

30/100

CENTRAL ADMINISTRATIVE TRIBUNAL
GUWAHATI BENCH
GUWAHATI-05

(DESTRUCTION OF RECORD RULES, 1990)

INDEX

O.A/T.A No. 282/96

R.A/C.P No.

E.P/M.A No. 137/97

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SECTION OFFICER (Judl.)

CENTRAL ADMINISTRATIVE TRIBUNAL
GUWAHATI BENCH

....

OA No. 287196

Sr. J. N. Prasad Applicant(s)

Versus

C.A.T. & Co. Respondent(s)

Mr. H. Rachid Advocates for Applicant(s)

Mr. S. H. Ali, Sr. C.G.S.C. Advocates for Respondent(s)

Office Notes 8 Date Courts' Orders

This application is in
form and within time
C. F. of Rs. 50/-
deposited vide

IPO No 342629

Dated 12.12.96

Dy. Registrar.
12/12

19.12.96

Notice Issued to The
Concerned parties vide

D. No. 4213p.4216 dt. 23/12/96

19.12.

28.1.97

DS filed by the Respondents.

6-2-97

Remo of appearance
not filed by the
no. in
6/2

18.12.96 Mr H.Rachid for the applica-
nts. Mr S.Ali, Sr.C.G.S.C for the
respondents.

This application has been
submitted by 52 applicants who
have sought permission to join
them in this single application.
Heard Mr Rachid. Since the condi-
tions laid down in Rule 4(5) (a)
of the C.A.T.(Procedure) Rules
1987 are fulfilled the applicants
are allowed to join in this single
application.

Heard Mr Rachid for admissi-
on and perused the contents of
the application and the reliefs
sought. Application is admitted.
Issue notice on the respondents
by registered post. Written state-
ment within six weeks.

List for written statement
and further orders on 23.1.1997.

Member

pg
19/12

✓

13.2.97

(2)

Notice duly served
on Respondent No-3, 1.

O.A. No.287 o 1996

24
13.2

10.2.97

Let the case be listed on 2.4.97 for
hearing.

Member

Vice-Chairman

1) w/statmt- his ltr h'w
on Resp'dts no. 1-3
2) w/statmt- his ret ltr
h'w by Resp'dt no. 4. trd.

2.4.97

On the prayer of Mr. H.Rashid, learned
counsel appearing on behalf of the applicant
hearing is adjourned to 23.4.1997. Mr. S.Ali,
Sr.C.G.S.C. prays for sometime to file additional
written statement. Additional written statement may
be filed within 10 days if so advised.

List on 23.4.1997 for hearing.

Member

Vice-Chairman

16-4-97

Vakalatnama filed
by Mr. S.Ali, Sr.
C.G.S.C.

trd

23.4.97

On the prayer of Mr H.Rashid, learned
counsel appearing on behalf of the appli-
cants two weeks time granted to receive
further instructions in this matter.
Mr S.Ali, learned Sr.C.G.S.C has no objec-
tion.

Let the case be listed for hearing
on 9.5.97.

Member

Vice-Chairman

8.5.97.

Service reports are
still awaited for
R-1.

pg

24/9

8/5.

9.5.97

Left over.

List on 16.6.97 for hearing.

*Days has been killed.
2) No. Addl. r/s has been
K2 vide order dtd.
2-4-97.*
trd
12/6
6/2
Member

SB
Vice-Chairman

trd
16-6-97

Amendment application has been submitted.
The case is taken ~~up~~ out from the hearing list.

List to-gether with M.P.No.137/97 on 23-6-97.

6/2
Member

lm
12/6

23-6-97

Case is ready for hearing. On the prayer of counsel for the parties case is adjourned till 9-7-97. ~~for order~~.

List it to-gether with M.P.No.137/97 on 9-7-97.

*W/S - has been killed.
in R.A. 1-3.
8/7*
6/2
Member

SB
Vice-Chairman

lm
12/6

11.7.97

On the prayer of Mr. H. Rashid, learned counsel appearing on behalf of the applicant the case is adjourned till 21.7.97.

List on 21.7.97 for orders.

6/2
Member

SB
Vice-Chairman

trd
12/6
21-7-97

There is no representation. List on 29.7.97.

By order.

29.7.97

Heard Mr B.K.Sharma, learned counsel for the applicant. According to Mr Sharma the application has been filed with certain mistakes which cropped up inadvertently. He wants to withdraw the application with a liberty to file a fresh. Mr S.Ali, learned Sr.C.G.S.C has no objection. Accordingly the application is dismissed on withdrawal with a liberty to file a fresh.

Member

Vice-Chairman

12.8.97

Copy of the order has been sent to the D/Sec. for issuing in time to the L/As. of the parties.

kh
12/8

Issued vide dars.
2706 to 2708 dt
13.8.97

kh
13/8/97

pg
MS
30/7

Central Administrative Tribunal
10/0
16 DEC 1995
ADMINISTRATIVE TRIBUNAL : G
GUWAHATI

Filed Wrough
H. Brown, Harvener Rockhill.
Gaulth. 10/12/96

O. A. No. 287 /96

-VS-

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4.	11	Copy to President , 222, AEO D Workers Union, Narengi, Guwahati.	12
5.	111	Copy to Correlation officer, A.L.C. Guwahati	13

6. 57-3. 14-23.

Richard
Adams
16/12

Undertake to
serve city on
Mr. S. Mc
Simon ex-s-c.
R. Brown
16-12-96

General Association of Teachers
Extraordinary Reference

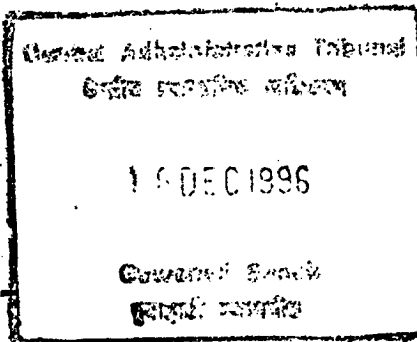
16 DEC 1996

General Association of Teachers

PARTICULARS OF THE APPLICANTS

Sl. No.	T. No.	Name & father's name	Date of enrolment
1.	33	Sri Ramdeo Sah S/O Laxmi Sah	18.5.1963
2.	224	S.R. Joshi S/O Lt. Bisnu Prasad	9.8.61
3.	229	P. Dhobi S/O Late Harilal	10.8.1961
4.	305	P. Ram Harijan S/O Garib Ram	1.2.66
5.	382	Jasbahadur S/O Sobarn Sonar	8.8.60
6.	394	P. Ram S/O Late Shiwpujan Ram	10.8.61
7.	399	Dhan Bahadur S/O Pena Ram	20.12.61
8.	516	Jogendra Sah S/O L. Ramji Shah	7.10.61
9.	546	U.C. Bung Jung S/O Lt. Koorban Grung	25.6.64
10.	634	D. Rajkumar S/O Late Gulab Sena Rajkumar	2.3.70
11.	758	Jamadar Mahto S/O Late Sri Ratan Mahato	-
12.	963	Dhoz Bahadur Chetri S/O Sri Harka Bahadur	4.4.59
13.	996	R.C. Thakur S/O Lt. Ramsamajh Thakur	18.5.63
14.	999	M.D. Unish S/O Lt. Ibadat Ali	18.5.63

