

# CONFEDERATION OF CENTRAL GOVERNMENT GAZETTED OFFICERS' ORGANIZATIONS

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**"If we all stand together we are a force that can shake the whole world".**

Dear Sir,

**I.Meeting with Honourable Minister Shri.Nitin Jairam Gadkari:** Shri.S.Mohan Convenor and the Secretary General of All India Audit and Accounts Officers Association and President Com.P.Prabhakar, along with former President Com.S.V.Deshpande, met the Honourable Minister of Rural Development, Shipping, Drinking Water & Sanitation, Road Transport and Highways, Panchayati Raj, at his residence, New Delhi on 21<sup>st</sup> July 2014. After Exchange of pleasantries, we submitted our issues as follows.

Though more than six decades have lapsed since independence the issues concerning the Gazetted officers of Government of India especially the middle management cadres have been continuing to mount in the absence of 'a *grievance redressal machinery*'. A scheme for joint consultation with the organizations of Government servants on the pattern of 'Whitely Machinery' in UK was recommended by the Second Central Pay Commission (1959). However, such Joint Consultative Machinery (JCM) scheme is not available so far to Gazetted Officers at apex level. Detailed note was also submitted. **After Patient hearing of the issue, the Honourable Minister Shri.Nitin Jairam Gadkari agreed to recommend the issue to the Honourable Minister of DOPT for favourable Consideration.**

## **II.Meeting With the 7<sup>th</sup> Central Pay Commission**

Shri.Charan Babu, Secretary General of CPWD Engineers Association, Shri.Baskar Bhattacharya, Joint convenor of the CCGGOO and Secretary General of the Income Tax Gazetted Officers Association, Shri Chouhan, President, All India Association of PAO (Civil), Shri.Pawan Zindal, Shri Goutam, All India DGQA Engineers Association, Shri.R.P.Singh DMRI Association, along with Shri.S.Mohan Secretary General of All India Audit and Accounts Officers Association and Convenor of the Confederation met the VII Pay Commission on 24<sup>th</sup> July 2014 in the Conference Room , Ist Floor, B-14/ A, Chatrapati Shivaji Bhawan, Qutub Institutional Area New Delhi.

The Seventh Central Pay Commission has commenced the exercise of seeking views of various stakeholders on its terms of reference. In this regard, the Commission invited CCGGOO for

preliminary interactions. While submitting our view points on certain issues, we reiterated that this Confederation is the apex forum of all Promotee Officers in various Central Government Departments akin to the staff side in the National Council of JCM. We on behalf of all the Associations (promotee Group 'A' & Group 'B' officers) who are in second level command structure of Government of India and responsible for implementing the policies of the Government of India, make this comprehensive submission which, *inter alia*, contained proposal for re-designing the pay structure including allowance and other benefits, schemes for career progression of Gazetted Group-B Officers of the Government of India and other issues exclusively affecting the Gazetted Group-B category.

The Meeting with the VII pay Commission, lasted for more than 90 Minutes, was very good, cordial and the commission was very receptive. Various issues in relation to the principle and methodology for determining Pay Structure and the need for creation of a permanent negotiating instrument for redressal of grievances were discussed at length.

