



ग्रुप 'बी' सी.पी.डब्ल्यू.डी. ऑफिस स्टॉफ एसोसिएशन (ऑल इंडिया)  
(भारत सरकार द्वारा मान्यता प्राप्त)

**GROUP 'B' CPWD OFFICE STAFF ASSOCIATION (ALL INDIA)**  
**(RECOGNISED BY GOVT. OF INDIA)**

Central Office : 'A' Wing, Ground Floor, I.P. Bhawan, (Y-Shape Building), Ring Road Facing, New Delhi-110002

Website: [www.gbcpwdosaai.in](http://www.gbcpwdosaai.in) E-mail: [groupbcpwd@gmail.com](mailto:groupbcpwd@gmail.com)

No. GBCPWDOSAAI/ 79

Dated 4-4-2018

**Ajay Kumar N.P.**  
President  
Mob. : 09891904580

**Ravi Kumar Bhatnagar**  
Gen. Secretary  
Mob. : 09313171008  
0999908363 7

Dinesh Kumar  
Vice President  
Mob.: 09313738645

Yashveer Singh  
Vice President  
Mob. : 09811724008

Pankaj Sharma (WR)  
Vice President  
Mob. : 09970727887

Avdhesh Kumar  
Joint Secretary  
Mob. : 09868572286

Devender Ahuja  
Joint Secretary  
Mob.: 09891175364

B. Nagaraja (SR)  
Joint Secretary  
Mob.: 08977505313

Deepak Jain  
Treasurer  
Mob.: 9818561467

Harjeet Vashisth  
Ladies representative  
Mob. : 09911982511

T. S. Banga  
Auditor  
Mob. : 09968070488

**Co-opted Member :**  
Bhaskar Saha (ER)  
Mob.: 09089633723

Rajeev Sharma  
Mob.: 09868717143

To

**The Director General,  
Central Public Works Department,  
Nirman Bhawan, New Delhi – 110 011**

**Sub:- Revival of Departmental Council under the SCHEME FOR JOINT  
CONSULTATIVE MACHINERY AND COMPULSORY  
ARBITRATION FOR CENTRAL GOVERNMENT EMPLOYEES**

**Respected Sir,**

As you are aware, the Government of India introduced the SCHEME FOR JOINT CONSULTATIVE MACHINERY AND COMPULSORY ARBITRATION FOR CENTRAL GOVERNMENT EMPLOYEES in 1966 and decided to establish a machinery for joint consultation and arbitration of unresolved differences with the object of promoting harmonious relations and of securing the greatest measure of co-operation between the Government, in its capacity as employer, and the general body of its employees in matters of common concern, and with the object, further, of increasing the efficiency of the public service.

While the National Council will deal with matters affecting Central Government employees generally, a Departmental Council will deal only with matters affecting staff employed in the department or departments concerned.

The JCM Scheme provides for Departmental Councils at the level of individual Ministries/Departments, including their attached and subordinate offices. However, regular dialogue with the Staff Side through the mechanism of Departmental Councils at Ministry/Department level is not happening. Meetings of Departmental Council are essential at periodic intervals as they help in resolving differences between the Government and the Staff Side.

The DoPT, New Delhi vide their OM No. F. No. 4/3/2009-JCA dated January 30, 2017 informed that they have been issuing instructions from time to time for holding regular meetings of Departmental Council with a view to making effective use of Joint Consultative Machinery (JCM) Scheme. They had also requested to furnish information on holding of meetings of Departmental Councils vide their D.O letter of even no. dated 02.11.2016. Copy of circulars referred above is enclosed herewith for your ready reference please.

**Contd.**



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Dated

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It is unfortunate to state that the CPWD has not initiated any action to set up the Departmental Council till date in spite of clear instruction in this regard from the Government. This attitude shows the Department neither interested to hold regular dialogue with the Staff Side nor concerned in resolving differences between the Government and the Staff Side. **An effective tool like Departmental Council is of utmost necessity for the improvement of conditions of service, welfare of the employees, avoiding unnecessary litigations and improvement of efficiency as well as standards of work.**

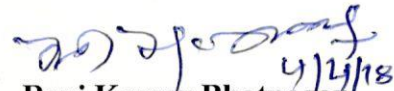
**In view of the above, it is requested that necessary immediate steps may be initiated to set up a Departmental Council under the JCM Scheme inviting all stake holders to participate in the Scheme and nominate their representatives to the Council for the welfare of the staff side as well as betterment of the Department.**

