

806-A(S), Sewa Bhavan,  
R.K.Puram, New Delhi-66.

Dated, the 27.02.2012

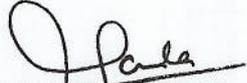
**Sub: Sub-Committee Meeting of the Office Council of Central Water Commission held on 07.02.2012 – Minute thereof.**

The undersigned is directed to forward herewith the Minutes of the Sub-Committee Meeting of the Office Council of Central Water Commission held on 07-02-2012 in the Conference Room of CWC, Sewa Bhawan, R.K.Puram, New Delhi for information and further necessary action.

Administrative action decided to be taken, if any, in respect of the various demands discussed in the above meeting may be ensured urgently and the action taken intimated to Estt. VIII Section. Action may also be ensured as per paras 4 and 5 of the minutes.

Information in pursuance of the above para may be sent to Estt.VIII Section within a week to enable the agenda for the Office Council to be drawn up and put up to Chairman, CWC for fixing the date for the meeting of the Office Council.

Encl: as above.

  
(AJAY GAIROLA)  
UNDER SECRETARY.

✓  
Director (SM), CWC.

1. PS to CE(HRM),CWC, New Delhi.
2. Secretary, CWC, New Delhi.
3. Director(A),CWC, New Delhi.
4. Director(Estt.I)CWC, New Delhi.
5. Director(Estt.II),CWC, New Delhi.
6. Director (Estt.VI),CWC, New Delhi.
7. Director(RMCD),CWC, New Delhi.
8. Director(RD),CWC, New Delhi.
9. Director(PCP),CWC, New Delhi.
10. Director(Trg.),CWC, New Delhi.
11. Superintending Engineer,Planning Circle, CWC, Faridabad.
12. Deputy Director (WPC), CWC, Sewa Bhavan, R.K.Puram, N.Delhi.
13. Asstt. Controller of Accounts, CWC, Sewa Bhavan, R.K.Puram, New Delhi/PAO,CWC,N.Delhi.
14. All Under Secretaries in CWC(HQ) , New Delhi.
15. Accounts Officer,CWC, New Delhi.
16. All Associations of CWC (list attached)
17. SDO(HQ), CWC, New Delhi.

Copy for information also to:

1. PPS to Chairman, CWC, New Delhi.

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**Minutes of meeting of Sub-Committee of Office Council of CWC held at 11:00 a.m. on 07.02.2012 at Sewa Bhawan, R.K. Puram, New Delhi**

The above meeting was held under the Chairmanship of Shri S.K.G. Pandit, Chief Engineer(HRM), CWC to scrutinize the new agenda items proposed by the Staff Side for the next (30<sup>th</sup>) Office Council Meeting and also to review the status of the action taken on the decisions taken in the 29<sup>th</sup> Office Council Meeting held on 26.04.2011. List of participants is attached (Annexure-II).

2. Welcoming the Leader and members of Staff Side to the meeting, chairman of the Sub-Committee stated that the Chairman, CWC is deeply committed to addressing the concerns of the CWC employees and the problems faced by them in a constructive manner within the framework of Govt. rules & regulations and norms.

3. Leader, Staff Side mentioned that two meetings of the Office Council should be held every year. He made the following further observations:-

(i) He expressed thanks of the Staff Side for the revisions introduced in BBAMS rules in CWC(HQ). Some members of Staff Side however sought further relaxation in BBAMS rules on various grounds. Secretary, CWC informed that the BBAMS rules in CWC(HQ) have been framed keeping in view of rules and requirements and are appropriate. The chairman observed that the introduction of BBAMS in CWC(HQ) has created a favourable impression among the stake-holders in the efficient working of CWC. Staff Side was in agreement with the above.

(ii) Leader, Staff Side also thanked CWC Administration for the creation of a new Section [Estt.14 Section] to exclusively deal with medical claims.

- (iii) He requested that the monthly pay slips of CWC employees should also show the number of the installment recovered against amount of recovery made towards the loan taken by the employee. [Action: Accounts Officer, CWC]
- (iv) Leader, Staff Side repeated the request for adherence to the standard procedure of endorsing to him and the concerned Service Association of copies of orders/instructions issued by CWC in respect of matters raised by the Staff Side and any other important matters. [Action : All concerned]

4. After the above introductory remarks, the meeting proceeded to scrutinize the new agenda item proposed for the 30<sup>th</sup> Office Council Meeting. The details of the decisions taken thereon are at Annexure-I.

5. Item No.29.1 of the previous Office Council Meeting (i.e. enhance ment of financial powers to JEs) was also discussed. It was decided that the issue needs further examination in consultation with RMCD. [Action: Director (RMCD)/Under Secretary (O&M)]

6. With regard to other pending items from the previous Office Council Meeting, it was decided to place the same before the 30<sup>th</sup> Office Council Meeting with the latest status. [Action: All concerned]

**SCRUTINY OF NEW AGENDA ITEMS PROPOSED BY STAFF SIDE FOR INCLUSION IN THE 30<sup>TH</sup> MEETING OF OFFICE COUNCIL OF CWC.**

Sl.No.	Agenda Items of Association.	Comments of concerned Section/ Directorate, CWC.	Decision taken in the Meeting.
1.	<b>Items pertain to Leader, Staff Side, Office Council of CWC.</b>		
	<p>i) <u>Fixation of pay to the newly promoted Observer Grade-II under C&amp;SRO Region, Coimbatore.</u> The following point was discussed in the 9<sup>th</sup> regional council meeting held on 7-9-2011 vide item No.IV (5). It is observed that the newly recruited Observer Grade-II drawing more basic pay than the departmentally promoted Observers Grade-II. The newly recruited Observers draw Rs. 6660/- as band pay and the promoted Observers drawing only Rs.5520/- as band pay. It is requested that promoted Observers Grade-II Band Pay may be raised as par with the newly direct recruit Observer Grade-II).</p>	Details of the reported disparity have been sought from C&SRO for examination.	<p>Obtaining of the details and examination of the demand may be expedited. This item may be included in the agenda for Office Council.</p> <p>[Action: Under Secretary (E.XII)]</p>
	<p>ii) <u>Demand to enhance 25% of tour allowance and other allowances on account of increase of DA 50% as per 6<sup>th</sup> CPC Notification.</u> As per 6<sup>th</sup> CPC notification as and when the DA crosses 50% the travelling allowance, TTA and other allowances would get increased 25% automatically from the present limit. Many field officers are unwilling to implement above Govt. order. It is therefore, requested to direct to implement the orders in full spirit as per 6<sup>th</sup> CPC.</p>	The tour allowance and other allowances applicable on tour are to be enhanced by 25% on account of increase of DA to 50% as per the provisions of Department of Expenditure, M/o. Finance O.M.No. 19030/3/2008-EIV dated 23/9/2008 and M/o. Finance clarification dated 7/7/2011. The increase as per provisions are allowed at CWC(HQ).	<p>Accounts Officer, CWC may issue a circular on the subject to all field offices. <b>This item may not be included in the agenda for Office Council.</b></p> <p>[Action: Accounts Officer, CWC].</p>
2.	<b><u>ASSOCIATION OF JUNIOR ENGINEERS</u></b>		
	<p>i) <u>Demand to consider the request for transfer of existing JEs between inter-regional while filling the new JEs through Staff Selection Commission</u> The new JEs through SSC are likely to join soon; it is high time to consider the request for transfer to the choice of place to the JEs already working in the field.</p>	The offer of appointment to 191 candidates, selected through the Junior Engineers Examination conducted by SSC had already been issued. The posting of fresh JEs has been done on merit cum preference basis. Before posting of fresh recruits, the field CEs were requested vide letter dated	<b>This item may not be included in the agenda for Office Council.</b>

