follows:

Hierarchy	Grade Pay	Entry Level Qualification and Method of Filling	No. of Posts
Superintending Surveyor	6600	Promotional Grade	20
Officer Surveyors	4600	75 percent by promotion from Surveyors or Survey Assistant with 6 years' of service. 25 percent LDCE having B.Sc. (Maths), Comp. knowledge and stereoscopic vision.	474
Survey Assistant	4200	Promotional Grade from Group 'C' Division II Staff having Intermediate Science (Maths) + stereoscopic vision.	440
Surveyors	4200	B.Sc. (Maths) + stereoscopic vision with two years' basic training course. Two-thirds DR and one-third LDCE.	589

11.43.20 Officer Surveyors have demanded parity with the Section Officers of the CSS and accordingly sought upgradation of their entry grade from the GP 4600 to GP 4800 with progression to GP 5400 (PB-2) after four years.

### *Analysis and Recommendations*

11.43.21 The Commission has noted that until the IV CPC the Officer Surveyor and the Section Officer were at par. Thereafter, although the V CPC had also recommended the continuation of the parity, it got disturbed at the implementation stage of the V CPC's recommendations and the Offices Surveyor came to lie in the lower scale. The Commission has noted that the VI CPC did not comment on the issue and the disparity persisted. The Commission has also been informed that the matter has come up before the anomaly committee and various other Tribunals, which recommended that parity may be restored. However the government did not act upon the recommendation and filed an SLP in the Hon'ble Supreme Court, which dismissed the appeal and directed government to file a review petition in the Madras High Court. As of now the matter has been transferred from the Madras High Court and is awaiting the order of Hon'ble CAT. In the circumstances, the Commission does not make any recommendation in the matter.

## Ministry of Shipping

## Chapter 11.44

### General Issues

#### Introduction

11.44.1 Ministry of Shipping was formed in the year 2009 by bifurcating the erstwhile Ministry of Shipping, Road Transport and Highways into two independent ministries. The maritime sector in India comprises of Ports, shipping, shipbuilding and repair and inland water transport systems. India has 12 major ports and about 187 minor ports. The Ministry of Shipping has been entrusted with the responsibility to formulate policies and programmes for these sectors and their implementation. The Indian shipping industry has over the years played a crucial role in the transport sector of India's economy with maritime transport accounting for approximately 90 percent of the country's trade by volume and 70 percent by value. The Ministry of Shipping has four Attached/Subordinate Offices and seven PSUs functioning under its administrative control.

#### Personnel Position

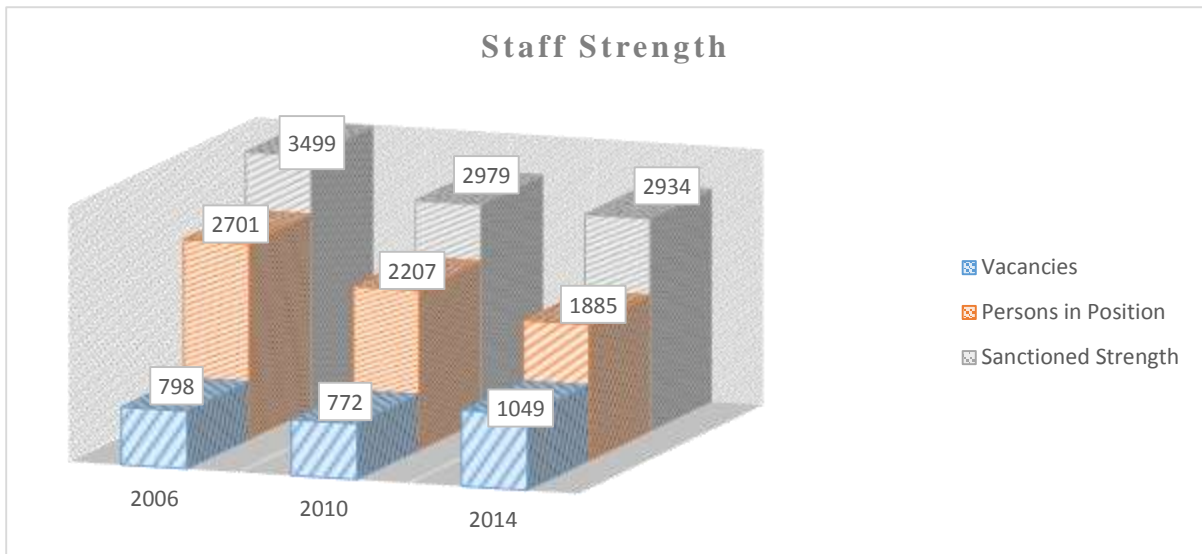
11.44.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Ministry of Shipping, is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	286	185	101	35
B	814	560	254	31
C	1,834	1,140	694	38
<b>Total</b>	<b>2,934</b>	<b>1,885</b>	<b>1,049</b>	<b>36</b>

11.44.3 The above table shows that in overall terms 36 percent of total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of the 1,885 persons in position (PIP), 1,398 employees are pre-2004 recruits and remaining 487 employees have been recruited on or after 01.01.2004.

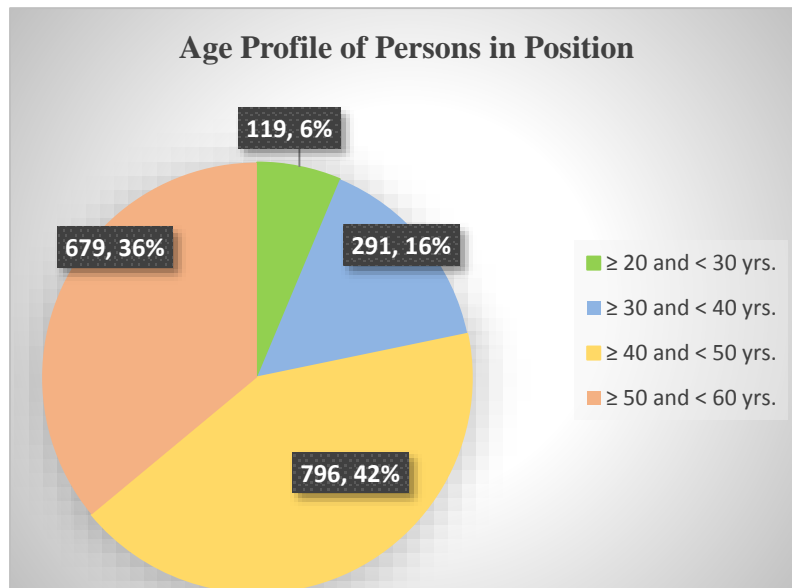
#### Inter Temporal Trend of Personnel

11.44.4 The following bar chart indicates the inter temporal position of personnel in the Ministry of Shipping as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.44.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Shipping. It indicates that about 36 percent of the PIP shall be retiring within the next 10 years.



### Expenditure on Personnel and Contractual Employees

11.44.6 The following table brings out the expenditure incurred by the Ministry of Shipping, on salaries and allowances on the employees working in the ministry through the years 2010 to 2013.

(₹ in lakh)

Particulars	2010-11	2011-2012	2012-13
Expenditure on Salaries and Allowances	7,892.59	8,287.41	9,073.94
Expenditure on Contractual Employees	66.01	195.45	289.91
<b>Total</b>	<b>7,958.60</b>	<b>8,482.86</b>	<b>9,363.85</b>

## Training

11.44.7 The ministry has identified 765 posts for training for core competencies and 247 posts for training for specialised competencies. The ministry has indicated that during the year 2012-13, training was imparted to 109 and 112 officers for core and special competencies respectively. During the year 2013-14, 79 officers were trained for core competencies and 32 officers for special competencies. For training, the ministry has not indicated any separate budget provision.

## Cadre Related Issues

### Directorate of Lighthouses and Lightships

11.44.8 The Directorate of Lighthouses and Lightships is a subordinate office under Ministry of Shipping. It provides visual and radio aid to Marine navigation along the Indian coast. The visual aids are lighthouses, light vessel, buoys and beacons. The radio aids are DGPS (Differential Global positioning System), RACONS (Radar Beacon Transponder) etc.

11.44.9 The staff of the Directorate represented to the Commission with demands for better pay scales. Their pay structure at present is as under:

Designation	Grade Pay
Head Light Keeper	4200
Navigational Assistant Gr.II	2800
Navigational Assistant Gr.III	2400
Light House Attendant	1800

11.44.10 Direct recruitment is at the levels of Light House Attendant (GP 1800), with educational qualification required of Class X+ITI, and at the level of Navigational Assistant Gr.III (GP 2400) with educational qualification of Diploma in Electronics and Communication.

11.44.11 Posts of Head Light Keeper and Navigational Assistant Gr.II are fully promotional from the immediate lower grade.

11.44.12 Besides requesting for better pay scales, grant of Night Duty Allowance and Uniform Allowance has also been sought.

### Analysis and Recommendations

11.44.13 While educational qualification is not the sole criterion for determination of pay, it is, nevertheless, one of the important criterion for doing so. Consequently, considering the

educational qualification required and the job content of these posts, it is recommended **that Light House Attendants should be upgraded to GP 1900, Navigational Assistant Gr.III to GP 2800, Navigational Assistant Gr.II to GP 4200 and Head Light Keeper to GP 4600.** These posts, should, then be placed at proper levels in the pay matrix.

11.44.14 With regards to Night Duty Allowance and Uniform Allowance, a need-based assessment should be done by the Ministry of Shipping, and if justified, rates could be as per the dispensation for Night Duty Allowance and Dress Allowance recommended in the Chapter 8.17 and Chapter 8.16 respectively.

## Ministry of Social Justice and Empowerment

## Chapter 11.45

### *General Issues*

#### **Introduction**

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11.45.1 The name of Ministry of Welfare was changed to the Ministry of Social Justice and Empowerment in May 1998. This ministry was bifurcated into two departments in May, 2012 namely, (i) Department of Social Justice and Empowerment and (ii) Department of Disability Affairs.

- i. **Department of Social Justice and Empowerment:** The Department of Social Justice and Empowerment is the nodal Department for the overall policy, planning and coordination of the of the programmes for the development of (i) Scheduled Caste (ii) Socially and Educationally Backward Classes (iii) Denotified Tribes (iv) Economically Backward Classes and for the welfare of Senior Citizens. However, the overall management and monitoring etc. of the sectoral programmes in respect of these groups is the responsibility of the concerned Central ministries, State Governments and Union Territory Administrations. Each Central Ministry or Department discharges nodal responsibility concerning sector. The vision of the department is to build an inclusive society wherein members of the target groups can lead productive, safe and dignified lives with adequate support for their growth and development.
- ii. **Department Disability Affairs :** The Department of Disability Affairs is the nodal Department for the overall policy, planning and coordination of the of the programmes for the persons with disabilities although the overall management and monitoring etc. of the sectoral programmes in respect of this group is the responsibility of the concerned Central ministries, State Governments and Union Territory Administrations. Each Central Ministry or Department discharges the nodal responsibility concerning its sector.

#### **Personnel Position**

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11.45.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Department of Social Justice and Empowerment and Department of Disability Affairs, is as follows:

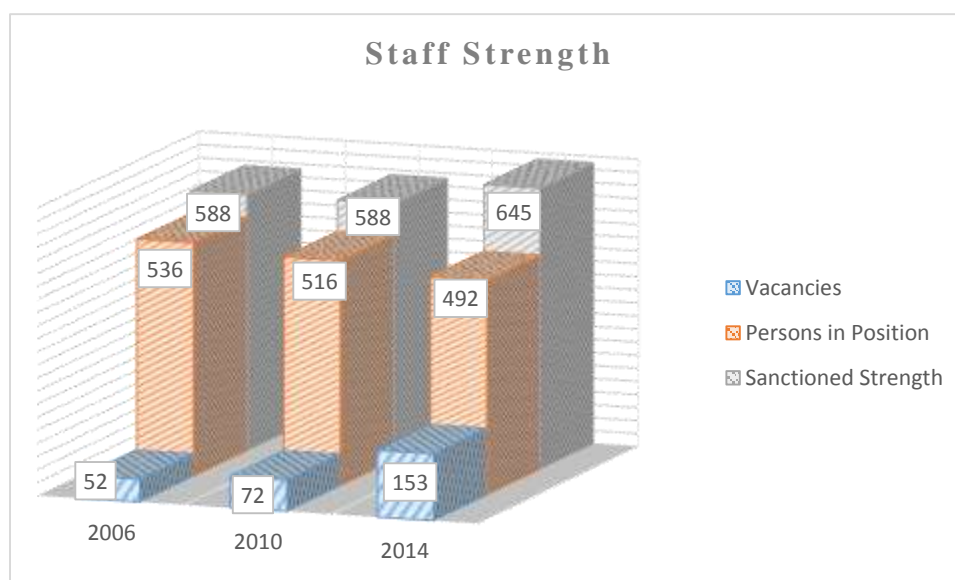


Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	106	83	23	22
B	233	163	70	30
C	306	246	60	20
<b>Total</b>	<b>645</b>	<b>492</b>	<b>153</b>	<b>24</b>

11.45.3 The above table shows that in overall terms 24 percent of total sanctioned strength of these two departments are lying vacant as on 01.01.2014. Of the 492 persons in position (PIP), 418 employees are pre-2004 recruits and remaining 74 employees have been recruited on or after 01.01.2004.

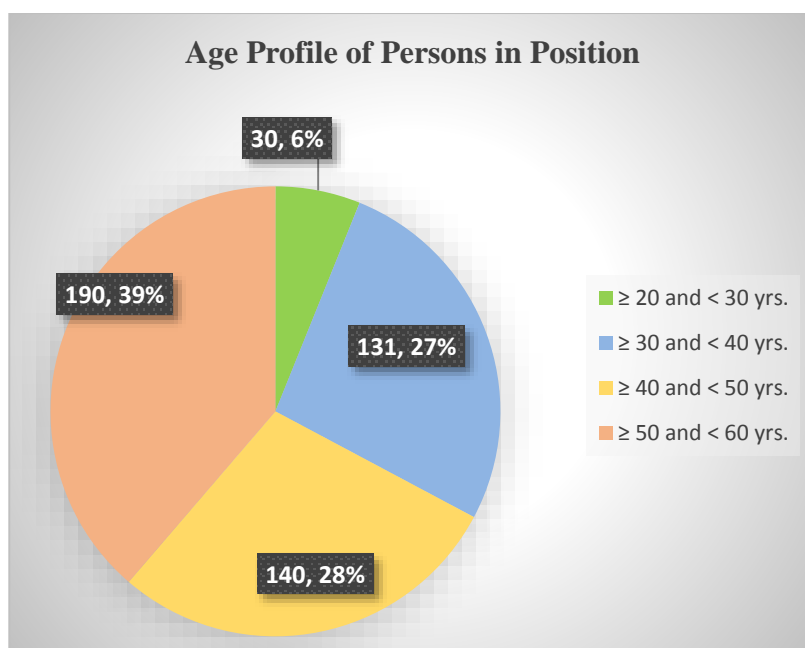
### Inter Temporal Trend of Personnel

11.45.4 The following bar chart indicates the inter temporal position of personnel in the Ministry of Social Justice and Empowerment as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.45.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Social Justice and Empowerment. It indicates that about 39 percent of the PIP shall be retiring within the next 10 years.



### **Expenditure on Personnel and Contractual Employees**

11.45.6 The following table brings out the expenditure incurred by the Ministry of Social Justice and Empowerment on salaries and allowances on the employees working in the ministry through the years 2010 to 2013.

(₹ in lakh)

Particulars	2010-11	2011-12	2012-13
Expenditure on Salaries and Allowances	2,614.00	2,857.00	3,058.00
Expenditure on Contractual Employees	....	... ..	79.16
<b>Total</b>	<b>2,614.00</b>	<b>2,857.00</b>	<b>3,137.16</b>

### **Cadre Related Issues**

#### **Orthotics and Prosthetics**

11.45.7 The Orthotics and Prosthetics personnel have demanded that the existing pay in GP 2800 in respect of Instructors (P&O) in the National Institute for Orthopaedically Handicapped, Kolkata, be enhanced to GP 4200 at par with Junior Prosthetist and Junior Orthotist as the educational and professional qualifications of Junior Prosthetist and Junior Orthotist are three years' diploma in Prosthetics & Orthotics or 1½ years certificate course in Prosthetics & Orthotics with one year experience whereas it is three years' diploma in Prosthetics & Orthotics or 1½ years' certificate course in Prosthetics & Orthotics with some experience in the line and the same are similar.

#### *Analysis and Recommendations*

11.45.8 Upon examining the relevant Recruitment Rules for all three posts it emerges that the post of Instructor (P&O) is a Group 'C' post as against the posts of Junior Prosthetist and

Junior Orthotist which are Group `B` posts. Moreover, the essential qualifications for these posts are also not comparable as shown below:-

- i. Junior Prosthetist (Group-B)
  - Degree in Prosthetist & Orthotist and one year experience as Prosthetist & Orthotist in recognised University/College/University.
- ii. Junior Orthotist (Group-B)
  - Three years' Diploma or 1 ½ years' certificate course in Prosthetics & Orthotics and one year experience in Prosthetics & Orthotics.
- iii. Instructor (P&O) (Group-C)
  - Three years' Diploma in Prosthetics & Orthotics or 1 ½ years' certificate in Prosthetics & Orthotics from recognised Institute with some experience in the line.

**11.45.9 Apart from the fact that (i) and (ii) are Group `B` posts and (iii) is a Group `C` one, the eligibility conditions are also different. Hence the demand is not agreed with.**

## Department of Space

## Chapter 11.46

### General Issues

#### Introduction

11.46.1 Space activities in the country were initiated with the setting up of Indian National Committee for Space Research (INCOSAPR) in 1962. The Indian Space Research Organisation (ISRO) was established in August 1969. The Government of India constituted the Space Commission and established the Department of Space (DOS) in June 1972 and brought ISRO under DOS in September 1972. The Space Commission formulates the policies and oversees the implementation of Indian space programmes to promote the development and application of space science and technology for socio- economic benefit of the country. DOS implements these programmes through, mainly, ISRO, Physical Research Laboratory (PRL), National Atmospheric Research Laboratory (NARL), North Eastern-Space Application Centre (NE-SAC) and Semi-Conductor Laboratory (SCL). The Antrix Corporation was established in 1992 as a government owned company to market space products and services.

