

GBCPW DOSAAI

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. GBCPW DOSAAI/ 117

Dated 30-12-2016

Ram Kanwar
President

Mob. : 09910872869

Ravi Kumar Bhatnagar
Gen. Secretary

Mob. : 09313171008

Avinash Kumar Sharma
Vice President

Mob.: 09968682662

Y.S. Rawat

Vice President

Mob. : 09868019574

Dinesh Kumar

Vice President

Mob. : 09313738645

Ajay Kumar N.P.

Joint Secretary

Mob. : 09891904580

Avdhesh Kumar

Joint Secretary

Mob. : 09868572286

Yashvir Singh

Joint Secretary

Mob. : 09811724008

Avinash Kumar Sharma
Treasurer (Addl. Charge)

Mob.: 09968682662

Shashi Gupta

Ladies representative

Mob. : 9818833416

T. S. Banga

Auditor

Mob. : 09968070488

To

The Director General,
Directorate, CPWD,
Nirman Bhavan, New Delhi.



Sub: Setting up of Anomaly Committee to settle the Anomalies arising out of the implementation of the Seventh Pay Commission's recommendations.

Revered Sir,

With reference to Directorate OM No. 55/04/2016/7thCPC/ 930 dated 29-12-2016, this Association has already submitted representation regarding anomalies to the Directorate vide letter No. GBCPW DOSAAI/ 108 dated 16-11-2016, Copy of the same is enclosed herewith for information and taking further necessary action please.

It is therefore, requested to kindly consider the anomaly mentioned in the said memorandum and submit the same to the appropriate authority in the Ministry for favorable action.

Thanking you, with regards,

Encl: As above.

Yours faithfully,


Ravi Kumar Bhatnagar
General Secretary,



सत्यमेव जयते

भारत सरकार
महानिदेशालय, केन्द्रीय लोक निर्माण विभाग
एस. एंड डी. अनुभाग
कमरा न. 205 ए., निर्माण भवन, नई दिल्ली
Ph. No. 011-23061911, 23063027, Fax No. 011-23061122
Email: cpwd_dirsd@nic.in



संख्या: 55/04/2016-S&D/7th CPC/ 930

दिनांक: 29.12.2016

OFFICE MEMORANDUM/कार्यालय ज्ञापन

Sub:- Setting up of Anomaly Committee to settle the Anomalies arising out of the implementation of the Seventh Pay Commission's recommendations.

In terms of DoP&T's O.M. No. 11/2/2016-JCA dated 16th August, 2016, an Anomaly Committee has been formed consisting of following officers to deal with the anomalies arising out of the implementation of the 7th CPC recommendations:

ADG (S&P)	-	Chairman
DDG (Pers.)	-	Member
Director (S&D)	-	Member

2. It is enjoined that the Committee shall invite and deliberate upon all anomalies as per aforesaid O.M of DoP&T.
3. Representation regarding anomalies already received may be deliberated upon and its report shall be submitted within a week of its formation.
4. This issues with the approval of DG, CPWD.

Tarun
29/12/16
(Tarun Mittal)
Executive Engineer (S&D)

To

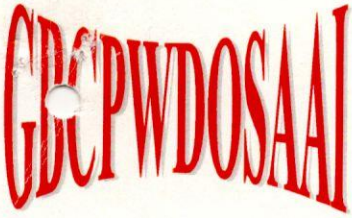
1. ADG (S&P).
2. DDG (Pers.).
3. Director (S&D).

Copy to:

1. DS (Works), M/o Urban Development.
2. PSO to DG, CPWD.

Tarun
29/12/16
Executive Engineer (S&D)

जारी किया गया
ISSUED



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/ 108

Dated 16/11/2016

Ram Kanwar
President

Mob. : 09910872869

Ravi Kumar Bhatnagar
Gen. Secretary

Mob. : 09313171008

Avinash Kumar Sharma
Vice President
Mob.: 09968682662

Y.S. Rawat
Vice President
Mob. : 09868019574

Dinesh Kumar
Vice President
Mob. : 09313738645

Ajay Kumar N.P.
Joint Secretary
Mob. : 09891904580

Avdesh Kumar
Joint Secretary
Mob. : 09868572286

Yashvir Singh
Joint Secretary
Mob. : 09811724008

Avinash Kumar Sharma
Treasurer (Addl. Charge)
Mob.: 09968682662

Shashi Gupta
Ladies representative
Mob. : 9818833416

T. S. Banga
Auditor
Mob. : 09968070488

To

Shri Abhai Sinha,
Director General,
CPWD, Nirman Bhawan,
New Delhi.

