

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/ 86

Dated 14-5-2018

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.: 09868717143

To

The Director General,
CPWD, Nirman Bhawan,
New Delhi – 110 011

Sub: Grant of pay parity to OS & AAO working in CPWD with ASO & Section Officer of CSS. *कॉस्टर*.

- Ref: 1) Judgment dated 9th March, 2017 in OA No.180/00868/2014 of the CAT, Ernakulam Bench.
2) Copy of letter No.L-373/US(MP)/D(N-II)/17 dated 8th February, 2018 of the US to GOI, Ministry of Defence, New Delhi.
3) Letter No.DL/0812/6160 dated 27th April, 2018 of the CPIO (N), Integrated Headquarters, Ministry of Defence (Navy), New Delhi.

Respected Sir,

In Continuation to this Association "*Brief Note on Pay Parity to Ministerial Cadre of CPWD with CSS Cadre*" submitted to Hon'ble Minister of Housing & Urban Affairs with copy to your good self vide this Association letter No.GBCPWDOSAAI/74 Dated 27-03-2018, The Section Officers of CSS cadre working in CPWD Headquarter and attached offices outside New Delhi were granted a pay in PB-2 with GP 4800 and GP 5400 after completion of 4 years service as per the 6ht CPC in the said post. This Association, from time immemorial, were demanding for grant of pay parity to the Assistant Administrative Officers of CPWD with that of Section Officer of CSS cadre working in CPWD.

The standard reply to reject this legitimate demand for pay parity is that '*parity cannot be recommended as the Section Officers are dealing in policy matters*'. The simple question is '*what is this policy matter*'? CPWD is not declared as a nodal authority in formulating policy decision on service matters. It can only formulate policy decision on matters pertaining to Engineering & Architecture. Whether the Section Officers of CPWD are competent enough to formulate policy decision of engineering subjects? Whether they have been authorised to do so?

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All the policy decisions on Engineering & Architecture are formulated by the competent Engineering/ Architectural authorities of CPWD. The roles of Section Officers & AAOs are getting the same implemented. The actual implementation of policy matter is done at field unit level and the staffs of the Subordinate Cadre are the conduit in doing so. Then how the Department can differentiate the duties of the SO of CSS cadre and AAO of Subordinate cadre as '*not similar*'? Hence, the reason for the argument that 'parity cannot be granted', is not on fair ground and against the doctrine of 'equal pay for equal work'.

We would like draw your attention to Para 8 of the judgment dated 9th March, 2017 of the Hon'ble Cat, Ernakulam Bench. **The Tribunal noted that '*the historical distinction of secretariat vis-à-vis non-secretariat appears to be one perpetuated merely to deny the pay similarity, as the nature of duties has over several years after independence, grown and expanded to read like each other. The tendency to look down attitude of the Secretariat on the non-Secretariat has outlived, as the work in non-Secretariat has not only equalled the nature of duties and services in headquarter offices but has overtaken the decentralised and delegated functions arising out of an expansion of organisation in the last 60 plus years of independence*'.**

It is a known and established fact that CPWD came into existence in July, 1854 when Lord Dalhousie established a central agency for execution of public works and set up Ajmer Provincial Division. It has now grown into a comprehensive construction management department, which provides services from project concept to completion, consultancy and maintenance management. Through the professional expertise in disciplines including Architecture, Engineering, Project Management coupled with comprehensive experience in building construction and maintenance CPWD has been serving the nation for last 162 years and has executed priority of works in difficult and demanding geographical and climatic conditions.

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In the year 1930, the department had a cadre of only two permanent Circle (Civil) i.e. Circle I and II and six divisions for the works at Delhi, Shimla, Dehra Dun, Ajmer and Indore. In the year 1945 the number of units increased to 2 Chief Engineers one at Delhi and the other at Calcutta, 12 Circle and 70 Divisions. After implementation of 3rd Cadre review of the Engineering staff, CPWD now have (approx) 5 Regions, 11 Sub-regions, 86 Zones, 173 Circles and 634 Divisions. Multi level posts have been created in the Engineering cadre with lucrative pay scales and a number of powers vested with the DG have been re-delegated to SDG/ADG/CE etc. from time to time. But the ministerial staff assisting them are treated as 2nd class citizens and denied better pay scales on one or the other flimsy grounds.

