

CENTRAL ADMINISTRATIVE TRIBUNAL
ERNAKULAM BENCH

OA 513/99

Friday this the 27th day of July, 2001.

CORAM

HON'BLE MR A.M.SIVADAS, JUDICIAL MEMBER
HON'BLE MR. G.RAMAKRISHNAN, ADMINISTRATIVE MEMBER

P.C.George
S/o Kuriappan
Offset Machineman Grade-I
Government of India Press
Koratti.

Applicant.

[By advocate Mr.Babu Karukapadath]

Versus

1. Union of India represented by
Secretary
Ministry of Urban Affairs & Employment
New Delhi.
2. Director of Printing
'B' Wing, Nirman Bhavan
New Delhi.
3. The Manager
Government of India Press
Koratti.

Respondents

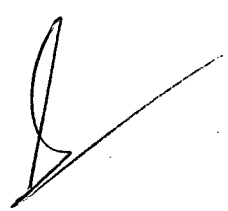
[By advocate Mr.C.Rajendran, SCGSC]

The application having been heard on 27th July, 2001,
the Tribunal on the same day delivered the following:


O R D E R

HON'BLE MR. A.M.SIVADAS, JUDICIAL MEMBER

Applicant seeks to quash A-6 and to direct the respondents to grant the scale of pay of Rs.5000-8000 and also to formulate a recruitment/promotion rule providing promotional avenues to the Machineman Grade-I of Government of India Press, Koratty.

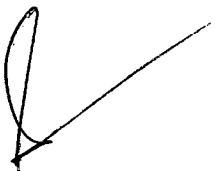


2. Applicant is working as Offset Machineman Grade-I in the Government of India Press, Koratty. He says that the 5th Pay Commission has recommended two separate and distinct categories of Machineman i.e. Machineman and Machineman Grade-I and scales of pay of Rs. 4500-7000 and Rs.5000-8000 respectively. He being in the higher grade of Machineman Grade-I is entitled to get higher scale of pay in the said category. The nature of work, duties and responsibilities of Machineman Grade-I of the Printing Staff in the Ministry of Communications and the nature of work, duties and responsibilities of the Machineman Grade-I in the Government Presses, including the Government of India Press, Koratty are identical. In para No.55.217 of the report of the 5th Pay Commission the scale of pay of Rs.5000-8000 is recommended to Offset Machineman Grade-I of all the Departments of the Government. Machine Minders Grade-I of the Security Printing Press, Hyderabad who were having only a scale of Rs. 2320-2040 before the revision of pay are also doing the same nature of work with equal duties and responsibilities of that of Machineman Grade-I of other Government Presses. The revised scale of pay of Machineman Grade-I is Rs. 5000-8000. Refusal of the respondents to grant equal scale of pay to the applicant is illegal. He was initially appointed as Machineman Grade-I with effect from 8.4.83. Not even a single promotion is offered to him during his long service.



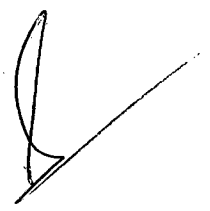
3. Respondents resist the OA contending that in accordance with the recommendations of the Inter Departmental Committee Report, the posts of Offset Machineman Grade-I in the scale of Rs. 1400-2300 and Offset Machineman Grade-II in the scale of Rs. 1350-2200 have been clubbed together and merged into a single post of Offset Machineman in the scale of Rs.1400-2300 with effect from 31.10.89. The pre-revised scale for Offset Machineman was Rs. 1400-2300. The corresponding revised scale as per the 5th Pay Commission with effect from 1.1.86 is Rs. 4500-7000. Government of India Presses are functioning under the direct control of the Directorate of Printing under the Ministry of Urban Affairs and Employment, New Delhi. As such the respondents are not in a position to comment on the comparison made by the applicant with the Printing Staff of Telecommunication Department. Each organisation working under various Ministries is having different types of duties and responsibilities and the Machinemen are working in different types of printing machines installed in their respective presses for printing the jobs to suit the requirements of the departments.

