



# CONFEDERATION OF CENTRAL GOVERNMENT GAZETTED OFFICERS' ORGANISATIONS

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Confederation/Corres/2016-17/8

Dated: 09.09.2016

To

Shri.T. Jacob,

Additional Secretary, DoPT &

Chairman, Task Force for study of Cadre-restructure,

Cadre Review Division, New Delhi. 110003.

Sir,

Sub: Task Force for comprehensive study on the cadre-restructure of organised Gazetted Group B Central Services - reg.

Ref: DoPT, OM vide F. No. 1.11019/10/2016 - CRD dt.22.08.2016 and 01.09.2016.

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The Confederation of Central Government Gazetted Officers' Organization (CCGGOO) is an apex level organization, embracing in its fold a number of Gazetted Officers' Organizations recognized by their respective Central Government departments such as Railway Promotee Officers, Income Tax Gazetted Officers, All India Audit and Accounts Officers, Pay and Accounts Officers(Civil), Postal & Telecom Financial Accounts Officers, Zoological Survey, Botanical Survey, Customs Preventive Officers, Indian Ordinance Factories Gazetted Officers, DRDO Technical Officers, DGQA Engineers, CPWD Engineers, All India Radio Engineers, Postal Officers, Marine Product Export Development Authority Promotee Officers, Statistical Gazetted Officers, Navy Civilian Officers, Defence Accounts Officers, Group B Gazetted Survey Officers etc.

The Government of India has constituted a Task Force for a comprehensive study on the cadre restructure of organised Group "A" services and to address their issues in a time bound manner (within three months). In this connection all the cadre controlling authorities of organised Group "A" services have been requested to provide their input for the examination by the Task Force.

In this connection it is submitted that, the Gazetted Group "B" Cadre has been suffering for the long period without any comprehensive study about their work load/ staff strength, career progression etc. It is most unfortunate that no pay commission has expressed any opinion/recommendations about their responsibilities as a middle management cadre and their duties in their respective departments. Gazetted Group "B" are mainly in middle level management and the staff recruited in the Group "C" or by direct recruitment reach this stage in their middle age and they stagnate there with suffocating workload. Further there is no uniform pay structure for Gazetted Group "B" Cadre in the Central Government Department.

Hierarchy wise the Group "B" Gazetted Cadre is the feeder Cadre to the organized Group "A" Cadre and the promotional quota to the organized Group "A" Cadre differs from department to department. In many departments they face age restrictions for induction into Group 'A' Cadre.

It is also our experience that whenever there is cadre restructuring in the organized Group "A" Cadre, it is carried out at the cost of Gazetted Group "B" Cadre.

In the past Group "A", "C" & "D" cadres were restructured and whereas the Group "B" Gazetted cadre was not considered for cadre restructure. As a result the sandwiched Group "B" Gazetted cadre suffers lack of promotion and stagnation and overloaded work. The Recruitment Rules, generally prescribe that the Gazetted Group "B" Cadre is eligible for promotion to the grade of Junior Time Scale after 3 to 5 years of regular service in the Group "B" Gazetted Grade. But in reality, the proportion of Gazetted Group "B" Cadre reaching JTS cadre in organised Group "A" is practically very miniscule. Hence, the very basic premise of creating a motivated workforce in the Gazetted Group "B" cadre has been defeated. The waiting period of 14-15 years for a promotion has a demoralizing effect on the efficiency of officers in this cadre. **In this backdrop, the promotional quota in the entry level of organized Group "A" Services has to be increased to 2/3rd of the vacant posts available in the respective department.**

The Group "B" Gazetted officers and promotee Group "A" Officers are the backbone and cutting edge cadre whose role is pivotal in the day-to-day and overall administration of all departments and their role has shaped the civil administration for the past six decades and therefore, there is every justification for the restructuring of these cadres, viz.,

1. To comprehensively study the cadre structures of all organized group "B" Gazetted officers in all departments in the Government of India.
2. As there is no uniformity among Group "B" services regarding entry into Group "A" services across the Central Government Departments and also there is no existence of Organized Gazetted Group "B" Service, this committee may also examine the Cadre Structures of Gazetted Group "B" Services across the Departments.
3. To suggest the way forward to mitigate the stagnation.

4. To recommend an ideal structure especially the promotional avenues including MACP.
5. This Confederation represents the Gazetted Group "B" and Promotee Group "A" cadre. Hence the interest of the both the cadre should be taken into the consideration before arriving at any final stage in respect of Cadre restructure of organised Group "A" cadre.

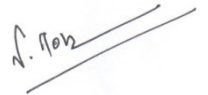
Therefore, it would be agreed Sir, that there is a need for rationalization of Gazetted Group "B" cadre and their induction into organized Group "A" Service.

It is hence imperative that a cadre review and restructuring of these cadres are carried out before the proposed study of organized Group "A" Cadre is commenced or is taken up simultaneously.

It is our submission and request that a committee for comprehensive study of the structure of the Gazetted Group "B" cadre be constituted immediately. Or as an alternative the scope of the Task Force is widened to include the study.

It is also submitted that in view of the fact that the Confederation represents a majority of Promotee Group "A" Officers it is only equitable that its views are also heard by the Task Force. It is our prayer that the Task Force may be directed to invite the views of the Confederation also before concluding its study.

Yours faithfully,



(S.Mohan)  
Secretary General