The undersigned had filed a quarry under the RTI Act with the CPIO (N), Integrated Headquarters, Ministry of Defence (Navy), New Delhi to find out the feasibility and applicability of the judgment dated 9th March, 2017 *vis-à-vis* with the staff of CPWD. It is found that hierarchy and pay structure of the staff of Defence and CPWD are the same with four levels as under:

Sl. No.	DEFENCE		CPWD	
	Post	Pay scale	Post	Pay scale
1	Lower Division Clerk	5200-20200+1900	Lower Division Clerk	5200-20200+1900
2	Upper Division Clerk	5200-20200+1900	Upper Division Clerk	5200-20200+1900
3	Office Superintendent	9300-34800+4200	Office Superintendent	9300-34800+4200
4	Admn. Officer Gd.II	9300-34800+4600	Asstt. Admn. Officer	9300-34800+4600

It can be seen that the RRs of both Defence and CPWD are identical except for an element of 25% direct recruitment in the post of Administrative Officer Gd.II. It can also be seen that there are 5 levels in the Ministerial cadre in Defence as in CPWD prior to 01/01/2006 as detailed below:

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Sl. No.	DEFENCE		CPWD	
	Post	Scale of pay (5 CPC)	Post	Scale of pay (5 CPC)
1	LDC	3050-4590	LDC	3050-4590
2	UDC	4000-6000	UDC	4000-6000
3	Assistant	5000-8000	Heal Clerk	5000-8000
4	Office Superintendent	5500-9000	Office Superintendent Gd.II	5500-9000
5	Admn. Officer Gd.II. (Gazetted)	6500-10500	Asstt. Admn. Officer (Gazetted)	6500-10500

Consequent upon implementation of 6 CPC scales, the post of 'Assistant' (5000-8000) & 'Office Superintendent' (5500-9000) in Defence Department got merged into one post of 'Office Superintendent' in the revised 6 CPC scale of Rs.9300-34800+4200. Similarly the post of 'Head Clerk' (5000-8000) & 'Office Superintendent Gd.II' (5500-9000) in CPWD also got merged into one post of 'Office Superintendent' in the revised 6 CPC scale of Rs.9300-34800+4200.

This Association vide our letter No.GBCPWDOSAAI/73 dated 27-03-2018 had requested the Directorate to include an element of 'direct recruitment' in the post of Office Superintendent with a GP of 4600 at par with the post of 'Assistant' of CSS cadre. If the said proposal is approved, it will be a seamless up gradation of the post of 'Assistant Administrative Officer' with a GP of Rs.4800 and a GP Rs.5400 after 4 years service in the said post which will result in complete parity with 'Assistant' & 'Section Officers' of CSS cadre working in CPWD at par with parity with Secretariat staff granted by Hon'ble CAT, Ernakulam Bench to the staff of Defence Department.

It is also worth mentioning here that the Defence Department choose to implement the judgment without contesting, which shows their keen interest to benefit their staff and at the same time they also came to the conclusion that the judgment is just and fair.

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GBCPWDOSAAI

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We hope that Directorate will find our demand as just and reward the staff of Subordinate Cadre in CPWD and recommend the matter to the Government which is judicious in nature thereby fulfilling our long standing demands which are based only on facts. The Directorate's positive decision in this regard will be a morale booster of the staff of Subordinate cadre of CPWD and can avoid the court cases in the matter for which Ministerial staff will remain indebted to the Department.

In view of the position as stated above, it is requested to your goodself that the matter may please be taken up with the competent authorities for grant of similar pay scale i.e. 9300-34800+4600(GP) to Office Superintendents and Rs.9300-34800+4800(GP) to the Assistant Administrative Officers of CPWD and GP of Rs.5400 on completion of four years in the said post with effect from 01/01/2006 with all consequential benefits.

- Encl: - 1) Judgment dated 9th March, 2017 of Hon'ble CAT, Ernakulam Bench
2) Copy of letter No.L-373/US(MP)/D(N-II)/17 dated 8th February, 2018 of the US to GOI, Ministry of Defence, New Delhi.
3) Letter No.DL/0812/6160 dated 27th April, 2018 of the CPIO (N), Integrated Headquarters, Ministry of Defence (Navy), New Delhi along with its enclosures.