#### Personnel Position

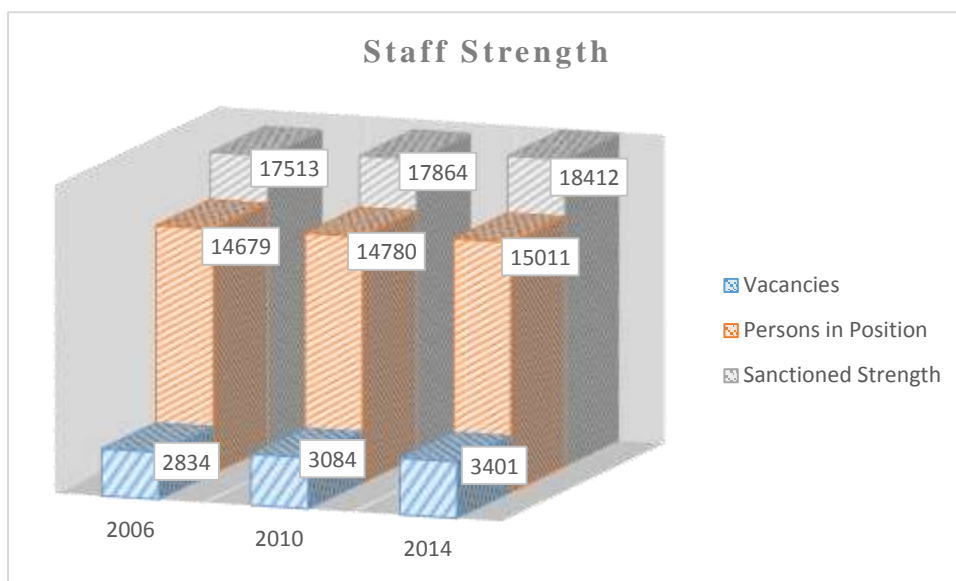
11.46.2 Number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Department of Space, is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	9,095	8,555	540	6
B	4,453	3,416	1,037	23
C	4,864	3,040	1,824	38
<b>Total</b>	<b>18,412</b>	<b>15,011</b>	<b>3,401</b>	<b>18</b>

11.46.3 The above table shows that in overall terms 18 percent of total sanctioned strength of the department is lying vacant as on 01.01.2014. Of 15,011 persons in position (PIP), 9315 employees are pre-2004 recruits and remaining 5696 employees have been recruited after 01.01.2004.

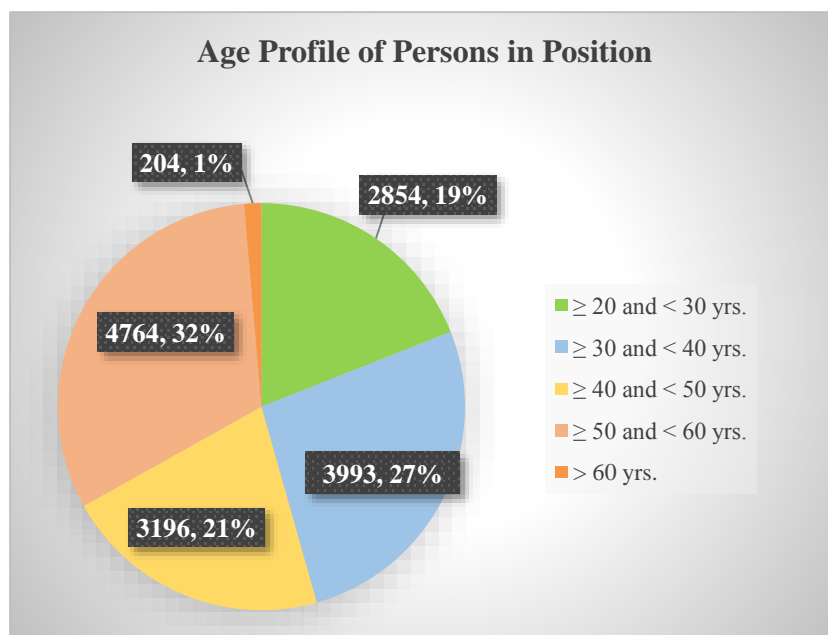
#### Inter Temporal Trend in Position

11.46.4 The following bar chart indicates the inter temporal position of personnel in the department of Space as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



**Age Profile of the Persons in Position**

11.46.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Department of Space. It indicates that about 32 percent of the PIP shall be retiring within next 10 years.



**Expenditure on Personnel and Contractual Employees**

11.46.6 The following table brings out the expenditure incurred by the Department of Space, on salaries and allowances on the employees working in the department through the years 2010 to 2013.

(₹ in lakh)

<b>Particulars</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>
Expenditure on Salaries and Allowances	88,899.00	99,568.00	1,07,584.00
Expenditure on Services Received through Contractual Employees	2,797.91	3,920.18	4,445.12
<b>Total</b>	<b>91,696.91</b>	<b>1,03,488.18</b>	<b>1,12,029.12</b>

## **Training**

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11.46.7 The National Training Policy of the Government of India has laid emphasis on a competency framework- delineation of core skills and specialised skills, classification of posts in terms of functions etc. Each ministry/department is also expected to adopt a systematic approach to training which includes formulation of a training plan, creation of a training infrastructure and a system of monitoring and evaluation.

11.46.8 The Department of Space has reported an annual training plan for its employees. Monitoring and evaluation of training is quarterly/annually done. The department has identified 4,651 Group 'A' posts for core competencies and 3,261 Group 'A' posts for specialised competencies. In the year 2012-13, 1851 and 757 Group 'A' officers were trained for core competencies and specialised competencies respectively. During the year 2013-14, 1112 and 251 Group 'A' officers were trained for core competencies and specialised competencies respectively. During the year 2014, 658 and 192 Group 'A' officers were trained for core competencies and specialised competencies respectively. In Groups 'B' and 'C', posts have not been identified for training for core competencies and specialised competencies. No separate budget provision exists in the department for training.

## ***Cadre Related Issues***

### **S & T Personnel in Group `A`**

11.46.9 The hierarchy of S & T Personnel in Group `A` posts of DOS/ISRO is as follows:

<b>Post</b>	<b>Grade Pay</b>	<b>Entry level Qualification/ Method of Filling</b>
Outstanding Scientist	HAG	By promotion
Scientist/Engineer G/Scientist H	10000	By promotion (Scientist H given Special pay of ₹4000)
Scientist/Engineer SG	8900	By promotion
Scientist/Engineer SF	8700	By promotion
Scientist/Engineer SE	7600	Special Recruitment
Scientist/Engineer SD	6600	Ph.D., Direct Recruitment
Scientist/Engineer SC	5400 (PB-3)	M.Tech./B.Tech./M.Sc.

11.46.10 It has been submitted that Scientists/Engineers in Grade H are given special pay of ₹4,000 to distinguish them from Grade G Scientists/Engineers who are also in the same grade pay. However, the special pay is not reckoned for computation of pension and pensionary benefits. This has resulted in scientists/engineers of Grade H retiring in the pay level of Grade G. To address this, it has been demanded that one more regular grade pay in PB-4 may be created to which Grade H could be fitted in lieu of the special pay of ₹4,000. A higher grade has been justified on the ground that responsibilities of grade H scientists/engineers are more than Grade G Scientists/Engineers.

#### *Analysis and Recommendations*

11.46.11 The Commission has noted that the V CPC had recommended merger of the pay scales of Scientists/Engineers G and Scientists/Engineers H into a single pay scale of ₹18400-22400. The DOS continued with these two posts in the common grade but after elevating the status of Scientists/Engineers H by grant of special pay. As these levels have continued to remain substantially consolidated in the same scale since then, the Commission is not in favour of separating them. Moreover the Commission is of the view that all civilian posts shall be governed by a single pay structure. Since the pay level is same for both the Scientists G and H, pensionary benefits should also remain the same.

### **Promotee versus DR's Pay**

11.46.12 The pay in the pay band for a Scientist/Engineer in the GP 6600 has been fixed at ₹18,750 by the government following the recommendations of VI CPC. However the pay in the pay band of a Scientist/Engineer, promoted from the GP 5400 (PB-3) to GP 6600 after completion of two years of prescribed residency, is fixed at ₹16,560. This has resulted in an anomaly wherein a promotee draws lesser pay than the direct recruit even when both join the same level at the same time. A demand has been made to address this anomalous situation.

*Analysis and Recommendations*

11.46.13 The Commission has addressed this issue as a general one affecting staff across all levels discussed it in the Chapter 5.1.

**Secretariat and Non-Secretariat Staff**

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11.46.14 The hierarchy of Secretariat Staff in DOS and Non-Secretariat staff in ISRO is shown below:

ISRO			DOS		
Senior Assistant	GP 4200	100 percent by promotion	Assistant	GP 4600	100 percent by promotion
Assistant	GP 2400	Graduate-1st	UDC	GP 2400	Graduate-1st
Personal Assistant	GP 4200	100 percent by promotion	Personal Assistant	GP 4200	100 percent by promotion
Junior PA	GP 2400	Graduate-1st	Stenographer	GP 2400	Graduate-1st

11.46.15 A demand has been made to upgrade the post of Senior Assistant in ISRO from the present GP 4200 to GP 4600 at par with Assistant in DOS. Similarly a demand has also been made to upgrade the post of Personal Assistant in ISRO from its present GP 4200 to GP 4600 at par with Personal Assistant in DOS. The justification given is that both Senior Assistants and Personal Assistant in ISRO at their preceding levels are in the GP 2400 and carry the minimum entry qualification of graduation with first class, which is the same as that of the preceding levels of Assistants and Personal Assistants in DOS.

*Analysis and Recommendations*

11.46.16 The Commission has considered the parity issue between secretariat and non-secretariat offices in its Chapter 7.1 on Headquarters Organizations in GoI and Office Staff in field offices. The general recommendations made therein will apply to all categories of Administrative Staff in DOS/ISRO as well.



# Ministry of Statistics and Programme Implementation

## Chapter 11.47

### General Issues

#### Introduction

11.47.1 The Ministry of Statistics and Programme Implementation came into existence as an independent Ministry on 15 October, 1999 after merger of the Department of Statistics and Department of Programme Implementation. The ministry has two wings, one relating to Statistics and other relating to Programme Implementation. The Statistics Wing redesignated as National Statistics Office (NSO) consists of Central Statistics Office (CSO) and National Sample Survey Office (NSSO). Statistics Wing acts as the nodal agency for planning integrated development of the statistical system in the country. This department advises other departments of the Government of India on statistical methodology and on statistical analysis of data. The department inter-alia compiles National Income, Gross/Net Domestic Product of the government, capital formation, savings, capital stock and consumption. It also prepares and releases Index of Industrial Production (IIP) every month in the form of Quick Estimates, conducting Annual Survey of Industries, to assess and evaluate the changes in the growth, consumption and structure of the organised manufacturing sectors. The Programme Implementation wing monitors projects of 150 crore and above and performance of infrastructure sectors. The wing also monitors Members of Parliament Local Area Development Scheme (MPLADS).

#### Personnel Position

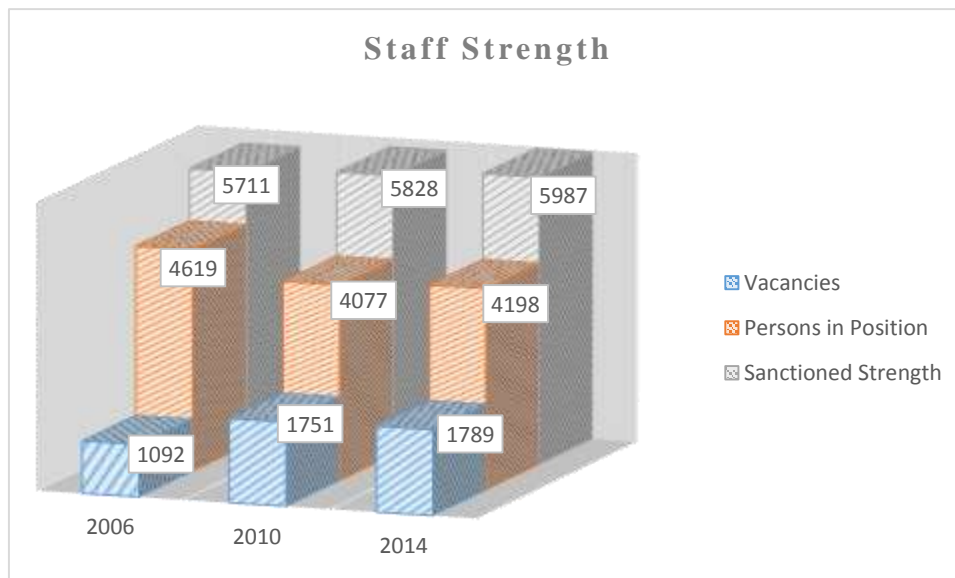
11.47.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Ministry of Statistics and Programme Implementation, is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	482	393	89	18
B	4,202	2,842	1,360	32
C	1,303	963	340	26
<b>Total</b>	<b>5,987</b>	<b>4,198</b>	<b>1,789</b>	<b>30</b>

11.47.3 The above table shows that in overall terms 30 percent of total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of the 4,198 persons in position (PIP), 2,506 employees are pre-2004 recruits and remaining 1,692 employees have been recruited on or after 01.01.2004.

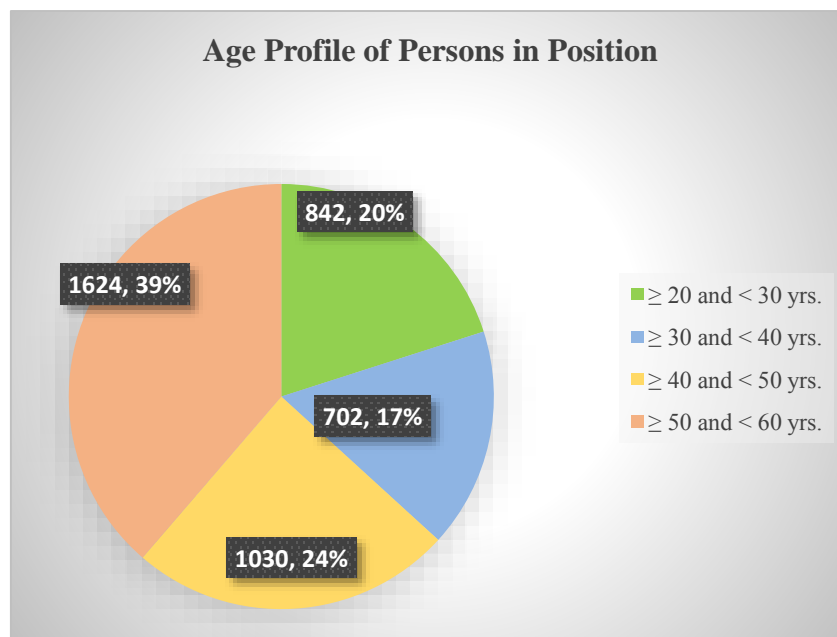
### Inter Temporal Trend of Personnel

11.47.4 The following bar chart indicates the inter temporal position of personnel in the Ministry of Statistics and Programme Implementation as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.47.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Statistics and Programme Implementation. It indicates that about 39 percent of the PIP shall be retiring within the next 10 years.



## **Expenditure on Personnel and Contractual Employees**

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11.47.6 The following table brings out the expenditure incurred by the Ministry of Statistics and Programme Implementation, on salaries and allowances on the employees working in the ministry through the years 2010 to 2013.

<i>(₹ in lakh)</i>			
<b>Particulars</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-13</b>
Expenditure on Salaries and Allowances	21,359.64	21,819.42	24,383.56
Expenditure on Contractual Employees	. . . . .	. . . . .	. . . . .
<b>Total</b>	<b>21,359.64</b>	<b>21,819.42</b>	<b>24,383.56</b>

## ***Cadre Related Issues***

### **Apex Level Posts**

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11.47.7 It has been demanded that the posts of Director General, Central Statistics Office and Director General, National Sample Survey Office may be upgraded to Apex scale. Currently, the highest level posts available in the Indian Statistical Service are in the HAG+ scale. It is mentioned that the post of DG, CSO was earlier upgraded as per recommendation of V CPC, but downgraded later without any reason.

#### *Analysis and Recommendations*

11.47.8 With reference to the issue of Apex scale for the post of DG, CSO and DG, NSSO, it is seen that the V CPC, vide para 81.12 and 81.14 thereof, had recommended that the post of DG, CSO should be upgraded and given the replacement scale of ₹8000 (fixed pre-revised) and that the Chief Executive Officer (CEO) of NSSO be placed in the pay scale of 7300-8000. The DG, CSO was also recommended the status of Special Secretary to the Government of India and recommended to be encadred in the Indian Statistical Service.

**11.47.9 The Commission recommends upgradation of the post of DG, CSO to apex scale in the Indian Statistical Service. The post is placed in the level L-17 in the new pay matrix.**

### **Chief Statistician**

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11.47.10 It has been demanded that the post of Chief Statistician of India should also be a part of the Indian Statistical Service. Since inception, the post has so far been held by career Economists. However, this post needs the deep knowledge and understanding of official statistics, which only the professional statistician can possess. It has been demanded that this post may be included in the ISS and be filled on selection basis from amongst the officers of ISS.

#### *Analysis and Recommendations*

**11.47.11 The Commission feels this is a purely administrative issue, hence no recommendations are made.**

### **Inclusion of Posts for ISS**

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11.47.12 It is stated that all economic and social sector ministries/departments should have appropriate statistical setup. Ministry of Railways should also participate in the ISS. There are some organisations where large scale statistical activities are carried out, still the heads of these offices/organisations are manned by other Service Officers. These organisations are: DG, Labour Bureau, Economic and Statistical Adviser in the Ministry of Agriculture, Wholesale Price Index Division in Department of Industrial Promotion and Policy, WTO Division in Department of Commerce, DG (Evaluation) in Ministry of Rural Development, DG, National Buildings Organisation in M/o HUPA, Registrar General of India in M/o Home Affairs, Statistical posts of Ministry of Railways, etc. It is suggested that these posts may be included as a part of ISS.