contd.....2

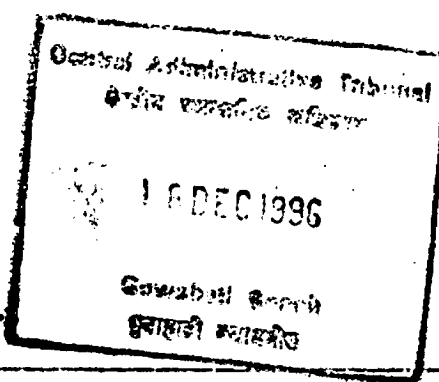


21/1/91
R. K. Singh
28.12.91

-2-

Sl.No	T. No	Name & father's name	Date of enrolment.
15.	1001	Ram Shabit Rai S/O Monandan Rai	18.5.63
16.	1004	Ramji Yadav S/O Dhani Yadav. ...	2.7.63
17.	1021	Guljar Prasad S/O Shiv Pran Prasad	4.7.63
18.	1117	N.S.Ram S/O Sarju Ram	15.6.62
19.	1128	M.D.Ismail S/O Late Khokhar Miyan	6.10.67
20.	1231	S.C.Dey S/O L.Sadhan Ch.Dey.	30.5.77
21.	1318	S.Safi S/O L.Sundar Safi	11.10.62
22.	1552	Bil Bahadur S/O Lt.Lal Bahadur ...	15.12.60
23.	1654	P.C.Sarkar S/O Lt.Barada Kant.Sarkar	30.11.60
24.	1682	Mangal Rai S/O Lt.Baldeo Rai	2.7.63
25.	1710	K.P.Dusad	13.10.64
26.	2007	R.Thakur S/O Lt.Kariman Miyan	13.10.64
27.	2108	Indradeo Singh S/O Shri Ram Das Singh	26.12.69
28.	2163	Kalamuddin S/O Lt.Nur Mohammad	20.12.61

contd.....3



21/12/11
Gandhinagar
Gandhinagar

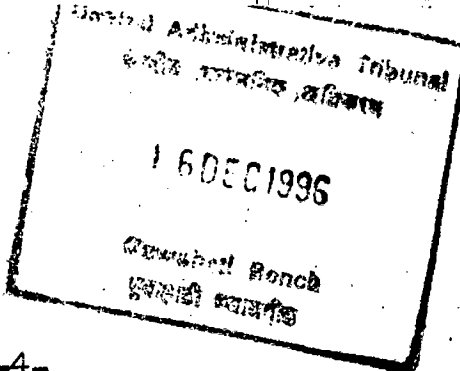
S1.No	T.No	Name & father's name	Date of enrolment.
-------	------	----------------------	--------------------

29.	2510	S.Basumatary S/O	8.12.83
30.	2560	Gopal Ram S/O Lt.Bhadi Ram	3.10.62
32.	975	S.Ali S/O	
33.	990	Okil Ali Rai S/O Lt.Teju Rai	17.5.63
34.	2164	Id Mohammad S/O Lt.Annat Ali	11.10.62
35.	1717	Ram Prit Rai S/O Lt.Bathu Rai	13.10.64

ROPERKER

31.	1136	J.L.Upadhaya S/O Gojadhara Upadhaya	7.10.61
37.	1138	K.L.Upadhaya S/O Lt.Jonardan Upadhaya	1.1.62
38.	1139	J.N.Prasad S/O Lt.Shivmangal Pr.Misra	1.1.62
39.	1140	T.R.Sharma S/O Lt.Bhagdutta Sharma	1.1.62
40.	1141	S.S.Prasad S/O Lt.Bhulai Prasad	15.2.62
41.	1143	Ram Narayan S/O Lt. ^{Ram} Bhulai Prosad	18.5.63
42.	1041	B.K.Jhoshi S/O Lt.Ramlal Joshi ..	25.6.64.

contd.....4

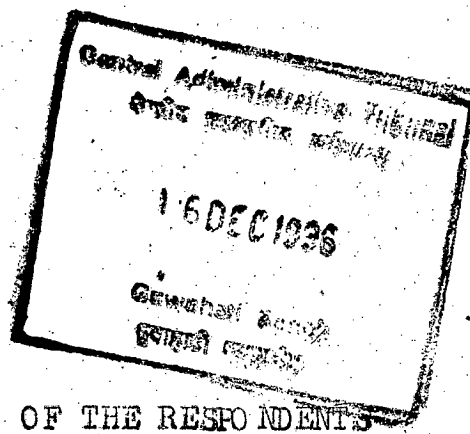


21/12/96
Ranchi
9

-4-

Sl.No.	T.No.	Name & father's name	Date of enrolment
		<u>CHAKLAH</u>	
43.	1133	Tek Singh S/O Lt. Bachan Singh	15.10.62
44.	1134	Shivlal Ram S/O Lt. Bal Chandra Ram	13.10.64
45.	1022	Jailal Ram S/O Lt. Bawan Ram	5.7.63
46.	1337	S.S. Singh S/O Sri Babu Ram Singh	17.2.66
47.	1006	Narbahadur S/O Lt. Pritambar Chhetri	2.7.66
48.	304	A.N. Jha S/O Lt. Ganesh Ch. Jha	2.2.66
49.	1363	KxWxx K.D. Pandit S/O Shri Mukundhari Pandit (Rope Worker)	27.6.70
50.	454	Bajinath Ram S/O Lt. Nathuni Ram	1.4.66
51.	2016	K. Ansari S/O Lt. Okil Ahmad Ansari	27.7.65
		<u>cycle fitter.</u>	
52.	1150	R.C. Muzumdar S/O Lt. Mukunda Mazumdar	16.10.62
53.	1151	T.N. Talukdar S/O Ishar Ch. Talukdar	13.4.64

