

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 E-mail: groupbcpwd@gmail.com

No. GBCPWDOSAAI/ 42

Dated 15-06-2017

Ajay Kumar N.P.
President
Mob. : 09891904580

Ravi Kumar Bhatnagar
Gen. Secretary
Mob. : 09313171008
09999083637

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. : 09891175364

To

The Special Director General (NR)
Central Public works Department,
Sewa Bhavan, R.K.Puram, New Delhi-66

Sub: Regarding non implementation of decisions taken in the
meeting held on 1-6-2016- reg .

Revered Sir,

With reference to this Association's letter of even No. 93 dated, 22-06-2016, and the decisions taken in the meeting on 1-6-2016 with the members of this Association under the chairmanship of SDG (NR), on various issues related to AAO & OS. The brief of the discussions were forwarded for taking necessary action at your end please.

1 Restoration of 50% Exam quota for the post of UDC to OS and
enhancement of exam quota for the post of LDC to UDC

The General Secretary and other representatives of the association explained that as per the new Recruitment Rules of the Ministerial cadre, 50% of exam quota for UDC to OS has been abolished and exam quota for LDC to UDC reduced from 62.5% to 20% only and due to this the promotional avenues of the staff of the cadre has affected badly and from the year 2024 onwards there will be acute shortage eligible candidates for promotion to the post of OS and AAO resulting a deadlock on the administrative functions in the Department. The matter has been deliberated at length it also explained by the General Secretary that at we have come to know that at present there is no eligible candidate is available in Western Region for promotion to the post of OS due to present Recruitment Rules in spite of available vacancies of OS, and the SDG(NR) understood the gravity of the issue and directed the DDG, Coord.(NR) to take up the matter with the Directorate and ensure



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the restoration of 50% exam quota for the post of UDC to OS and a minimum 40% exam quota for LDC to UDC post. The SDG(NR) has requested the Association to send a detailed information and reminder of the earlier communications in this regard so that the Department can take appropriate action for the betterment of the Ministerial cadre as well as smooth functioning of CPWD, in this connection a detailed letter along with copies of letters and proposal was sent to your office vide this association letter No. 88 dated 6-6-2016 and a reminder due to non compliance of decision was written to your office vide letter No 99 dated 19-08-2016.

As per personal enquiry in Coordination (NR) office, it is regretted that no action has been initiated so far in the matter.

(Action: DDG,Coord.(NR))

2.Resolving the issue related to Hon'ble CAT Delhi Bench decision in the case of Ms.Shobha Sharma V/s Secretary UD and CPWD.

On this point, the General Secretary of the Association has explained the situation and requested the department to look for an early solution of the case so that the promotion process can be done to achieve the target of 360 posts of OS in Northern Region. They have urged to declare the result of the examination for the post of OS conducted in the year 2014 and posting orders issued as the process of the promotion in other regions for the year 2014 had already been over and only the northern region is pending. The DDG, Coord. (NR) has accepted the delay in finding the solution of the case and agreed to look into the matter for immediate decision. At this point the SDG(NR) directed the DDG., Coord.(NR) to send proposal to the Directorate stating the situation and action to be taken to resolve the situation. The matter was also discussed in the meeting held on 29-04-2016 wherein Sh. I. D.Yadav EE(Coord.)NR was present and it was suggested that the department will look into the feasibility of meeting



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with aggrieved parties and with intervention of the association also for betterment of the cadre and promotional channels.

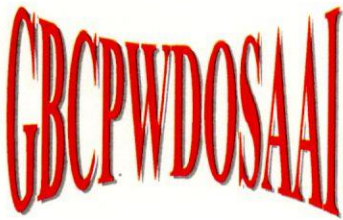
it is regretted that no action has been initiated so far in the matter.