**An early action in this matter is highly appreciated.**

**Thanking you,**

**Encl: 1)DoPT OM No.F. No. 4/3/2009-JCA , dated January 30, 2017**  
**2)OM No.1/2/64-JCA dated 14/01/1964 of the MHA, New Delhi**

**Yours faithfully,**

  
**Ravi Kumar Bhatnagar**  
General Secretary

F. No. 4/3/2009-JCA  
 Government of India  
 Ministry of Personnel, Public Grievances and Pensions  
 (Department of Personnel & Training)  
 Establishment (JCA-I) Section

330

North Block, New Delhi  
 Dated January 30, 2017

OFFICE MEMORANDUM

Subject: Functioning of Departmental Councils - Information - regarding

The undersigned is directed to say that this Department has been issuing instructions from time to time for holding regular meetings of Departmental Council with a view to making effective use of Joint Consultative Machinery (JCM) Scheme. In this regard a D.O letter of even no. dated 02.11.2016 (copy enclosed) regarding furnishing information on holding of meetings of Departmental Councils was sent earlier.

2. From the information received, it is noted that Departmental Councils have not been constituted in all Ministries/Departments and in some cases, though the Departmental Councils have been constituted, regular meetings are not being held.

3. The JCM Scheme provides for Departmental Councils at the level of individual Ministries/Departments, including their attached and subordinate offices. The Staff Side of JCM, however, has been remonstrating that regular dialogue with the Staff Side through the mechanism of Departmental Councils at Ministry/Department level is not happening. Meetings of Departmental Council are essential at periodic intervals as they help in resolving differences between the Government and the Staff Side.

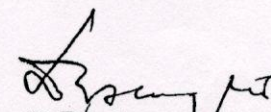
4. It is, therefore, requested that the relevant information, as asked for, on the Departmental Council meetings held may kindly be sent at the earliest.

Encl: As above

कार्मिक एवं प्रशिक्षण विभाग  
 Deptt. of Personnel & Trg.  
 प्राप्ति और निर्गम अनुभाग  
 Receipt & Issue Section

ISSUED  
 01/2/2017

01 FEB



(D. K. Sengupta)  
 Deputy Secretary (JCA)  
 Telefax No. 2309 2982

To

जारी किया/ISSUED  
 हस्ताक्षर/Sig

All Secretaries of the Ministries/Departments of the Government of India  
 (As per list enclosed)

Copy for information to:

The Secretary, Staff Side (JCM), 13 C- Ferozshah Road, New Delhi -110001

①  
No. 1/2/64-JCA  
Government of India  
Ministry of Home Affairs

*New Delhi-11, dated the 14<sup>th</sup> January, 1964/24<sup>th</sup> Pausa, 1885*

**OFFICE MEMORANDUM**

**SUBJECT:- Joint Consultation and Compulsory Arbitration Scheme  
for Central Government employees - clarification in regard  
to.....**

Ref:- (i) Shri L.P. Singh's D.O. letter No. 28/3(S)/63-Ests. (B), dated the 4<sup>th</sup> October, 1963.

(ii) This Ministry's O.M. No. 28/6/63-Ests. (B), dated the 29<sup>th</sup> September, 1963.

The undersigned is directed to forward herewith a statement showing the various points raised by Ministries/Departments about the Joint Consultation and Compulsory Arbitration Scheme together with clarifications thereon.

Sd/-  
B.D.JAYAL,  
Dy. Secy. To the Govt. of India

**STATEMENT**

S.No.	Points raised	Clarification
1	2	3
1.	Whether the existing Staff Councils come under the term Recognised Association. If so, whether consultation with them	The Staff Councils constituted in various Ministries are not treated as Association and will cease to exist as soon as Joint Councils are formed in that Ministry /