4. As far as the prayer to direct the respondents to formulate a recruitment/promotion rule providing promotional avenues to the Machineman Grade-I of Government of India Press Koratty is concerned, learned counsel appearing for the applicant submitted that at present the applicant is covered by ACP (Assured Career Progression) Scheme. That being so, it is not necessary for us in the circumstances to give any direction to the respondents as sought for.



5. As far as the case of the applicant for grant of scale of Rs. 5000-8000 is concerned, the applicant says that the 5th Pay Commission has recommended two distinct pay scales to Offset Machineman and Offset Machineman Grade-I, i.e. Rs.4500-7000 and Rs. 5000-8000 respectively as per para No.55.217 in its report. Para No.55.217 of the Report of the 5th Central Pay Commission says that "the status of Security Printing Press and Bank Note Press under the Ministry of Finance is different, being state of the art printing presses. These are not comparable with Government of India or Railway Presses. There is a slight difference in the pay structure of officers recommended by us in Security Presses as compared to GOI/Railway Presses." So it is clear that para 55.217 of the Report of the 5th Central Pay Commission has no application as far as the applicant is concerned since he is admittedly working in the Government of India Press. As per the recommendations of the 5th Pay Commission for the Machineman in the Offset Press the recommended scale is Rs. 1400-2300 only. There is no recommendation for the scale of Rs. 5000-8000 as stated by the applicant.


6. The applicant is saying that the nature of work, duties and responsibilities of Machineman Grade- I of the Printing Staff in the Ministry of Communication and the nature of work, duties and responsibilities of the Machineman Grade-I in Government Presses including the Government of India Press, Koratty are identical. He also says that Machinemen Grade-I in the Department of Telecommunication are given scale of pay of Rs. 5000-8000. The applicant, apart from broadly saying that the nature of work, duties and responsibilities of Machineman



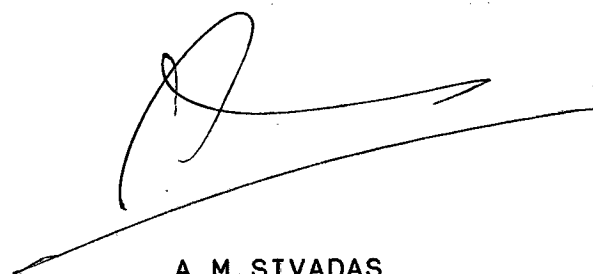
Grade-I of the printing staff in the Ministry of Communication and the nature of work, duties and responsibilities of the Machineman Grade-I in Government Presses including the Government of India Press, Koratti are identical, he has not given details regarding the nature of work, duties and responsibilities of machineman Grade-I of the printing staff in the Ministry of Communication and Government of India Presses with special reference to Government of India Press, Koratty. It is not enough to say vaguely that the nature of work, duties and responsibilities are identical. If comparison is to be made, it is to be set out in detail what are the duties and responsibilities of persons working in different units. In the absence of it, we are not in a position or we are deprived of the opportunity to make a comparative assessment whether the nature of work, duties and responsibilities are identical as contended by the applicant. The question of same pay for same work will arise only if the nature of work, duties and responsibilities are identical and also of recruitment qualifications. There is no material placed before us to make a comparison. That being so, the applicant is not entitled to claim scale of pay of Rs. 5000-8000 simply by saying the nature of work, duties and responsibilities are identical.

7. Accordingly the OA is dismissed.

Dated 27th July, 2001.



G. RAMAKRISHNAN
ADMINISTRATIVE MEMBER



A.M. SIVADAS
JUDICIAL MEMBER

Annexures referred to in this order:

A-6 True copy of order No.23011/1/548/EI/336 dated 21.4.98
issued by the 3rd respondent.