#### *Analysis and Recommendations*

**11.47.13 These demands are beyond the purview of the Commission.**

### **Fixed Tenure**

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11.47.14 Fixed tenure of DG, CSO and DG, NSSO for a period of at least two years has been demanded.

#### *Analysis and Recommendations*

**11.47.15 This is an administrative issue and should be dealt accordingly.**

### **Statistical Investigators and Subordinate Statistical Service (SSS)**

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11.47.16 Statistical Investigators and Subordinate Statistical Service (SSS) have demanded that the entry grade for Statistical Investigator Grade-II/Junior Statistical Officers (JSO) should be raised from GP 4200 to GP 4800 to make the service attractive for aspirants. The next higher grade, i.e., Statistical Investigator Grade-I/ Senior Statistical Officer, presently in GP 4600 should be placed in GP 5400 (PB-3) at par with the Section Officers of CSS. This apart, they have urged that the grade pay of 4600 and 4800 should be merged.

#### *Analysis and Recommendations*

**11.47.17 The issue has been covered in Chapter 7.7 hence no separate recommendations are being made here.**

### **Data Processing Division**

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11.47.18 The Data Processing Officers have demanded restructuring of Data Processing Division as follows:

- i. In Data Entry Stream (DES), the existing three grades of DEO Grade A (GP 2400), DEO Grade B (GP 2800) and DEO Grade-C (GP 4200) should be merged into two grades, namely DEO Grade B (GP 2800) and DEO Grade C (GP 4200).

- ii. In the Data Processing Stream (DPS), the Group 'B' posts of Data Processing Assistant/Data Entry Operator Grade D (GP 4600) and Programmer/Data Entry Operator Grade E (PB 2, GP 4800) should be replaced with the post to be named as System Programmer in GP 4800.
- iii. The posts of Senior Programmer/Systems Analyst/System Security Officer/Data Entry Operator Grade-F (GP 5400 (PB-3)) should be re-designated as System Analyst.
- iv. The posts of Senior System Analyst/Data Processing Manager (GP 6600) should be re-designated as Senior System Analyst.
- v. The posts of Joint Director/System Supervisor/Principal System Analyst (GP 7600) should be re-designated as Principal System Analyst.
- vi. Data Processing personnel of different ministries be formed into All India Data Processing Cadre, under the control of PMO as the data provided by this cadre has important contribution in development process of Government of India as the supporting cadre of Indian Economic Service.

*Analysis and Recommendations*

**11.47.19 Since the EDP cadre constitutes a common category, the recommendations have been made in Chapter 7.7 of the report.**

# Ministry of Steel

# Chapter 11.48

## General Issues

### Introduction

11.48.1 The vision of the Ministry of Steel is to transform India into a global leader in the steel sector, both as a steel producer as well as a steel consuming nation and to enhance the steel industry's international competitiveness. With this vision, the ministry formulates policies for the development of steel plants in the Public and Private sectors, the re-rolling industry and ferro-alloys as also policy formulation regarding production, distribution, pricing of iron & steel and ferro-alloys. Development of iron ore mines in the public sector and other ore mines like manganese ores, chrome ore, limestone and other minerals used in the iron and steel industry and identification of infrastructural and related facilities required by steel industry is also done by the ministry. It provides a platform for interaction of all producers and consumers of steel in the country. To carry out its mission there are eight Public Sector Enterprises and their subsidiaries and one Special Purpose Vehicle under the administrative control of the ministry.

### Personnel Position

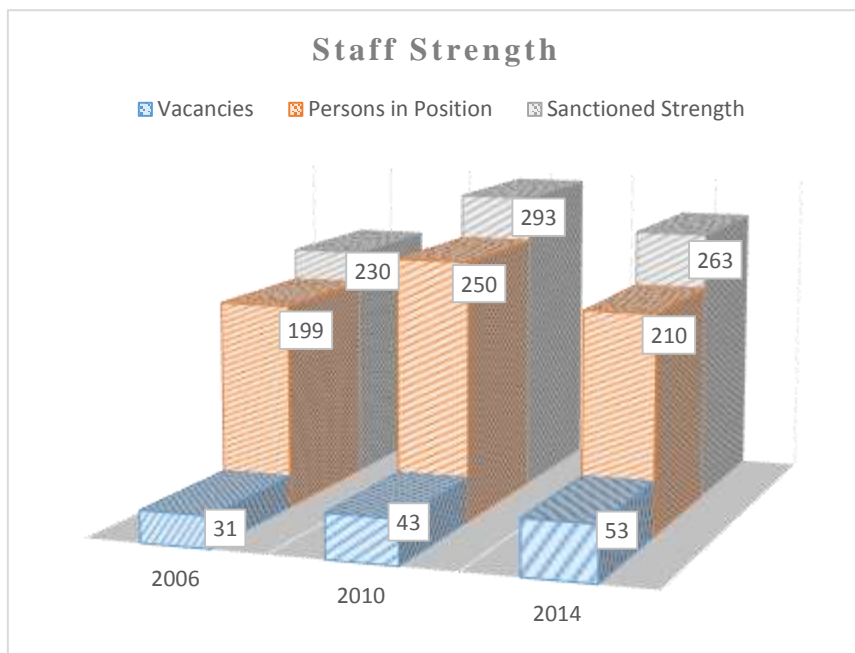
11.48.2 Number of sanctioned posts in various grades vis-à-vis 'persons in position' as on 01.01.2014, as reported by the Ministry of Steel, is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	42	39	03	7
B	108	86	22	20
C	113	85	28	25
<b>Total</b>	<b>263</b>	<b>210</b>	<b>53</b>	<b>20</b>

11.48.3 The above table shows that in overall terms 20 percent of total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of the 210 persons in position, 203 employees are pre-2004 recruits and the remaining 7 employees have been recruited after 01.01.2004.

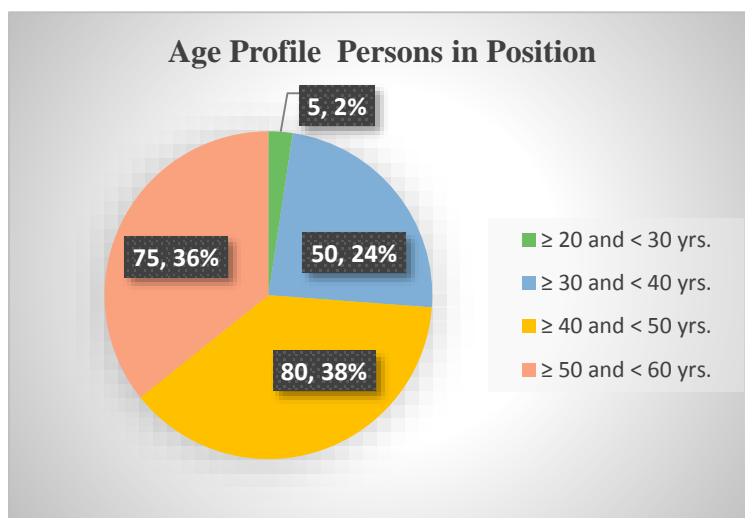
### Inter Temporal Trend of Personnel

11.48.4 The following graph indicates the inter temporal position of personnel in the Ministry of Steel as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Person in Position

11.48.5 The following chart brings out the age profile of the persons in position (PIP) in the Ministry of Steel. It indicates that of 210 persons in position, 75 employees shall be retiring in next 10 years, which is about 36 persons of the persons in position in the ministry.



### Expenditure on Personnel and Contractual Employees

11.48.6 The following table brings out the expenditure incurred by the Ministry of Steel, on salaries and allowances on the employees working in the ministry through the years 2010 to 2013. The ministry has not reported expenditure on services received through outsourcing. There was 19 percent increase in expenditure under this head in the year 2012-13 when compared with previous year.

<i>(₹ in lakh)</i>			
<b>Particulars</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>
Expenditure on Salaries and allowances	1272.91	1216.52	1447.71

### **Training**

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11.48.7 Of the 210 persons in position as on 01.01.2014, the ministry has identified 206 posts for training on core competencies and 4 posts for training on specialised competencies. However, for training neither any budget provision was made nor any person was trained in the years 2012-13 and 2013-14.



## Ministry of Textiles

## Chapter 11.49

### General Issues

#### Introduction

11.49.1 The vision of Ministry of Textiles is to build state of the art production capacities and achieve a pre-eminent global standing in the manufacture and export of all types of textiles including technical textiles, jute, silk, cotton and wool and develop a vibrant handlooms and handicrafts sector for sustainable economic development and promoting and preserving the age old cultural heritage in these sectors. Towards this end, the Ministry of Textiles formulates policy, programmes on export promotion and trade regulation of the textile industry. This includes all natural and manmade cellulose fibres that go into the making of textiles, clothing and handicrafts. The ministry has four Advisory Boards viz., (i) All India Power Loom Board (ii) All India Handloom Board (iii) All India Handicrafts Board and (iv) Cotton Advisory Board. For implementing to its policies and programmes the ministry is supported by two attached offices and two subordinate offices.

#### Personnel Position

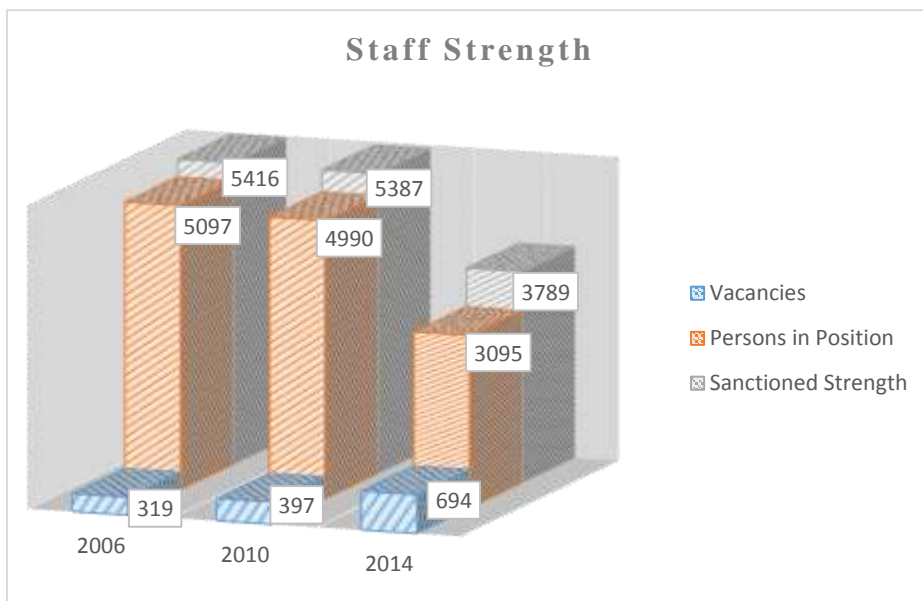
11.49.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Ministry of Textiles, is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
<b>A</b>	232	145	87	38
<b>B</b>	917	749	168	18
<b>C</b>	2,640	2,201	439	17
<b>Total</b>	<b>3,789</b>	<b>3,095</b>	<b>694</b>	<b>18</b>

11.49.3 The above table shows that in overall terms 18 percent of total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of 3095 persons in position (PIP), 2731 employees are pre-2004 recruits and remaining 364 employees have been recruited on or after 01.01.2004.

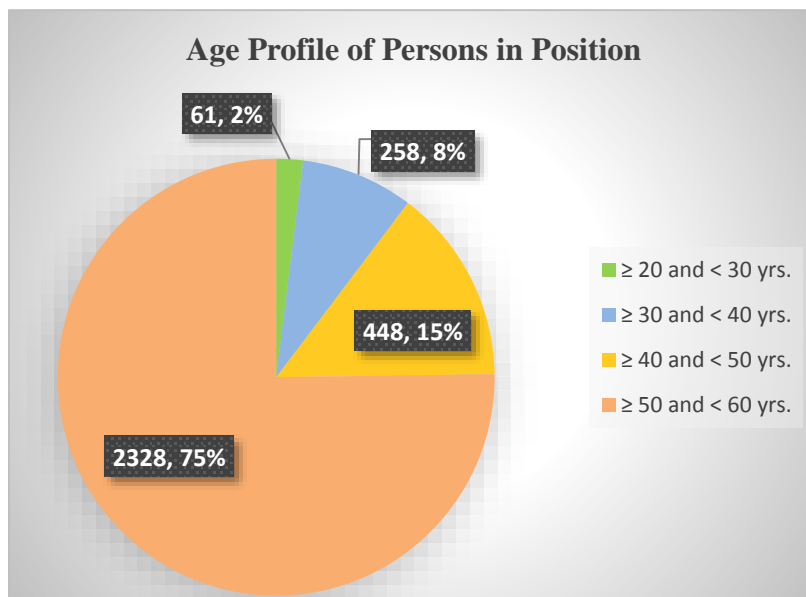
#### Inter Temporal Trend of Personnel

11.49.4 The following bar chart indicates the inter temporal position of personnel in the Ministry of Textiles as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



**Age Profile of the Persons in Position**

11.49.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Textiles. It indicates that about 75 percent of the PIP shall be retiring within the next 10 years.



**Expenditure on Personnel and Contractual Employees**

11.49.6 The following table brings out the expenditure incurred by the Ministry of Textiles, on salaries and allowances on the employees working in the ministry through the years 2010 to 2013.

(₹ in lakh)

Particulars	2010-11	2011-12	2012-13
Expenditure on Salaries and Allowances	14,656.75	15,395.72	16,437.96
Expenditure on Contractual Employees	104.95	152.74	180.80
<b>Total</b>	<b>14,761.17</b>	<b>15,548.46</b>	<b>16,618.76</b>

### *Cadre Related Issues*

#### **Technical Officers in the Office of the Textile Commissioner**

11.49.7 The hierarchy of the Technical Officers of the Office of the Textile Commissioner is as follows:

Post	Grade Pay	Entry level Qualification/ Method of Filling	No. of Posts
Deputy Director (Technical)	6600	100 percent by promotion	9
Assistant Director Gr.I	5400 (PB-3)	100 percent by promotion	13
Assistant Director Gr.II (Technical)	4600	100 percent by promotion	27
Technical Officer	4200	B.Tech. in Textile Technology or Textile Engineering	90

11.49.8 The association has demanded upgradation of the grade pay of the post of Technical Officers to GP 4600 to restore parity with the Revenue Inspectors existing prior to the VI CPC. It is stated that even after merger of some scales by the VI CPC, the Revenue Inspectors should have stayed at the same level as Technical Officers. However post VI CPC, the Revenue Inspectors were extended a higher grade pay.

#### *Analysis and Recommendations*

11.49.9 The Commission is of the view that seeking parity across disparate cadres merely on account of historicity is not quite justified. However, independent of the parity issue, there is merit in the demand as Technical Officers have an entry grade qualification of B.Tech. against which the VI CPC had recommended a uniform GP 4600. **The Commission accordingly recommends that the Technical Officers in the Office of the Textile Commissioner, who are presently in the GP 4200 may be upgraded to GP 4600. With this upgradation, Technical Officer shall come to lie in a scale identical to their promotion post of Assistant Director Grade II (Technical). It is, accordingly, recommended that Assistant Director Gr. II (Technical) be placed in the next higher GP 4800. The next promotional post of Assistant Director Grade I (Technical) shall remain in the existing GP 5400 (PB-3).**

#### **Instructors in the Office of Development Commissioner (Handicrafts)**

11.49.10 The hierarchy of Instructors in the office of the Development Commissioner for Handicrafts (DCH) is as follows:

<b>Post</b>	<b>Grade Pay</b>
Instructor	2400
Assistant Instructor	1800

11.49.11 The Handicrafts Technical Employees Association has demanded pay parity for Assistant Instructors and Instructors with their counterparts in the Ministry of Textiles, Railways and Tourism.

*Analysis and Recommendations*

11.49.12 The Commission has noted that initially the office of DCH had two categories of technical personnel employed as Assistant Craftsman and Master Craftsman who were appointed on consolidated wages and this mode of appointment continued up to 1985. Thereafter these two categories of posts were made regular posts and the post of Assistant Craftsman was re-designated as Assistant Instructor and that of Master Craftsman as Instructor. The Assistant Instructors were given a GP 1800 equivalent to MTS in the ODCH. The Commission has further noted that Assistant Instructors (Ski) in the Ministry of Tourism are in GP 2800, which has been made the basis of the demand placed by the Association. The Commission is of the view that as the Instructors' cadre does not fall under common category its features cannot be uniformly applied across ministries.

## Ministry of Tourism

## Chapter 11.50

### General Issues

#### Introduction

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11.50.1 Ministry of Tourism is tasked with formulation of national policies and programmes for the development and promotion of tourism. In the process, the ministry consults and collaborates with other stakeholders in the sector including various central ministries/agencies, the State Governments/Union Territory Administrations and the representatives of the private sector. Secretary (Tourism) is the ex-officio Director General (DG) of Tourism. The Directorate General of Tourism has 20 field offices and a Winter Sports Project (Indian Institute of Skiing and Mountaineering) within the country and 14 overseas offices. The overseas offices promote Indian tourism abroad. The domestic offices are the sources of tourist information. The ministry has one PSU and three autonomous organisations under it to carry out its vision of making India a preferred tourism destination.