contd.....5



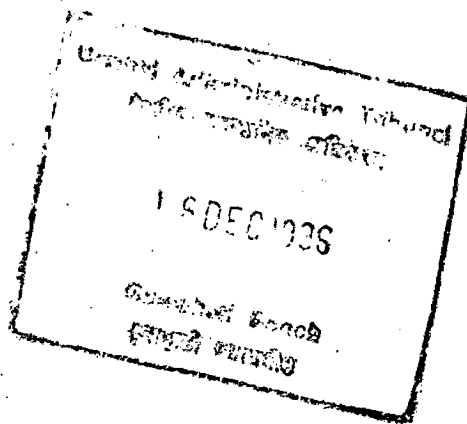
PARTICULARS OF THE RESPONDENTS

1. Union of India through the Secretary of Defence, Govt. of India Ordinance Branch, New Delhi.
2. The Director General of Ordnance Service- OS-SC), Master General of Ordinance Branch, Army Head Quarters, New Delhi-110011.
3. Master General, Head Quarter Eastern Command, Ordinance Branch, Fort William, Calcutta-21.
4. Commandant, Advanced Base Ordnance Branch , 222, Army Post office, C/O 99 .

1. PARTICULARS FOR WHICH THIS APPLICATION IS MADE:

The application is made against continuous grievances for a long time negligences towards the applicants, submitted re presentations to consider their services to the Category of skilled grade before the Deptt. concerned. Every time the anomalies Committee neglected to consider the tentimenters chucklers ,rope-workers and Cycle fitters as skilled job. The Applicants are joining in their tentamen- ders, rope workers chuklers and Cycle fitters since 1964.

contd.....3



15/12/96
11
11

The Applicants submitted their representation in various occasions and at last before the Asstt. Labour Commissioner (Central), Rajgarh Road, Chandmari, Guwahati-781003 through the President, 222, ABO D, Working Union, Narengi, Guwahati on 30.1.96 to remove their continuous grievances, Annexure-I and Annexure-II, Registered A/D. Notice to appear before the Court of Asstt. Labour Commissioner (C), Guwahati. And Annexure-III is the final order dt. 12.7.96 disposed of the case with no benefit to the Applicant.

2. Limitation

The application is made within the prescribed limited period of the Central Administrative Act, as it is a continuous grievance upto the filing of this application.

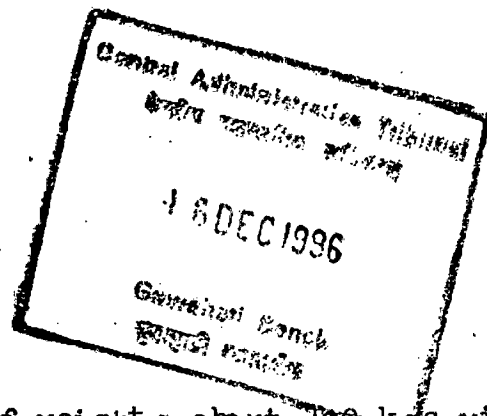
3. Jurisdiction

The applicants declare that the cause of action arose within the jurisdiction of this Tribunal.

4. Facts of the Case:

The applicants are initially joined into their jobs as per rules of the Defence of India in Ordinance Branch since 1960.

That the applicants' job is not like an unskilled labourer to carry goods or dump it in a place.



11/12/12
K. S. S. S. S.

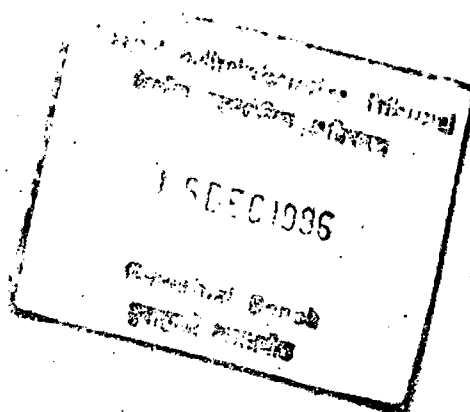
A cover Water proof weights about 100 kgs. with size 10 meters x 10 meters weight inner 160 kgs. and out 140 kgs. In repairing one tent 80 ropes of 1.1" clier and 6 to 8 meters length and also required for outside of the tent and other repair materials are required. This required the Chucklers to put chucklers through which rope working will insert the ropes in the tent. This requires a high degree of ^{intelligible} ~~intelligible~~ and skillness to perform the job of tentamenders, rope workers, chucklers which indispensable to others. So also Cycle repairs are also as intelligible works in the Ordinance Branch of Defence Department.

Therefore these job are not inferior comparing to the recommendation of Anomalies Committee for jobs like Book-binder, Book repairers, masons, cobbler, leather worker, saddler, Carpenter, Brush hand, Polisher, Decorator etc. in Army-staff, Naval Staff and Air Staff in the Defence Department.

7. Relief prayed for :-

Under the facts and circumstances stated above, the Applicants pray for the following reliefs:-

1. That the jobs of tender (including tentmanter Rope-worker and Checklers) in the Ordinance Branch of Defence Department of India should be treated as Skilled jobs as should be included in skilled ~~xxx~~ Groups. So, also Cycle repair may be included as skilled job.



-8-

2. That the Applicants may be included in three Grade structure and considering the Tenters as per instructions contained in Govt. of India, Ministry of Defence, Letter No. 3817/DS/08M/CT.V.1/84 dt. 15th Oct. 1984 circulated Vide Head Quarter, Eastern Command Letter No. 321/530/P/08-20 dt. 9th Nov. 1984 And also letter No. 1509/Const. Case/158-94/CST dt. 12.7.96 filed in Asstt. Labour Commissioner (C), Guwahati which may be called for from the Department concerned for ends of Justice.

The cause of action and relief are same to all the applicants as such file this application jointly.