Thanking you,

Yours faithfully,


Ravi Kumar Bhatnagar
General Secretary

Central Administrative Tribunal
Ernakulam Bench

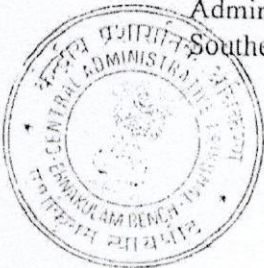
OA/180/00868/2014

Thursday, the 9th March, 2017

CORAM

Hon'ble Mr. Justice N.K. Balakrishnan, Judicial Member
Hon'ble Mrs. P. Gopinath, Administrative Member

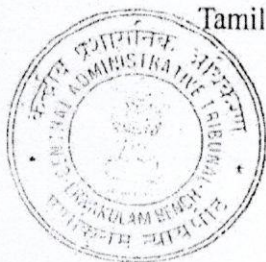
1. N. Velayudhan, Aged 59 years,
S/o V. Narayanan,
Administrative Officer Grade II
INS Venduruthy, Naval Base,
Cochin -4.
2. K.S.Soman, Aged 57 years,
S/o P.K.Sreedharan,
Administrative Officer Grade II
Naval Aeronautical Quality Assurance Service,
Kochi.
3. L. Sukesini, Aged 56 years
W/o late C. R. Santhosh
Administrative Officer Grade II
Naval Aircraft Yard, Cochin-4.
4. C.M.Savithri, Aged 53 years,
W/o K.Purushothaman,
Administrative Officer Grade II,
Naval Aeronautical Quality Assurance Service,
Cochin-4.
5. K.J.Clara, Aged 59 years,
W/o C.J. Augustine,
Administrative Officer Grade II,
Naval Aircraft Yard, Cochin-4.
6. K.S.Babu, Aged 56 years,
S/o late Shri.K.G.Sreedharan,
Administrative Officer Grade II,
Material Organization, Cochin-4.
7. Reshmi N .Menon, Aged 50 years,
W/o T.K.Anil Kumar,
Administrative Officer Grade II,
Southern Naval Command (HQ),



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Naval Base, Cochin-4.

8. P.K.Padmavathy, Aged 62 years,
W/o C.S.Baby
Administrative Officer Grade II (Rtd.)
Material Organization,
Southern Naval Command (HQ),
Naval Base, Cochin-4.
Residing at Cherupulliparambil House,
Elamakunnappuzha P.O.,
Kochi - 682 503.
9. M.K.Balamani, Aged 64 years,
W/o K.R.Krishnankutty
Administrative Officer Grade II (Retd.),
Naval Aircraft Yard,
Southern Naval Command (HQ),
Naval Base, Cochin-4.
Residing at Karimundackal House,
Mythripuram, Thrikkakara, Kochi-21.
10. Lucyamma Joseph, Aged 61 years,
W/o T.J.Samuel,
Administrative Officer Grade II (Retd.)
Naval Aircraft Yard,
Southern Naval Command (HQ),
Naval Base, Cochin-4.
Residing at Kudumpulical House,
Priyadarshi Nagar, Konthuruthy, Kochi-13
11. Benjamin Samuel, Aged 61 years,
S/o late N.I.Samuel
Administrative Officer Grade II (Retd)
Southern Naval Command (HQ),
Naval Base, Cochin-4.
Residing at Nararakathinkel House,
Eroor North, Ernakulam - 682 306.
12. Madhavi Radha, Aged 62 years,
W/o Mr. K.Radha
Administrative Officer Grade II (Retd)
Naval Aircraft Yard,
Southern Naval Command (HQ),
Naval Base, Cochin-4.
Residing at 27-Bank Street, Ammapettai,
Bhavani Taluk, Erode District,
Tamil Nadu-638 311.



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13. M.J. Mariamma, Aged 62 years,
W/o P.A.Mammen,
Administrative Officer Grade II (Retd)
Naval Aeronautical Quality Assurance Service,
Southern Naval Command (HQ),
Naval Base, Cochin-4.
Residing at BMC, Thrikkakara P.O.,
Kochi -21.