		<p>30.11.2011 to forward all such applications of JEs, who will be completing their tenure by July 2012 or are willing to be transferred at own cost. The requests so received had been considered favourably while making postings of fresh JEs. <b>The item may not be included in the agenda of Office Council.</b></p>	
ii)	<p><b><u>Demand for periodical training programme to JEs cadre.</u></b></p> <p>a) The JE's involved in the investigation work. Most of the Junior Engineers are working in the G&amp;D, GDS, GDWQ &amp; in the FF work. On rotational manner they are being transferred to investigation work as well. The investigation works are new to them because of lack of proper training in the field of investigation works are suffering. Hence it is demanded that appropriate training may be imparted to the Jr.Engineers those who are involved in the investigation work at regular intervals.</p> <p>b) Computer training related to field work. In the modernization and advanced technology in Water Resources activities, the computer is playing vital roll. It is essential that the entire field staff could be imparted training the computer operation and software management to upkeep the day to day requirement according to the need. Hence it is requested that proper training programme in a phased manner may be arranged. Demand for periodical training programme. Further irrespective of their qualification as degree or diploma in their field both may be given opportunity of training. As on now the training Dte/NWA are showing some discrimination while sending circular for inviting the candidates.</p>	<p>A request letter inviting proposals on training courses for inclusion in the training calendar of CWC for the next financial year 2012-13 has already been issued to all concerned officers. Training Programme on the proposed two topics shall be suitably included therein.</p> <p>In addition to above, it is also for information that all training circulars from Training Directorate are displayed at CWC website, for wide reference.</p> <p>The target group for the training programmes is defined in terms of rank/grade of the officers and not in terms of their qualification.</p>	<p>Training Dte., CWC may issue an advisory to NWA, Pune regarding the eligibility of the officials/employees for the training programmes according to their designation/nature of duties and not according to the educational/professional qualifications possessed by them.</p> <p>Training Dte. may write to the regional Chief Engineers again regarding the need to conduct training programmes in various relevant subjects at the level of the field offices including training programme on Software and Pension/vigilance case for the ministerial Staff.</p> <p>Director (SM) and Accounts Officer, CWC may initiate action for holding programmes for the training of the employees in CWC (HQ) in computers and accounts work respectively. This item may be included in the agenda for Office Council.</p> <p>[Action:Director(Trg.)/ Director(SM)/Accounts Officer]</p>

3.	<p><b><u>DRAWING STAFF ASSOCIATION.</u></b></p> <p><b>I) <u>Holding timely DPC to fill the vacancies arises in the Grade of Head Draftsman.</u></b>          The last promotion order in the grade of Head Draftsman was issued on 2<sup>nd</sup> November,2010 and a seniority list in this grade was also circulated vide office memorandum number A-23011/1/2000-Estt.X/113 dated 31<sup>st</sup> January, 2011 consists of only 51 officers in the grade against the 61 sanctioned posts of Head Draftsman in CWC. There is no need to explain there that according to seniority list 10 posts of Head Draftsman were already vacant on 01.01.2011 and similarly more than 15 posts of Head Draftsman are lying vacant from last 9months. To avoid such situation advance action needs to be taken as per the guidelines of DOP&amp;T. It is therefore requested that action for holding the DPC may be initiated in advance to fill the existing posts as well as the anticipated vacancies of the vacancy years, as in the Drawing cadre there is only one promotion stage nowadays.</p>	<p>DPC meeting to consider promotions to existing and anticipated vacancies of Head D'Man has been held on 30.01.2012.</p> <p><b>In view of this position, this item need not be included in the agenda for Office Council.</b></p>	<p>Necessary action may be taken to timely hold the DPC for promotion against the anticipated vacancies of Head D'Man in the year 2012-13. This item may be included in the agenda for Office Council.</p> <p>[Action: Under Secretary(Estt.X)]</p>
	<p><b>II) <u>Filling up the vacant posts of Senior Draftsman</u></b>          On the implementation of the recommendation of the 6<sup>th</sup> CPC the posts of Draftsman Grade-I and Grade-II were merged and designated as senior Draftsman. According to the seniority list the total sanctioned posts of the SeniorDraftsman are 444( on the merger of Gr.I &amp; Gr.II). At present more that 50% posts of Senior Draftsman in CWC are already lying vacant since last one year. It is therefore requested that action for filling up the existing vacant posts of Senior Draftsman along with the revival for these vacant posts in the CWC may be initiated.</p>	<p>As per the recommendations of VI CPC, the posts of erstwhile D'man Gr.I &amp; II have been merged and redesignated as Senior D'man. Subsequently the post of D'man Gr.III has been redesignated as Junior D'man. At present there are only 3 persons working in the post of Jr. D'man, out of which 2 persons are eligible for promotion as Senior D'man. Letter has been sent to the concerned field office for vigilance clearance. The 3<sup>rd</sup> person will become eligible for promotion during 2013 as per the existing RRs. There is no other officer in the feeder grade of Jr.D'man for promotion to the</p>	<p>Early approval of revised Recruitment Rules of Head D'Man and Sr. D'Man may be pursued with MOWR. This item may be included in the agenda for Office Council.</p> <p>[Action: Under Secretary(Estt.X)]</p>