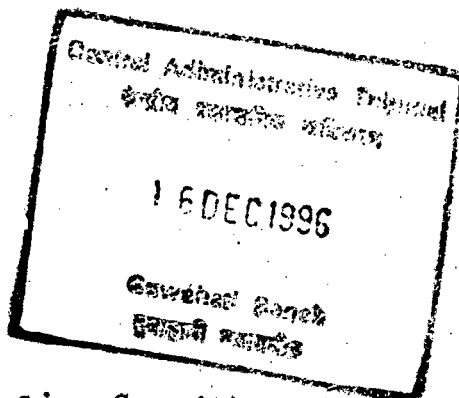
3. The applicants may be allowed to draw as skilled group grade scales as per Head Quarter Eastern Command, Letter No. ^{321/}~~221~~530/P/08-20 dt. 9th Nov. 1984 as skilled job and benefit and D.A. Relief with effect from the date .. 9.11.1984.

4. To pass order/orders which may deem fit and proper on the following amongst other grounds.

G R O U N D S

1. For that the Ordinance Department concerned under the Head Quarter, Eastern Command neglecting the inclusion of the tenters ~~be~~ be set aside.

contd.....9



-9-

2. For that the Anomalies Committee should consider the long pending grievances and include their demand to skilled job .

3. For that the applicants rendered nearly more than 30(thirty) years hard labour for the Ordinance Branch of defence of India should get their legitimate compensation and reasonable salaries etc. from the Department concerned at an earliest date.

8. Interim Relief: prayed for.

Any Interim relief as the Court pleases and grant Interim relief as to remove redresses.

9. Detail of remedy exhausted.

The applicants declare that all the remedies exhausted.

10. Matter not pending with any Court etc.

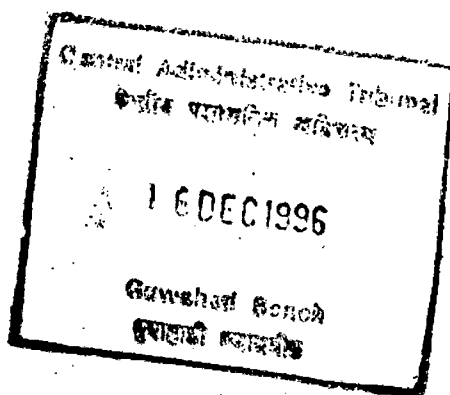
The applicants declare that the matter is not pending in any Court or Tribunal.

11. Particulars of Bank Draft/Postal order filed in respect of the application. 8 09 349679

List of Enclosures

As per Index.

contd.....10



-10-

VERIFICATION

I, Shri Jagamath Prosad, aged about 52 years
S/O Late Sia Mongal Prosad Mishra, working as
Tent mender in Ordinance Branch at Satgaon ,
one of the applicants, resident of Village & P.S. ,
Satgaon, District Kamrup, do hereby verify that the
contents of paras 1 to 10 are true to my knowledge
and para 11 believed to be true as legal advice and
that I have not suppressed any material facts as such
signed on this Verification on this 16 day of December,
1996 at Guwahati.

Jagamath Prosad

(Signature)

Date: 16-12-96

Place: Guwahati

1087/Wu

30 Jan. 96

Before Hon'ble Regional Labour Commissioner (C)
Ministry of Labour, Govt. of India, Rajgarh Road,
Guwahati.

222 ABOD workers Union ... 1st party

-Vs-

Commandant 222 ABOD 2nd party

In the matter of :-

Anomalies in P. Scale of trade

i.e. T/M, R/W, Ch. Cycle fitter, L. Driver. ..

Sir,

The First party beg to state the following for your kind consideration and expeditious action please.

That the grave Injustice has been done to the trademen like Tent, Rope workers, Chuklar, Cycle fitters, Lister drivers etc. who had been discharging the duties in the Depot since a long period and not been given three grade of structure similar to other trade like Painters, Carpenters, Sawyers, Blacksmith etc. and result anomalies in pay fixation has been noticed as per implementation of pay commission in different times.

That, these catagories of trade men are performing very risky of jobs in field area/piece area in comprising to other trade. Moreover they are high degree-1 skilled trade as declared by anomalies committee report.

In view of the above, a list of such trademen as Annexure 'A' been enclosed herewith for your kind consideration and necessary action please. Further you requested to make necessary arrangement for conciliation the matter at the earliest.

Yours faithfully,

Sd/

President/Gen. Secy.

*Alfred S.
Roshni
Advocate
16/12/96*

ANNEXURE-11

REGISTERED/A/D.

GOVERNMENT OF INDIA
Ministry of Labours,
Office of the Assistant Labour Commissioner (Central)
Rajgarh Road, Chandmari, Guwahati-781003

No. 8(3)/96-G/A

Dated the : 20 MAR. 1996

To

The Commandant,
222 Agrim. Sthal Ayudh Bhandar,
222 Adv. Base Ordinance Depot,
C/O 99 APO

Subject: Industrial dispute in the matter of anomalies
in Pay scale of trademen i.e. T/M, R/W. Chukler
Cycle Fitter, Lister Driver.

Dear Sir,

Please refer to your comments dated 15.02.96 over the demand
of 222 ABOD workers Union, Narengi P.O. Moukhuli, Guwahati.

I have since fixed the date for discussion/conciliation on
8.4.96 at 15.00 hrs. in my office situated at Rajgarh Road, Chandmari
Guwahati-3.

You are therefore, requested to be personally present or through
a duly authorised representative competent to take decision on the
spot alongwith all relevant documents/papers to resolve the matter
amicably.

Yours faithfully,

(S.K.DAS)

Assistant Labour Commissioner (C)
Guwahati

REGISTERED A/D.

Copy to the President 222 ABOD Worker Union, Narengi P.O. Moukhuli,
Guwahati. You are requested to attend the office of the undersigned
on the stipulated date and time alongwith all relevant documents/
papers in support of your contention demands.

Sd/

Assistant Labour Commissioner (C)

Guwahati

16/12/96
17

16/12/96
16/12/96

Reshmi
2/1/91

ANNEXURE III

12.7.96

The Management is represented by Shri H.R. Sorate
Ordinance officer. The Union is represented by Shri M.N.
Majumdar, President.

The Management produced a letter bearing No. 1509/
Court case/158-94/CST dt. 12.7.96 addressed to the A.L.C.
Guwahati by Shri R.K. Bali, Lt. Col. Administrative officer for
Commandant in which they have mentioned that the Army Head
Quarters has filed SLP against the CAT's order on 28.5.96 in
the Supreme Court regarding anomalies in Pay Scales. The
management is therefore not in a position to take further
decision in the matter until the pronouncement of judgement
by the Supreme Court as expressed by them.

