

IMMEDIATE

No..A-49012/27/2016-Estt.IV/462
Government of India
Central Water Commission
(Estt.IV Section)

Room No.303(S), Sewa Bhawan,
R.K. Puram, New Delhi-66.

Dated the, 20st December, 2016

Subject: **Implementation of recommendations of Raksha Mantri's Committee of Experts recommendation at point No. 7.1 on lateral induction and re-employment – reg.**

Please find enclosed herewith MoWR, RD & GR(ISO 900)1:2008 Certified) O.M. No.A-60015/33/2016-Admn., dt. 15th December, 2016 alongwith O.M. No.28(168)2016/D(Res-1), dt. 8/9.11.2016 of Ministry of Defence and recommendations of "Raksha Mantri's Committee of Experts – recommendation at point No. 7.1 on lateral induction and re-employment.

2. It is, requested to furnish comments on the above recommendations concerning their organisation, if any, latest by 20.12.2016 positively, after which if no reply is received from any Section/offices of CWC, 'Nil' comments will be presumed. **Enclousers are available at CWC Web Portal(Circular).**

3. The matter may please be treated as 'MOST URGENT'.

Encls: As above.


(RAHUL RANBIR SINGH)
Under Secretary

To:

1. Under Secretary/Section Officer, E-1/2/3/5/6/7/8/9/10/11/12/13,14, O&M Section, CM&V Section, APAR Section, CWC.
2. Director, RD.Dte, CWC.
3. SE, Plg.Circle, CWC, Faridabad.
4. Office of Chief Engineers in field formation (As per enclosed list).
Through web portal of CWC(Circular).



1-NO.1 (R)

MOST URGENT
By Speed Post

(1)

No. A.60015/33/2016-Admn.
Government of India
Ministry of Water Resources, River Development & Ganga Rejuvenation
(ISO 9001:2008 Certified)

Shram Shakti Bhawan, Rafi Marg,
New Delhi, dated 15th December, 2016

OFFICE MEMORANDUM

Subject: Implementation of recommendations of Raksha Mantri's Committee of Experts - recommendation at point No. 7.1 on lateral induction and re-employment - reg.

The undersigned is directed to enclose herewith the Ministry of Defence's O.M. No. 28(128)2016/D(Res-1) dated 8/9.11.2016 alongwith the recommendations of "Raksha Mantri's Committee of Experts - recommendation at point No. 7.1 on lateral induction and re-employment".

2. All Organizations under the Ministry of Water Resources, RD&GR are requested to furnish comments on the above recommendations concerning their Organization, if any, latest by 20.12.2016 positively, after which if no reply is received from any Organization, 'Nil' comments will be presumed.

3. The matter may please be treated 'MOST URGENT'.

Yours faithfully,

A.K. Kaushik

(A.K. KAUSHIK)

Under Secretary to the Govt. of India

Tel. No. 23738126

E-mail: usadmn-mowr@nic.in

To

Heads of all Organizations under the Ministry of Water Resources, RD&GR

Copy to:

All SMDs of the Ministry of Water Resources, RD&GR

File अनु. / Sec. निवे. / Dte.
डा. सं. / Dy. No. 2441
दिनांक / Date 20/12/16



जल बचत - जल संयय

②
F. No. 28(168)2016/D(Res-I)

Government of India
Ministry of Defence
Department of Ex-servicemen Welfare
D(Res-I)

Nirman Bhawan, New Delhi.
Dated 8th November, 2016
a

OFFICE MEMORANDUM

Subject: Implementation of recommendations of Raksha Mantri's Committee of Experts – recommendation at point No. 7.1 on lateral induction and re-employment.

The undersigned is directed to enclose herewith a copy of para 7.1 of report of Raksha Mantri's Committee of Experts along with recommendations of the Committee on the issue of lateral induction and re-employment.

It is requested that comments on recommendations concerning your Ministry/ Department may kindly be furnished to this Ministry by 25th November, 2016 to enable us to further process the matter.

Jitender Kumar

(Jitender Kumar)
Under Secretary to the Govt. Of India
Tel: 23-14946

Encls: as above

To

1. Secretary, Department of Personnel & Training, North Block, New Delhi.
2. Secretary, Ministry of Home Affairs, North Block, New Delhi.
3. Secretary, Ministry of Skill Dev. & Entrepreneurship, 2nd Floor, Annexe Building Shivaji Stadium, Shaheed Bhagat Singh Marg, Connaught Place, New Delhi – 110001.
4. Secretary, Ministry of Urban Development, Nirman Bhawan, New Delhi.
5. Secretary, Ministry of Water Resources, River Development and Ganga Rejuvenation, Shram Shakti Bhawan, Rafi Marg, New Delhi-110001.
6. Directorate General of Resettlement, Deptt. of Ex-Servicemen Welfare, New Delhi.
7. Secretary, Kendriya Sainik Board, Deptt. of Ex-Servicemen Welfare, New Delhi.
8. D(AG), Ministry of Defence, New Delhi.
9. CO(P) Navy, Ministry of Defence, New Delhi.
10. AO(P) AHQ, Vayu Bhawan, New Delhi.
11. AG(Coord), Army HQ, Ministry of Defence, New Delhi.
12. US(Res-II), Deptt. of Ex-Servicemen Welfare, New Delhi.