#### Personnel Position

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11.50.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Ministry of Tourism, is as follows:

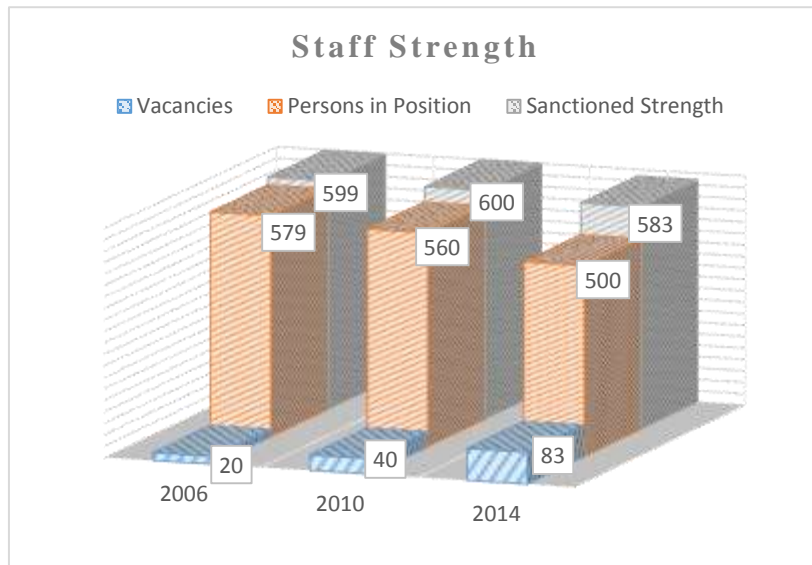
Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	70	64	6	9
B	137	103	34	25
C	376	333	43	11
<b>Total</b>	<b>583</b>	<b>500</b>	<b>83</b>	<b>14</b>

11.50.3 The above table shows that in overall term 14 percent of total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of the 500 persons in position (PIP), 415 employees are pre-2004 recruits and the remaining 85 employees have been recruited on or after 01.01.2004.

#### Inter Temporal Trend in Position

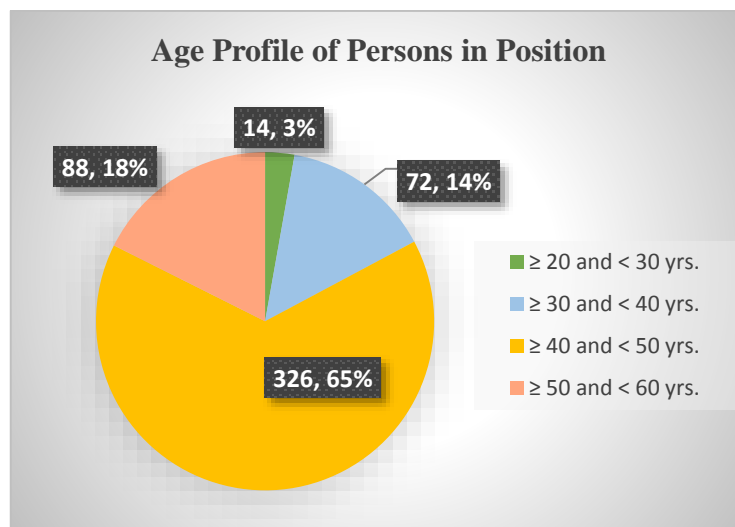
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11.50.4 The following bar chart indicates the inter temporal position of personnel in the Ministry of Tourism as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Person in Position

11.50.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Tourism. It indicates that about 18 percent of PIP shall be retiring within the next 10 years.



### Expenditure on Personnel and Contractual Employees

11.50.6 The following table brings out the expenditure incurred by the Ministry of Tourism, on salaries and allowances on the employees working in the ministry, through the years 2010 to 2013.

*(₹ in lakh)*

<b>Particulars</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>
Expenditure on Salaries and Allowances	2463.00	2747.00	3048.00
Expenditure on Contractual Employees	71.28	71.28	92.88
<b>Total</b>	<b>2534.28</b>	<b>2818.28</b>	<b>3140.88</b>

## **Training**

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11.50.7 The Ministry of Tourism has not reported any training plan. The ministry for the year 2013-14 has reported no specific budget provision for training.

## Ministry of Tribal Affairs

## Chapter 11.51

### General Issues

#### Introduction

11.51.1 The vision of the Ministry of Tribal Affairs is to reduce and remove the gap in the Human Development Indices (HDIs) of the Scheduled Tribe population vis-à-vis the general population and help empower the tribal people socially and economically. This ministry was set up in 1999 after the bifurcation of Ministry of Social Justice and Empowerment with the objective of providing more focused approach on the integrated socio-economic development of the Scheduled Tribes, in a coordinated and planned manner. Before the formation of the ministry, tribal affairs were handled by different ministries. Initially from independence up to September 1985 as “Tribal Affairs Division” under Ministry of Home Affairs, from September 1985 to May 1998 by the Ministry of Welfare and subsequently from 1998 to September 1999 by the Ministry of Social Justice and Empowerment.

#### Personnel Position

11.51.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Ministry of Tribal Affairs, is as follows:

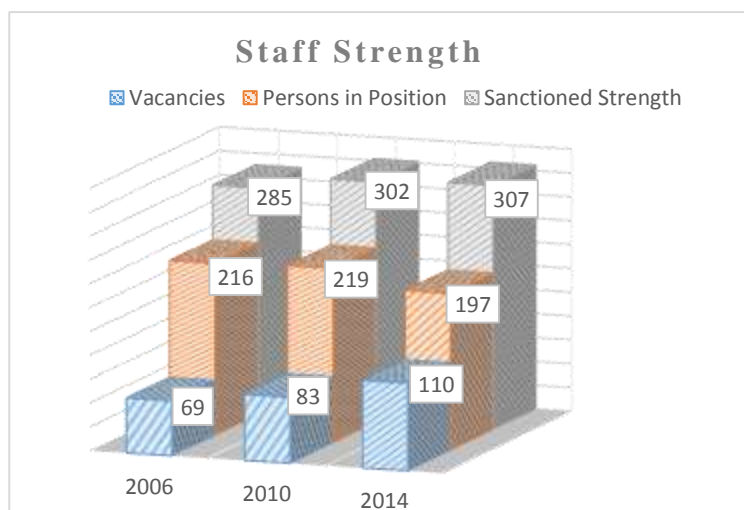
Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
<b>A</b>	72	49	23	32
<b>B</b>	115	62	53	46
<b>C</b>	120	86	34	28
<b>Total</b>	<b>307</b>	<b>197</b>	<b>110</b>	<b>36</b>

11.51.3 The above table shows that in overall terms 36 percent of total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of 197 persons in position (PIP), 168 employees are pre-2004 recruits and remaining 29 employees have been recruited on or after 01.01.2014.

#### Inter Temporal Trend of Personnel

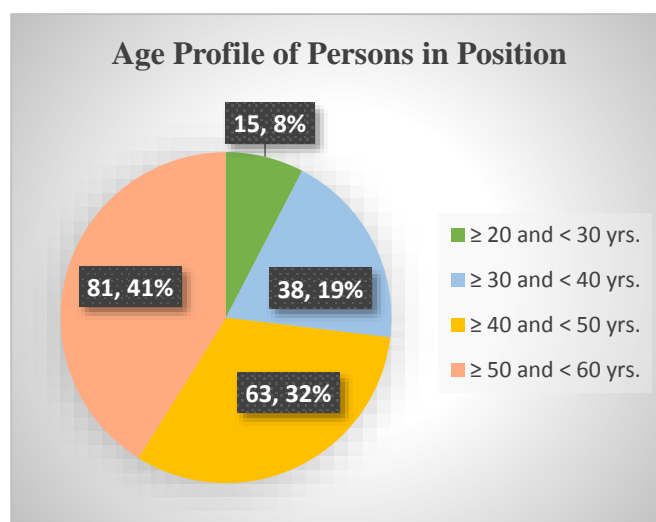
11.51.4 The following bar chart indicates the inter temporal position of personnel in the Ministry of Tribal Affairs as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.





### Age Profile of the Persons in Position

11.51.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Tribal Affairs. It indicates that about 41 percent of the PIP shall be retiring within the next 10 years.



### Expenditure on Personnel and Contractual Employees

11.51.6 The following table brings out the expenditure incurred by the Ministry of Tribal Affairs, on salaries and allowances on the employees working in the ministry through the years 2010 to 2013.

Particulars	(₹ in lakh)		
	2010-11	2011-12	2012-13
Expenditure on Salaries and Allowances	1060.33	1017.95	1098.20
Expenditure on Contractual Employees	31.20	31.80	31.80
<b>Total</b>	<b>1091.53</b>	<b>1049.75</b>	<b>1130.00</b>

# Ministry of Urban Development and Ministry of Housing and Urban Poverty Alleviation

## Chapter 11.52

### *General Issues*

#### **Introduction**

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11.52.1 The Ministry of Urban Development and Urban Poverty Alleviation was bifurcated into two ministries namely, the Ministry of Urban Development and the Ministry of Urban Employment and Poverty Alleviation in May 2004. The Ministry of Urban Employment and Poverty Alleviation was subsequently renamed as Ministry of Housing and Urban Poverty Alleviation in June 2006. The Ministry of Urban Development is also the cadre controlling ministry in respect of the Ministry of Housing and Urban Poverty Alleviation also hence the two ministries have been dealt with in one Chapter.

- i. **Ministry of Urban Development** has the responsibility of broad policy formulation and monitoring of programmes in the area of urban development. Urban Development is a State subject but the Government of India plays a co-ordinating and monitoring role and also supports urban development through Central and Centrally Sponsored Schemes. The ministry has four attached offices viz., (i) Central Public Works Department, (ii) Directorate of Printing, (iii) Directorate of Estates and (iv) Land and Development Office. The ministry is supported by three subordinate offices viz., (a) Government of India Stationery Offices (ii) Department of Publication and (iii) Town and Country Planning Organisation. National Building Construction Corporation Ltd., a PSU, and five Autonomous Bodies are under the administrative control of the Ministry of Urban Development.
- ii. **Ministry of Housing and Urban Poverty Alleviation** is tasked with formulation of housing policy and programme, and with implementation of the specific programmes on urban poverty alleviation and slum improvement. The ministry has one attached office viz, National Building Organisation. Two PSUs and four autonomous organisations are under the administrative control of the Ministry of Housing and Urban Poverty Alleviation.

#### **Personnel Position**

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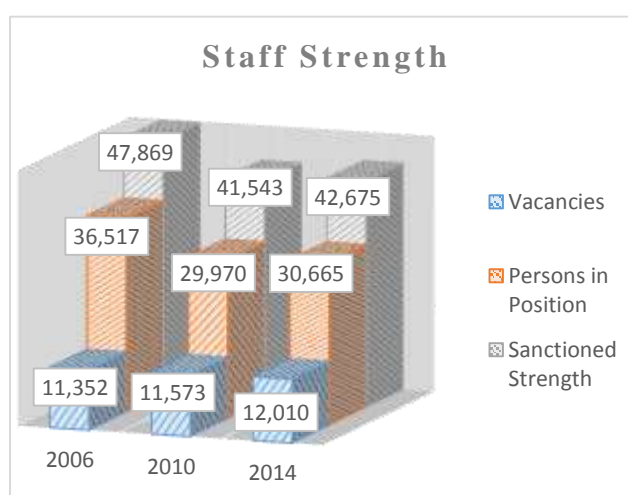
11.52.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Ministry of Urban Development and Ministry of Housing and Poverty Alleviation (HUPA), is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	1,817	1,539	278	15
B	9,018	6,967	2,051	23
C	31,840	22,159	9,681	30
<b>Total</b>	<b>42,675</b>	<b>30,665</b>	<b>12,010</b>	<b>28</b>

11.52.3 The above table shows that in overall terms 28 percent of total sanctioned strength of these two ministries are lying vacant as on 01.01.2014. Of the 30,665 persons in position (PIP), 26,685 employees are pre-2004 recruits and remaining 3,980 employees have been recruited on or after 01.01.2004.

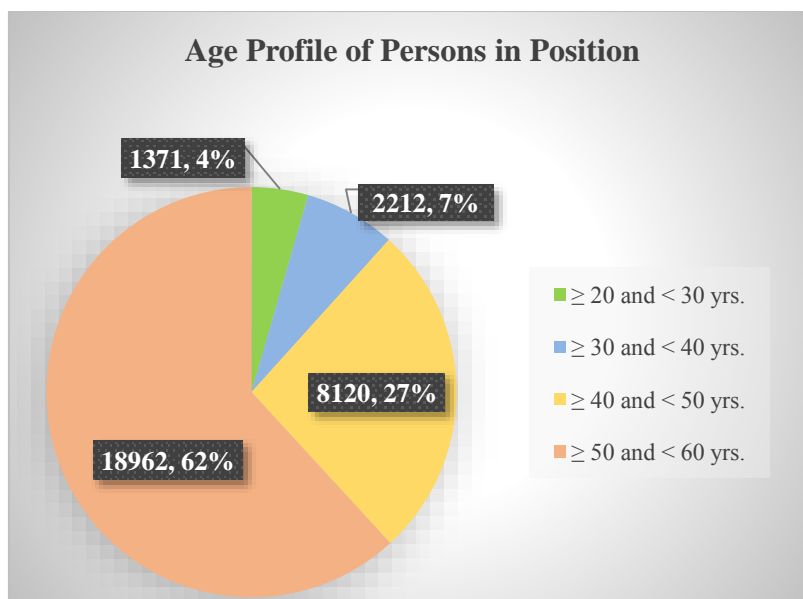
### Inter Temporal Trend of Personnel

11.52.4 The following bar chart indicates the inter temporal position of personnel in the Ministry of Urban Development and Ministry of HUPA as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.52.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Urban Development and Ministry of HUPA. It indicates that about 62 percent of the PIP shall be retiring within the next 10 years.



### **Expenditure on Personnel and Contractual Employees**

11.52.6 The following table brings out the expenditure incurred by the Ministry of Urban Development and Ministry of HUPA on salaries and allowances on the employees working in these ministries through the years 2010 to 2013.

(₹ in lakh)			
Particulars	2010-11	2011-12	2012-13
Expenditure on Salaries and Allowances	90,476.51	100,449.39	111,200.09
Expenditure on Contractual Employees	34.31	63.60	98.58
<b>Total</b>	<b>90,510.82</b>	<b>100,512.99</b>	<b>111,298.67</b>

### **Training**

11.52.7 Information on training has been received only from the Central Public Works Department (CPWD) in the Ministry of Urban Development. The CPWD has its in-built training mechanism in the form of its main Training Institute at Ghaziabad as well as regional Training Institutes and Workmen Training centres at Delhi, Mumbai, Kolkata, Chennai and Guwahati. The department has identified 24,973 posts of the department for training for core competencies. A calendar of training for the entire year, containing all courses, is issued at the commencement of the year itself. In the financial years 2012-13 and 2013-14, a total number of 3045 and 2884 employees respectively of the department were trained for core competencies. An amount of ₹9.99 crore was provided under the head 'Training' in the year 2013-14, of which ₹9.09 crore were utilised in the year.

## ***Cadre Related Issues***

### **Central Public Works Department (CPWD)**

#### **Central Engineering Service Group `A`**

11.52.8 Central Engineering Service Group `A` Association representing officers posted in CPWD have stated that the Director General CPWD should be declared ex-officio Secretary to the Government of India and that certain posts in the Ministry of Urban Development, Ministry of Housing and Poverty Alleviation and other infrastructure ministries should be reserved for CPWD engineers.

#### *Analysis and Recommendations*

11.52.9 The Commission notes that the DG, CPWD is already placed at the Apex level. Declaring him ex-officio Secretary to the Government of India is a matter that may be decided by the government. Similarly reserving certain posts for CPWD engineers in some ministries is a matter that rests in the broader context of the appropriate mix between technical and non technical officers. The review of composition of personnel in any ministry has to be an exercise that the government has to undertake keeping in view its broader vision and medium term goals.

#### **Junior Engineer, Assistant Engineer and Executive Engineer**

11.52.10 The Engineers Association(s) have, in their representation to the Commission, sought upgradation of pay scales of Junior Engineer, Assistant Engineer and Executive Engineer from existing GP 4200, GP 4600 and GP 6600 to GP 4800, GP 5400 (PB-3) and GP 7600 respectively. The Associations have contended that the pay scale assigned to them by the previous Pay Commission were unduly low and that a number of selected candidates do not join the government or leave it subsequently on account of poor pay scale and unattractive career prospects vis-à-vis the private and public sectors.

#### *Analysis and Recommendations*

11.52.11 The ministry has forwarded to the Commission the views of the CPWD in this regard. CPWD has supported the contention of upgradation of their pay scales and recommended that the pay scales of Junior Engineer and Assistant Engineer may be upgraded to GP 4600 and GP 5400 (PB-3) respectively.

11.52.12 The Commission notes that the VI CPC, as part of its exercise towards rationalisation of scales across subordinate engineering cadres, had recommended that all posts carrying minimum qualifications of diploma in engineering should be placed in GP 4200. Simultaneously it had also recommended that all posts in subordinate engineering cadres carrying minimum qualifications of a degree in engineering and having an element of direct recruitment should be placed in GP 4600.

**11.52.13 This Commission notes that the rationalisation undertaken by the VI CPC is based on a clear reasoning and does not see a case for its review. As such the pay scales proposed for Subordinate Engineering cadre of all ministries/departments have been dealt in Chapter 7.4.**

### **Upgradation in Pay of Administrative Cadre**

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11.52.14 The administrative cadre has sought upgradation in pay as detailed below:

<b>Sl. No.</b>	<b>Post</b>	<b>Existing Grade Pay</b>	<b>Grade Pay Sought</b>
1.	Office Superintendent Grade-I/ Assistant Administrative Officer	4600	4800 and 5400 (PB-3)(NFSG)
2.	Office Superintendent	4200	4600
3.	UDC	2400	4200
4.	LDC	1900	2800
5.	MTS	1800	-2000

11.52.15 In their justification for parity with CSS, Ministerial cadre have, in the case of Office Superintendent Grade-I (re-designated as Assistant Administrative Officer), contended that due to merger of the V CPC pay scales S-9 and S-10, one level in promotional hierarchy has been reduced and has resulted in stagnation. They have sought upgradation of post of Assistant Administrative officer to Administrative officer level.

#### *Analysis and Recommendations*

11.52.16 The ministry has forwarded to the Commission the views of CPWD in this regard. CPWD has recommended complete parity between the CSS cadres and the Ministerial cadre of the CPWD.

**11.52.17 The Commission notes that the posts of MTS, LDC and UDC are posts that span across ministries/departments and Headquarters and field offices. The pay level for these posts will be common and recommendations in this regard have been made in Chapter 7.7 and Chapter 11.35. As regards the post of Office Superintendent, the Commission does not recommend any change in pay of this post. Similarly no upgradation in the post of Assistant Administrative officer is being recommended by the Commission.**

### **Placement of Ministerial Staff**

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11.52.18 They have sought placement of ministerial cadre of appropriate seniority by way of promotion, to post of Assistant Director (Admin) (GP 6600), Deputy Director (Admin) (GP 7600) and Director (Admin) (GP 8700) by replacing officials from CSS and Technical wing of CPWD.