			post of Senior D'man. The case for amendment of RRs for post of Sr. D'man has been sent to MOWR suggesting mode of recruitment as 95% by direct recruitment and 5% by promotion failing which by direct recruitment. Hence the vacant posts will be filled by direct recruitment only after finalization of the RRs.	
4.	<b><u>CENTRAL WATER COMMISSION STENOGRAPHERS' ASSOCIATION.</u></b>			
	i)	<u>Action on DOPT orders on the basis of orders made available on their website itself instead of waiting for instructions from MOWR.</u> Action on issues raised by DOPT are taken only on receipt of written communication from MOWR, which causes inordinate delay in furnishing the information on time to MOWR for its onward transmission to DOPT. This delay can be avoided if action is initiated in advance on the basis of orders of DOPT made available on their website.	Action on DOPT Orders can be taken only after receiving hard copy from MOWR. <b>The item may not be included in the agenda for Office Council.</b>	<b>This item may not be included in the agenda for Office Council.</b>
	ii)	<u>Delays in grant of MACP.</u> In-spite of there being provision as per DOPT orders, for conducting DPC for grant of MACP in advance, so that MACP could be granted to employees on time when due, there is always an immense delay in grant of MACP, Eg. Smt. Anita Gambhir, PS, who is yet to get her 3 <sup>rd</sup> MACP in spite of being due in 2008. Such a situation can be avoided in future.	MOWR is the Cadre Controlling Authority in this regard. <b>This item need not be included in the agenda for Office Council.</b>	<b>This item may not be included in the agenda for Office Council.</b>
	iii)	<u>PS/PA's room in each floor.</u> There is no provision of proper sitting arrangement for PS, PAs etc. Either a PA's/PS's room along with other facilities is provided in each floor, or cabin provided in Sections/Directorates to which attached.	PCP Dte. has intimated that the requested cannot be acceded to at present as modernization work at Sewa Bhavan is in progress and offices of CWC have been shifted to WB-I/WB-II/Sewa Bhavan temporarily. <b>This item need not be included in the agenda for Office Council.</b>	<b>This item may not be included in the agenda for Office Council.</b>

	<p>iv) <u>Discrepancy in amount of GPF account and cheque issued on transfer.</u> There have been instances of discrepancy in the amount in GPF account and the cheque issued, on transfer of employees from CWC to other Ministries. Cases of Shri Deepak Motwani, PS and Shri A. S. Bedi, PA.</p>	<p>Individual cases may be taken up by the concerned persons separately. <b>This item need not be included in the agenda for Office Council.</b></p>	<p>Related issue regarding GPF statements is already there in the agenda in Departmental Council. <b>This item may not be included in the agenda for Office Council.</b></p>
5.	<p><b><u>STATISTICAL AND SCIENTIFIC EMPLOYEES ASSOCIATION.</u></b></p> <p>i) <u>Filling up of vacant posts of Scientific Assistant by Direct Recruitment and convening DPC.</u> Large number of Scientific Assistant posts is vacant. Some of the divisions do not have a single Scientific Assistant. The adhoc arrangement in these divisions is affecting the flood forecasting of these divisions. These posts have to be filled by DPC and Direct recruitment. Though assurance had given in the 29<sup>th</sup> Office council meeting to fill the DPC quota immediately, no posts have been filled up by DPC yet.</p> <p>ii) <u>Change of designation of Data Entry Operator Grade 'B' &amp; 'D' as Information Technology Assistant (IT Assistant) and senior Information technology assistant (Sr.ITA).</u> The work characteristic of Data Entry Operator have been changed withtime in all organisation due to the advancement of computer technology. Many organisations made appropriate change in the designation and merge with other cadre to rationalise the cadre structure. In CWC no attempts were made to rationalise the cadre to reflect the change of work characteristic. In CWC Data Entry operators are being engaged in different statistical work in ISO. Therefore the name of the designation of Data entry Operators in CWC also be changed to reflect the actual work they have been done. It is proposed to change the Data Entry Operator grade 'B' &amp; 'D' as Information Technology Assistant (IT Assistant) and Senior Information Technology Assistant (ITA).</p>	<p>Since the post of Scientific Assistant has been created by upgrading the post of PA(HM) and merging it with the higher post of Sr. PA(HM), the existing RRs for PA (HM) – which provide for the promotion of Sr. Computer to PA (HM) – cannot be applied. Draft RRs for the newly created (designated) post of Scientific Assistant have been sent to MOWR and action to hold DPC will be taken after approval of the same.</p> <p>The demand for changing the nomenclature of the posts of DEO Gr.D and DEO Grade-B was considered and could not be agreed to. The reasons for the same were conveyed to the Statistical and Scientific Employees Association, CWC vide letter No.31/2/2009-E.XI/2704 dated 24.10.2011. <b>This item need not be included in the agenda for Office Council.</b></p>	<p>Early approval of revised Recruitment Rules of HM Cadre may be pursued with MOWR. Pending finalization of revised Recruitment Rules proposal for adhoc promotions to the vacancies of Scientific Assistant may be put up for taking up with MOWR. This item may be included in the agenda for Office Council. [Action: Under Secretary (E.XI)].</p> <p>Copy of file notings wherein the decision not to agree to the demand was taken be supplied to the Service Association. The Association may, if they so desire, submit a representation against the decision, giving further justification for the demand in the light of the stand reflected in the file notings. As per the insistence of the Service Associations representatives in the meeting, this item may be included in the agenda for Office Council. [Action: Under Secretary (E.XI)].</p>

6.	<p><b>SCIENTIFIC SERVICES ASSOCIATION, CWC</b></p> <p>i) <u>Posting of Assistant Research Officer on promotion from the post of Senior research assistant.</u></p> <p>Most of the senior research assistants are retiring without getting even a single promotion in their entire service life. Only one or two percent of them are lucky enough to get a promotion to the post of Assistant Research Officer. Even those lucky fellows are getting it only a few months before their retirement. In case the promotional post (ARO) is not vacant at their present place of posting, they are posted elsewhere at the place of vacancy. This posting results into the following implications:</p> <p>i) Financial Implication: The posting to another place causes a burden of at least Rupees One Lac on the government Exchequer (at least Rs.50,000/- for journey to the place of posting for joining and an additional Rs. 50,000/- on retirement for journey to the home town). All this money is spent just for the sake of posting barely for a few months.</p> <p>ii) Personal Problems to the incumbents: Most of the incumbents find it quite difficult to move from the present place of posting to a new destination in the 60<sup>th</sup> year of their life. This may be due to their poor health or due to being busy with construction fo a home for them to live in after their retirement or being busy with the marriage of their children. Under such circumstances, the postin to a new place on promotion results in a lot of problems making they feel that they have been punished instead of being rewarded for all the hard work done by them throughout their service life without complaining for lack of opportunities for their career growth.</p> <p>As for instance, Shri J.S.Aswatha, SRA posted at Cauvery Division, Bangalore was offered promotion to the post of assistant Research Officer and posted to HOC, Varanasi during the 2<sup>nd</sup> week of august, 2011 barely a little more than three and a half months before his retirement due on 31.12.2011. It is important to mention here that Shri Aswatha had submitted his request on 13.12.2010 (well in advance) for posting (on promotion) at his present place of posting</p>	<p>On promotion to the post of ARO, the persons are posted against the existing vacancy at the place from where the vacancy occurred as per the sanctioned strength already decided by Commission. The posting of incumbents at their existing place is subject to the availability of vacancy.</p> <p>Comments of RD Dte., which is the nodal directorate of Scientific posts on the above issue, are as under:</p> <p>The demand of Scientific Association to post the SRA at his same place of posting after promotion to ARO, may be justified in certain genuine cases depending upon the availability of the post of ARO at the place. But making it mandatory to post the SRA after promotion to the same place may always not be possible/feasible.</p> <p>The work of each laboratory is equally important but the number of samples to the analyzed by each laboratory vary depending upon the number and type of site operated under the Laboratory. Considering the number of posts of ARO/RO, the posts have been re-distributed among the various laboratories.</p> <p><b>In view of the above, the demand of Scientific Services Association is</b></p>	<p>Action to hold timely meetings of DPC should be ensured to avoid situations where promotions can be offered to the officials only at the fag end of their service career.</p> <p><b>This item may not be included in the agenda for Office Council.</b></p> <p>[Action: Under Secretary (E.XI)].</p>
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(Cauvery Divn., Bangalore) citing his health reasons as he had already undergone "coronary artery bypass grafting" surgery. On getting the promotion offer, he again submitted his request on 12.08.2011 which, too, was not acceded to by CWC. After that he, once again, requested on 28.09.2011 that "due to his aggravating health problem he had to undergo TMT at Jayadeva Hospital, Bangalore which was reported to be positive for inducible ischemia and he had been advised to undergo Angiogram Test and remain more health conscious. He had further, requested that in case his request of posting (on promotion) at Bangalore cannot be acceded to he may be allowed to forgo his promotion." What followed that was quite unbelievable. He was not only denied the permission to forgo his promotion but was also made stand relieved from Cauvery Division, Bangalore during the 1<sup>st</sup> week of November, 2011 with instructions to join at HOC, Varanasi. This incidence was no less that a disaster to a person suffering from serious heart ailment as there are instances where people have been permitted to forgo promotion even for the same of their children's education but a heart patient was denied that permission. A little sensitive decision would have saved the person from undergoing through such a disastrous experience along with a saving of at least Rupees One Lac of the Public Money besides saving the post from going under deemed abolition.