Applicants

(By Advocate: Mr.S.Radhakrishnan)

Versus

1. Union of India represented by
The Secretary to the Govt. of India,
Ministry of Defence,
New Delhi - 110 001.
2. The Chief of Naval Staff
Naval Headquarters, R.K. Puram,
New Delhi - 110 011.
3. The Flag Officer Commanding in Chief
Southern Naval Command, Naval Base,
Cochin - 4.
4. Ministry of Finance represented by
the Secretary to the Government of India,
Department of Expenditure
Ministry of Finance, North Block,
New Delhi -110 001.

Respondents

(By Advocate: Mr.N.Anil Kumar, Sr.PCGC)

The OA having been heard on 6th February, 2017, this Tribunal delivered the following order on ~~9th March 2017~~

ORDER**By P. Gopinath, Administrative Member**

The applicants are aggrieved by the failure on the part of the respondents in fixing their pay in PB-2 with Grade Pay of Rs.4800/- and GP Rs.5400/- on completion of 4 years service in the post of Administrative Officer Grade-II in



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accordance with Clause I (1) of Section II Part B of CDS (Revised Pay) Rules, 2008. Applicants 1 to 7 are working as Administrative Officer Grade II and applicants 8 to 13 retired on superannuation holding the same post. It is stated that the applicants who joined the Indian Navy as LDC earned successive promotions as UDC, Assistant, Office Superintendent and Administrative Officer Grade-II on different dates. Their demand is to get Grade Pay of Rs.4800/- instead of Rs.4600/- based on pay parity as approved and upheld by various judicial pronouncements. Administrative Officer Gr.II is in the rank of a Gazetted Officer whereas non-gazetted officers are in receipt of Grade Pay of Rs.5400/-, contend the applicants. The applicants seek a declaration that they are identically situated as those of Section Officers/Private Secretaries and similar grades of CSS Cadre and thus entitled to receive Grade Pay of Rs.4800/- PB-2 and with GP of Rs.5400/- in PB 3 on completion of 4 years of service in the grade of AO-II. Copy of the order passed by this Tribunal in OA 314/2010 and Annexure A9 judgment of the Delhi High Court are produced to buttress the case of the applicants.

2. Respondents in their reply statement contend that post 6th CPC Administrative Officer Gr.II in Navy was granted GP of Rs.4600 in PB-2. Section Officers of AFHQ/CSS were granted GP of Rs.4800 in PB-2 and after completion of 4 years, Rs.5400, as per the table below:

CPC	SO of AFHQ/CSS Cadre (Pay Scale)	AO-II of Indian Navy (Pay Scale)
6 th CPC	Rs.9300-34800, PB-2 + GP 4800 (GP 5400 on completion of 4 years)	Rs.9300-34800, PB-2 + GP 4600



3. It is contended that a number of officers represented to upgrade the pay scale of AO-II (Grade Pay) at par with Section Officer of CSS and AFHQ. A proposal to that effect was submitted by Naval Headquarters to MoD for their approval. However, MoD rejected the proposal with the following observations:-

'A similar proposal for upgradation of pay scale of Coast Guard's Section Officer and Private Secretary seeking parity with Section Officer/PS of AFHQ/CSS, was examined in consultation with MoF. The proposal was rejected by MoF stating that 6th CPC has given two sets of recommendations, one for the common category of Ministerial Staff existing in HQs Organizations of Govt of India (Para 3.1.9) and the other for common category of Ministerial Staff existing in offices outside the Secretariats (Para 3.1.14). Since the instant case is similar in nature in which MoF had given clear instructions, therefore, the proposal in the instant case is not acceded to.'

4. Consequent to judgment of High Court of Delhi dated 6th Sept. 2013 in WP.No.116/2013 and Supreme Court of India order dated 3rd March 2014 in SLP No.3402/2014 allowing upgradation of Staff Officer of Coast Guard at par with SO of AFHQ with effect from 1st Jan 2006, the case was taken up again by bringing out the historical parity and duties/ responsibilities attached with the post of AO-II and PS of Navy with that of SO and PS of AFHQ as desired by MoD(Fin) duly approved by MoD. MoD (Fin) had recommended the case to Ministry of Finance/Department of Expenditure. However, Ministry of Finance/ Dept of Expenditure vide their UO No.10(13)/E-IIIB/2014 dated 16th October 2015 again rejected the proposal. The case of P.K.Sehgal and Ors Vs. Union of India decided by CAT (PB) on 19th January 1996, according to the respondents, is not applicable to this OA, as the same pertains to the duties and responsibilities of Assistant of CSS and Steno Grade-II.