The Union also agreed to the point of view expressed
by the management. They agree not to pursue the demand of the
Judgement by the Apex Court is delivered. Both the parties
further agree to continue bipartite discussion in the matter.

The dispute is therefore treated as closed having been
disposed off.

Sd/-illegible 12.7.96.

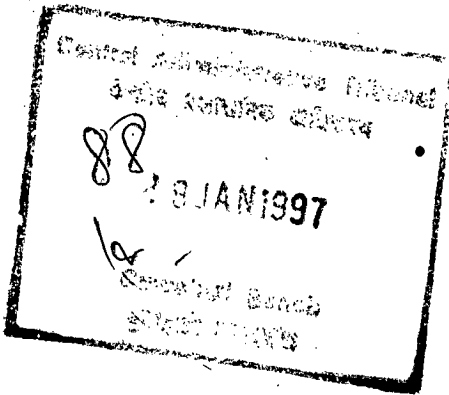
A.L.C at Guwahati.

Conciliation officer.

Present of 2222 ABOD

Reshmi
16/12/96

IN THE CENTRAL ADMINISTRATIVE TRIBUNAL : GUWAHATI BENCH



O.A. No. 287/96

Shri Jagan Nath Prasad & Others

Vs

Union of India & Others

And

In the matter of

Written statements submitted by the
Respondents No 1, 2, 3, & 4

Written Statements :-

The humble Respondents submit their written statements
as follows :-

1. That with regards to statements made in paras 1, 2 and 3 of the application, the Respondents have no comments.
2. That with regard to statements made in para 4 of the application, the Respondents beg to state that :-

(a) The Industrial personnel belonging to the same categories of job were placed in Semi-Skilled trade and further graded to Skilled Categories but the Tent Mender/Rope Maker/Chuckler and Cycle Fitter were not considered as Semi-Skilled or Skilled by the Min of Def letter No 3817/DS/O&M/Civ-1/84 dated 15-10-1984 received vide HQ Eastern Command letter No 321530/P/OS-20 dated 14-8-85.

Annexure- R/1 is the photo copy of letter
No. 3817/DS/O&M/Civ-1/84 dated
15-10-84.

Annexure- R/2 is the photo copy of letter
No. 321530/P/OS-20 dated 14-8-85.

(b) The Skilled required in the repair/over haul Workshops is generally of the Production Shops. Thereafter there should be no difference in the pay scales of workers doing similar jobs involved in the similar Skills and experiences.

contd.....P/ 2

Copy of the will

As served on Mr. H. Rashid
Advocate General

27/1/97
Sr. CSSC

(c) As per recommendation of the Anomalies Committee as mentioned in Govt of India, Ministry of Defence letter No D/ECC/IC UD No.7(I)86/D/ECC dated 24-1-1986 the following categories of workers were considered for promotion as Skilled/Semi-Skilled :-

- (i) Packer Ord. Grade
- (ii) Packer Mate
- (iii) Tent Mender Ord Grade
- (iv) Tent Mender Mate
- (v) Rope Worker Ord Grade
- (vi) Rope Worker Ord Mate
- (vii) Tailor Ord Grade
- (viii) Tailor Mate
- (ix) Chuckler Ord Grade
- (x) Chuckler Mate
- (xi) Lister Driver
- (xii) Sawyer Ord Grade
- (xiii) Sawyer Mate

Annexure- R/3 is the photo copy of
Ministry of Defence letter No
D/ECC/IC UD No. 7(I)86/D(ECC)
dated 28-1-1986.

3. That the anomalies Committee has not considered the case of the applicants as well as other categories of industrial as well as Non-industrial personnel thus the Head of the Deptt. can not take any step to promote applicants. If the anomalies Committee recommends the cases of the applicants to be treated as Skilled Worker, then the Respondent shall promote them accordingly.

4. That with regard to statements made in para 7 regarding relief sought for, the Respondents beg to state that applicants are not entitled to any of the reliefs sought for and as such, the application is liable to be dismissed.

5. That regarding grounds for relief mentioned in the application, the Respondents beg to state that none of the grounds is maintainable in law as well as in facts and as such the application is liable to be dismissed.

contd.....P/ 3

16 21
6. That with regard to statements made in para 8 regarding interim relief, the Respondents beg to state that the applicants are not entitled to interim relief as their cases have not yet been considered and recommended by the Anomalies Committee to treat them as Skilled Workers.

7. That regarding statements made in para 9, 10 and 11 of the application the Respondents have no comments.

8. That the Respondents submit that the application is devoid of merit and as such the same is liable to be dismissed.

VERIFICATION

I, Col Arun Kumar Vyas, Commandant 222 ABOD, C/O 99 APO being competent, do hereby solemnly declare that the statements made above in Nos are true to my knowledge, belief and information and I sign this verification at Narangi on this 22nd day of January, 1997.

Declarant


A K Vyas
Colonel
Commandant

No. 3017/DE(SAM)/CIW-I/04

Government of India

Ministry of Defence

New Delhi, the 10th October, 1964.

To

The Chief of the Army Staff

New Delhi

Subject: Fitment of industrial workers of A.O.C. in pay-scales recommended by the Third Pay Commission.

Sir,

Pased on the decisions taken by the Government on the unanimous recommendations of the Anomalies Committee I am directed to convey the sanction of the President to the following:-

- (1) Upgradation of the following jobs from semi-skilled grade (Rs. 210-200) to the skilled grade (Rs. 260-400):-

Sl.No.	Job Title	Existing Scale	Revised Scale
(1)	Book-Binder	Rs. 210-200	Rs. 260-400
(2)	Paint & Root	-do-	-do-
	Repairer/Web	-do-	-do-
	Repairer/Root	-do-	-do-
	Maker/ Saddlers	-do-	-do-
(3)	Leather-stitcher	-do-	-do-
(4)	Engine Driver	-do-	-do-
(5)	Upholsterer	-do-	-do-

These orders supersede the earlier orders in regard to fitment of the above categories of workers in the relevant scales of pay from the date of issue of this letter.

Fresh induction to the trades listed in (1) above shall be from -

- (a) semi-skilled categories to be identified by you or feeder categories in the pay-scale of Rs. 210-200 already existing under the present recruitment rules, subject to the workers having rendered a minimum of three years' service in the grade and after passing the prescribed trade tests, and

.....2/-

(h) direct recruits with ITI certificate/Ex-trade Apprentices/NCTV etc. inducted in the semi-skilled grade, who have rendered 2 years service in that grade.

