



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

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No. GBCPWDOSAAI/ 71

Dated 05/03/2018

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To

Shri Abhai Sinha,
Director General
Central Public Works Department,
NirmanBhawan, New Delhi

Sub:-Cadre review of three organized Group 'A' Services and Subordinate Engineering and Architecture Cadre of CPWD: Comments of this Association reg.

Ref:- Your OM No. 3/4/2018 - S&D /Cadre Review/28 dated 30.01.2018.

Sir,

With reference to the above cited OM, this Association wants to bring the following for your consideration please:-

We would like to recall the meeting of Hon'ble Secretary of MoUD on 20-02-2017 with all the recognized Service Associations, wherein it has been decided that the study on working and reorganization of CPWD will be done and all the stake holders i.e all the service Associations will be the part of the study, but it is regretted to point out that no formal meeting was called with this Association by the studying agency M/s Ernst & Young.

Secondly, we have come to know from the media that the final report regarding the study on working and reorganisation of CPWD was submitted by the agency to Ministry of Urban Development on 28th August, 2017.

After the submission of report by M/s Ernst & Young, the report has not yet been published in public domain and it is not clear whether the report has been rejected, accepted, partly accepted by the Ministry or what is the reaction/comments of the Department.



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We would like to refer Directorate's OM No. 12/3/2017-S&D/528 dated 24.10.2017 vide which a committee of Core Internal Group in CPWD was constituted for holding weekly meeting and brainstorming on all aspects of CPWD taking a 360 degree view of the Organization, but no report of such committee have been communicated so far.

The OM dated 30.01.2018 para 2 stated that "In accordance to directives of the DoPT, every cadre needs to be reviewed once every five years. Thus the cadre review of three Organized Group-A services and Subordinate Engineering and Architecture Cadre of CPWD has become due." Now the matter itself is questionable, why the cadre review for only three organized groups, as all other cadres are also due for cadre review because the last cadre review of all cadres of CPWD was done in 2012, not for the three cadres mentioned in the said OM only.

In this context, we would like to raise some doubts which are relevant in the subject matter:-

1. Whether the Cadre review done in 2012 have been fully implemented:- If the answer is ' yes ', we would like to refer Directorate letter No. 4/02/2016-EC.IV(SC) dated 24.01.2018 vide which this Association's letter of even No.64 dated 11.01.2018 was sent to all regions for comments of vacant posts which shows that more than 35% posts are still vacant due to non-promotion due to delay in the respective Co-ordinations', especially in Northern Region. If the answer is ' No', then what is the need of the present Cadre review before implementing the earlier cadre review in full and requested that all posts approved in the cadre review 2012 may please be filled-in immediately .

2. If the Department is in hurry to initiate the cadre review:- what will be the status of study report submitted by M/s Ernst & Young.



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In addition, we would like to lodge our protest for the short period given for such an important issue. It seems that the Department is in a hurry to complete the cadre review without learning any lesson from the past cadre reviews. The casual approach of the department to discuss the issues with stakeholders is despicable.

However, considering the importance of the issue, the point-wise comments are enclosed herewith as 'Annexure-A'. It is requested that detailed study and dialogues may please be carried out before finalizing the Cadre Review which may result employee-employer satisfaction and our Department can serve the country in a better manner.

Thanking you,

Encl: As above.

Yours faithfully,


Ravi Kumar Bhatnagar
General Secretary

THE COMMENTS/FEED BACKS/INPUTS OF THE ASSOCIATION ON THE FOLLOWING ISSUES SOUGHT BY THE DEPARTMENT VIDE O.M. DT.30.1.18:-

- **Importance of capacity building, up-gradation the status of CPWD Training Institute headed by a DG level officer.**

It is very good idea to give stress on capacity building. However, still it seems that the department is again making mistake in addressing the issue. The main aspect of training institute is the infrastructure and faculty providing training. It is not clear that a DG level officer can suffice in capacity building?

By creating one more post of DG, Department is making the top heavier. The Training Academy should be headed by only CE level officer with specific powers delegated to him for carrying out the functions smoothly.

- **The present cadre structure appears top heavy having large number at senior level administrative posts.**

At last, the Department has accepted the fact that the top level is bulky. It is right time to reduce the posts at top level to bring back the "Hierarchy" to its original shape. First of all, the Department should abolish all SDG and ADG posts immediately. These multi layers are creating more hurdles than giving better working environment.