#### *Analysis and Recommendations*

11.52.19 The ministry has forwarded to the Commission the views of CPWD in this regard. CPWD has supported their contention and stated that this will improve the efficiency of the

department as most of the powers are being proposed to be decentralised at the level of Special DG and Additional DG.

11.52.20 The Commission is of the view that the matter is administrative in nature and may be decided by the ministry.

### **Stenographers' Cadre**

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11.52.21 They have sought an upgradation in pay for the posts of Stenographer Gr II, Stenographer Gr I, Private Secretary, Senior Private Secretary, Principal Private Secretary to bring them at par with those in the Central Secretariat Stenographers Service (CSSS).

#### *Analysis and Recommendations*

11.52.22 The ministry has forwarded to the Commission the views of CPWD in this regard. CPWD has recommended complete pay parity with CSSS cadre for this Ministerial cadre of CPWD.

11.52.23 The Commission has recommended that pay level for posts of Stenographers should be common across Headquarters and field offices. Recommendations regarding this cadre are detailed in Chapter 7.1.

### **Architects**

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11.52.24 They have demanded upgradation in pay for posts as tabulated below:

<b>Post</b>	<b>Existing Grade Pay</b>	<b>Proposed Grade Pay</b>
Technical Officer	4600	4800, After 4 years GP 5400 (PB 2)
Assistant (AD)	4200	4600

In support of their demand they have stated that Architectural Assistants should be at treated at par with Staff Nurse who were given a higher entry GP 4600 by the VI CPC.

#### *Analysis and Recommendations*

11.52.25 The ministry has forwarded to the Commission the views of CPWD in this regard. CPWD has supported the proposal of the Association.

11.52.26 The Commission notes that educational qualification for post of Assistant (AD) is diploma in Engineering. These posts have been uniformly placed in GP 4200. Further, the VI Pay Commission has taken a conscious decision to upgrade pay scales of certain categories, which involve “the most frequent inter-face of the common man with the government.” Nurses were one such category. The categories of Architectural Assistants and Nurses are totally dissimilar and the Association therefore cannot seek upgradation, based on any perceived parities that may have existed prior to the VI Pay Commission. **The demand for upgrade is not found tenable.**

## **Horticulture Wing**

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11.52.27 Section officers of Horticulture Wing have sought an upgrade from GP 4200 to GP 5400 (PB 2) citing the importance of their cadre.

### *Analysis and Recommendations*

11.52.28 The ministry has forwarded to the Commission the views of CPWD in this regard. CPWD has suggested an increase from the existing pay in GP 4200 to GP 4600. However no explanation has been offered by it to support this increase.

11.52.29 The Commission notes that the VI CPC in its report questioned the very necessity for the continuation of the Horticulture Wing in CPWD and suggested that this work may be outsourced. **The Commission does not find any justification for the increase sought and therefore does not recommend any upgradation in the pay of Section officers. It further reiterates the views expressed by the VI Pay Commission with regard to the Horticulture Department in CPWD.**

## **Directorate of Printing**

### **Industrial Cadres**

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11.52.30 They have sought upgradation in pay for certain category of industrial posts viz., Skilled, Technical Supervisory, Foreman, Non Gazetted Class II and Gazetted Class II. To support their contention they have stated that there exists a big disparity in pay scales between Government of India Printing Presses and other Printing Presses.

### *Analysis and Recommendations*

11.52.31 The Commission has not received the views of the ministry/department on the issue. However, the Commission notes the pay scale of these industrial posts for which an upgradation has been sought under the Directorate of Printing have parity with industrial staff in other ministries/departments of the Central Government. **The Commission therefore does not recommend any increase in pay of the category of industrial posts.**

### **Non- Industrial Cadres**

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11.52.32 They have demanded upgradation in pay of certain category of non-industrial posts viz., LDC, UDC, Accountant, Junior Head Clerk, Head Clerk, Office Superintendent and Assistant Manager (Admin).

### *Analysis and Recommendations*

11.52.33 The Commission has not received the views of the ministry/department on the issue. However, **posts like LDC, UDC, Accountant are common to a number of ministries/departments. Recommendations regarding their pay are contained in Chapter 7.7 and Chapter 11.35. The Commission does not find any justification for increase in pay scale of the other cadres.**



## Land and Development Office

### Superintendents

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11.52.34 Upgradation in pay scale has been sought for Superintendents, at par with Section Officers in the CSS. To advance their case they have stated that Assistants and Section Officers of the CSS cadre placed in the Land and Development Office and working at the same level, draw pay at a level higher than Assistants and Superintendents belonging to the Land and Development Office cadre which, they pointed out is iniquitous.

#### *Analysis and Recommendations*

11.52.35 The Commission notes that the post of Superintendent in the GP 4200 is a promotional post for Upper Divisional Clerks in the GP 2400. Those with ten years' regular service in the grade and have undergone Level B training programme of ISTM are eligible for consideration for the promotional post. Further, there is no post of Assistant in Land and Development Office at present and there was no historical parity in pay scales of Erstwhile Assistant and Superintendent of Land and Development Office with those in CSS cadre. **Therefore, the Commission does not find sufficient justification to upgrade the pay of Superintendents from the existing GP 4200.**

### Stenographers

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11.52.36 Stenographers in the Land and Development Office (L&DOs) have sought merger of their posts with the Central Secretariat Stenographers Service (CSSS) with a view to enhancing their pay and promotional prospects.

#### *Analysis and Recommendations*

11.52.37 The Commission notes that the Land and Development Office is an attached office of the ministry. On the other hand, the Central Secretariat Stenographers Service is tasked with assignments in the Central Secretariat. The Commission, in Chapter 7.1, is recommending identical pay levels for personnel in Headquarters and in the field offices. This should address the grievances with regard to pay for the Stenographers in the Land and Development Office.

## Town and Country Planning Organisation

### Planning Officers

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11.52.38 They have sought upgradation in pay of a number of posts as detailed in the table below:

Name of Post	Existing Grade Pay	Grade Pay Sought
Additional Chief Planner	8700	8900
Town and Country Planner	7600	8700
Associate Town & Country Planner	6600	7600
Assistant Town & Country Planner	5400	6600

#### *Analysis and Recommendations*

11.52.39 The Commission notes that the issue of upgradation in pay of these posts was also posed before the V Pay Commission. The Commission, while upgrading the post of Chief Planner, did not endorse the demand for upgradation of other posts. **This Commission also finds no reason to review the existing pay structure for the above-mentioned posts.**

### Planning Assistants

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11.52.40 Their association has sought upgradation in pay for the post of Planning Assistant from the existing GP 4200 to GP 4800 and further upgradation to Grade Pay 5400 (PB-3) after completion of four years regular service. To advance their case they have stated that the qualification for direct recruitment of Planning Assistant is a Bachelor of Planning/ Architecture or Bachelor degree in Civil Engineering from a recognised University with a two years' experience in Town Planning, House Layouts etc.

#### *Analysis and Recommendations*

11.52.41 The Commission sought the views of Ministry of Urban Development in this regard. The Town and Country Planning Organisation, in its response has supported the demand for a raise to GP 4800 for Planning Assistants, with the proviso that the employees recruited prior to framing of the current Recruitment Rules and presently in service, who do not possess the qualifications as per the current Recruitment Rules may be granted parity subject to their completion of six years' service in the grade.

11.52.42 The Commission has considered the demand for upgradation in the post of Planning Assistant. Given that the entry level qualification, as per the Recruitment Rules, is Bachelor's degree with two years' experience, there exists a case for upgradation in pay of Planning Assistants.

11.52.43 **The Commission accordingly recommends that Planning Assistants should be upgraded to GP 4600 from the existing GP 4200.**

## Research Assistant

11.52.44 They have sought grade pay on hierarchical basis, under MACP, for Research Assistant who are in GP 4600. This will enable them to obtain the benefit of financial upgradation at GP 5400 (PB-3), which is the next hierarchical level for Research Assistants.

### *Analysis and Recommendations*

11.52.45 The recommendations of the Commission in relation to MACP will have common applicability and exception for the post of Research Assistants is not feasible.

## Government of India Stationery Offices

### Industrial and Non-Industrial Staff

11.52.46 They have sought upgradation in pay for certain category of Industrial posts and non-Industrial posts as detailed in the tables below.

Industrial Post(s)	Existing Pay Structure	Proposed Pay Structure
Foreman/Foreman (Binding)/Machine Man (Offset)/ Head Reader/DTP Operator/Artist Senior/Artist Junior/Artist Retoucher/ Assistant Artist Retoucher	GP 4200	GP 5400 (PB-2)
Head Mechanic/ Section Holder (Binding)/ Cameraman/ Assistant Inspector (Control)	GP 2800	GP 4800
Assistant Machine-man (Offset)/ Plate Maker (Offset)/ Mechanic/ Reader/ Dark Room Assistant/ Electrician/ Resographer/Silk Screen Operator	GP 2400	GP 4200
Machine Attendant (Offset) and Attendant (Offset)/ Assistant Binder/ Assistant Plate Maker/Assistant Mechanic/ Copy Holder/ Carpenter/ Wireman/ Welder/ Truck Driver (Light/Heavy Vehicle)/ Assistant Silk Screen Operator	GP 1900	GP 2800
Industrial Labourer/ Cleaner Driver/ Electrical Khalasi	GP 1800	GP 2000

<b>Administrative and Non-Industrial Post(s)</b>	<b>Existing Pay Structure</b>	<b>Proposed Pay Structure</b>
Office Superintendent/store keeper (Wholesale store)/ Examiner/	GP 4600	GP 5400 (PB-2)
Head Clerk/ Accountant/ Store Keeper/ Deputy Store Keeper/ Junior Hindi Translator/ Cashier/ Caretaker	GP 4200	GP 4800
UDC	GP 2400	GP 4200
LDC	GP 1900	GP 2800
MTS (Sorter Packer/Paper Counter/ Booking Sarkar/ Cash Sarkar/ Daftari/ Labour Supervisor/ Stencil Man/ Cyclo-Style Operator/ Telephone Operator	GP 1800	GP 2000

11.52.47 They have stated that in the Printing and Stationery Department there is a narrow channel of promotion and further, in the case of industrial posts that these are of a technical nature.

*Analysis and Recommendations*

11.52.48 The Commission notes that the pace of promotions is related to the cadre structure and hence pay increases cannot be recommended to sort out an issue that is administrative in nature. As far as non-industrial posts are concerned a large number of posts for which upgradation has been sought are common to a number of ministries/departments. These include posts of MTS, LDC, UDC, Accountant, etc., recommendations for which have been made in Chapter 7.7 and Chapter 11.35. No separate recommendations are, therefore, being made here.

# Ministry of Water Resources, River Development and Ganga Rejuvenation

## Chapter 11.53

### General Issues

#### Introduction

11.53.1 The Ministry of Water Resources, River Development and Ganga Rejuvenation is responsible for laying down policy guidelines and programmes for the development and regulation of country's water resources. It is responsible for overall planning, policy formulation, coordination and guidance in the water resource sector. The Ministry has also been allocated the subject of regulation and development of inter-state rivers, implementation of awards of Tribunals, water quality assessment, bilateral and external assistance and cooperation programmes in water resources and matters relating to rivers common to India and neighbouring countries. The above functions of the Ministry are performed through its two attached offices namely, (i) Central Water Commission and (ii) Central Soil and Material Research Station. It also has seven sub-ordinate offices viz., (a) Central Ground Water Board (b) Central Water and Power Research Station (c) Ganga Flood Control Commission (d) Farakka Barrage Project (e) Sardar Sarovar Construction Advisory Committee (f) Bansagar Control Board and (g) Upper Yamuna River Board. The ministry has seven Autonomous bodies and two PSUs under its administrative control.

#### Personnel Position

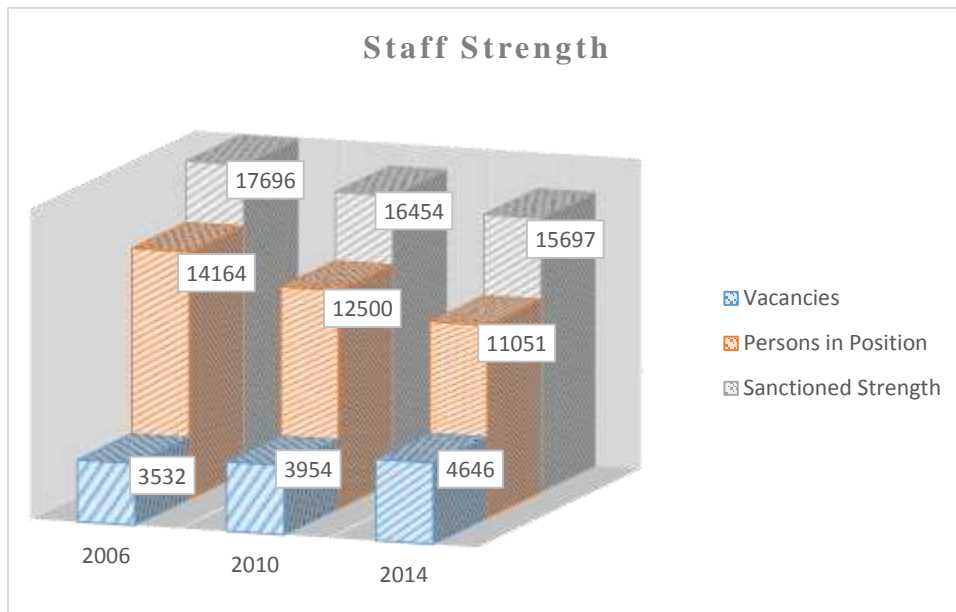
11.53.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Ministry of Water Resources, is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	1,690	1,237	453	27
B	3,717	2,391	1,326	36
C	10,290	7,423	2,867	28
<b>Total</b>	<b>15,697</b>	<b>11,051</b>	<b>4,646</b>	<b>30</b>

11.53.3 The above table shows that in overall terms 30 percent of total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of the 11,051 persons in position (PIP), 8,329 employees are pre-2004 recruits and remaining 2,722 employees have been recruited on or after 01.01.2004.

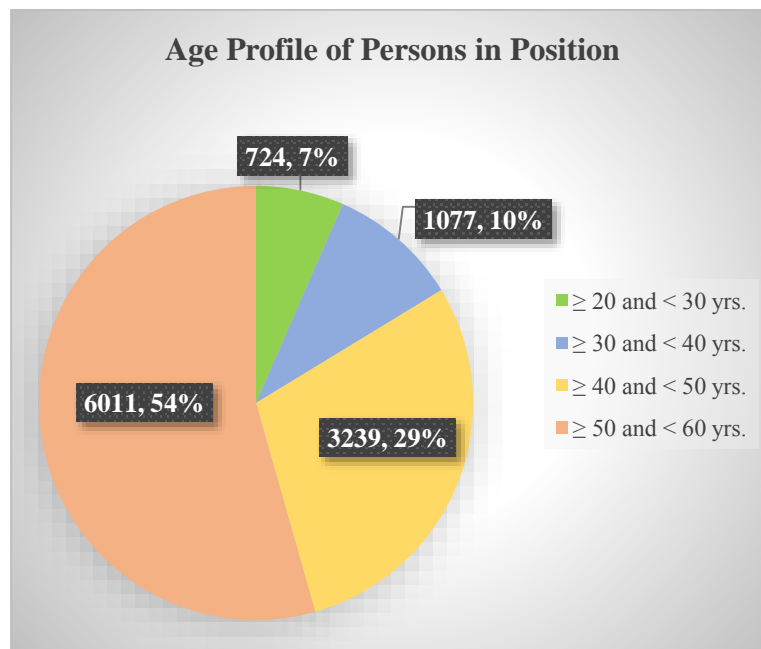
### Inter Temporal Trend of Personnel

11.53.4 The following bar chart indicates the inter temporal position of personnel in the Ministry of Water Resources as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.53.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Water Resources. It indicates that about 54 percent of the PIP will be retiring within the next 10 years.



## Expenditure on Personnel and Contractual Employees

11.53.6 The following table brings out the expenditure incurred by the Ministry of Water Resources, on salaries and allowances on the employees working in the ministry through the years 2010 to 2013.

(₹ in lakh)

Particulars	2010-11	2011-12	2012-13
Expenditure on Salaries and Allowances	36,955	37,880	40,911
Expenditure on Contractual Employees	208	297	...
<b>Total</b>	<b>37,163</b>	<b>38,177</b>	<b>40,911</b>

## Training

11.53.7 The Ministry of Water Resources has identified 4,378 posts for training for core competencies and 747 posts for training for specialised competencies. The ministry has indicated that during the year 2012-13, training was imparted to 293 and 259 officers for core and special competencies respectively. During the year 2013-14, 455 officers were trained for core competencies and 126 officers for special competencies. For training, the ministry has not indicated any separate budget provision.

## Cadre Related Issues

### Central Water Commission (CWC)

#### Central Water Engineering Group 'B' Service

11.53.8 The Central Water Engineering Group 'B' cadre is a promotional cadre with no direct recruitment. It is constituted by officers in the grade of Assistant Director II (AD-II)/Sub-Divisional Engineer in the GP 4600. All its posts are filled up from amongst officers promoted from the level of Junior Engineer who are directly recruited. This cadre serves as the feeder cadre to the Central Water Engineering Group 'A' service. The hierarchy of the cadre is as follows:

Post	Grade Pay	Entry Level Qualification/Method of Filling	No. of Posts
Deputy Director	6600	100 percent by promotion	250
Assistant Director	GP 5400 (PB-3)	50 percent DR-UPSC 50 percent promotion from AD-II	263
Assistant Director-II	4600	100 percent by promotion	363
Junior Engineer	4200	Degree or Diploma in Civil or Mechanical Engineering (100 percent DR)	668

11.53.9 There are demands for merger of Assistant Director-II with Assistant Director. The reasoning is that not only is the nature of duties at the two levels similar, the merger would remove the delay in promotion between the two levels, given the shortage of posts at the Assistant Director level.