(ii) Provision/introduction of Highly Skilled Grade II (Rs. 330-480) and Highly Skilled Grade I (Rs. 380-520) for common category jobs listed in Annexure I classified as 'Skilled' depending on the functional requirement of highly skilled jobs, in the following manner as a bench-mark percentage:-

- (a) Highly skilled grade I (Rs. 380-520) 15%
- (b) Highly skilled grade II (Rs. 330-480) 20%
- (c) Skilled grade (Rs. 200-400) 65%

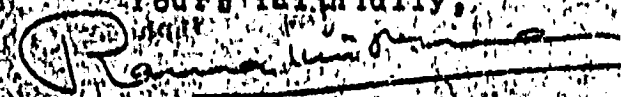
This shall be given to the trades enumerated in Annexure I with viable number of jobs and if there are non-viable trades, these should be grouped together for the purpose of giving the above benefit. In the trade where the above bench-mark percentages are introduced, the existing grade for the skilled grade, if provided, will stand simultaneously abolished as a one time measure.

2. These orders will take effect from the date of issue.

3. The expenditure involved shall be debitable to the respective head of the Defence Services Estimates.

4. This issues with the concurrence of the Ministry of Defence (Finance Division) vide their inter departmental No. 1755/Dir (Af/Exp) of the 15th October, 1984.

Yours faithfully,



(RAMAKRISHNA)
(TV SECRETARY TO THE GOVERNMENT OF INDIA)

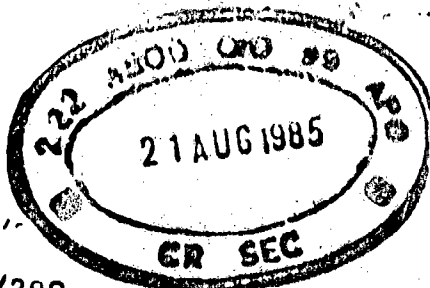
Copy to:-

- CGDA, New Delhi - 2 copies
- MDR, New Delhi - 2 copies
- Dy. Director of Audit, Defence Services - Calcutta/Pune/Moorut/Delhi - 2 copies each
- Controller of Defence Accounts, Eastern Command - Calcutta
- Central " " " " " " " " " " " "
- Western " " " " " " " " " " " "
- Southern " " " " " " " " " " " "
- Northern " " " " " " " " " " " "
- Bangalore " " " " " " " " " " " "
- Gauhati " " " " " " " " " " " "
- DOS, Army HQ - 50 copies.

Fin Division

DE (AO)

(Fin/Implementation) Dir (O)



File : 232321/289

PRIORITY

Mukhyalaya Purvi Kaman
Headquarters Eastern Command
Fort William Calcutta 700021

321530/P/OS-20

14 Aug 85

222 A B O D
(HQ EC Added list of 1984
Ser No 11 & 12)

FITMENT OF INDUSTRIAL WORKERS OF ADC IN
PAY SCALES RECOMMENDED BY THE THIRD PAY
COMMISSION : ANOMALIES

1. Ref this HQ letter of even Number dated 9 Nov 84.
2. Copies of Army Headquarters letter No D/13018/Fitment/OS-8C (ii) dated 6 Aug 85 and D/13012/Fitment/OS-8C (ii) dated 29 Jul 85 are fwd herewith. You are requested to submit your completion report by 23 Aug 85 direct to Army Headquarters (OS-8C-ii) under intimation to this HQ.
3. Further you are requested to offer your suggestion/ views on the terms of reference of the convening order (Copy att) at the earliest by 20 Aug 85, direct to Army HQ OS-8C(ii).
4. Please ack.

COMDT	☒
DY COMDT	☐
ADM OFFR	☐
OIC HQ	☐

(DS Banerjee)
Major
DADOS (Stores)
for Maj Gen Army Ord Corps

Copy to :-

DG OS (OS-8C-ii)
Army Headquarters
DHQ PO New Delhi - 110011

Internal

OS-8C

Alongwith copies of Army HQ's letter mentioned in para 2 above, for further necessary action on the subject.

Pl. Spn. in para 1 & 2
Sub jacob

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A

COPY OF ARMY HEADQUARTERS LETTER NO G/13010/Fitment/DS-8C(11)
DATED 29 JUL 85

FITMENT OF INDUSTRIAL WORKERS OF AOC IN
PAY SCALES RECOMMENDED BY THE THIRD PAY
COMMISSION : ANOMALIES

1. Please refer to this HQ letters No :-

(a) 60737/ECC/DS-20 dated 25 Oct 84.

(b) letter of even number dated 02 May 85.

(c) letter of even number dated 01 Jul 85.

2. Vide this HQ letter at para 1 (a) above, orders of Min of Def letter No 3817/DS(O&M)/Civ-I/84 dated 15 Oct 84 regarding fitment of Industrial workers in AOC in pay scales recommended by the Anomalies Committee were forwarded to all concerned for further necessary action.

3. However, it was observed that the units faced some difficulties in implementing the same due to certain doubts which needed clarification. Accordingly, Min of Def was approached by the HQ who issued clarifications which were ~~xxx~~ circulated vide letter quoted at para 1 (b) above.

4. Since some doubts were still left ~~xxxx~~ unresolved, further clarifications were issued vide letter quoted in para 1 (c) above and Depot/Commands were requested to implement the Govt Orders.

5. In the meantime during a meeting held under the Chairmanship of VCOAS(b) at this HQ on 08 Jul 85, it was decided that since all the categories covered under the Govt letter are of common category, identical instructions as far as possible should be issued by all the Directorates to ensure uniformity in the application of the orders. Accordingly this HQ letter at para 1 (c) was cancelled vide our signal No 371947/DS-8C(11) dated 08 Jul 85.

6. In view of the above, detailed instructions on implementation of the Govt order dated 15 Oct 84 are enclosed herewith as appendix to this letter.

7. These orders may please be implemented immediately and consolidated completion report be submitted to this HQ by 23 Aug 85. Depots which have already taken action in response to earlier orders should take necessary corrective measures to conform to the instructions contained herein.

8. Please acknowledge.

Sd/xxxx
(J Verghese)

Major Gen

Adcl DG DS (CN & A)

for Director Gen of C.I. & A.