(Action:DDG,Coord.(NR))

3. Delay in Promotion to the Post of OS

On this point, the General Secretary of the Association has stated that as per the cadre review 2012 there are 360 post of OS post in Northern Region but even after a lapse of 4 years the department has not been able to fill these vacancies till date and presently more than 100 posts of OS in northern region lying vacant. The members of the Association stated that in spite of continuous correspondence with the Coordination (NR) since June, 2015, the situation is same and no serious action has been taken in imparting training to candidates and no stringent orders issued in this regard and the coordination still asking for APAR for conducting DPC for promotion, In this regard, the DDG,Coord (NR) has informed that the process of promotion of UDC to OS is likely to be completed soon. The SDG (NR) took it seriously and directed the DDG,Coord.(NR) to expedite the process and issue promotion orders immediately without further delay.

In spite of repeated request and persuasion and directions from higher offices, promotion orders have been issued for 65 Nos and the official were posted outside the station, in spite of availability of sufficient vacancies at the station, resulting in forgo of promotion by majority of officers. Further coordination is also encouraging this futile exercise by accepting the same, and overlooking the interest of the Government/ Department/Staff, resulting maximum vacancies in Northern Region which is highest among all regions, details are given below:-



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Sanctioned strength :

| Sl.No. | post | NR i/c DR, HQ | ER | WR | SR | Total | Remarks |
|--------|--------------|---------------------|------------|------------|------------|-------------|---|
| 1 | LDC | 1270 | 257 | 155 | 160 | 1842 | Sanctioned strength as per Cadre Review of Subordinate Ministerial Cadre of CPWD issued vide Directorate, CPWD Office Order No. 45(2)/4/2011-S&D/573 Dated 5-9-2012 |
| 2 | UDC | 1124 | 308 | 166 | 215 | 1813 | |
| 3 | OS | 360 | 105 | 63 | 73 | 601 | |
| 4 | AAO | 97 | 28 | 17 | 20 | 162 | |
| | Total | 2851 | 698 | 401 | 468 | 4418 | |

In Position as on 1-6-2017 :

| Sl.No. | post | NR i/c DR, HQ | ER | WR | SR | Total | Remarks |
|--------|--------------|---------------------|------------|------------|------------|-------------|--|
| 1 | LDC | 945 | 203 | 110 | 80 | 1338 | Detail as per data available on PIMS portal of CPWD as on 1-6-2017 |
| 2 | UDC | 832 | 290 | 134 | 161 | 1417 | |
| 3 | OS | 234 | 62 | 46 | 60 | 402 | |
| 4 | AAO | 90 | 22 | 13 | 12 | 137 | |
| | Total | 2101 | 577 | 303 | 313 | 3294 | |

Vacant as on 1-6-2017 :

| Sl.No. | post | NR i/c DR, HQ | ER | WR | SR | Total | Remarks |
|--------|--------------|---------------------|------------|-----------|------------|-------------|--|
| 1 | LDC | 325 | 54 | 45 | 80 | 504 | Overall 27.36% posts vacant out of which 64.48% of total vacancies are vacant in NR only |
| 2 | UDC | 292 | 18 | 32 | 54 | 396 | Overall 21.84% posts vacant out of which 73.74% of total vacancies are vacant in NR only |
| 3 | OS | 126 | 43 | 17 | 13 | 199 | Overall 33.11% posts vacant out of which 63.32% of total vacancies are vacant in NR only |
| 4 | AAO | 7 | 6 | 4 | 8 | 25 | 15.43% vacant, As per personal enquiry the DPC was conducted in Dec. 2016 but orders are still awaited. |
| | Total | 750 | 121 | 98 | 155 | 1124 | Overall 25.44%, out of which 66.73 in NR only |

(Action: Sl.No.1-3,DDG(Coord.)(NR))



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5. Solving the issue to loosing seniority in respect of newly proted OS due to delay in promotions to the post of OS.

It is informed by the Association members that the newly promoted OS of the northern region will be losing the seniority as the promotion orders of other regions have already been issued and the OS of the northern region will be behind them due to delay in promotion on the part of the Department. The SDG (NR) realized the situation and directed the DDG, Coord (NR) to take immediate appropriate action with the Directorate to resolve the issue.