*Analysis and Recommendations*

11.53.10 The Commission has noted that as per the revised CWE Service (Group 'A') Rules 2013, 50 percent of AD posts are to be filled through direct recruitment and the balance through promotion from ADII/SDE. It would appear that the existing structure provides for a smooth career progression of AD-II. No change is, therefore, recommended.

**Scientific Cadre**

11.53.11 The initial recruitment to the Scientific Cadre is done at the level of Senior Research Assistant in the GP 4200. The next promotional level is Assistant Research Officer in the GP 4600, which is followed by the Group 'A' post of Research Officer in the GP 5400 (PB-3).

11.53.12 They have demanded upgradation of the post of Senior Research Assistant to GP 4600 and that of Assistant Research Officer to the GP 4800, as that would put their hierarchical levels at par with that in Central Soil and Material Research Station (CSMRS), Central Water and Power Research Station (CWPRS) and Central Ground Water Board (CGWB), whose entry levels have the same essential qualification as in CWC. It has been brought out that the parity is all the more necessary as two of the offices, CWPRS and CGWB are subordinate offices of the ministry whereas CWC is an attached office. A comparative hierarchical table on the present position is shown below:

<b>Scientific Posts- CWC</b>	<b>Scientific Posts- CSMRS</b>	<b>Scientific Posts- CWPRS</b>	<b>Scientific Posts–CGWB</b>
Research Officer GP 5400 (PB-3) 100 percent promotion	Research Officer GP 5400 (PB-3) 20 percent DR with EQ–Masters’ Degree in Science	Research Officer GP 5400 (PB-3) 75 percent DR with EQ–Masters’ Degree in Science or Engineering	Scientist B (Chemist) GP 5400 (PB-3) 50 percent DR with EQ- Masters’ Degree in Chemistry and 3 years’ experience.
Assistant Research Officer GP 4600	Assistant Research Officer GP 4800	Assistant Research Officer GP 4800	Assistant Chemist GP 4800 50 percent DR with EQ of MSC in Chemistry or Agricultural Chemistry or Soil Science with two years’ experience.
Senior Research Assistant GP 4200 EQ: MSc (Chemistry)	Research Assistant GP 4600 EQ: MSc Physics or Chemistry	Research Assistant GP 4600 EQ : MSc	Senior Technical Assistant GP 4600 EQ: MSc in Chemistry or Agricultural Chemistry or Soil Science with two years’ experience.



11.53.13 They have also demanded extension of the Modified Flexible Complementing Scheme (MFCS) to their cadre as they are engaged in critical work of monitoring water quality of rivers in India.

*Analysis and Recommendations*

11.53.14 The Commission has noted that at the entry level the scientific cadre in CWC starts at a lower level as compared to CSMRS, CWPRS and CGWB despite having the same post-graduate level essential qualification. **The Commission accordingly recommends that the post of Senior Research Assistant in the attached office of CWC be upgraded to GP 4600.** With this upgradation, Senior Research Assistant shall come to lie in the same scale as the promotion post of Assistant Research Officer. **The Commission, accordingly, recommends that the post of Assistant Research Officer be placed in the next higher GP 4800.** The next higher post in the hierarchy, that of Research Officer will, however, continue to be in GP 5400 (PB-3). Incumbents of this shall be extended only the replacement level of pay. As regards the demand that the scope of MFCS be enlarged to include the scientific cadre of CWC, the Commission recommends that the matter be examined by GoI.

### **Hydrometeorology Cadre of CWC**

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11.53.15 The Hydrometeorology Cadre of CWC is responsible for hydro-meteorological interpretations for the formulation and issue of flood forecast on various inter-state rivers. The cadre starts at the entry GP 1900 as Junior Computer and reaches up to GP 6600 as Deputy Director (Hydrometeorology). The association has demanded that the cadre be rationalised with a change in designation and upgradation of pay scales in respect of the Group 'A' posts of Deputy Director and Assistant Director so as to reduce stagnation in promotion.

*Analysis and Recommendations*

11.53.16 The Commission is not considering rationalization of cadres as this falls in the realm of cadre restructuring.

### **Work Charged Staff of CWC**

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11.53.17 The work-charged staff comprises three levels of Skilled Work Assistants, Work Sarkar Grade-II and Observer Grade-II in the GP 1800, GP 1900 and GP 2000 respectively. Skilled Work Assistants are either promoted to Work Sarkar Grade-II or Observer Grade-II. However Work Sarkar Grade-II is not promoted to Observer Grade-II. A demand has been made to merge the levels of Work Sarkar Grade-II with Observer Grade-II as their nature of duties is similar and further with the merger Skilled Work Assistants would get to be promoted to the same level.

*Analysis and Recommendations*

11.53.18 The Commission is of the view that decision to merge levels would be best examined by CWC in consultation with Ministry of Finance.

## Central Water and Power Research Station (CWPRS), Pune

### Group `A` Scientific and Technical Personnel

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11.53.19 Director, CWPRS in the GP 10000 is the executive head of the organization and is assisted by Additional Director of CWPRS who is in the GP 8900. Chief Research Officers in the GP 7600 reports to the Additional Director. The association has demanded apex scale for the Director at par with the Heads of other similar government organizations. Accordingly GP 10000 for Additional Director and GP 8700 for Chief Research Officers has also been demanded.

#### *Analysis and Recommendations*

11.53.20 In the absence of adequate justification the Commission is unable to consider the demands of the association.

### Laboratory Staff

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11.53.21 The hierarchy of laboratory staff is as follows:

Post	Grade Pay	Mode/Entry Level Qualification
Research Assistant	4600	20 percent promotion from Supervisor
Supervisor	4200	Diploma in Engineering–100 percent DR
Lab Assistant Grade I	2800	B.Sc. with 5 years' experience
Lab Assistant Grade II	2400	100 percent by promotion
Lab Assistant Grade III	2000	Class XII with Physics, Chemistry, Maths and English
Laboratory Attendant	1800	Class X

11.53.22 They have demanded amalgamation of the posts of Lab Assistant Grade II and Grade III into a single grade higher GP 2800 with the enhancement of recruitment qualifications at the entry level to B.Sc. The association has further pointed out that prior to the V CPC the pay scale of Lab Assistant Grade I was at par with that of Supervisor. However, subsequently the Supervisor came to lie at a higher level. As a result Supervisor gets precedence over Lab Assistant Grade I for promotion to Research Assistant. The association has thus demanded either merger of Lab Assistant Grade I with Supervisor or equal opportunity to Lab Assistant Grade I for getting promoted to Research Assistant.

#### *Analysis and Recommendations*

11.53.23 The Commission has noted that the level of Supervisor is, as the designation indicates, supervisory, and both the V and VI CPC had consciously placed Supervisor above the Lab Assistant Grade I. The Commission thus finds no reason to bring the two levels at par. **However it is also a fact that at present the Lab Assistant Grade I has no promotional avenue since Supervisors are directly recruited. This needs rectification and the Commission recommends that a promotion channel for this level may also be opened, to**

**Supervisor.** In so far as the hierarchy of the Laboratory staff is concerned the Commission finds it consistent with the existing hierarchy of Laboratory Staff in other ministries.

### **Chief Photographer in CWPRS, Pune**

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11.53.24 The administrative department has stated that its lone post of Chief Photographer, which is in GP 4200, may be upgraded to GP 4600 at par with the Chief Photographers' posts in other departments like DRDO, Director General Quality Assurance and Directorate of Extension, Ministry of Agriculture.

#### *Analysis and Recommendations*

11.53.25 The Commission has noted that the VI CPC had recommended GP 4600 for the post of Chief Cinematographer/equivalent. Whether the posts of Chief Cinematographer and Chief Photographer are indeed equivalent needs to be assessed through study of their job profiles, which may be conducted by the concerned ministry.

## **Central Soil and Material Research Station (CSMRS)**

### **Group `A' Engineering Officers**

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11.53.26 The association of Group `A' Engineering Officers has stated that promotions under Modified Flexible Complementing Scheme (MFCS) are inordinately delayed and has accordingly demanded that in the event of a delay, the promotion may be granted from the due date. The association has also demanded that promotions should go up to the level of Scientist G in GP 10000, and not be limited to Scientist E in the GP 8700, as is presently the case. The association has further demanded a provision of 30 percent for Scientist G officers to be promoted to the next grade of Scientist H in the HAG scale. Elimination of the post of Scientist F in the GP 8900 is also a demand. This is being sought citing the very small difference in grade pay between Scientist E and Scientist F. In addition, certain other changes have been demanded in the existing MFCS to enable meritorious scientists in CSMRS to be promoted to the SAG scale in 17 to 19 years at par with Organised Group `A' Services. As per the existing dispensation, under the MFCS route, scientists can get the SAG level after completion of 21 years of service.

#### *Analysis and Recommendations*

11.53.27 All aspects relating to the MFCS have been covered in Chapter 7.5 and no other recommendations are being made here. In so far as the demand for provisioning 30 percent of Scientists G at the HAG level is concerned, it is a cadre restructuring issue, outside the ambit of the Commission. As far as the demand for elimination of GP 8900 is concerned, it is pointed out that this level is part of the overall structure and not limited to this department. Regarding parity with Organised Group `A' Services the Commission is of the view that parity between disparate cadres is neither necessary nor possible. In any case scientific cadres have the benefit of MFCS which the Organised Group `A' Services do not have.

## Laboratory Staff of CSMRS

11.53.28 The hierarchy of laboratory staff of CSMRS is identical to that of CWPRS, except that the percentage of posts of Research Assistants earmarked for Supervisor at 33 percent is slightly higher:

Post	Grade Pay	Entry Level Qualification
Research Assistant	4600	33 percent promotion from Supervisor
Supervisor	4200	Diploma in Engineering–100 percent DR
Lab Assistant Grade I	2800	BSc with 5 years' experience
Lab Assistant Grade II	2400	100 percent by promotion
Lab Assistant Grade III	2000	Class XII with Physics, Chemistry, Maths and English
Laboratory Attendant	1800	Class X

11.53.29 Higher grade pay has been demanded for Laboratory Attendant presently in the GP 1800 as they come to acquire technical work experience. A demand has also been made for upgradation and amalgamation of the posts of Lab Assistant Grade III in the GP 2000 with Lab Assistant Grade II in the GP 2400. Their Association has asked for the merger to be coupled with laying down of higher entry level qualifications (graduation instead of Class XII in science) for the merged post. A higher GP 4200 has also been sought for the post of Laboratory Assistant Grade I, presently in the GP 2800, on the ground that their minimum entry grade qualification is B.Sc., which is comparable to diploma in engineering of Supervisor in CSMRS, who are residing in the GP 4200.

### *Analysis and Recommendations*

11.53.30 In consonance with the demand made for Laboratory Staff in CWPRS the **Commission recommends that a promotion channel for Lab Assistant Grade I to Supervisor may also be opened up at par with Supervisors.** In so far as the hierarchy of the Laboratory staff is concerned the Commission finds it consistent with the existing hierarchy of Laboratory Staff in other ministries.

## Central Ground Water Board (CGWB)

### Drilling Staff

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11.53.31 The hierarchy of the Drilling Staff is as follows:

Post	Grade Pay	Entry Level Qualification/Method of Filling
Driller-in-Charge (DIC)	4800 + NFU after four years to GP 5400 (PB-3)	100 percent by promotion
Driller-cum-Mechanic (DCM)	4200	100 percent by promotion
Assistant Driller-cum-Mechanic (ADCM)	2400	Class X with ITI +twoyears' experience in maintenance of water well drilling machines
Compressor Operator	1900	100 percent by promotion
Technical Operator (Drilling)	1800	Class X with ITI in Motor Mechanic or Diesel Mechanic or Welding

11.53.32 The association has demanded that considering the nature of duties and responsibilities attached to the post of Technical Operators, it may be placed in GP 1900 at par with Technical Operators of Geological Survey of India (GSI). Further to this, the association has also demanded that Assistant Driller-cum-mechanic in the GP 2400 should be upgraded to GP 2800.

#### *Analysis and Recommendations*

11.53.33 The Commission has noted that the minimum qualification for entry into the post of Technical Operators is same in GSI as in CGWB although Technical Operators in the GSI are recruited in the GP 1900. The Commission has further noted that CGWB was set up after merging the Ground Water Wing of GSI with the Exploratory Tubewell Organization of India. The Commission recommends that **post of Technical Operator (Drilling) be given GP 1900 and be combined with the post of Compressor**. However, the demand that Assistant Driller-cum-Mechanic be placed in GP 2800 is not agreed to.

### Junior Engineers/Senior Technical Assistant (Mechanic)

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11.53.34 The association has demanded that the promotional prospects for Junior Engineers of CGWB should be at par with Junior Engineers of CPWD as the recruitment rules and the nature of duties in both the organizations are similar with work in respective organizations being executed in accordance with the CPWD code. They have specifically stated that Junior Engineer of CGWB, presently in GP 4200, should be directly promoted to Assistant Engineer in GP 4800, as in the case of CPWD, without having to traverse through the intermediate level of Senior Technical Assistant (Mechanical), in the GP 4600.

#### *Analysis and Recommendations*

11.53.35 The Commission has made recommendations regarding engineering cadres in Chapter 7.4. These shall apply in respect of Junior Engineers of CGWB as well.

## Surveyor Cadre of CGWB

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11.53.36 The hierarchy of Surveyor Cadre is shown below:

Post	Grade Pay	Entry Grade Qualification
Officer Surveyor	4600	100 percent by promotion
Head Surveyor	4200	100 percent by promotion
Senior Surveyor	4200	Class X or equivalent with Licentiate in Civil Engineering or Diploma or certificate of Surveyor and at least 5 years practical experience and knowledge of surveying and levelling

11.53.37 Their association has demanded upgradation and merger of the post of Senior Surveyor, presently in the GP 4200, with the promotional post of Head Surveyor who is also in the GP 4200. Further to this, a demand has been made for upgradation of the post of Officer Surveyor from GP 4600 to GP 5400 (PB-3).

### *Analysis and Recommendations*

11.53.38 **The Commission is agreeable to the demand of merging the post of Senior Surveyor with Head Surveyor in the existing GP 4200. Office Surveyor will continue in GP 4600.**

## Drawing Staff of CGWB

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11.53.39 The hierarchy of Drawing Staff of CGWB is shown below:

Post	Grade Pay	Entry Grade Qualification/Method of Filling
Artist	5400 (PB-3)	Through promotion from Assistant Artists or Senior Cartographer. For DR, Masters' Degree in Geography with five years' experience as Cartographer
Assistant Artist	4600	100 percent by promotion
Chief Draughtsman	4600	100 percent by promotion
Draughtsman Grade I	4200	100 percent by promotion
Draughtsman Grade II	4200	Class X + three years' Diploma in civil engineering or two year' Diploma in Draughtsmanship from ITI + three years' experience in the relevant field

11.53.40 They have sought merger of the posts of Draughtsman Grade I and II on one hand and Chief Draughtsman and Assistant Artists on the other on the grounds that the feeder post and promotional posts have not only identical grade pay but the functions and nature of duties of the posts are comparable and interchangeable.

### *Analysis and Recommendations*

11.53.41 The Commission has made separate recommendations in respect of Draughtsman cadre in Chapter 7.4. The recommendations made therein shall apply to Draughtsman cadre in CGWB as well.

## Ministry of Women and Child Development

## Chapter 11.54

### General Issues

#### Introduction

11.54.1 The Department of Women and Child Development was set up in the year 1985 as part of the Ministry of Human Resource Development to give much needed impetus to the holistic development of women and children. The department was upgraded to a ministry w.e.f. 30 January, 2006. The vision of the ministry is that of empowered women living with dignity and contributing as equal partners in development in an environment free from violence and discrimination together with well-nurtured children with full opportunities for growth and development in a safe and protective environment. In achieving its vision the ministry evolves policies, legislations, programmes and schemes for women and children and has been implementing them with the support of State Government/UT Governments and Non-Government Organisations. The ministry has four autonomous organisations viz., National Institute of Public Cooperation and Child Development (NIPCCD), Central Social Welfare Board (CSWB), Rashtriya Mahila Kosh (RMK) and Central Adoption Resource Authority (CARA) working under its aegis, besides two Statutory Commissions namely, National Commission for Women (NCW) set up in 1992 and National Commission for Protection of Child Rights (NCPCR) set up in March 2007. The Food and Nutrition Board (FNB) is an attached office of the ministry.

#### Personnel Position

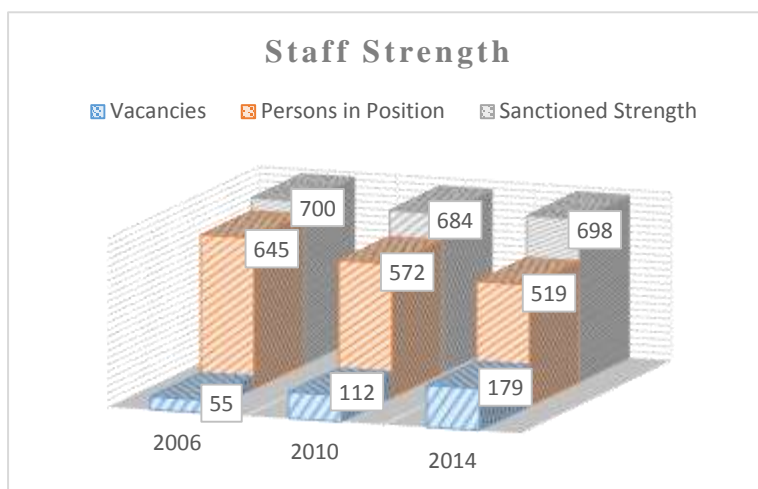
11.54.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Ministry of Women and Child Development is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	106	82	24	22
B	215	154	61	28
C	377	283	94	25
<b>Total</b>	<b>698</b>	<b>519</b>	<b>179</b>	<b>26</b>

11.54.3 The above table shows that in overall term 26 percent of total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of the 519 persons in position (PIP), 445 employees are pre-2004 recruits and remaining 74 employees have been recruited on or after 01.01. 2004.