Sub: Submission of Memorandum to Anomaly Committee on 7th CPC –
Regarding:-

Revered Sir,


Kindly refer Ministry of Personnel, Public Grievances and Pensions, Department of Personnel & Training's O.M. No. 11/2/2016-JCA on Setting up of Anomaly Committee to settle the Anomalies arising out of the implementation of the Seventh Pay Commission's recommendations.

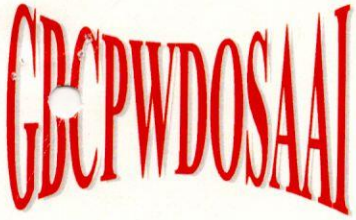
In this Connection we hereby submit a Memorandum narrating the Anomalies on the pay scales of Assistant Administrative Officer and Office Superintendent with detailed explanation. The issue mentioned in this Memorandum is parity with CSCS cadre and it is the oldest and burning issue of our Association since its inception.

It is, therefore, requested to kindly consider the anomaly mentioned in the said Memorandum and submit the same to the appropriate authority in the Ministry for favorable action as this issue is long pending one.

Thanking you,
Enc:- As Above

Yours faithfully,


Ravi Kumar Bhatnagar
General Secretary



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/

Dated

Ram Kanwar

President

Mob. : 09910872869

Ravi Kumar Bhatnagar

Gen. Secretary

Mob. : 09313171008

Avinash Kumar Sharma

Vice President

Mob.: 09968682662

Y.S. Rawat

Vice President

Mob. : 09868019574

Dinesh Kumar

Vice President

Mob. : 09313738645

Ajay Kumar N.P.

Joint Secretary

Mob. : 09891904580

Avdhesh Kumar

Joint Secretary

Mob. : 09868572286

Yashvir Singh

Joint Secretary

Mob. : 09811724008

Avinash Kumar Sharma

Treasurer (Addl. Charge)

Mob.: 09968682662

Shashi Gupta

Ladies representative

Mob. : 9818833416

T. S. Banga

Auditor

Mob. : 09968070488

MEMORANDUM TO ANOMALY COMMITTEE ON 7th CPC PAY SCALES

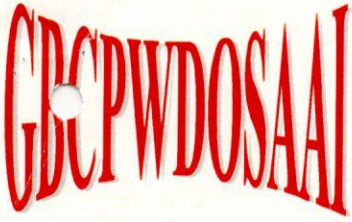
SUBMITTED BY GROUP 'B' CPWD OFFICE STAFF ASSOCIATION
(ALL INDIA) (RECOGNISED)

CPWD is a multi - disciplined engineering organisation with officers having core competency in the field of civil engineering, electrical & mechanical engineering, architecture and horticulture. Involvement & close co-ordination between all the four wings is of primary importance for efficient planning & smooth execution of the work. For effective control of works, unified command has been introduced at the level of Chief Engineer for officers belonging to Civil and Electrical wing. Thus works of civil, electrical and horticulture wing for a particular area or project will be under control of one Chief Engineer.

Unlike some of the other Government Departments who have separate Cadre of officers to discharge functions relating to Administration and Accounts, CPWD officers are discharging these functions with the aid of Ministerial staff belonging to CSS/CSCS/CSSS and Subordinate Cadre. The rules and procedures to be followed by the Government Departments are formulated and notified by DoPT, Department of Expenditure (Ministry of Finance) and other nodal Departments of Government of India. The Central Public Works Department (CPWD) is the principal agency of the Central Government engaged in construction and maintenance of Central Government assets financed from civil works Budget.