We once again repeating that the promotional matters of Ministerial cadres were badly delayed after the creation of post of DDG (Coord.) keeping in mind the example of NR, it seems that the post of DDG (Coord.)NR is being utilized for posting for preparatory of retirement only. There were no pending promotions in the Coordination, when the coordination was headed by Superintending Engineer or even by Executive Engineer also. We saw that the Engineering Officials are not capable to take administrative decisions and they use to forward every matter to Directorate for advice, it is very surprising that as per Recruitments Rules the DG,CPWD is appointing authority for the post of Office Superintendent but all promotion orders have been issued without the approval of DG, now after raising the objection by the Directorate many Ex-post facto approval cases were sent to Directorate for approval and the administrative experience of ministerial cadre has been denied.

Instead of increasing the number of officers for effective administration, efforts should be made to make Directorate more professional and competent by making the function fully automated and transparent. The administrative work should be distributed in different sections under the supervision of Ministerial cadre supervisors for better results and harassment of individual employees could be eliminated by prompt action.

8/5/18
J. S. G. S.

- **Merger of Civil and E&M cadre for AE/AEE and above levels.**

It is not a wise decision to merge the two different branches of Engineering. When the Department is recruiting JEs and AEEs based on specific engineering backgrounds (Civil/Elect.&Mech.) separately by bifurcating the vacancies, why these can be merged after entering into the service. We strongly oppose this decision of the department and suggest that the same may be done at higher level only. CPWD has gained prestige on account of committed, dedicated and expert work force. This step will hamper the work execution badly and will bring the prestige level further down.

- **At least 50% of the Engineers working in CPWD must be directly recruited Graduate Engineers.**

This point seems to be too sketchy. It is presumed that the department is of the opinion that graduate engineers are more capable than diploma holders. We do not accept this rationale still we feel that for quite some time more number of degree holders are joining the department and diploma holders are almost extinct. As only degree qualification is not enough to beat the experience of skills, we suggest that the present system is more apt and need no change.

- **Need of Architecture cadre in CPWD in the light of directions for undertaking projects in EPC mode.**

CPWD is the only organization in India having all branches of the Engineering and it is a fact that no organization can progress without all wings for effective implementation of the tasks. Therefore, we suggest that Architectural wing should be strengthened further by posting them in Division level also.

- **Review of sanctioned strength of AE/JE in the light of gradual outsourcing of maintenance and implementation of projects in EPC mode.**

It has been seen that the strength of JE, is reduced considerably and it seems that department is going to reduce it further. Earlier, the AE to JE ratio was nearly 1:3 which has now been reduced to 1:1. This was done to create more promotional avenues for Group-A Engineers. This step has backfired and reputation of the department has been damaged considerably. We must rectify this blunder and Department must not venture into creating more posts at top

at the cost of JE/AE posts in the name of this cadre review and make the inverted pyramid burst. JE is the face of the department and we should increase the strength at JE level and delegate more powers to field staff so that they can work efficiently and without any fear. This step will definitely put the department on the path of growth and will help in regaining its lost glory.

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5/3/18

- **Reduction in the level of hierarchies. Whether need of inter-reporting between ADG/SDG, SE/CE and JE/AE.**

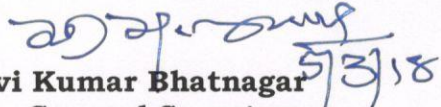
We would like to reiterate that all the ADG and SDG posts be scrapped completely. We are of the view that instead of making the posts inter-changeable Department should keep the hierarchy intact and reporting in the field should be limited to the level of SE only. This will result decision making faster and thereby completion of projects can be done on time. CE posts should be made entirely Administrative/Management oriented. The decision making process regarding field issues should not extend beyond the level of SE. This will improve service delivery at the lower level.

- **Lowering the common command for maintenance from the current level of CE to SE in the first phase and to EE level in the next phase.**

It is a good decision and we welcome this step provided vigilance, various quality control wings etc may check the work effectively and create an environment in such a manner so that the EEs can work fearlessly.

- **Review of delegation of powers of disciplinary Authority in respect of various Government 'B' Non -Gazetted posts.**

We welcome the step. As proposed earlier, elimination of SDG and ADG posts would make CE the second highest level officer after DG (CPWD). Therefore, the Chief Engineer should be made disciplinary authority of Group-B Non-Gazetted posts.


Ravi Kumar Bhatnagar
General Secretary