14

MINISTRY OF DEFENCE

REPORT



सत्यमेव जयते

RAKSHA MANTRI'S COMMITTEE OF EXPERTS

REVIEW OF SERVICE AND PENSION MATTERS
INCLUDING POTENTIAL DISPUTES, MINIMIZING
LITIGATION AND STRENGTHENING INSTITUTIONAL
MECHANISMS RELATED TO REDRESSAL OF
GRIEVANCES

2015

MINISTRY OF DEFENCE

REPORT



सत्यमेव जयते

RAKSHA MANTRI'S COMMITTEE OF EXPERTS

REVIEW OF SERVICE AND PENSION MATTERS INCLUDING
POTENTIAL DISPUTES, MINIMIZING LITIGATION AND
STRENGTHENING INSTITUTIONAL MECHANISMS RELATED
TO REDRESSAL OF GRIEVANCES

Mukesh Sabharwal
Lt Gen (Retd)

Richard Khare
Lt Gen (Retd)

T Parshad
Maj Gen (Retd)

Navdeep Singh
Advocate

DP Singh
Maj (Retd)

R Pandiyan
Member Secretary

2015

7. POTENTIAL AREAS OF DISPUTES AND ADDITIONAL OBSERVATIONS EMANATING OUT OF OUR DELIBERATIONS:

The succeeding paragraphs deal with issues which are potential areas of disputes which need to be addressed well in time but which could not have been precisely categorized in the preceding Chapters of this Report.

7.1 Issues related to lateral induction and reemployment:

One of the root causes that has resulted in turmoil of sorts amongst the veteran community is the lack of efficient reemployment opportunities and lateral induction of a trained manpower that is not effectively utilized by the nation. Though not directly related to litigation, the subject is too significant to ignore since it has come up in almost all depositions before us.

It is well understood by all concerned that members of the military, especially the Army, start retiring at the age of 34 years+. It is the age of 30s and 40s when the familial and societal responsibilities of an individual are at the peak and hence the very fact of reduction of total earnings by half hurts the most. Early retirement is a direct resultant of the reality that the nation has to retain a fit and young manpower in the defence services and the nation thus has the corresponding responsibility for those who are retired at such a young age as compared to their peers on the civil side. Of course, it is also not in national interest to waste trained manpower and also to keep them employed in constructive activities which support the national effort.

Besides other reservations, what is most important for Other Ranks is that the Central Government provides 10% and 20% reservation in employment at Group C and D level respectively but the said reservation is proving to be redundant in a way since the concept of Group D has been abolished but the percentages of the said two categories have not been amalgamated. Even the Defence PSUs and organizations within the sphere of MoD are not reacting positively to the availability of ex-servicemen. Sadly, even after the Director General Resettlement (DGR) had written to all defence PSUs on directions of the Hon'ble Raksha Mantri, only 8 PSUs have replied and in that out of the total 3096 vacancies, only 9.52% stand utilized. **It has been calculated that more than**

6,90,000 vacancies today stand unutilized in the Central Government and an almost equal number in the State Governments. The reemployment figures are dismal. We have been informed that out of about 60,000 retiring personnel, only about 4000 are reemployed by the DGR, despite best efforts.