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5. Heard arguments on both sides and perused written submissions made.
- As per the specific recommendation of the 6th CPC, the Govt has extended a dual pay structure for SOs - basic Grade Pay of Rs. 4800/- in PB-2 and Grade Pay of Rs.5400/- in PB-3 after 04 years of service thereafter (non-functional). The 6th CPC also recommended that this may be given to Services which have had a historical parity with Central Secretariat viz. AFHQ, RBSS, MEA, M/o Parliamentary Affairs, CBEC, UPSC etc.
6. The Central Secretariat, referred to as the Headquarters Organization of the Government of India, has been dealt with by the 6th CPC on a different footing vis-a-vis Non-Secretariat Organization. The Commission specifically recommended that the two-tier pay structure for Section Officer/PSs with a initial pay scale of Rs. 7500-12000 and the non-functional grade of Rs. 8000-13500 after 04 years, be extended to the Central Secretariat Stenographer service in all Secretariat Organizations, like the Railway Board, Armed Forces Headquarters, Ministry of External Affairs, Ministry of Parliamentary Affairs, CVC, UPSC, etc. This recommendation, according to respondent, is not applicable to posts in Non-Secretariat Organizations without arguing why such a disparity is perpetuated or awaits a judicial intervention.
7. The judgment in OA No.527/1997 of 28th Sept. 1998 of CAT (PB) pertains to pay parity between Assistant working in Central Secretariat and in other lower formations. Respondent has not made out a case why a similar treatment cannot be extended to applicants, as this is also a case for extending parity to lower formations or field formations. The VI CPC had recommended grade pay of Rs.4800 in PB-2 and 5400 in PB-3 on completion of 4 years service to services which have had a historical parity with CSS/CSSS. Services



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like AFHQCS/AFHQSS and Ministerial/Secretarial posts in organizations like MEA, Ministry of Parliamentary Affairs, CVC, UPSC etc. are covered but not AO-II in MoD (Navy). And the respondent does not make out a case, why such a historical parity cannot be established now, on the same argument of extending HQ Secretariat service pay benefits to officials in lower formations and why the applicants are denied the benefit.

8. The respondent has no case that the nature of duties performed by applicants in the lower formations are any different from that performed by the headquarters' offices, thereby making out a case of non-entitlement on the ground of functional differentia. The historical distinction of Secretariat vis-a-vis non-Secretariat appears to be one perpetuated merely to deny the pay similarity, as the nature of duties has over several years after independence, grown and expanded to read like each other. The tendency to look down attitude of the Secretariat on the non-Secretariat has outlived, as the work in non-Secretariat has not only equalled the nature of duties and services in headquarters offices, but has overtaken the decentralized and delegated functions arising out of an expansion of organizations in the last 60 plus years of independence. This is a normal trend in the growth of any democracy in one of the largest populated country in the world. Such a growth would not normally end in a dilution but expansion of functions of government departments, and an increasing downward devolution and sharing of functions with the lower formations. Instead of aggregating and consolidating the same in the headquarters secretariat, in the interests of functional efficiency and decentralization, a delegation has been perpetuated to the lower levels. Such a downward devolution of power among the officer cadre away from the



Secretariat formations would also reflect in the nature of duties assigned and performed by the non-Secretariat cadre. This should also reflect in the need to remove the distinction between Secretariat and non-Secretariat cadres.

9. We note that similarity of treatment has been extended to those who pursued their case through the judicial arm, it is denied to those who did not. Instead of maintaining and perpetuating such a disparity, an endeavour should have been made to extend the benefit to those who are denied the benefit only because they did not approach the Tribunal. The judgment of High Court of Delhi in WP(C) No.116/2013 has been extended to Staff Officer (Civilians) of Indian Coast Guard Organization. Just because nomenclature of applicants is Administrative Officer of Navy in non-headquarters organization, the decision to deny benefits is unacceptable.

10. For the reasons stated above, this OA is to succeed. Accordingly we declare that the applicants are entitled to Grade Pay of Rs.4800/- in PB-2 and Rs.5400 in PB-3 on completion of 4 years service in PB-2. The OA is allowed directing the respondents to provide the benefits within a period of two months from the date of receipt of a copy of this order. No order as to costs.