The above matter was discussed in the meeting with DDG(HQ) on 25-04-2016, No action has so far been initiated by the Coordination (NR). This Association is eagerly waiting for reply in the matter.

(Action: DDG(Coord.)(NR))

6. Timely completion of APAR in respect of OS and UDCs to avoid delay in promotion to the post of AAO and OS

It is informed by the Association members that since last one year this Association repeatedly requesting the Directorate as well as Coordination(NR) for completion of APAR of OS and UDC to avoid the delay in promotions but no suitable action has been initiated by the Coordination to avoid delay in promotions. Department awake when the candidates name appears in the panel of promotion, The SDG(NR) realized the situation and directed the DDG, Coord(NR) to take immediate appropriate action for timely completion of APARs.

After laps of one year, it has been observed that when the promotion process started a circular has been floated on the web site that the APAR is awaited for promotion, we have seen a circular recently issued by Coordination(NR) on dated 24-05-2016 regarding sending of APAR of UDC who are under consideration for promotion to the post of OS.

(Action: DDG(Coord.)(NR))



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7. Uploading of APAR on web site.

It is informed by the Association members that this Association since last one year repeatedly requesting the Directorate as well as Coordination (NR) for uploading of APAR of OS and UDC on web site so that the individual member should be aware about the status of his/her APAR to avoid the delay in promotions but no suitable action has been initiated by the Coordination for the completion and uploading of APAR on web site.

No action has been initiated for uploading of APAR on PIMS.
(Action: DDG(Coord.)(NR)

8. Inclusion of Lady member in hard case committee constituted for the post of OS.

The members of the Association requested for inclusion of lady member in hard case constituted for the post OS as there are lot of female staff in Ministerial cadre and the problems of the lady staff can be better heard by a lady member of the hard case committee so that impartial justice can be given to a genuine case. The SDG(NR) agreed the view of the association and directed the DDG.,Coord(NR) to take necessary action to include a lady member in the hard case committee constituted for the post of OS.

No Action has been initiated after laps of one year.

(Action : DDG(Coord)(NR))

9. Implementation of transfer orders.

The members of the Association requested for implementation of transfer orders in respect of OS that while issuing the transfer order on promotions the candidate may be adjusted at the same station as far as possible for implementation of transfer/promotion orders to achieve the target of sanctioned strength and the requests of individual members should be considered in the light of betterment of cadre as well as smooth economical functioning of the department as



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the eligible candidates for promotion to the post of OS have already been granted the financial benefits through MACP and no hope for further promotions which is main cause for not accepting of the out of station posting on promotion. The SDG(NR) agreed the view of the association and directed the DDG.,Coord(NR) to take necessary action and issue the transfer and posting orders of OS keeping in view of implementation thereof.

No action has been initiated for betterment of Department so far.

(Action : DDG(Coord)(NR))

10.The action taken on the letters of the Association by the Coordination(NR)

The General Secretary of the association complained that the Coordination (NR) is not responding to the requests/letter sent to them by the Association. SDG(NR)has take a serious note of it and directed DDG, Coord.(NR) to look into the matter immediately and take action.

No Communication has been received for the office of DDG(Coord.)NR so far, regarding action taken on the issues pointed out by this Association.

(Action:DDG,Coord.(NR))

it is also regret to mention here that in spite of repeated pursuance with your office as well as DDG(Coord.)NR, the minutes of the meeting has not been issued so far which it self destruct the purpose of the meeting as well as clear violation of the instruction issued vide Directorate OM N0. 43/1/2016-General Dated 13th April, 2016 regarding issue of minutes of the meeting (copy enclosed for ready reference)

GBCPWDOSAAI

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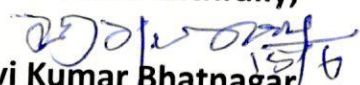
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Keeping in view of the above, it is requested that a meeting with this Association may please be fixed immediately to resolve the issues related to Ministerial cadre for welfare of the staff and betterment of the Department also.

An early action in this matter is highly solicited.

Thanking you in anticipation and with regards,

Yours faithfully,

Ravi Kumar Bhatnagar
General Secretary