Appendix to Army HQ letter No
(ii) dt 29 Jul 85

B/13010/Fitment/DSBc-

1. General Govt of India, Min of Def vide their letter No 3817/DS7(O&M)/Civ-I/84 dated 15 October 1984 circulated to all concerned vide letter mentioned at para 1(a) above have upgraded some jobs from semi-skilled grade (Rs 210-290) to the skilled grade (Rs 260-400). Further Highly skilled grade II (Rs 330-480) and Highly skilled grade I (Rs 330-560) have been provided/introduced in certain other common category of jobs.

Upgradation of Jobs from Semi Skilled Categories to Skilled Category

2. Industrial personnel belonging to the following categories of jobs as on 15th October 1984 will be placed in the pay scale of Rs 260-400 and their pay will be fixed as per Art 158 CSRS.

X (i) Book Binder

X (ii) Eqpt & Boot Repairer/Web Repairer/Boot Maker/Sadler.

X (iii) Leather Sticher.

X (iv) Engine Driver.

X (v) Upholsterer.

3. Since the above mentioned Semi-Skilled trades have been upgraded to Skilled category, in their fitment no trade test will be carried out.

4. Fitment from the pay scale of (Rs 210-290) to the scale of (Rs 260-400) will not be treated as promotion in the above cases.

5. Fresh Induction. Fresh induction in the above categories will be made by promotion from the feeder cadres which will be identified and intimated to all concerned shortly. For this purpose a sub-committee has been formed at this HQ. Relevant recruitment Rules will be amended in due course.

6. Pending issue of the instructions in this regard, ensuing vacancies in the above five Upgraded categories will be filled first by promotion of labourers/matebores to semi-skilled level of mates of respective categories, thereafter to skilled categories as is applicable in other similar trades. If mates in these categories do not exist already, the same will be created from the existing authorisation of mates.

2. Provision or Introduction of Highly Skilled Grade II and Highly Skilled Grade I

7. The common category jobs which have been approved for introduction of Highly Skilled grade II (HS-II) and Highly Skilled grade I (HS-I) grades are as under:-

Contd...

- 132
- 2
- 22
- | | |
|----------------------------|---------------------|
| (i) Blacksmith ✓ | (vii) Machinist ✓ |
| (ii) Carpenter ✓ | (viii) Moulder ✓ |
| (iii) Coppersmith/Joiner ✓ | (ix) Painter ✓ |
| (iv) Electrician ✓ | (x) Pattern Maker ✓ |
| (v) Fitter Auto Elec ✓ | (xi) Turner ✓ |
| (vi) Fitter Auto ✓ | (xii) Welder ✓ |

No Selection from
for these trades
(para 17 supra)

8. The existing authorisation of above mentioned trades is to be reallocated as per following bench-mark percentage :-

- | | |
|--|---------|
| (a) Highly Skilled grade I (Rs 380-560) | - 15% ✓ |
| (b) Highly Skilled grade II (Rs 330-480) | - 20% ✓ |
| (c) Skilled grade | - 65% ✓ |

9. Calculating the post of HS-II and HS-I. In calculating the number of posts in HS-II and HS-I as per bench-mark percentage fixed above, the fraction of 0.5 and above will be converted into whole number. An example showing the method of working out the number of posts depending on total strength in a post/group of posts is indicated in Annexure I to this letter.

10. Grouping of Trades. Wherever the number of posts in a trade mentioned in para 7 above are meagre, they should be grouped alongwith other affected trades so that their number becomes viable. From the authorisation pattern of trades in the depots, it is observed that of the 12 trades mentioned in para 7 above, Machinist, Moulder, Turner, Pattern Maker and Welder are very thinly spread over a number of depots. As such they should be grouped with other trades as under :-

(a) Turner, Machinist, Moulder and Welder should be grouped together with ~~Blacksmith~~ Blacksmith and Joiner Coppersmith.

with Turner
Welder
Moulder
Blacksmith
Coppersmith

(b) pattern maker should be grouped with Carpenter and joiner.

11. If difficulty is faced in grouping as indicated above, commandants of the depots may make adjustments keeping in view discernible commonalities in job contents of trades grouped together. The purpose of grouping the trades is to afford opportunity to individuals belonging to meagre trades to compete with others for promotion to HS-II and HS-I. On promotion they will, however continue to perform jobs prescribed for their trades only.

12. Filling up posts of HS grade II and HS grade I according to clarification issued by Min. of D of HS grade II and HS grade I are promotion post vide their letter No 1(2)/80/D(ECC/IC)/Vol.111 (PC) dated 19 Apr 85. Hence, action as indicated in succeeding paras will be taken by the depot authorities in filling up of the above, posts.

Contd...3

Trade Test

- 3 -

13. Individuals who have a minimum of three years service in skilled grade will be subjected to a trade test, syllabus for which will be laid down by this HQ. However, since it is likely to take some time, depot authorities may form Trade Testing Board as per this HQ letter No 08961/09-20 dated 03 Apr 67 which will conduct trade test by provisionally fixing the standards, only as an interim measure.

14. Highly skilled grade I posts are also to be filled up by promotion. For this purpose also a minimum of three years service is required in HS grade II and the individual is required to pass trade test.

15. Since, initially there may not be tradesmen available with requisite length of service for promotion from Highly skilled grade II to Highly Skilled Grade I, the total number of authorised posts i.e. 35% will be held in Highly Skilled Grade II.

16. In this connection attention is drawn to Rule 43 of Financial Regulations part I according to which excess appointment in a lower rank/grade may be made against a vacancy left unfilled in a higher rank/grade. For each vacancy in a higher rank/grade only one extra appointment in a lower rank/grade is admissible.

17. Selection grade. Selection grade for skilled grade for trades mentioned in para 7 above, if provide, will stand automatically abolished as a one time measure.

18. Reservation for SC and ST. Reservation orders for SC and ST will be applicable in HS Grade II and HS Grade I posts as is applicable in promotion posts.

