

अति-तत्काल

स. 16/27/2015-रा. भा. (सेवा)

भारत सरकार
गृह मंत्रालय
राजभाषा विभाग

नई दिल्ली, दिनांक 02.12.2015

विषय: 7वें वेतन आयोग की रिपोर्ट के संबंध में।

उपरोक्त विषय पर गृह मंत्रालय के कार्यालय ज्ञापन स. I-34020/228/2015-समानव्य-1 दिनांक 27.11.2015 (प्रति संलग्न) का संदर्भ लें।

2. 7वें वेतन आयोग द्वारा प्रस्तुत रिपोर्ट के पैरा 11.22.125/126/127 का संबंध राजभाषा विभाग के केंद्रीय सचिवालय राजभाषा सेवा संवर्ग से है। अनुरोध किया जाता है कि केंद्रीय सचिवालय राजभाषा सेवा संवर्ग की असोशियेशन के विचार/सुझाव दिनांक 03/12/2015 तक प्राप्त करने के लिए संबंधित पैरा को राजभाषा विभाग कि वैबसाइट पर अपलोड करने की व्यवस्था की जाए। असोशियेशन इस संबंध में अपने विचार निदेशक (सेवा), राजभाषा विभाग की ईमेल- ak.singh65@nic.in, पर प्राथमिकता के आधार पर निर्धारित समय में भेजने की व्यवस्था करें।

बीना तंवर

(बीना तंवर)

अनुभाग अधिकारी (सेवा)

वरिष्ठ निदेशक (तकनीकी कक्षा)

15033/JS(OL)/2015
30/11/2015

No.I 34020/228/2015-Coord.I
Government of India
Ministry of Home Affairs
Coordination Division

North Block, New Delhi
Dated the 27th November, 2015

Office Memorandum

Subject: Comments on the Report of the 7th Central Pay Commission.

The undersigned is directed to send herewith a copy of D.O letter No.1-4/2015-EIII(A) dated 21.10.2015 addressed to Home Secretary by Joint Secretary (Pers), Department of Expenditure, Ministry of Finance on the above subject and to say that the Report of the 7th Central Pay Commission contains specific paragraphs concerning the Organisations of MHA as per details given below: (The list below is only tentative and concerned Divisions may also examine on their own).

Sl. No.	Para No. of the Report of the 7 th Pay Commission	Page Nos. of the Report	Organisation	Concerned Division
1	11.22.1 to 11.22.9	591 to 593	CAPFs	P-II
2	11.22.10 to 11.22.72	594 to 604	CAPFs	P-II
3	11.22.73 to 11.22.79	604 to 605	RGI	RGI
4	11.22.80 to 11.22.91	606 to 607	IB	IS-I
5	11.22.92 to 11.22.108	607 to 609	SVP, NPA	P-I
6	11.22.109 to 11.22.124	610 to 612	BPR&D	
7	11.22.125 to 11.22.127	612 to 613	D/o. OL	JS (OL)
8	11.22.128 to 11.22.135	613 to 614	CHTI	JS (OL)
9	11.22.136 to 11.22.160	614 to 618	Delhi Police, DANIPS/ DANICS, AGMUT Cadre of IAS	JS (UT)
10	11.22.161 to 11.22.172	618 to 620	SSO	JS (A)

2. The concerned Divisions may kindly download the relevant portions of the report from the website of M/o. Finance and furnish their comments on the aforesaid paragraphs to the undersigned in hard copy and soft copy (assttc1-mha@nic.in).

3. Apart from the above, the Report of the Commission also contains several other matters which are on general nature, as per details given below:

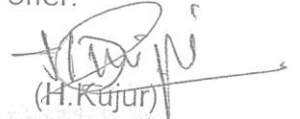
30/11

P. get comments & put up by 03/12/15 positively
US (admin)

Sl. No.	Para No. of the Report of the 7 th Pay Commission	Page Nos. of the Report	Subject Matter	Concerned Division
1	5.1.1 to 5.1.53	67 to 85	Pay Structure (Civilian Employees)	All Divisions
2	7.2.1 to 7.2.67	148 to 166	Pay scales for specific services, categories and Cadres (All India Services)	P-I
3	Chapter 8 (full)	243 to 358	Allowances	All Divisions
4	9.1.1 to 9.6.10	359 to 380	Other facilities such as advances, holidays & leave, CGEGIS, GPF, Medical facilities for serving employees and pensioners and Persons with Disabilities.	All Divisions
5	10.1.1 to 10.1.71	381 to 396	Pension & related benefit of Civilian Employees	All Divisions
6	10.3.1 to 10.3.29	421 to 427	National Pension System	All Divisions
7	Chapter 9	359 to 377	Advances/ Holidays/ Medical facilities to serving employees and Pensioners and Persons with Disabilities	All Divisions

4. All the Divisions may kindly furnish their comments on the paragraphs mentioned above (on any other relevant portion of the Report). Even Nil comments may be furnished.

5. A reply is requested by **4th December, 2015**. In case no reply is received by that date, it will be presumed that the Division has Nil comments to offer.