Even though the main function of the Department is engineering in nature, it is essential that the Department should maintain records of all the money it spent either on execution of works or amount spent on salary and allowances to its staff. As per GFR, 2005 all moneys received by or on behalf of the Government either as dues of Government or for deposit, remittance or otherwise, shall be brought into Government Account without delay, in accordance with such general or special rules as may be issued under Articles 150 and 283 (1) of the Constitution.

The offices of the Chief Engineer and above are declared as 'Attached Offices' and the offices of the Superintending Engineer and below are declared as 'Subordinate offices'. The Offices of the Executive Engineer (Division) is further declared as field units.



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.gbcpwdosaaai.in E-mail: groupbcpwd@gmail.com

No. GBCPWDOSAAI/

Dated

Ram Kanwar

President

Mob. : 09910872869

Ravi Kumar Bhatnagar

Gen. Secretary

Mob. : 09313171008

Avinash Kumar Sharma

Vice President

Mob.: 09968682662

Y.S. Rawat

Vice President

Mob. : 09868019574

Dinesh Kumar

Vice President

Mob. : 09313738645

Ajay Kumar N.P.

Joint Secretary

Mob. : 09891904580

Avdesh Kumar

Joint Secretary

Mob. : 09868572286

Yashvir Singh

Joint Secretary

Mob. : 09811724008

Avinash Kumar Sharma

Treasurer (Addl. Charge)

Mob.: 09968682662

Shashi Gupta

Ladies representative

Mob. : 9818833416

T. S. Banga

Auditor

Mob. : 09968070488

-2-

The 'Attached offices' are manned by the staff belonging to both the CSS/CSCS/CSSS and Subordinate Cadre, the 'Subordinate offices' are exclusively manned by the Subordinate Cadre. Staff members of both cadres in 'Attached offices' are performing similar functions.

Even though the main function of the Department is engineering in nature, it is essential that the Department should maintain records all the money it received/spent either on execution of works or amount spent on salary and allowances to its staff. As per GFR, 2005 all moneys received by or on behalf of the Government either as dues of Government or for deposit, remittance or otherwise, shall be brought into Government Account without delay, in accordance with such general or special rules as may be issued under Articles 150 and 283 (1) of the Constitution. As such, it is the duty of the Department of the Central Government concerned to ensure that the receipts and dues of the Government are correctly and promptly assessed, collected and duly credited to the Consolidated Fund or Public Account as the case may be.

The Ministerial staff of Subordinate Cadre perform vital role in complying with the provisions of GFR, 2005 in auditing/ record creation, its maintenance and preservation. The duties performed by the UDCs and LDCs in Division/Sub-division are not less than the duties performed by the staff of organised Accounts service personnel. The role of ministerial staff of Subordinate cadre in assistance and disposal of various matters such as RTI queries, Parliament questions, CAT/Court/Arbitration cases, Budget, Implementation of Official Language Act, Transfer/posting, Promotions, Reservation Roster, service matter such as pay & allowances, pension, leave etc., auditing and other related accounts matters, E-governance module like E-Lekha, Nirman Lekha, EPGP, ECS, Bhavishya. The computerisation of records could not be ruled out as a routine or of less important whereas the Digital India concept of our Prime Minister of India is being implemented by the ministerial staff in the Department.



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/

Dated

Ram Kanwar
President

Mob. : 09910872869

Ravi Kumar Bhatnagar
Gen. Secretary

Mob. : 09313171008

Avinash Kumar Sharma
Vice President

Mob.: 09968682662

Y.S. Rawat
Vice President

Mob. : 09868019574

Dinesh Kumar
Vice President

Mob. : 09313738645

Ajay Kumar N.P.
Joint Secretary

Mob. : 09891904580

Avdhesh Kumar
Joint Secretary

Mob. : 09868572286

Yashvir Singh
Joint Secretary

Mob. : 09811724008

Avinash Kumar Sharma
Treasurer (Addl. Charge)

Mob.: 09968682662

Shashi Gupta

Ladies representative
Mob. : 9818833416

T. S. Banga
Auditor

Mob. : 09968070488

-3-

After recent re-structuring of the Department, the cadre strength of Ministerial staff in CPWD is as under:

Sl No	Category of post	Name of post	Sanctioned strength	6 CPC scale	7 CPC scale
1	Gr.'B' Gazetted (Sub. Cadre)	Assistant Administrative Officer	162	Rs.9300-34800 + 4600	Rs.64100-142400 (Pay Matrix Level-7)
2	Gr.'B' non-gazetted (sub. Cadre)	Office Superintendent	601	Rs.9300-34800 + 4200	Rs.50500-112400 (Pay Matrix Level-6)
3	Gr.'C' non-gazetted (sub. Cadre)	Upper Division Clerk	1813	Rs.5200-20200 + 2400	Rs.36400-81100 (Pay Matrix Level-4)
4	Gr.'C' non-gazetted (sub. Cadre)	Lower Division Clerk	1842	Rs.5200-20200 + 1900	Rs.28400-63200 (Pay Matrix Level-2)
5	Gr.'B' Gazetted (CSS Cadre)	Section Officer (after 4 years)		Rs.9300-34800 + 4800 Rs.9300-34800 + 5400	Rs.68000-151100 (Pay Matrix Level-8) Rs.80000-177500 (Pay Matrix Level-10)
6	Gr.'B' non-gazetted (CSS Cadre)	Assistant (now Asstt. Section officer)		Rs.9300-34800 + 4600	Rs.64100-142400 (Pay Matrix Level-7)
7	Gr.'C' non-gazetted (CSS Cadre)	Upper Division Clerk		Rs.5200-20200 + 2400	Rs.36400-81100 (Pay Matrix Level-4)
8	Gr.'C' non-gazetted (CSS Cadre)	Lower Division Clerk		Rs.5200-20200 + 1900	Rs.28400-63200 (Pay Matrix Level-2)

Kindly note the disparity in pay scales of Assistant Administrative Officers v/s Section Officers (Sl.No.1 v/s Sl.No.5) and Office Superintendents v/s Assistant Section Officers (Sl.No.2 v/s Sl.No.6) despite the fact that the AAO and OS of subordinate cadre are shouldering higher responsibilities.



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/

Dated

Ram Kanwar
President

Mob. : 09910872869

Ravi Kumar Bhatnagar
Gen. Secretary

Mob. : 09313171008

Avinash Kumar Sharma
Vice President

Mob.: 09968682662

Y.S. Rawat
Vice President

Mob. : 09868019574

Dinesh Kumar
Vice President

Mob. : 09313738645

Ajay Kumar N.P.
Joint Secretary

Mob. : 09891904580

Avdhesh Kumar
Joint Secretary

Mob. : 09868572286

Yashvir Singh
Joint Secretary

Mob. : 09811724008

Avinash Kumar Sharma
Treasurer (Addl. Charge)

Mob.: 09968682662

Shashi Gupta
Ladies representative

Mob. : 9818833416

T. S. Banga
Auditor

Mob. : 09968070488

-4-

In explanation to the above, it is mentioned here that the Assistant Administrative Officers have been entrusted with the following additional functions by the Director General, CPWD.

DDO & HOO vide OM No. DG/S&D/22 issued vide
No.18/4/2013-S&D/43
dated 16/01/2014

CPIO vide OM No.9/10/2010-S&D/35 dated 18/01/2012

Hindi Sampark vide OM No.34//1/2011-Hindi dated 19/10/2011
Adhikari

The Section Officers when posted in Zonal Offices does not deal with any policy matter. They perform their duties in matters of routine nature. The Assistants posted in Zonal Offices are dealing in one or other subjects and act as dealing hands.

- The role of SO in Zonal offices as regard to Budget is compilation only. The actual budget is prepared in Divisions by the UDCs and OS.
- Similarly the defense to Arbitration cases is prepared by the UDCs in Division and the SO or Assistants does not have any role or knowledge about the subject.
- Enlistment of Contractors in Zonal and Circle Offices are dealt by the OS or AAO along with technical personnel.
- CAT/Court cases, when filed by any employee, are routinely entrusted to the Division/Circle concerned who is required to defend the case.
- All transfer/posting matters, promotion & recruitment of Group 'C' staff, maintenance of roster points etc. are dealt in Coordination Offices and are handled by the UDCs/OS/AAO of subordinate cadre posted in those offices.