Sd/-
(Mrs. P. GOPINATH)
ADMINISTRATIVE MEMBER

Sd/-
(N.K. BALAKRISHNAN)
JUDICIAL MEMBER



CERTIFIED TRUE COPY

Date: 13/03/17

Sd/-
Deputy Registrar

No. L-373/US(MP)/D(N-II)/17
Govt. of India
Ministry of Defence

South Block, New Delhi.
8th February, 2018.

To
The Chief of the Naval Staff
HQ MoD (N)
New Delhi.

Subject:- Implementation of Order dated 09.03. 2017 of Hon'ble CAT (Ernakulam)
In OA No. 868/2014 filed by Shri N. Velayudhan & Others-reg.

In pursuance of the Hon'ble CAT (Ernakulam) Order dated 09.03.2017 in OA No. 868/2014 filed by Shri N. Velayudhan & Others, Administrative Officers Grade II, I am directed to convey the conditional sanction of the President for grant of Grade Pay of Rs 4800/- in PB-2 and Grade Pay of Rs. 5400/- in PB-3 on completion of four years of regular service to the Petitioners i.e. Shri N. Velayudhan & Others as per the provisions of Part-B, Section II, Sl. No. 1(1) of CCS (RP) Rules, 2008 w.e.f 01 Jan. 2008 with consequential pay fixation benefits and the benefits of arrears accrued.

2. The above sanction is subject to a final view being taken by the Government on the issue of feasibility of filing an Appeal and in the event of an appeal, subject to the outcome of that Appeal.

3. The expenditure involved on this account will be charged to the relevant Budget Heads

4. This issues with approval of Ministry of Finance (Department of Expenditure) vide their ID Note No. 10(13)/EIII.B dated 08.02.2018 & concurrence of MoD (Finance) vide their ID No. 19(24) 2009/NA dated 08.02.2018.

Yours faithfully,

Dinesh Kr. Lakshmin
08/02/18

(Dinesh Kr. Lakshmin)
Under Secretary to the Govt. of India
ToldFAX : 23010492

Tele: 2301 0680

The reply should be addressed to
CPIO (N)

DL/0812/6160

Shri Ravi Kumar Bhatnagar
19/923, Baba Kharak Singh Mar
New Delhi - 110 001

REGISTERED

Integrated Headquarters
Ministry of Defence (Navy)
New Delhi-110011

27 Apr 18

INFORMATION UNDER RIGHT TO INFORMATION ACT, 2005

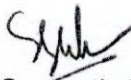
Dear Applicant,

1. Please refer to your application RKB/RTI/2018/03 dated 20 Feb 18, seeking information under the RTI Act, 2005.
2. The information sought by you is as follows:-
 - (a) **Query 1** Copy of Order dated 09 Mar 17 of Ho'ble CAT (Ernakulam) in OA No. 868/2014 is placed at **Encl I**.
 - (b) **Query 2** As per 5th CPC, Pay Scale of AO-II is Rs 6500-10500.
 - (c) **Query 3** As per 6th CPC, Pay Scale/ Grade Pay of AO-II is Rs 9300-34800 with GP 4600 (PB - 2).
 - (d) **Query 4** Copy of RRs in respect of AO-II is placed at **Encl II**.
 - (e) **Query 5** Entry level post in ministerial cadre is Lower Division Clerk and 25% of Admin Officer Grade - II. Hierarchy for promotion upto Admin Officer is as under:-
 - (i) Admin Officer Grade - II (GP 4600/ Level 7)
 - (ii) Office Superintendent (GP 4200/ Level 6)
 - (iii) Upper Division Clerk (GP 2400/ Level 4)
 - (iv) Lower Division Clerk (GP 1900/ Level 2)
 - (f) **Query 6** Copy of Rules and Regulations in respect of feeder posts is placed at **Encl III**.

3. If you are not satisfied with the decision of CPIO (Navy), you may appeal to the First Appellate Authority within 30 days of receipt of this letter at the following address:-

Vice Admiral R Hari Kumar, AVSM, VSM
First Appellate Authority
Controller Personnel Services
Room No.241
Integrated Headquarters
Ministry of Defence (Navy)
C-Wing, Sena Bhavan
New Delhi – 110 011

Yours faithfully,


(Somnath Ghosh)
Cdr-At-Arms
CPIO (N)

Encl:- As above