19. Job Grouping and Redesignation of posts. The jobs will be redesignated as per job titles suggested by ECC vide Min of Def letter No 1(2)/80/D(ECC/IC) dated 11 May 83 circulated to all concerned vide this HQ letter No 00737/ECC/08-20 dated 13 May 83. For example, Fitter MV, Veh Mech MV and Veh Mech will be designated as Fitter Auto (Skilled). On promotion to HS Grade II and HS Grade I, they will be known as Fitter Auto (SH-II) and Fitter Auto (HS-I).

xxx

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Handwritten calculations:

$$\begin{array}{r} 10 \\ 5 \\ 5 \\ 20 \end{array} \quad \begin{array}{r} 10 \\ 5 \\ 5 \\ 20 \end{array}$$
$$\begin{array}{r} 10 \\ 5 \\ 5 \\ 20 \end{array} \quad \begin{array}{r} 10 \\ 5 \\ 5 \\ 20 \end{array}$$

A dak /

COPY OF ARMY HQ LETTER No B/13012/DS-8C(11) DATED 6 AUG 85

DIRECT LINE OF PROMOTION : INDUSTRIAL POSTS

1. Reference this HQ letter No B/13010/Fitment/DS-8C(11) dated 29 Jul 85.
2. As indicated in para 5 of this HQ letter under reference a sub-committee has been formed at this HQ including two staff side members to indentify direct line of promotion for the trades which have been upgraded from semi skilled to skilled category and also for those which have been brought under three grade structure vide convening order attached herewith.
3. In view of the above, please offer your suggestion/ views on the terms of reference of the convening order ibid at the earliest but not later than by 20 Aug 85.

Sd/xxxxx
(J. Vurghees)
Maj Gen
Addl DG OS (CN & A)
for Director General of Ord Services

30 (126)
(92)

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CONVENING ORDER

1. As per Min of Def letter No. 1(2)/80/D(ECC/IC) dated 11 May 83 and letter No. 3817/DS(O&M)/Civ-I/84 dated 15 Oct 84 pay scales of a number of trades have been revised. These orders have also been given effect to vide this HQ letter No D/13010/Fitment/OS-8C(11) dated 29 Jul 85.

2. Changes brought about in the cadre structure of industrial personnel due to Govt orders cited above have necessitated the review of the existing line of promotion of industrial posts as contained in Min of Def letter No PC 89487/1/OS-8C(11)/4843/D(Appts) dt 08 Jul 75 as amended from time to time.

3. In view of the above, DGOS has approved that a Sub-committee consisting of the following members will examine the issue.

- | | | |
|--|---|----------|
| (a) Lt Col SC Puri
JD (OS Pure), Army HQ | - | Chairman |
| (b) Shri P. Mazumdar
DD (OS-20) Army HQ | - | Member |
| (c) Shri VN Kacker,
Leader
Staff Side Army HQ
JCM Council | - | Member |
| (d) Shri D. Lobo
Secretary
Army HQ JCM Council | - | Member |

4. Terms of reference

(a) to recommend direct line of promotion for trades which have been upgraded from semi skilled to skilled category.

(b) to recommend direct line of promotion for trades which have been brought under three grade structure.

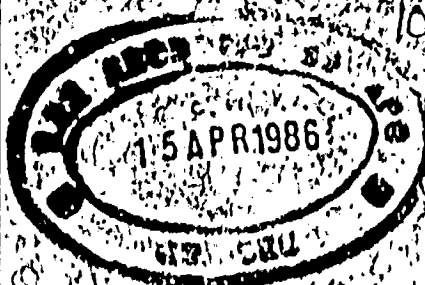
5. The sub-committee will assemble at dates, time and place to be decided by the Chairman.

6. The report will be submitted by 01 Oct 85.

7. Secretarial assistance will be provided by OS-8C.

B/13012/OS-8C(11)
Dte Gen of Ord Service
MGO Branch, Army HQ
DHQ PO New Delhi - 110011
6 Aug 85

Sd/xxxxxx
(J. Verghose)
Maj Gen
Addl DG OS (S & T)



Station Mukhyalay
Station Headquarters
Gauhati (Nagaland)

11 Apr 86

105/4/A

List 'H'

ATTNMENT OF INDUSTRIAL WORKERS IN THE PAY SCALES
RECOMMENDED BY THE THIRD PAY COMMISSION

1. Reference CPRO No 10/85.
2. A Copy of Govt of India, Min of Def D/ECC/IG U.O. No 7(1)/86 (ECC) dt 28 Jan 86 is fwd herewith for info and necessary action. This is being reproduced in CPRO.

COMDT

DY COMDT

ADM OFFR

018 HQ

(Balakrishnan
Lt Col
For Adm Comdt

Copy of Min of Def D/ECC/IG U.O. No 7(1)/86/D(ECC) dt 28 Jan 86.

AS ABOVE

1. Reference Min of Def letter No 3808-3823/DS(O&M)/D(Civ-I)/3/ dated 15-1-84 read with OM No 1(2)/8/3(ECC)/Vol-I/II/PC, dt 19.4.85 on the subject mentioned above.

2. The Anomalies committee had, inter alia, recommended :-

(i) The skill required in the repair/overhaul workshops is generally of the production shops. Therefore, there should be no difference in the pay scales of workmen doing similar jobs involved in the similar skills and experience.

(ii) All the jobs studied by the Anomalies Committee which are at present in semi-skilled grade of Rs. 210-290 may be upgraded to the skilled grade of Rs. 260-400. This may be given effect from 16.10.81.

The semi-skilled jobs (Rs. 210-290) in other Def Establishments whose nomenclature is the same and, job content and skill requirement are comparable with these jobs already studied, should also be elevated to skilled category (Rs. 260-400) without any further study.

2/-

3. Based on the above recommendations, sanction was, inter-
recorded for the upgradation of few semi-skilled grades (Rs. 240-290) to the skilled grade (Rs. 260-400) in the Defence Establishments and it was stated that fresh induction to these upgraded grades shall be from.

(a) Semi-skilled categories to be identified by you or feeder categories in the pay scale of Rs. 240-290 already existing under the present recruitment rules, subject to workers having rendered a minimum of three years service in the grade and after passing the prescribed trade tests; and

(b) Direct recruits with ITI certificate/Ex-trade Apprentices/MCTVT etc, inducted in the semi-skilled grade, who have rendered 2 years service in that grade.

The Staff side have now represented that the above recommendations of the Anomalies Committee have not so far been implemented in the Defence Establishments.

5. It is requested that action taken with regard to the implementation of the recommendations of the Anomalies Committee as accorded vide Sub para 1(a) and (b) of this Ministry's letter dt 5.1.84 be intimated to this Ministry IMMEDIATELY and in any case latest by 6th February, 1986.

sd/- x(x x x x x x x