The problem also is, that the military status and rank is not being protected in civilian organisations in regular direct recruitment. For example, one cannot expect senior Group C level Non Commissioned Officers or Gazetted Group B level Subedar rank Junior Commissioned Officers to join the civil side as Multi Task Staff or other junior appointments that are advertised and that is one major reason that the said quota remains unfilled. We were shocked, rather disturbed, when an example was brought to our knowledge wherein an Honorary Captain had been employed as a "Helper" by the Railways. Such shocking examples, and there are many, are the greatest disservice by us towards the *izzat* of the military rank. Even the much touted quota for released Short Service Commissioned Officers in the Central Armed Police Forces (CAPFs) at the Group A/Assistant Commandant level is redundant since SSCOs are not released below the rank of Major (Grade Pay Rs 6600) while their reservation is being operated upon at the rank of Assistant Commandant which carries the Grade Pay of a Lieutenant, that is, Rs 5400. At Group A level posts in the Central Civil Services, there is no lateral induction and there is also no protection of seniority as was the case during National Emergencies wherein not only was seniority provided in the civil service for the service rendered in the military but also certain examination papers were exempted, a system that stands discontinued. Even within Defence PSUs, officers are being asked to join at lower level appointments. For example, for a "Director" level appointment, officers from the civil services of the Grade Pay Rs 8700 are being sought while the rank mentioned for the defence services is not that of a Colonel which also carries a Grade Pay of Rs 8700 but of a Brig who has a Grade Pay of Rs 8900. To take a practical example, there are civilian officers of the Grade Pay Rs 8700 who are serving under Military Officers of the rank of Colonel with the same Grade Pay of Rs 8700 in mixed organizations and while the civilian junior in the same organization is eligible to apply for the said appointment, his military senior is not made eligible. Similarly, a Commandant of the Coast Guard in Grade Pay 8700 who may be serving under a Captain of the Indian

Navy with the same Grade Pay can apply but not the said Captain (IN). We have also been informed that the age limit in some of these organizations is such that former defence officers are rendered ineligible being overage.

Another problem that is encountered time and again is the lack of availability of timely and proper advice and action by the DoPT on issues related to reemployment of ex-servicemen which also leads to litigation at times. This can be easily resolved by creating a coordination cell within the DoPT or even the DESW with a nodal officer authorized to process all such cases within stipulated timeframes.

Skill development is yet another area which is not fully exploited which should definitely be the focus of the Ministry and the defence services.

A very valid proposition, circulated in the past, but not implemented in letter and spirit, is the configuration of our retiring veterans with options in civil industry or defence related production/industry in conjunction with organizations such as FICCI where secondary avenues can be provided for gainfully utilizing the retiring manpower.

Another way to engage the trained resources of ex-servicemen is to create a body or organization of veterans, an idea put across to us by Ambassador SJ Singh, IFS (Retd), who is a former war disabled army officer, where such veterans could be utilized in nation building and constructive movements such as Swachh Bharat programme, rejuvenation of rivers, disaster management and other like activities. Such a Corps can even be conceptualized by asking veterans to join such units closest to their homes and even on a fixed hour or flexi-hour basis each day (part time). Modalities can be brainstormed by concerned agencies. Former veterans could also be associated with Civil Defence organisations but the concerned agencies would have to get out of their comfort zones and think out of the box to give effect to such ideas.

In view of the above, we would recommend that attention may be paid to the following issues concerning this subject:

(a) The desirability of protection of the status (not just pay) as per military rank or length of military service of ex-servicemen who are reemployed on the civil side or offering them lateral appointments consistent with their status and experience.

(b) The desirability of inception of a proper coordination cell on ex-servicemen employment issues in the DoPT or the DESW since policies related to the same are under the purview of DoPT and there is lack of coordination between the DoPT and the MoD/DESW/Services HQ leading to undue delays on decisions on any issues cropping up based on such policies.

(c) Improvement of educational qualifications and skill development should be an ongoing process while in service and should be adequately stressed upon. Methods be explored for a higher configuration with organizations such as FICCI on mutually acceptable terms.

(d) The vacancies reserved for Group D should be amalgamated into Group C on the abolition of the former. Also, it should be ensured that JCOs are not offered and are discouraged from taking appointments lower than their erstwhile military status and are offered appointments commensurate to their status and service.

(f) Examine the desirability of gainfully employing veterans by way of formulation of a veterans' body for involving them in constructive activities and nation building.

7.2 Social Engineering, Social Media and mechanisms of interaction:

Social media, as is rightly perceived, is a double edged weapon. But whatever we might say or observe, it is here to stay and the establishment needs to live with it and also harness its constructive usage rather than deny its impact on our day to day lives.

With internet penetration on the rise, social media has become a part and parcel of life, and the defence services are no exception. Social media, therefore, cannot be treated as a phenomenon that needs to be resisted. In fact, any resistance may be counterproductive and would discourage youth to join the services or may result in unauthorized usage of the same. However, it is, at the same time, imperative that immature or uncalled for usage which may have linkage with military aspects of a person's life, should be a strict no-go zone and this too needs to be instilled in the rank and file. The recent formats introduced by the Army for social media users in this regard, to our mind, are not in tune with practical realities and are rather intrusive. The heading of the form (**Annexure-77**), that is, "Application for seeking *permission* to use social networks", may also not be legally sound since we do not think a Citizen of India even if a Government employee can be made to seek 'permission' to use social media,