Keeping in view the fact mentioned above, it is requested that on promotion to the post of ARO, the incumbents (SRAs) may be given posting at their existing place of posting. This would help avoiding the two implications mentioned above besides establishing some sort of rotation of the post of ARO among all the water quality monitoring laboratories of CWC and enable them to have the benefit of having the post of ARO on rotational basis in view of totally inadequate number of posts of ARO as compared to the number of laboratories. This is very important because all the laboratories of CWC are equally important and, hence, the post of ARO should be made rotational instead of keeping it fixed to certain laboratories at the cost of other laboratories.

**not feasible. Individual cases cannot be considered by Office Council.**

	<p>ii) <u>Establishment of R &amp; D Cell (Water Quality).</u>          The Scientific Staff in CWC is mainly engaged in the collection and compilation of water quality data of rivers in India. A lot of water quality data has been collected and compiled so far. Of late there have been some intermittent demands from Water Quality Assessment Authority for preparation of various types of water quality reports. These demands have so far being met by utilizing the services of Scientific Staff deployed in R D Dte., New Delhi. This is just a temporary arrangement which can meet only some intermittent demands but can't cope with the requirements of some real R &amp; D work. Just collection and compilation of water quality data does not serve any useful purpose. In spite of having a huge Water Quality Monitoring Network in India, CWC is not getting and cannot get recognition at the National and International Level in the field of water quality monitoring. In this regard, it is suggested that CWC may establish a full fledged stage of the art R &amp; D cell for starting some useful R &amp; D Activities so that the water quality data so collected/being collected could be put to some useful purpose. To start with, a separate team headed by a Research Officer and assisted by two ARO and four Sr. R.A may be assigned with job which, depending on requirement, may be strengthened by creating some higher level as well as lower level posts at a later stage. In this regard, it is worthy to mention here that there are three ARPs whose case of promotion to the post of RO is under process at the moment. All of them are Ph.Ds and have got the necessary experience even to guide the PH.D. Students. So, they are competent enough to guide the R&amp;D activities.</p>	<p>At present CWC mandate is for carrying out monitoring of river water quality only. Further preparation of reports based on the data observed by CWC does not come under the category of R &amp; D Work. As such the proposal of the Association for creation of R &amp; D Cell cannot be accepted.</p>	<p>This item may not be included in the agenda for office council.</p>
7.	<p><b><u>ALL INDIA COMMUNICATION STAFF ASSOCIATION, CWC</u></b></p> <p>i) <u>Regular conducting of DPC and Screening Committee Meeting.</u>          a) There are considerable delay taking place conducting DPC for promotions for Communication Cadres particularly to the promotion to the posts of Junior Engineer (Commn.) and Asst. Engineer (Commn.). If the vacancies are kept pending for one year, it will come under deemed abolition. It will adversely affect the very purpose of</p>	<p>1. As regards JE(C) meeting of the DPC has been convened on 16.12.2011 and orders issued for promotion of 13 Technical Assistants (C &amp; C-M). Proposal for dereservation of 6 remaining</p>	<p>Concerned members of Staff Side may hold a review meeting with Director (Estt.I), CWC.          Only in case the Staff Side is not satisfied with the outcome of the review meeting, this item can be</p>