- 1) CCGGOO raised the issue of creating a permanent negotiating forum, in form and style of JCM, for redressal of various grievances faced by Gazetted Group B and promotee Group A officers. Official side agreed to the proposal in principle.
- 2) Though various methodologies had been adopted to arrive at a minimum Wage, the intrinsic value of the job content of each grade and post at the intermediary level has not been given due consideration by any Pay Commission. It has to be assessed by an expert committee. Hence there is need to appoint an expert committee for assessing the intrinsic value of the job content of each grade and post at the intermediary level. Various anomalies arising after the implementation of the recommendations of the Pay Commission are mainly due to lack of scientific assessment of Job content of the each Grade in the Gazetted Officers Post. Pending finalization of such a study, the Commission may maintain the presently existing vertical and horizontal relativities. Chairman has agreed to examine it.
- 3) CCGGOO proposed for abolition of Pay Band/Grade Pay system of pay structure and argued in favour of reintroduction of Pay Scale structure. It was argued that an 'open ended pay scale' structure would be most appropriate for the entire cross-section of officers and staff. It was also mentioned that several anomalies cropped up in VI CPC due to the introduction of Grade Pay. The official side agreed to the fact that many anomalies were created in VI CPC and committed to ensure a pay structure eradicating these anomalies.
- 4) CCGGOO represented that the difference of Pay between two consecutive cadres in Group B & C are proportionately much lower than the difference of Pay between two consecutive cadres in Group A and this anomaly is to be eradicated. The official side agreed to examine it.
- 5) CCGGOO demanded for rationalization of the MACP scheme which was agreed to by the official side.

- 6) The official side expressed its desire to abolish the non-productivity linked Bonus. The CCGGOO objected to the abolition of Bonus and demanded that the Bonus, up to certain limit, is to be given to all officers/officials.
- 7) There are cadres, like Administrative Officer and Private Secretary, which are common to a number of Departments of Govt. of India but their pay was fixed in different Grade Pays in different Departments. CCGGOO demanded uniform Pay for these common cadre officers across all the Departments and the official side agreed to examine this proposal.
- 8) In respect of placement of entry level of Group 'B' Gazetted, the Chairman pointed out there was a supreme court Judgment and there should not be any comparison of entry level Gazetted Group B with entry level Gazetted Group 'A'. Our suggestion was that as law abiding citizen we were bound by the judgment of Honourable Supreme Court of India. But great injustice has been done to the cadre of Gazetted Group B officers. In this circumstances the entry level group B Gazetted officers needs to be placed one step below the entry level Group 'A' and they should be placed one step above the non Gazetted Group 'B'. Hence the best possible way to consider them to place the Gazetted Group 'B' on equivalent replacement scale of Pay Band 2 in Rs.5,400 Grade Pay. The Chairman, Pay Commission was of the opinion that he is broadly favoured this suggestion.
- 9) Job pattern of Group 'B' officers and those at the entry level in Group A, in almost all the Government Departments, are very similar and there could be hardly any reason, except the legacy of India's colonial past, for persisting with two classes of officers in the Government. It only instils sense of class difference in the officer's cadre, which thoroughly demoralizes the officers at cutting edge level, striking a fatal blow at the very roots of quality governance. CCGGOO proposed to have only two cadres viz. Gazetted and Non-Gazetted. The Chairman and the Members of Pay Commission broadly agreed with our view points.

Before concluding we reiterated that the individual problem of each affiliate of Federation should be heard and they should be given proper time to ventilate their individual cadre problem before the Honourable Pay Commission. Secondly we insisted that the present discussion was broadly a preliminary one on terms of reference and that we demand a detailed oral deposition on various issues very much necessary for this Confederation of the Central Government Gazetted Officers. The Honourable Pay Commission has agreed to hear and facilitate for our oral deposition before them on various issues. In respect of timing for the various individual Federations it has been broadly agreed to hear the individual officer Federation by the Pay Commission.

Yours Fraternally.



**S.Mohan**  
Convenor

## **Note to Honourable Minister Shri.Nitin Jairam Gadkari on Grievance Redressal mechanism' for Group 'B' Gazetted Officers and Promotee Group 'A' officers**