	for working out details is necessary?	Department. It is, therefore, not necessary to forward copies of the Scheme to the Staff Councils.
2.	If there is no Staff Association / Union, whether the Staff should be asked first to form an Association/Union and then nominate their representative to a Council or whether representatives to the Joint Councils should be elected from amongst the members of the Staff?	According to the provisions of the Scheme, representation on a Joint Council can be had by employees of any particular grade only through their Association/Union, duly recognized for the purpose. Therefore, before any category of staff can be considered eligible for representation on a Joint Council, they would have to organize themselves into an Association / Union and get it recognized Employees. who do not do so, will not be eligible for representation on a Joint Council. It is hoped that in order to get the benefit of the Scheme the Staff will gradually organize themselves and form Association/Union in order to get representation on the Council.
3.	Whether it is necessary to set up Joint Councils where there is no Staff Association/Union.	For the reasons, explained against point (2) above, it will not be possible to set up Joint Councils where there is no Staff Association/Union.
4.	Is the Scheme applicable to Public Sector Undertaking, Quasi-Government organizations, etc.?	The Joint Consultation and Compulsory Arbitration Scheme is meant for Central Govt. employees and is not applicable to Public Sector Undertakings or Quasi - Govt. Organisations.
5.	Whether the Departmental Council to be set up in the Min. of Home Affairs for Central Secretariat Services will deal with matters concerning the	No. The Departmental Council in the Home Ministry will deal with employees in various Ministries etc. which are included offices for Central Sectt. Services, Central Sectt. Stenographers' Services,

	Secretariat of excluded Departments?	Central Sectt. Clerical Services etc. and equivalent services in the Ministry of External Affairs and Ministry of Railways (Rly. Board).
6.	Are the Class IV Staff covered by the Scheme?	Yes. Class IV staff in the Ministries / Departments participating in the various Service Schemes referred to against item (5) will have representation on the Departmental Council to be set up in the Ministry of Home Affairs. Such Staff in the Attached and Subordinate Offices will be represented in the Regional/Office Councils.
7.	What exactly is meant by "the level at which the Councils should be set up"? Does this mean that there should be a separate Council for each category of employees?	It is not intended that there should be a Council for each category of Staff. The levels at which Councils will be constituted is contained in para 3 of the Scheme for Joint Consultative Machinery.
8.	Should the Staff representative on the Departmental Council be chosen from the Regional/Zonal Councils?	The representatives of the Staff Side on the Departmental Council will be chosen directly from recognized Associations/Unions and not from Regional / Zonal / Office Councils.
9.	What should be the basis of selection of members of the Council on the Staff Side between recognized and unrecognized Associations or Unions?	Representation on the Joint Council is not permissible from unrecognized Associations / Unions.
10.	Whether the Scheme will apply to categories of Staff holding isolated posts?	There are certain categories of Staff holding isolated posts who cannot form an association either because of their small number or because they are scattered over

		a number of Ministries / Departments and there is no single authority to accord recognition to their association. Such staff may be allowed to join Service Association of another comparable category of employees.
11.	Whether Office councils can be set up for staff of Headquarters office as a Departmental / Regional Council will only deal with matters relating to Department/Region as a whole?	An Office Council can be set up in such circumstances to deal with local problems of Headquarters staff.
12.	Whether all Associations / Unions representing a grade or group of grades will be recognized?	Yes. Provided they fulfill the condition of recognition.
13.	Whether groups like direct recruits, promotees etc. in a grade should merge their associations and form on Association/Union?	It was not the intention that all existing Associations / Unions should be would up for the purpose of Joint Councils, such Associations/Unions should combine.
14.	In case of differences on the Staff Side should a majority decision be taken by the Staff Side?	The Staff Side would speak through their Leader and hey should iron out their differences, if there are any, before their proposals could be considered.
15.	Whether the Min. of Defence could set up a four tier machinery for joint consultation instead of three tier provided in the Scheme, in view of special circumstances prevailing in that Ministry?	If the Min. is satisfied that the organizational pattern and work make this necessary, there would be no objection to their setting up a four tier machinery at National, Ministry, Directorate and lower formation levels.
16.	Whether it will be necessary to consult Appropriate Finance where there are financial implications before decisions are announced in the Councils?	Before attending meetins of the Councils, Official Side will obtain competent orders. Appropriate Finance will be consulted wherever there are financial

implications beyond the sanctioning powers of the administrative authority concerned. It is essential that all the formalities are completed expeditiously and the Official Side duly briefed before the meeting of the Council. Adjournment of the consideration of a subject should not normally be asked for by the Official Side unless there are very special reasons for doing so.