<p>recently implemented Cadre Review of the communication Staff. All the vacancies available in the entire cadre should be filled immediately.</p> <p>b)As far as Screening Committee meetings are concerned, still there are some officials in Communication Cadre who are now eligible 3<sup>rd</sup> M.A.C.P. and the financial up gradation to be awarded. These cases should be expedited.</p>	<p>vacancies belonging to SC and ST category in the grade of Junior Engineer (Communication) will be submitted to National Commission for Scheduled Castes and National Commission for Scheduled Tribes through MOWR shortly.</p> <p>2. For the grade of Asstt. Engineer, UPSC has been approached for filling of 5 direct recruitment quota posts. In promotion quota, there are two vacancies of which one is reserved for ST. No ST candidate is available in the feeder grade. Action for filling the general category vacancy has been initiated. Proposal for de-reservation of one post reserved for ST category is being taken up with MOWR.</p> <p>3. As regards grant of financial upgradations under MACPS 59 Junior Engineers/Technical Assistants have already been granted 2<sup>nd</sup> /3<sup>rd</sup> financial upgradations. A circular has been issued to all concerned field offices calling for check lists and vigilance clearance of the remaining eligible Communication Staff in the grades of TAs, JEs and AEs. In respect of Assistant Directors &amp; Deputy Directors, action has already been taken. Approval of the competent authority to the Minutes of Screening Committee Meeting is awaited.</p>	<p>included in the agenda for Office Council.</p> <p><b>[Action: Director(Estt./Staff side)</b></p>
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ii)	<p><u>R &amp; I Section should be closed and the works to be distributed Section wise.</u></p> <p>The receipt and issues Section functioning at CWC is causing a lot of delays and inconvenience particularly to the field formations due to untimely dispatching the Dak to the concerned sections and offices as it is a centralized section for entire CWC Head Quarters. The entire work load is given to R &amp; I Section which resulting in enormous delay in delivering the important incoming and outgoing letters particularly from field offices such as pension payments, Service Verification etc. etc., which are in need of very quick action. Hence this Section should be closed and the work should be entrusted Section wise and the field offices should be asked to send the letters directly to the concerned sections.</p>	<p>It is a standard procedure in all Govt. Organizations to have R&amp;I Section as a single point section to receive all incoming and outgoing dak. The nature of duties Receipt &amp; Issue Section caters to is receipt of local dak from the Ministries, dak through courier, receipt of registered letters and parcels, receipt of telegrams, miscellaneous dak, sorting and distributing of dak, despatch of dak including weighting, franking of dak, affixing postal stamps, preparation of list to postal department, despatch of speed post, registered post, cyclostyling, purchase of Govt. Stamps, its accounting etc.</p> <p>It is therefore apparent that the work of R&amp;I Section cannot be distributed section wise or decentralized.</p> <p><b>The item need not be included in the agenda for Office Council.</b></p>	<p>The functioning of R &amp; I Section may be streamlined to obviate delays in despatch of dak from CWC and distribution of dak to the concerned Offices/Sections in CWC.</p> <p><b>This item may not be included in the agenda for Office Council.</b></p> <p><b>[Action: Under Secretary (R&amp;I)]</b></p>
iii)	<p><u>TDS for Income Tax for Staff</u></p> <p>It is observed that income tax deducted at source is not being deposited quarterly to the IT Deptt. This leads to the staff getting notices for non deduction of income tax. As per IT rules, the deducted TDS has to be deposited quarterly to IT Deptt.</p>	<p>The Return in respect of TDS deducted from salary by DDO(CWC) is to be filed to NSDL through NSDL registered Agency. The work has been allotted to the Agency M/s. Intense Technology Limited. The details of TDS deducted up to December, 2011 has been duly compiled and being uploaded at Income Tax site by the above Agency.</p>	<p><b>This item may not be included in the agenda for Office Council.</b></p>

	<p>iv) <u>Section XIII to be shifted to a comfortable room or otherwise as a temporary measure an A.C. should be provided at the existing room.</u> The Estt.XIII Section presently functioning in a congested room. There is no place for comfortably seating of the staff. Once electricity going off, the entire room covered in darkness and the works coming to stand still. This Section is to be shifted to a comfortable spacious room. If not, one A.C. should be provided in the room as a temporary measure. Whenever space is available, the Section may be shifted.</p>	<p>PCP Dte. has intimated that the shifting is not possible at the moment as modernization work is in progress and a large number of Sections/Directorates have been shifted to various locations in W.B.-I/W.B.-II/Sewa Bhawan on temporary arrangement. Hence, the priority would be given to those sections/directorates on availability of vacant spaces. <b>This item need not be included in the agenda for Office Council.</b></p>	<p><b>This item may not be included in the agenda for Office Council.</b></p>
8.	<p><b>CENTRAL SECRETARIAT NON-GAZETTED EMPLOYEES UNION.</b></p> <p>i) <u>सी०एस०एस० काडर के सहायको/अनुभाग अधिकारियों को वेतन-स्टेप-अप आदेश के अनुसरण में बकाया वेतन का तुरंत भुगतान किया जाए ।</u> सहायकों के वेतन स्टेप-आप करने के संबंध में स्थापना-नौ अनुभाग द्वारा जनवरी-फरवरी 2011 में जपरी किये गये विविध आदेशों की अनुपालना स्वरूप सभी सहायको को संशोधित वेतन प्रदान किया जा रहा है और कई सहायकों को बकाया वेतन का भुगतान भी कर दिया गया है लेकिन कई सहायकों के बकाया वेतन का भुगतान अभी भी नहीं किया गया है। इस संबंध में वेतन एवं लेखा कार्यालय, केंद्रीय जल आयोग द्वारा वेतन स्टेप अप करने संबंधी आदेश को इंटरनल आडिट विंग, जल संसाधन मंत्रालय से आडिट करवाने की बात कही जा रही है। स्थापना-नौ अनुभाग द्वारा समय-समय पर बकाया वेतन जारी करने के संबंध में वेतन एवं लेखा कार्यालय को कहा गया है लेकिन वेतन एवं लेखा कार्यालय द्वारा इसे नहीं माना गया है और इसलिये सेवा-निवृत्ति के माह अक्टूबर, 2011 में सेवा-निवृत्ति लाभ भी वापिस ले लिया गया। वेतन एवं लेखा कार्यालय का उक्त स्टैंड अतार्किक है क्योंकि इसी प्रकार के अन्य मामले में वैयक्तिक सहायकों को वेतन-स्टेप का लाभ प्रदान करने संबंधी स्थापना-नौ अनुभाग के आदेश पर इसी माह अर्थात अक्टूबर, 2011 में कई वैयक्तिक सहायकों को बकाया राशि का भुगतान, बिना आडिट करवाये किया गया है परन्तु 2 अनुभाग अधिकारियों से वेतन स्टेप-अप का लाभ वापिस ले लिया गया है।</p> <p>अगले दो-तीन माह में कई सहायकों/अनुभाग अधिकारियों की सेवा-निवृत्ति है उन्हें भी उक्त कारण समय पर सेवा-निवृत्ति लाभ मिलने में</p>	<p>स्थापना - नौ अनुभाग द्वारा यह मामला जल संसाधन मंत्रालय में विचार हेतु भेजा गया है । इस मद को के०ज०आ० की आफिस काउंसिल के एजेन्डा में रखने का औचित्य नहीं है ।</p>	<p>Accounts Officer, CWC, may discuss the issue with PAO. This item may be included in the agenda for Office Council.  [Action: Accounts Officer, CWC]</p>