A Scheme for joint consultation with the organizations of Government servants on the pattern of the Whitley Machinery in the U.K. was recommended by the Second Pay Commission (1959). The Scheme was introduced in 1966 with the objective of promoting harmonious relationship and of securing the greatest measure of cooperation between the Government, in its capacity as employer, and its employees in matters of common concern, and with the object, further, of increasing the efficiency of the public service. It broadly covers over 95% of the regular civil employees of the Central Government including industrial employees working in departmentally run undertakings like the Railways and the Workshops/Production Units of various Ministries. The Scheme is a voluntary one, and the Government as well as the Staff Associations/Unions participating in the Scheme is required to subscribe to a Declaration of Joint Intent. The Scheme covers all regular civil employees of the Central Government, except: (A) the Class I services; (B) the Class II services, other than the Central Secretariat Services and the other comparable services in the headquarters organization of the Government; (C) the persons in industrial establishments employed mainly in managerial or administrative capacity, and those who being employed in supervisory capacity employees of the Union Territories; and (D) police personnel.

The Scheme provides for setting up Joint Councils at the National Departmental and Regional Office levels. The National Council is the apex body. Departmental Councils under the scheme have also been set up in various Ministries/Departments. The administrative Ministries are also drawing up a programme for setting up the lower level Councils. The scope of the Joint Councils includes all matters relating to conditions of work, welfare of employees and improvement of efficiency and standards of work. In regard to matters of recruitment, promotion and discipline, however, consultation limited to matters of general principles only, and individual cases are not considered. While the National Council deals only with matters affecting Central Government employees generally, such as pay of common categories of staff, allowances, etc., the Departmental Council deals with matters affecting only the employees in the Ministries/Departments Concerned. The office/Regional Councils have to deal with regional or local issues only.

On the issue of coverage of the JCM Scheme, the general view is that all officers belonging to Group C are covered. However, Gazetted Group 'B' Officers of the Central Secretariat have also been covered under this scheme, that discriminating the Gazetted Group B officers of all other Central Government Departments. Instead of allowing only Group B Gazetted Officers Central Secretariat under the coverage of JCM, all Group 'B' Gazetted Officers from all departments in the Central Government should have been covered under JCM Scheme so that there is no discrimination.

The Department of Personnel and Administrative Reforms in the OM NO. 5/14/74-JCA dated 11<sup>th</sup> June 1974 had brought certain categories of Industrial staff and supervisory staff that had been granted Group B status on account of revision of pay Scales to continue to be covered by JCM Scheme on the ground that this has been done to ensure the employees who have already been covered under this scheme continue to be covered. If this logic is to be taken as the basis then such amendment should have been made in respect of all Group 'C' categories of staff that had been placed in the upgraded Group B status on account of revision of pay scale.

We therefore reiterate that all categories of all staff that were covered by the JCM scheme at the time of inception should not be caused to exit from it on account of the revision of pay scales and consequent up-gradation of their status. This should apply to group 'B' officers who, we propose, are required to be covered by the scheme in the event of the upgradation of status of Group 'A'.

It is regrettable that the issues concerning the Gazetted officers in regard to recruitment, pay scales, promotion, conditions of work, Pay anomaly, standards of work continue to mount for the past Sixty years on account of the absence of "Grievance Redressal" machinery.

We may be permitted to bring to the kind notice of the Honourable Minister though the terms of reference of the 7<sup>th</sup> Central Pay Commission, inter alia, deals with "other service conditions of the Central Government Employees", the questionnaire issued by the 7<sup>th</sup> pay Commission is, surprisingly, silent about the issue as to the establishment of 'Grievance Redressal Mechanism' (as available for Group C & D employees) for Group 'B' Gazetted officers and promotee Group 'A' Officers. This has again deprived the Gazetted officers of an opportunity to seek Grievance redressal machinery much to our dismay. Therefore, this Confederation is constrained to pray for the intervention of the Honourable Minister in the matter to undo the injustice that has been persisting for decades.

We therefore propose that, like Group 'C' officials Gazetted Group 'B' officers should be covered by the JCM like Scheme and in the eventuality that their status is upgraded to Group 'A' even then they should be allowed to continue to be under the coverage of JCM like Scheme. This proposal may be considered by the department of personnel and administrative reforms.



**(S.Mohan)**  
Convenor