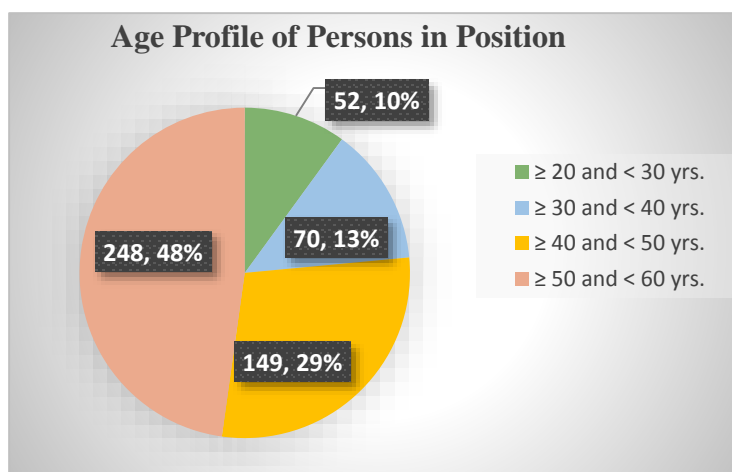
### Inter Temporal Trend of Personnel

11.54.4 The following bar chart indicates the inter temporal position of personnel in the Ministry of Women and Child Development on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Person in Position

11.54.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Women and Child Development. It indicates that about 48 percent of PIP shall be retiring within next 10 years.



### Expenditure on Personnel and Contractual Employees

11.54.6 The following table brings out the expenditure incurred by the Ministry of Women and Child Development, on salaries and allowances on the employees working in the Ministry of Women and Child Development, through the years 2010 to 2013.

Particulars	(₹ in lakh)		
	2010-11	2011-12	2012-13
Expenditure on Salaries and Allowances	2270.00	2447.00	2724.73



## Ministry of Youth Affairs and Sports

## Chapter 11.55

### General Issues

#### Introduction

11.55.1 The Ministry of Youth Affairs and Sports was initially set up as the Department of Sports in 1982 at the time of organisation of the IX Asian Games, in New Delhi. It was enlarged to the Department of Youth Affairs and Sports during the celebration of the International Youth Year, 1985. It became a ministry in 27 May, 2000. Subsequently, the ministry has been bifurcated in Department of Youth Affairs and Department of Sports w.e.f. 30 April, 2008. The ministry pursues the twin objective of developing the personality of the youth, which is the most vibrant and dynamic segment of the country's population, and involving them in various nation building activities. As most of the issues concerning young people are the functions of other ministries/departments, like Education, Employment and Training, Health and Family Welfare etc. the role of the Ministry of Youth Affairs and Sports is to act as a facilitator and catalytic agent.

#### Personnel Position

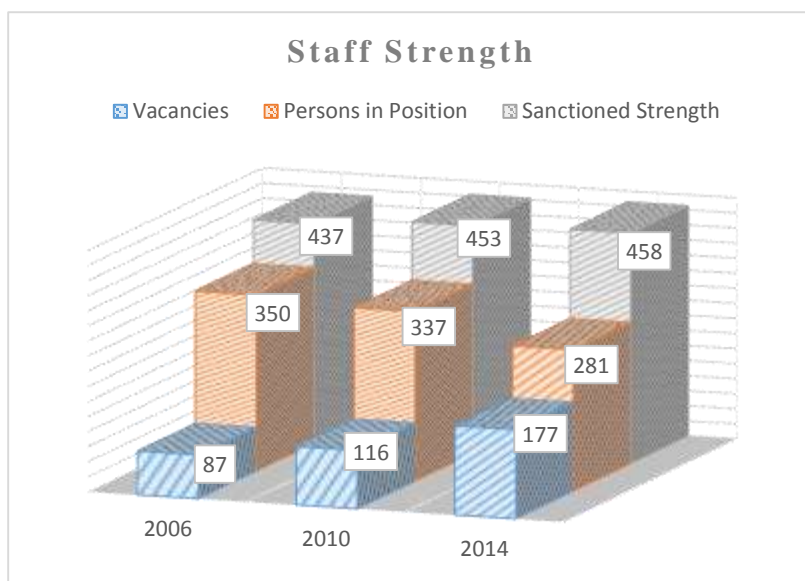
11.55.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Ministry of Youth Affairs and Sports, is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	49	35	14	29
B	132	87	45	34
C	277	159	118	43
<b>Total</b>	<b>458</b>	<b>281</b>	<b>177</b>	<b>39</b>

11.55.3 The above table shows that in overall terms 39 percent of total sanctioned strength of the ministry is lying vacant as on 01.01.2014. Of 281 persons in position (PIP), 262 employees are pre-2004 recruits and remaining 19 employees have been recruited on or after 01.01.2004.

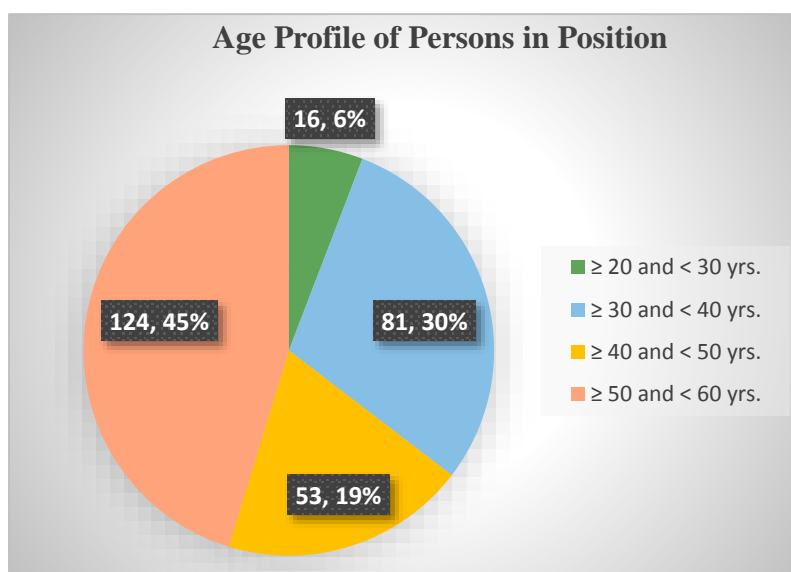
#### Inter Temporal Trend of Personnel

11.55.4 The following bar chart indicates the inter temporal position of personnel in the Ministry of Youth Affairs and Sports as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### **Age Profile of the Persons in Position**

11.55.5 The following pie chart brings out the age profile of the persons in position (PIP) in the Ministry of Youth Affairs and Sports. It indicates that about 45 percent of the PIP shall be retiring within the next 10 years.



### **Expenditure on Personnel and Contractual Employees**

11.55.6 The following table brings out the expenditure incurred by the Ministry of Youth Affairs and Sports, on salaries and allowances on the employees working in the ministry through the years 2010 to 2013.

(₹ in lakh)

<b>Particulars</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>
Expenditure on Salaries and Allowances	1478.97	1502.25	1586.71
Expenditure on Contractual Employees	9.42	23.16	26.29
<b>Total</b>	<b>1488.39</b>	<b>1525.41</b>	<b>1613.00</b>

## **Training**

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11.55.7 The Ministry of Youth Affairs and Sports has identified 28 Group 'A'; 66 Group 'B' and 57 Group 'C' posts for training in core competencies. However, no person has been trained in the years 2012-13 and 2013-14. The ministry has not made any budget provision for training in the year 2013-14.

## President's Secretariat

## Chapter 11.56

### *General Issues*

11.56.1 The President's Secretariat came into existence in 1972 by amalgamation of two offices viz., Secretary to the President's Office and Military Secretary to the President's office. The President's Secretariat is headed by the Secretary to the President who is responsible for the overall direction and co-ordination of all work in the Secretariat and all administrative arrangements. The Secretary is also the Chief Accounting Authority of all the transactions of the President's Secretariat. The staff of the President's Secretariat provides secretarial assistance to the President in discharging his executive, constitutional ceremonial and other State responsibilities.

11.56.2 The President's Secretariat has a sanctioned staff strength of 313 personnel, the group-wise break-up of which is as under:

<b>Group</b>	<b>Sanctioned Strength</b>	<b>In Position</b>
<b>A</b>	19	17
<b>B</b>	93	86
<b>C</b>	201	138
<b>Total</b>	313	241

### *Cadre Related Issues*

11.56.3 Upgradation of the pay scales has been demanded on the grounds that they are paid less as compared to their counterparts in Rajya Sabha Secretariat, Lok Sabha Secretariat and Registries of Supreme Court and High Courts even though they serve the highest office of the land and perform significantly different and more arduous duties.

#### *Analysis and Recommendations*

11.56.4 The rules regulating the recruitment and conditions of service of persons appointed to posts in the President's Secretariat are the President's Secretariat (Recruitment and Conditions of Service) Rules 1976 approved by the President.

11.56.5 As such the pay scales applicable to other Central Government offices recommended by this Commission will be applicable to the staff of the President's Secretariat as well unless the President amends the service conditions as aforesaid.

## Vice President's Secretariat

## Chapter 11.57

### **Introduction**

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11.57.1 The Vice-President's Secretariat commenced functioning in the year 1952. The total staff strength of the Secretariat is 58.

11.57.2 The Secretary to the Vice-President is the head of the Secretariat. This post has been generally held by an officer of the rank of Additional Secretary/Secretary, Government of India. The Secretary to the Vice-President is assisted by senior officers of the rank of Director/Officer on Special Duty/Private Secretary/Under Secretaries, and other executive, ministerial and operational staff.

## Cabinet Secretariat

## Chapter 11.58

### **Introduction**

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11.58.1 Cabinet Secretariat is responsible for the administration of the Government of India (Transaction of Business) Rules, 1961 and the Government of India (Allocation of Business) Rules 1961, facilitating smooth transaction of business in ministries/departments of the government by ensuring adherence to these rules. The Cabinet Secretariat is under the direct charge of the Prime Minister. The administrative head of the Secretariat is the Cabinet Secretary, who is also the head of the civil services as also the ex-officio Chairman of the Civil Services Board. Presently he draws a pay of ₹90,000 (fixed). The Secretariat assists in decision-making in government by ensuring Inter-Ministerial coordination, ironing out differences amongst ministries/departments and evolving consensus through the instrumentality of the standing/adhoc Committees of Secretaries.

11.58.2 The Cabinet Secretariat ensures that the President, the Vice President and Ministers are kept informed of the major activities of all ministries/departments with monthly summary of their activities. Management of major crisis situations in the country and coordinating activities of various ministries in such a situation is also one of the functions of the Cabinet Secretariat.

### **Organisational Structure**

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11.58.3 The Cabinet Secretariat comprises main secretariat, Directorate General of Security, Research and Analysis Wing, Joint Intelligence Committee and Special Protection Group. The Directorate General of Security comprises three wings viz., Secretariat, Special Service Bureau and Aviation Research Wing.

### **Recommendations**

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**11.58.4 Posts in Research and Analysis Wing and Aviation Research Wing have been covered in a separate report.**

## **Prime Minister's Office**

## **Chapter 11.59**

11.59.1 The Prime Minister's Office (PMO) provides secretarial assistance to the Prime Minister. It is headed by the Principal Secretary to Prime Minister who is appointed on contract. The Prime Minister can also appoint eligible persons of his choice as personal staff whose tenure is coterminous with that of the Prime Minister. The PMO includes the anti-corruption unit and the public wing dealing with grievances. The Prime Minister's National Relief Fund (PMNRF) and the National Defence Fund (NDF) are operated directly from the PMO.

**11.59.2 Recommendations in respect of the organisations operating under the National Security Adviser have been covered in a separate report.**

## Union Public Service Commission

## Chapter 11.60

### *General Issues*

#### **Introduction**

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11.60.1 The Federal Public Service Commission (FPSC) set up based upon the provisions of the Government of India Act, 1935, became the Union Public Service Commission (UPSC) after Independence and was given constitutional status with the promulgation of the Constitution of India on 26 January, 1950. Articles 315 to 321 of the Constitution of India inter-alia regulates appointment and terms of office of members, conditions of service of the members and staff and functions of the Union Public Service Commission. The duties of the UPSC as per the Constitution include conducting examinations for appointments to the services of the Union, advising government on matters relating to the methods of recruitment to civil services, disciplinary matters etc.

#### **Personnel Position**

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11.60.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Union Public Service Commission, is as follows:

<b>Group</b>	<b>Sanctioned Strength</b>	<b>Persons in Position</b>	<b>Vacancy</b>	<b>Vacancy as %age of Sanctioned Strength</b>
<b>A</b>	188	157	31	16
<b>B</b>	783	527	256	33
<b>C</b>	1,019	780	239	23
<b>Total</b>	<b>1,990</b>	<b>1,464</b>	<b>526</b>	<b>26</b>

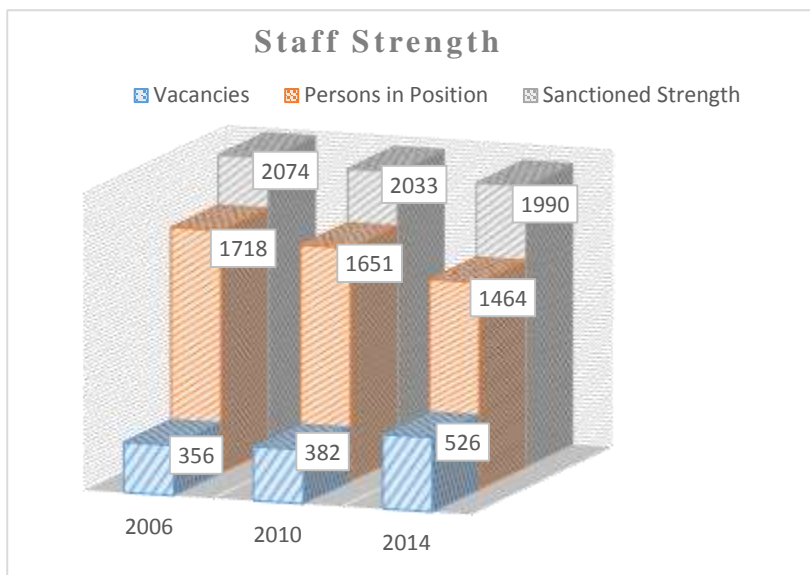
11.60.3 The above table shows that in overall terms 26 percent of total sanctioned strength of UPSC is lying vacant as on 01.01.2014. Of the 1,464 persons in position (PIP), 1,190 employees are pre-2004 recruits and remaining 274 employees have been recruited on or after 01.01.2004.

#### **Inter Temporal Trend of Personnel**

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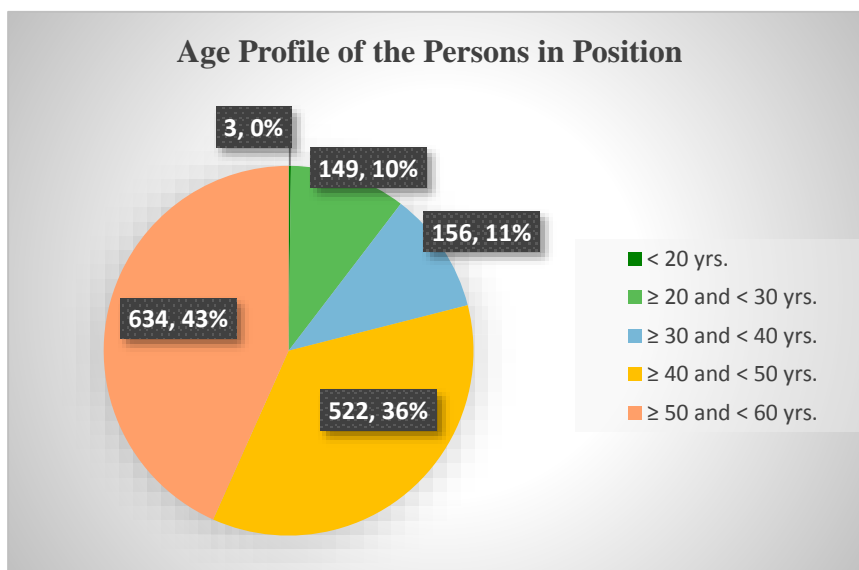
11.60.4 The following bar chart indicates the inter temporal position of personnel in the Union Public Service Commission as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.





### Age Profile of the Persons in Position

11.60.5 The following pie chart brings out the age profile of the persons in position (PIP) in Union Public Service Commission. It indicates that about 43 percent of the PIP shall be retiring within the next 10 years.



### Expenditure on Personnel and Contractual Employees

11.60.6 The following table brings out the expenditure incurred by the Union Public Service Commission, on salaries and allowances on the employees working in the Commission through the years 2010 to 2013.

Particulars	₹ in lakh		
	2010-11	2011-12	2012-13
Expenditure on Salaries and Allowances	6,724	6,511	7,182

## Election Commission of India

## Chapter 11.61

### General Issues

#### Introduction

11.61.1 Article 324 of the Constitution of India has vested in the Election Commission of India the superintendence, direction and control of the entire process for conduct of elections to Parliament and Legislature of every State and to the offices of the President and Vice-President of India. Election Commission of India is a permanent Constitutional Body. Originally, the Commission had only a Chief Election Commissioner. It currently consists of the Chief Election Commissioner and two Election Commissioners. The President appoints the Chief Election Commissioner and the Election Commissioners. They have a tenure of six years, or up to the age of 65 years, whichever is earlier. They enjoy the same status and receive salary and perks as available to Judges of the Supreme Court of India.