	<p>कठिनाई होगी। अतः वेतन एवं लेखा कार्यालय द्वारा सभी सहायकों/अनुभाग अधिकारियों को वेतन स्टेप-अप का लाभ प्रदान करने संबंधी आदेशों की अनुपालना में बकाया राशि का भुगतान तत्काल जारी करना सुनिश्चित करने का कष्ट करें।</p>		
ii)	<p><b>केन्द्रीय जल आयोग में रात्रिकालीन ड्यूटी के प्रारूप में संशोधन संबंधी ।</b>      केन्द्रीय विद्युत प्राधिकरण के कार्यालय आदेश सं023/1/2008-प्रशा0-3 दिनांक 24.06.2011 के द्वारा वेवा भवन में स्थित केन्द्रीय विद्युत प्राधिकरण के केन्द्रीय रजिस्ट्री अनुभाग में कार्य दिवासों और छुट्टी दिवसों में रात्रि एवं सामान्य ड्यूटी के लिये नया प्रारूप एवं समय सारणी जारी की गई है। अनुरोध है कि केन्द्रीय जल आयोग में भी इसी प्रारूप एवं समय सारणी को लागू करने का कष्ट करें।      केन्द्रीय विद्युत प्राधिकरण में नया प्रारूप इस प्रकार है :-  <b>सामान्य ड्यूटी</b>      सामान्य कार्यदिवसों में सामान्य ड्यूटी कर्मचारी पूर्वाह्न 7.30 बजे से पूर्वाह्न 9.30 बजे तक केन्द्रीय रजिस्ट्री अनुभाग में कार्य करेंगे और उसके बाद अपने अनुभाग/प्रभाग में सामान्य कार्य दिवस की तरह सायं 6.00 बजे तक कार्यालय का कार्य करेंगे । अवकाश के दिनों में सामान्य ड्यूटी का समय पूर्वाह्न 7.30 से अपराह्न 2.30 तक होगा ।  <b>सामान्य ड्यूटी करने पर हकदारी</b>      सामान्य ड्यूटी के लिये नामिन कर्मचारी शनिवार/रविवार एवं राजपत्रित अवकाश के दिनों में ड्यूटी करने पर प्रतिपूरक अवकाश के हकदार होंगे । सामान्य कार्यदिवसों में प्रातः 7.30 बजे से प्रातः 9.30 बजे तक के लिए 2 घंटे का समयपरि भत्ता के हकदार होंगे । प्रातः घर से कार्यालय आने के लिए नियमानुसार यात्रा भात्ता के हकदार होंगे ।  <b>रात्रिकालीन ड्यूटी</b>      सामान्य कार्यदिवसों में रात्रिकालीन ड्यूटी के लिये नामित कर्मचारी पूर्वाह्न 9.30 बजे से अपराह्न 6.00 बजे तक अपने अनुभाग/प्रभाग में कार्यालय का कार्य करेंगे एवं उसके बाद सायं 6.00 बजे से रात 10.00 बजे तक रात्रिकालीन ड्यूटी करेंगे । अवकाश के दिनों में में रात्रिकालीन ड्यूटी का समय अपराह्न 2.00 बजे से रात 10.00 बजे तक होगा ।  <b>रात्रिकालीन ड्यूटी करने पर हकदारी</b>      रात्रिकालीन ड्यूटी के लिए नामिन कर्मचारी शनिवार/रविवार एवं राजपत्रित अवकाश के दिन ड्यूटी करने पर प्रतिपूरक अवकाश के हकदार होंगे । सामान्य कार्यदिवसों में सायं 7.00 बजे से रात 10.00 बजे तक के लिए 3 घंटे का साय भात्ता के हकदार होंगे । रात्रिकालीन ड्यूटी के पश्चात कार्यालय से घर जाने के लिए नियमानुसार यात्रा भत्ता के हकदार होंगे ।</p>	<p>The existing Night Duty arrangements in CWC (HQ) conform to the central pattern being followed in most of the Ministries/Departments/Govt. Offices. The purpose of the arrangements is, in the first instance, to facilitate access to offices in CWC (HQ) at any time during non-working hours or on off-days. The existing arrangements have therefore been considered preferable to the new pattern of arrangements in CEA which the Service Association has sought to introduce in CWC (HQ).</p>	<p>Officials should not be put on night duty continuously for a number of days.  <b>This item may not be included in the agenda for Office council.</b>  <b>[Action: Under Secretary (E.VIII/ Under Secretary (E.IX)]</b></p>

	<p>iii) <u>सी०एस०एस०/ सी०एससी०एस० काडर के अनुभाग अधिकारी/सहायक/उच्च श्रेणी लिपिक/अवर श्रेणी लिपिक और स्टाफ कार ड्राइवर के रिक्त पदों को तत्काल भरा जाए ।</u></p> <p>केन्द्रीय जल आयोग में उक्त सभी संवर्गों में बहुत अधिक संख्या में पद रिक्त हैं इन रिक्त पदों को भरने के लिये समुचित कार्रवाई का अभाव है तथा यह भी देखा जा रहा है कि विभिन्न अपुभागों में अनुभाग अधिकारी के रिक्त पदों पर तकनीकी संवर्ग के अधिकारियों को तैनात कर कार्य चलाया जा रहा है। अनुभाग अधिकारियों के पद पर वरिष्ठतम सहायक की पदोन्नति अपेक्षित होती है अतः इस संबंध में त्वरित कार्रवाई कर अनुभाग अधिकारी के रिक्त पदों को भरकर अनुभाग अधिकारियों के रिक्त पदों पर अनुभाग अधिकारी की ही नियुक्ति की जाए।</p> <p>स्टाफ कार ड्राइवर के रिक्त पदों को भरने में अनावश्यक विलम्ब होने से पहले भी कई पद अंडर डीमंड अबोलेशन आ चुके हैं वर्तमान रिक्तियों और भविष्य की रिक्तियों पर तत्काल कार्रवाई सुनिश्चित करने का कष्ट करें।</p>	<p>अनुभाग अधिकारी/सहायक/उच्च श्रेणी लिपिक/अवर श्रेणी लिपिक के पद का कैडर नियंत्रण जल संसाधन मंत्रालय करता है । इस संबंध में उन्हें हर माह अर्द्धशासकीय पत्र के द्वारा रिक्तियां सूचित करते हुए इन्हे भरने का आग्रह किया जाता है । स्टाफ कार चालक के रिक्त पदों को भरने की कार्रवाई की जा रही है ।</p> <p>इस मद को के०ज०आ० की आफिस काउंसिल के एजेन्डा में रखने का औचित्य नहीं है ।</p>	<p>Vacancies of Staff Car Driver, existing and anticipated, may be filled by DPC.</p> <p>Item may be included in the agenda for Office Council.</p> <p>[Action: Under Secretary (E.IX)]</p>
9.	<p><u>ASSOCIATION OF MINISTERIAL STAFF OF SUBORDINATE OFFICES of CWC</u></p> <p>i) <u>Upgradation of UDC as Assistants.</u></p> <p>DOP&amp;T had upgraded 1467 posts of UDCs to Assistant Grade of CSS during the month of August 2010 for better career progressing of the cadre. These posts were filled up on as is where basis is and hence there was no change in the overall strength of Assistant/UDC in each cadre unit. Accordingly same no of UDCs were given promotion.</p> <p>Career progressing of Ministerial Staff of Subordinate offices in CWC is very poor. Time and again the injustice is happening to them. A LDC has to serve 10 years or more to get promotion as UDC, thereafter one has to serve 1- to 15 years as UDC to become Assistant. By such hypothetical conditions many could not get promotion as Assistant, as there service coming to an end in UDC itself. Such situation is not prevailing in any other Department.</p> <p>Therefore it is requested that in the line of action of DOPT, 25% posts of the UDC in CWC may be upgraded as Assistant which will help to each out the problem to larger extent. This will also help for future planning as sixty CPC has recommended the recruitment in future in the Grade Pay of Rs. 4200/- only.</p>	<p>As per the decision taken in the Departmental Council Meeting, the cadre review of the clerical cadre of Subordinate Offices of CWC has been done in consultation with the Association of the Clerical Cadre and the same has been referred to Ministry of Water Resources. Upgradation of UDCs as Assistant, etc. will be done as per outcome of the cadre review.</p>	<p>Staff side may submit a fresh proposal and the same may be examined by CWC Administration.</p> <p>The item may be included in the agenda for Office Council.</p> <p>[Action: Under Secretary (E.VII)].</p>