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/

Dated

Ram Kanwar
President

Mob. : 09910872869

Ravi Kumar Bhatnagar
Gen. Secretary

Mob. : 09313171008

Avinash Kumar Sharma
Vice President

Mob.: 09968682662

Y.S. Rawat
Vice President

Mob. : 09868019574

Dinesh Kumar
Vice President

Mob. : 09313738645

Ajay Kumar N.P.
Joint Secretary

Mob. : 09891904580

Avdhesh Kumar
Joint Secretary

Mob. : 09868572286

Yashvir Singh
Joint Secretary

Mob. : 09811724008

Avinash Kumar Sharma
Treasurer (Addl. Charge)

Mob.: 09968682662

Shashi Gupta
Ladies representative

Mob. : 9818833416

T. S. Banga
Auditor

Mob. : 09968070488

-5-

- f) The complex nature of auditing and accounting and maintenance of accounts records are done at Division level and handled by the staff of subordinate cadre.
- g) Vital function of tendering process and its acceptance are done at Divisional/Circle level with the active participation of the staff of subordinate cadre.
- h) The AAO where ever posted is to act as CPIO and carryout the function under the RTI Act, 2005, which is an important legislation of the Government of India.
- i) In many offices the AAO discharge the function of DDO and HOO.
- j) The AAOs when posted in Directorate performs all the functions entrusted to SO of the Section concerned.
- k) The OS when posted in the Directorate performs all the functions entrusted to an Assistant of the Section concerned.
- l) The OS posted in Division office has to supervise UDCs, LDCs & MTS posted in Correspondence Branch and thereby holds a higher responsibility in discharging his duties.

Above narration is illustrative only and not exhaustive. It may be seen that the staff of subordinate cadre in CPWD carry out higher responsibilities than their counterpart in CSS cadre but still draws less pay compared to the latter.

The Staff Associations of Subordinate cadre in CPWD, from time immemorial, were demanding parity with the Section Officers of CSS cadre deployed in CPWD. The standard reply to reject this legitimate demand 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. Whether the Section Officers of CPWD are competent enough to formulate policy decision of engineering subjects or are they been authorised to do so? All the policy decision on engineering is formulated by the



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/

Dated

Ram Kanwar
President

Mob. : 09910872869

Ravi Kumar Bhatnagar
Gen. Secretary

Mob. : 09313171008

Avinash Kumar Sharma
Vice President

Mob.: 09968682662

Y.S. Rawat
Vice President

Mob. : 09868019574

Dinesh Kumar
Vice President

Mob. : 09313738645

Ajay Kumar N.P.
Joint Secretary

Mob. : 09891904580

Avdhesh Kumar
Joint Secretary

Mob. : 09868572286

Yashvir Singh
Joint Secretary

Mob. : 09811724008

Avinash Kumar Sharma
Treasurer (Addl. Charge)

Mob.: 09968682662

Shashi Gupta

Ladies representative

Mob. : 9818833416

T. S. Banga

Auditor

Mob. : 09968070488

-6-

competent engineering authorities and the role of Section Officers are getting the same implemented. The actual implementation of policy matter is done at field unit level and the staff of the Subordinate Cadre is the conduit in doing so. Then how the Department can differentiate the duties of the CSS cadre and Subordinate cadre as 'not similar'? **Hence the argument that parity cannot be granted is not on fair ground and the doctrine of 'higher pay for higher work' should apply.**

Based on above argument, we humbly request that following pay scale may be granted to the OS and AAO of CPWD in parity with the SO and ASO of CSCS cadre:-

- 1) Assistant Administrative Officer (After 4 years) a) Rs.68000-151100 (Pay Matrix Level-8)
b) Rs.80000-177500 (Pay Matrix Level-10)
- 2) Office Superintendent Rs.64100-142400 (Pay Matrix Level-7)

We hope that the Anomaly Committee will find our arguments as just and reward the staff of Subordinate Cadre in CPWD with a recommendation to the Government which is judicious in nature thereby fulfilling our long standing demands which are based only on facts.


Ravi Kumar Bhatnagar
General Secretary