#### Personnel Position

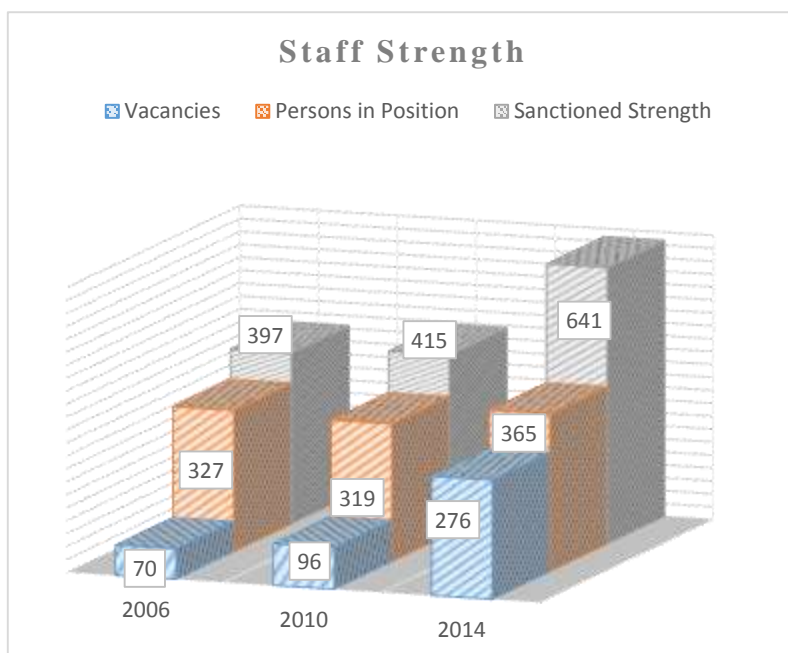
11.61.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by the Election Commission of India, is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	80	70	10	13
B	234	155	79	34
C	327	140	187	57
<b>Total</b>	<b>641</b>	<b>365</b>	<b>276</b>	<b>43</b>

11.61.3 The above table shows that in overall terms 43 percent of total sanctioned strength of Election Commission of India is lying vacant as on 01.01.2014. Of the 365 persons in position (PIP), 279 employees are pre-2004 recruits and remaining 86 employees have been recruited on or after 01.01.2004.

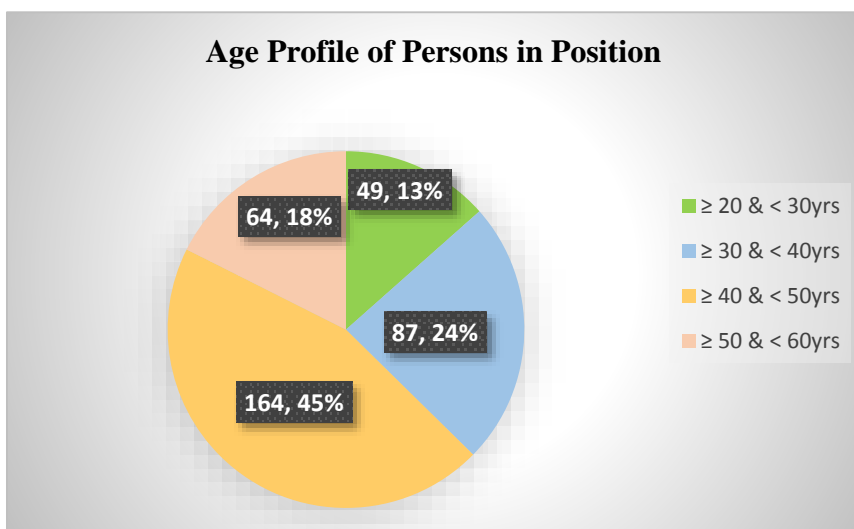
#### Inter Temporal Trend of Personnel

11.61.4 The following bar chart indicates the inter temporal position of personnel in the Election Commission as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.61.5 The following pie chart brings out the age profile of the persons in position (PIP) in Election Commission of India. It indicates that about 18 percent of the PIP shall be retiring within the next 10 years.



### Expenditure on Personnel and Contractual Employees

11.61.6 The following table brings out the expenditure incurred by the Election Commission of India, on salaries and allowances on the employees working in the Commission through the years 2010 to 2013.

(₹ in lakh)

Particulars	2010-11	2011-12	2012-13
Expenditure on Salaries and Allowances	1,402.78	1,489.60	1,742.00

## Indian Audit and Accounts Department

## Chapter 11.62

### General Issues

#### Introduction

11.62.1 The Comptroller and Auditor General of India, the Supreme Audit Institution (SAI) of India, draws his mandate from Article(s) 148 to 151 of the Constitution of India. The CAG and the Indian Audit and Accounts Department functioning under him provide for a unified audit mechanism within the federal polity. The vision of the SAI of India is to become a global leader and initiator of national and international best practices in the public sector auditing and accounting. With this vision, the department's mission is to promote accountability, transparency and good governance through high quality auditing and accounting and provide independent assurance to the stakeholders, the Legislature, the Executive and the Public, that public funds are being used efficiently and for the intended purpose. Article 148(5) provides that the conditions of service of persons serving in the Indian Audit and Accounts Department and the administrative powers of the CAG shall be such as may be prescribed by rules made by the President after consultation with the CAG.

#### Personnel Position

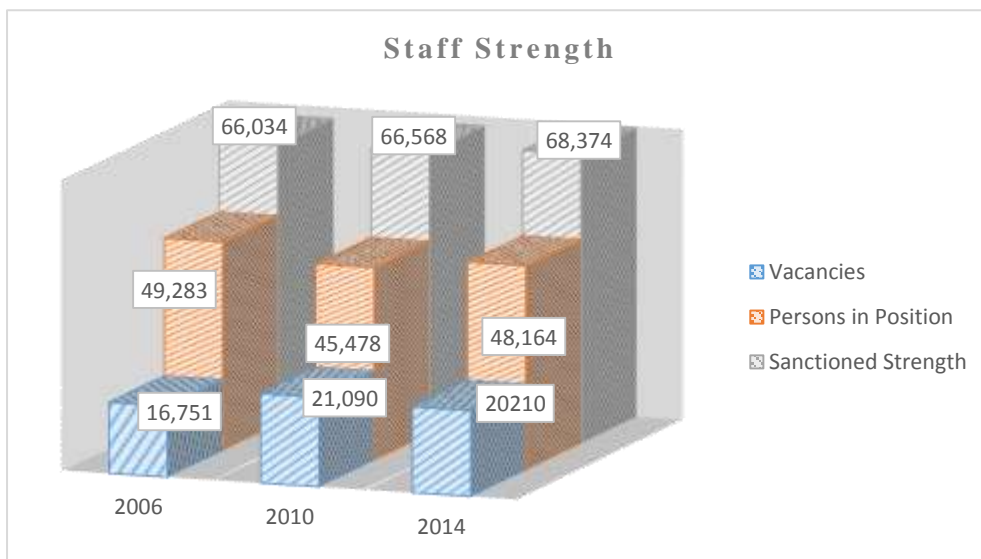
11.62.2 The number of sanctioned posts in various grades vis-à-vis persons in position (PIP) as on 01.01.2014, as reported by Indian Audit and Accounts Department (IA&AD), is as follows:

Group	Sanctioned Strength	Persons in Position	Vacancy	Vacancy as %age of Sanctioned Strength
A	695	605	90	13
B	45,702	32,105	13,597	30
C	21,977	15,454	6,523	30
<b>Total</b>	<b>68,374</b>	<b>48,164</b>	<b>20,210</b>	<b>30</b>

11.62.3 The above table shows that in overall terms 30 percent of total sanctioned strength of the IA&AD is lying vacant as on 01.01.2014. Of 48,164 persons in position (PIP), 35,867 employees are pre-2004 recruits and remaining 12,297 employees have been recruited on or after 01.01.2004.

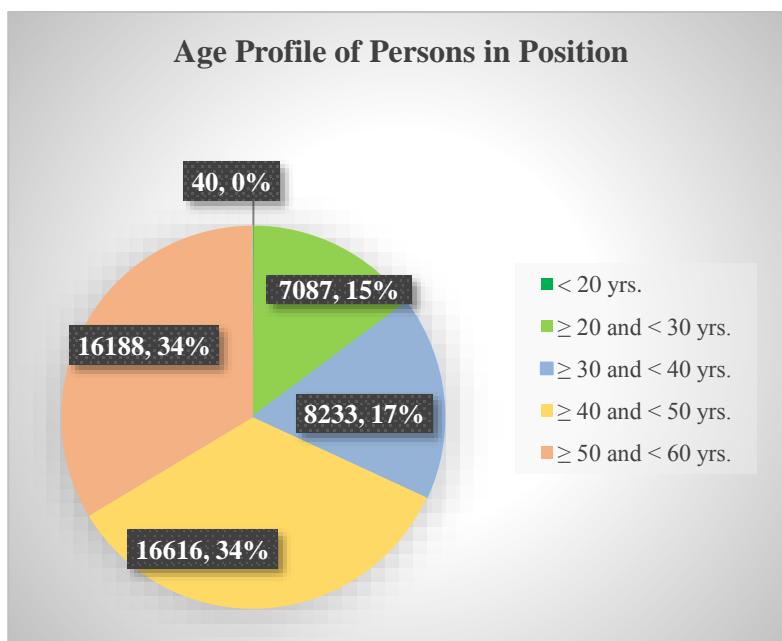
#### Inter Temporal Trend of Personnel

11.62.4 The following bar chart indicates the inter temporal position of personnel in the IA&AD as on 01.01.2014 vis-à-vis 01.01.2006 and 01.01.2010.



### Age Profile of the Persons in Position

11.62.5 The following pie chart brings out the age profile of the persons in position (PIP) in the IA&AD. It indicates that about 34 percent of the PIP shall be retiring within the next 10 years.



### Expenditure on Personnel and Contractual Employees

11.62.6 The following table brings out the expenditure incurred by the Indian Audit and Accounts Department, on salaries and allowances on the employees working in the department through the years 2010 to 2013.

(₹ in lakh)

Particulars	2010-11	2011-2012	2012-13
Expenditure on Salaries and Allowances	1,92,672	2,05,089	2,31,669
Expenditure on Contractual Employees	1,968	2,907	2,847
<b>Total</b>	<b>1,94,640</b>	<b>2,07,996</b>	<b>2,34,516</b>

## **Training**

11.62.7 Indian Audit and Accounts Department has identified 2,797 posts for training for core competencies and has identified 6,828 posts for training in specialised competencies. The Department has indicated that in the year 2012-13, training was imparted to 200 persons for core competencies and to 2,936 persons for specialised competencies. During the year 2013-14, 3,923 persons were trained on core competencies and 6,547 persons were trained for specialised competencies. An amount of ₹3,770 lakh was provided under the head 'training' in the budget for the year 2013-14, of which ₹3,733 lakh was utilised.

## ***Cadre Related Issues***

### **Indian Audit and Accounts Service**

11.62.8 The Indian Audit and Accounts Service (IAAS) is one of the central services, which aids and assists the CAG in the performance of his duties. The IAAS forms the middle and top level management of the organization.

#### ***Upgradation of Posts of 13 Principal Accountants General (PAsG) and 6 Posts of Additional Deputy CAGs (ADAI) in CAG Headquarters to Apex Scale***

11.62.9 It has been stated that currently, the audit functions in the States, on behalf of the CAG, is managed by PAsG who are placed in the HAG grade. It has been stated that in some of the bigger States, Principal Accountants General have the onerous responsibility of managing a large cadre and have to play an important role in effecting coordination with various offices. It has been demanded as a first step, pay scales of 13 PAsG posted in bigger States be upgraded from the present HAG Scale to Apex Scale.

11.62.10 A demand has also been made that the 6 posts of ADAIs in the CAG headquarters may be upgraded from HAG+ pay scale to Apex pay scale. The rationale for this demand is that both the Deputy CAGs (DAIs) - who are placed in Apex pay scale - and ADAIs in the CAG office directly assist the CAG.

#### ***Analysis and Recommendations***

11.62.11 The Commission feels that functional justification, and not consideration of promotional opportunities, determines the number of posts in different grades. An ideal cadre structure should be able to fulfil the legitimate career expectation of the members of the service. However, there cannot be an identical cadre structure for all services.

11.62.12 An analysis of the percentage of senior duty posts in Central Service Group 'A' vis-à-vis IAAS shows that 15.25 percent of the total cadre strength of Central Service Group 'A' are placed in SAG and higher ranks. As against this, the IAAS has 32.08 percent of their cadre strength in SAG and above ranks. On closer examination, it is found that 0.29 percent, 0.5 percent and 2.56 percent of the Central Service Group 'A' are in the Apex, HAG+ and HAG pay scales, as compared to 0.86 percent, 1.03 percent and 10.12 percent of the cadre strength of IAAS in these pay scales, respectively. Thus, it appears that IAAS already has more senior duty posts in the Apex and HAG+ scales compared to other Central Service Group 'A'.

11.62.13 It is noted that the V CPC had upgraded a few posts of ADAIs as well as some posts of Accountants General to Principal Accountants General. As stated above, upgradation of posts should be done on functional consideration after a detailed evaluation. The Commission notes that there are six DAIs in the CAG headquarters, who are placed in the Apex Scale. Upgradation of 6 posts of ADAIs - who are in HAG+ scale - along with upgradation of 13 Principal Accountants General - who are in the HAG scale - directly to Apex Scale will substantially increase the number of existing strength in the Apex Scale, taking the total number from the present 6 to 25 (6+6+13). **The Commission does not consider this justified, and recommends only replacement pay levels for them.**

#### *Auditors/Accountants*

11.62.14 It has been demanded that the pay scale of Auditor/Accountant may be upgraded from GP 2800 to GP 4200. It has been stated that the recruitment to the post of Auditor/Accountant is by promotion from Clerks/Typists under seniority quota, promotion under examination quota and direct recruitment through a Combined Graduate Level Examination (CGLE) conducted by the Staff Selection Commission. It has also been pointed out that their job profile demands greater audit/accounting skills which justify higher pay scale.

#### *Analysis and Recommendations*

11.62.15 The Commission notes the CGLE is held for recruitment for different posts in GP 2800, GP 4200 and GP 4600. This Examination consists of written examinations and interview. A candidate is given the choice to appear only in the written examinations or both - written examinations and interview - depending upon the post for which he/she is an applicant. Applicants who have to clear both the written examinations as well as the interview are eligible for recruitment for posts carrying higher grade pays of GP 4200/GP 4600. Applicants who do not have to clear the interview and are selected only on the basis of written examinations are placed in GP 2800. Although Auditors/Accountants are selected through CGLE, they are selected only on the basis of written examination. **The Commission, therefore, recommends replacement pay levels for Auditors/Accountants.**

#### *Senior Auditors/Senior Accountants*

11.62.16 It has been demanded that Senior Auditors /Senior Accountants may be upgraded from GP 4200 to GP 4600. It has been argued that both Senior Auditors/Senior Accountants and the Assistants in Central Secretariat Service (CSS) were placed in the same GP 4200 by the VI CPC. However, the Ministry of Finance, in 2009, unilaterally upgraded the Assistants

of the CSS to GP 4600 w.e.f. 01.01.2006. Therefore, Senior Auditors/Senior Accountants should also be upgraded to GP 4600/- to restore the parity provided by the VI CPC.

*Analysis and Recommendations*

11.62.17 The Commission notes that VI CPC had observed that the government has never conceded the principle of parity between Assistants of CSS and Senior Auditors/Accountants in various organised Accounts Departments including IAAD. The Commission is of the view that posts belonging to two different services performing distinct functions cannot be treated at par merely for the reason of being in identical pay scales at some point of time. **The Commission, therefore, recommends normal replacement levels for the Senior Auditors/Accountants.**

*Assistant Audit/Accounts Officers (AOs), Audit/Accounts Officers (AOs) and Senior Audit/Accounts Officers (SAOs)*

11.62.18 Their hierarchy is as under:

Name of Post	Pay Structure		Rationale given
	Existing	Demanded	
Senior Audit/ Accounts Officers	GP 5400 (PB-3)	GP 7600	Parity with Deputy Secretaries of Central Secretariat Service
Audit/Accounts Officers	GP 5400 (PB-2)	GP 6600	Parity with Under Secretaries of Central Secretariat Service
Assistant Audit/ Accounts Officers	GP 4800	Upgradation after four years to GP 5400 (PB-2)	Parity with posts in Department of Revenue/Department of Posts where GP 5400 (PB-2) is granted after four years.

11.62.19 It has been pointed out that when an AO is promoted as SAO after a considerable period, the promotional benefit is just one increment in the same GP 5400. It has been stated that the promotional channel available to SAOs and AOs is induction to the Indian Audit and Accounts Services (IAAS). The prescribed eligibility criteria are 5 years of combined regular service as SAO or AO and age below 53 years at the time of induction. It has also been stated that the number of vacancies for promotion as Assistant Auditor General is limited, which restricts the number of promotions to less than one percent of the total sanctioned strength of SAOs and AOs each year.

*Analysis and Recommendations*

11.62.20 As far as the demands of above listed sub cadres on the grounds of parity with other cadres is concerned, the Commission has already expressed its views earlier in the Chapter. However, the Commission notes that SAOs are the feeder cadre for induction into IA&AS. It is also noted that both SAOs and the entry level pay of IA&AS is GP 5400 (PB-3). There is no scope therefore for enhancing the pay scales of AAO/AO and SAO, which are feeder cadres for AO/SAO and IAAS, respectively. **In this backdrop, the Commission recommends replacement pay levels for AAOs, AOs and SAOs.**



**Divisional Accountants (DAs) Cadre**

11.62.21 The DAs constitute a separate cadre in States under the administrative control of IAAD. They are posted in Public Work Divisions under the State Government. They discharge the role of financial advisers to the executive engineers and ensure a measure of proficiency in accounting of public works transactions. Divisional Accountants are specifically recruited through Staff Selection Commission. Their hierarchy is as under:

<b>Name of the Post</b>	<b>Grade Pay</b>
Senior Divisional Accounts Officer	GP 5400 (PB-2)
Divisional Accountants Grade I	4800
Divisional Accountants Grade II	4600
Divisional Accountants	4200

11.62.22 It has been demanded that the DA may be upgraded by one level each up to the level of DA Grade I. For the Senior Divisional Accounts Officer it has been demanded that this post may be placed at GP 6600. This demand has been made on the grounds of qualification, onerous financial and administrative responsibilities in the Public Works Department (PWD) and their analogous position with the Sub-Divisional Officers of PWD. It has also been pointed out that the DAs have to undergo intensive training and pass professional examination.

*Analysis and Recommendations*

11.62.23 The Commission notes that a similar demand was made during the VI CPC and the VI CPC recommended upgradation of the pay scales of the posts of DAs by one level each. **In this backdrop, this Commission does not find any justification for any further upgradation and recommends replacement pay levels for DAs.**