	ii)	<u>Increase 20% quota from Matriculation MTS to LDC.</u> At present more than 140 posts of LDC's are lying vacant and our cadre is suffering from acute shortage of LDC. New recruitment has not been made since long time. In 6 <sup>th</sup> CPC all group D staff has been declared Group C and granted the same Grade Pay of LDC to the Matriculate MTS. So it is requested that 20% posts of LDC may please be filled through Matriculation MTS. Kindly arrange to include the above point for discussion during the ensuing meeting of Office Council, please.	The Draft Recruitment Rules for the post of LDC is based on the model Recruitment rules of the department of Personnel and Training provides for 10% quota for departmental examination and 5% through seniority cum fitness quota. These Recruitment Rules are applicable for the Government as a whole.	The matter of one time relaxation of Recruitment rules of LDCs to facilitate promotion of MTS to 20% of the vacancies may be examined by CWC Administration. The item may be included in the agenda for Office Council.  [Action: Under Secretary (E.VII)]
10.		<u>Non-Gazetted MTS Employees Association Sub-Ord. Offices of CWC.</u>		
	i)	<u>Filling of posts of LDC from 5% quota of MTS for the back log period.</u> For filling up of the back log post of MTS from 5% quota for the period from 4-3-2002 to 1-12-2006. As per the DOPT O.M.No. 20/1/2002-CSH dated 4 <sup>th</sup> March, 2002 the Group D (now MTS) staff are filled for the post of LDC from 5% quota w.e.f. 1-12-2006 instead of from 4-3-2002 the implementation of DOPT order delayed for about 4 years in CWC. An immediate action may be taken to fill up the LDC posts for the back log period from 4-3-2002 to 1-12-2006 by preparing seniority list of MTS staff.	There is no back log, therefore no need to include this item.	Information regarding backlog vacancy position may be informed to the Staff side.  Item may not be included in the agenda for Office Council.  [Action: Under Secretary (E.VII)]
	ii)	<u>Revision of RR and preparation cadre review of MTS.</u> The RRs and Cadre review of MTS are still pending in Planning Circle, Faridabad. As per instructions given in the 35 <sup>th</sup> Meeting of Departmental Council (JCM), MOWR which was held on 9 <sup>th</sup> June, 2011, with in three months the action to be taken without waiting the proposals from the Staff Side. It is requested that an immediate action is needed in this regard.	Revision of RR sent to Ministry of Water Resources vide letter No. A-12018/1/2011-E.VII dated 6-9-2011.	Copy of draft RRs has been given to the Staff Side. Item may not be included in the agenda for Office Council.
11.		<u>WORK-CHARGED EMPLOYEES ASSOCIATION, CWC</u>		
	i)	<u>वर्कचार्ज डिप्लोमा धारक तकनिकी कर्मचारियों का ग्रेडवेतन ।</u> सी.पी.डब्ल्यू.डी. मैनुअल वोलुम-3 में वर्कचार्ज की परिभाषा के अनुसार वेतन हेड के अलावा रेगुलर और वर्कचार्ज स्थापना के कर्मचारियों के वेतनमान, भत्तों तथा अन्य सेवा शर्तों में कोई भिन्नता नहीं है. समय-समय पर वेतन आयोग की रिपोर्ट से भी यह परिलक्षित होता रहा है। छटे वेतन आयोग की रिपोर्ट आने के बाद इस एसोसियेशन ने अपने पत्र दिनांक 08.04.2010 के द्वारा वर्कचार्ज के स्थापना के आर.आर. में संसोधन के दौरान, पांचवे वेतन आयोग की रिपोर्ट के पैरा नं.90.11 तथा	In this connection it is stated that as per the RRs circulated vide this office letter No.A-12018/01/2009-Estt.XII/160 dated 24/3/2011, the post of Machine Operator Gr.II, Carpenter Gr. II, Electrician Gr.II, Mechanic Gr.II and Drill Operator Gr.II, have been identified in	Staff Side may provide further information to justify the demand. Item may be included in the agenda for Office Council.  [Action: Staff Side/Under Secretary (E.XII)]

	<p>अन्य उपवर्गों के मद्देनजर वर्कचार्ज स्थापना के तकनीकी कैंडिडेट ग्रेड-2 (वायरलेस मैकेनिक, रेडियो/स्ट्रुमेंट मैकेनिक, इलेक्ट्रिशियन, ड्रिलआपरेटर, मशीन आपरेटर आदि) डिपलोमा धारक कैटेगरी को ग्रेड वेतन रु 2400/- प्रदान करने का अनुरोध है कि वर्कचार्ज स्थापना तथा रेगुलर स्थापना के उपरोक्त कैटेगरी के रिक्विजिट रूल व शैक्षिक योग्यता समान है रेगुलर स्थापना में जहां उक्त कैटेगरी को ग्रेड वेतन रु 2400/- दिया जा रहा है। वहीं वर्कचार्ज स्थापना में ग्रेड वेतन रु 1900/- दिया जा रहा है, जबकी वर्कचार्ज की उक्त कैटेगरी की ड्यूटी और कार्य परिस्थितियां काफी कठिन और विषमता भरी होती है। सरकार और कानून भी समान कार्य के बदले समान वेतन के सिद्धान्त को मान्यता देता है। अतः अनुरोध है कि वर्कचार्ज स्थापना के सभी तकनीकी डिपलोमा धारक कैटेगरी (मैकेनिक ग्रेड, इलेक्ट्रिशियन ग्रेड-2, मशीन आपरेटर ग्रेड-2, ड्रिल आपरेटर ग्रेड-2, तथा कारपेन्टर ग्रेड-2) को ग्रेड वेतन रु 2400/- प्रदान किया जाए।</p>	<p>Skilled Category and education qualification and other qualifications prescribed for direct recruits is <u>Matriculation with ITI in relevant trade or equivalent from recognized Board/University/Institution and (ii) one year relevant practical experience and not Diploma from the recognized institute as mentioned by the Association.</u> These posts have been placed in the Revised Scale of Pay of Rs. 5200-20200/- with grade pay of Rs.1900/-. Since the qualifications require for recruitment to Work Charged Posts are different, the demand of Work Charged employees Association cannot be acceded to. <b>This item need not be included in the agenda for Office Council.</b></p>	
ii)	<p>वर्कचार्ज कर्मचारियों का भत्तों का भुगतान ।  (क) कश्मीर वैली में कार्यरत वर्कचार्ज कर्मचारियों को रेगुलर स्थापना के कर्मचारियों की भांति अतिरिक्त आवास भत्ता, जोखिम भत्ता तथा भोजन भत्ता दिया गया है।  (ख) प्रयोजना तथा अन्वेषण के कार्य से जुड़े परिमंडल के कर्मचारियों को अन्वेषण/प्रोजेक्ट भत्ता प्रदान किया गया है।  (ग) वर्कचार्ज कर्मचारियों से रात्रि में चौकीदारी का कार्य लिए जाने पर नाईट वेटेज दिया जाए।</p>	<p>DOPT did not agree to night duty weightage for chowkidars on the ground that night duty is part and parcel of their duties. Similarly, in work charged establishment also, watch and ward is a part of the duties of SWA and W.S.Gr.II as per the RRs. <b>This item need not be included in the agenda for Office Council.</b></p>	<p>(क) Staff Side may provide details of allowances admissible to staff in regular establishment who are posted in Kashmir Valley for examination regarding the extension of the same benefits to Work Charged employees in Kashmir Valley. Above issue may be included in the agenda for Office Council.</p> <p>[Action:Staff Side/ Under Secretary (XII).]</p>

iii) **Anomaly in Grade Pay of Work Charged establishment in CWC due to two channels of promotion/upgradation.**

वर्कचार्ज स्थापना में दो पदोन्नति चैनल होने से कर्मचारियों की पदोन्नती तथा अपग्रेडेशन पर उनके ग्रेड वेतन में भारी विसंगति पैदा हो गयी है, कृपया निम्न उदाहरण पर गौर किया जाए :-

क्रम सं०	विवरण	पदोन्नती का चैनल-1	पदोन्नती का चैनल-2
1.	खलासी के पद से चैनल-1 में पदोन्नत पद तथा उसका ग्रेड वेतन	कसरकार ग्रेड-3 ग्रेडवेतन रु 1800/-	
2.	खलासी के पद से चैनल-2 में पदोन्नत पद तथा उसका ग्रेड वेतन		आब्जर्वर ग्रेड-2 ग्रेड वेतन रु 2000/-
3.	एम.ए.सी.पी. के अन्तर्गत प्रथम अपग्रेडेशन पद प्राप्त ग्रेड वेतन	ग्रेड वेतन रु 1900/-	शून्य
4.	द्वितीय अपग्रेडेशन पर प्राप्त ग्रेड वेतन	ग्रेड वेतन रु 1900/-	ग्रेड वेतन रु 2400/-
5.	तृतीय अपग्रेडेशन पर प्राप्त ग्रेड वेतन	ग्रेड वेतन रु 2400/-	ग्रेड वेतन रु 2800/-

स्पष्ट है कि चैनल एक में खलासी से वर्क सरकार ग्रेड-3 के पद पर पदोन्नती पाने वाला कर्मचारी तीन अपग्रेडेशन पाने के बावजूद तीस वर्ष की सेवा पर ग्रेड वेतन रूपया 2400/- प्राप्त कर रहा है। वहीं खलासी से आब्जर्वर ग्रेड-2 के पद पर पदोन्नती पाने वाला कर्मचारी मात्र दो अपग्रेडेशन पाने पर ग्रेड वेतन रूपया 1800/- प्राप्त कर रहा है। इस तरह की विसंगति को बिना किसी झिझक के तत्काल प्रभाव से समाप्त करना सरकारी कार्य हेतु तथा कर्मचारियों के हित में परम आवश्यक है।

A committee has been constituted in CWC to formulate a proposal for submission to MOWR in response to MOWR's observations on the subject of raising the Grade Pay of Work Sarkar Gr.II to the level of Grade Pay of Observer Gr.II (i.e. from Rs. 1900 to Rs.2000/). This is a continuing item from previous Office Council Meeting (Item No.23.17), therefore, the item need not be included in the agenda for Office Council as a new item.

As this is already covered under item No. 23.17 of the pending items, this may not be included as a fresh item in the agenda for Office Council.

**ANNEXURE -II**

**LIST OF PARTICIPANTS WHO ATTENDED THE SUB-COMMITTEE  
MEETING OF THE OFFICE COUNCIL OF CWC HELD ON 07-02-2012.**

**OFFICIAL SIDE**

S/Shri/Smt.

1.	S.K.G.Pandit	Chief Engineer (HRM),CWC in Chair.
2.	K. Vohra	Secretary, CWC.
3.	R.N.Malhotra	Director (Estt-I), CWC
4.	K.C.Kedia	Director (Estt-II), CWC
5.	P.K.Saxena	Director (Estt-VI Section), CWC
6.	Rakesh Kumar	Director, Trg., CWC
7.	D.P.Mathuria	Director, RMCD, CWC
8.	Joginder Singh	Director, PCP, CWC
9.	Aditya Sharma	Superintending Engineer, Planning Circle, CWC.
10.	Ambrish Kumar	Under Secretary (Estt.X), CWC
11.	Ajay Gairola	Under Secretary (Estt. VIII, XI and XII), CWC
12.	I.S.Yadav	A.O., CWC.
13.	J.G.Varshney	SDO (HQ), CWC.

**Staff Side**

S/Shri/Smt.

1.	S.Rajarithnam	Leader Staff Side, Office Council, JCM
2.	B.K.Sharma	President, All India Communication Staff Association, CWC
3.	R.S.Bisht	Gen. Secretary, Drawing Staff Association, CWC.
4.	C.Rajan	Member, Non Gazetted MTS employees Association.
5.	Shiv Prakash Mishra,	President, Work Charge Association, CWC
6.	Raj Singh,	President, Scientific Service Association, CWC
7.	R.A.Kaloria,	General Secretary, Association of Ministerial Staff of Sub-Offices of CWC
8.	L.K.A.K.Rao	Member, Association of Ministerial Staff of Sub-Offices of CWC
9.	S.Chatterjee	Gen. Secretary, Ministerial cadre of GBWRO, CWC.
10.	J.Sajan Kumar	Member, Non Gazetted MTS employees Association.
11.	Y.K.Saraswat	President, Drawing Staff Association, CWC
12.	Ojesh Kumar	President, Association of Junior Engineers Association, CWC.
13.	M.Krishnam Raju,	Vice President Scientific Service Association, CWC.
14.	Smt. Lakshmi Ganguly	Gen. Secretary, Stenographers' Association, CWC.
15.	Sanjeev Kumar	President, Central Secretariat Non-Gazetted Employees Association, CWC.
16.	Om Prakash Gwari	Secretary General, WCEA, CWC
17.	Ram Sobaran	Member, WCEA, CWC
18.	S.R.Jyotishi	Member, SSEA, CWC
19.	Jayachandran.R	Persident, SSEA, CWC
20.	Ashok Kr. Ram,	Secretary, CGNGE Union, CWC