(H. Kujar)

Under Secretary to the Government of India
Phone: 23094435

To

1. All Joint Secretaries in MHA (P)
2. RGI & CC
3. JS (OL), D/o. OL

ऐनी जॉर्ज मैथ्यू
संयुक्त सचिव (कार्मिक)
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S. No. 1 (R)

C-649681/HS/15

23/11

भारत सरकार
वित्त मंत्रालय
व्यय विभाग

३६-ए, नार्थ ब्लॉक, नई दिल्ली-११०००९

GOVERNMENT OF INDIA
MINISTRY OF FINANCE
DEPARTMENT OF EXPENDITURE
39-A, North Block, New Delhi-110001

1

D.O.No.1-4/2015-E.III(A)

November 21, 2015

Dear Sir,

The Report of the 7th Central Pay Commission was submitted to the Government on 19.11.2015. A copy of the Report is placed on the website of Ministry of Finance (www.finmin.nic.in).

2. The process to examine the recommendations of the Commission has to commence immediately. An Empowered Committee of Secretaries chaired by Cabinet Secretary is being constituted to consider the recommendations in its entirety and after considering the views of all the Ministries/Departments as well as the Staff Associations and JCM. An Implementation Cell is also being created in this Ministry to process the recommendations based on the views of the Ministries/Departments, Staff Association and JCM for submitting the matter for consideration of the Empowered Committee of Secretaries and thereafter for approval of the Cabinet based on the conclusions arrived at by the Empowered Committee of Secretaries.

3. Thus, the process to consider the recommendations before it reaches a final shape for approval of the Cabinet requires consultation amongst all the Ministries/Departments who may formulate their opinion based on the views of Staff Associations under their administrative control.

4. Accordingly, it is requested that the following action may be taken on an urgent basis in your Department:

- (i) A Nodal Officer at the level of a Joint Secretary may be nominated immediately, whom the Implementation Cell in this Ministry would be interacting with during the course of processing of the recommendations.
- (ii) The recommendations of the Commission may be examined in regard to issues concerning your Department and the views thereon may be furnished to this Ministry within three weeks.

The recommendations of the Commission may be examined in regard to posts/cadre/service/organisation under your Department and the views thereon may be furnished to this Ministry within three weeks.



P II
LSD
Admin

PT

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From pre-page)

- (iv) While formulating the views of your Department, the comments, if any, of any of the recognised Staff Associations under the administrative control of your Department, may also be obtained and taken into account.
- (v) In case your Department has any view on any of the recommendations contained in the Report, even though it may not directly pertain to your Department, may also be furnished under a separate category **within three weeks**.
- (vi) In case you have any other suggestion to make in this regard, the same will be appreciated.

5. I request you, accordingly, to kindly ensure that the action on the above points is given utmost priority and the same is completed within the stipulated timeline of three weeks.

With warm regards,

Yours sincerely,

Annie G Mathew

(Annie G Mathew)

Shri Rajiv Mehrishi
Home Secretary
Ministry of Home Affairs
New Delhi

11.22.121 The Commission feels that ideally there should be pay parity between posts of similar designation in respect of the post of Inspector, Sub Inspector, Head Constable and Constable within the same organisation, provided uniform recruitment rules are formulated and adopted for all such posts. This is an administrative issue which may be looked into by MHA.

Various posts in the Official Language cadre of BPR&D

11.22.122 DoPT has, in 2013, circulated Model Recruitment Rules for various posts in the Official Language Cadre. BPR&D has urged that the scale of pay of posts of Hindi Editor/Officer in BPR&D may be implemented in terms of these Rules. According to the said Model Recruitment Rules it has been clarified that similarly designated posts outside the CSOLS in various Subordinate Offices have been granted same pay scales as applicable to CSOLS.

Upgradation of grade pay to the next higher grade in respect of all categories of posts in BPR&D

11.22.123 BPR&D has demanded that keeping in view the nature and multi-faceted tasks assigned to the organisation, all categories of posts should be upgraded/given one higher grade pay as compared to the pay scale of similar posts in other organisations so that BPR&D may be in a position to attract best talent and competent officials to the Bureau.

11.22.124 The Commission is not persuaded by the arguments offered. The demand is not found justified.

Department of Official Language

Central Secretariat Official language Service (CSOLS)

11.22.125 The demands of the CSOLS are summarised below:

- i. Creation of ten additional posts of Joint Secretary/Senior Director in GP 10000 have been demanded to mitigate stagnation at the level of Director.
- ii. It has been submitted that the Committee of experts on cadre restructuring of CSOLS and the Committee of Parliament on Official language have also recommended creation of posts at higher level on functional justification.
- iii. Merger of existing 36 posts of Joint Director with existing 18 posts of Director at the level of Director, citing justification that both Joint Director and Directors are performing the same duties.
- iv. Following merger of the post of Joint Director with the post of Director, the level of post with GP 7600 would be missing and so to make parallel hierarchy with the CSS, upgradation to GP 7600 from existing GP 6600 with re-designation of the posts as Dy. Secretary has been demanded.
- v. For the Assistant Director, upgradation from GP 5400 (PB-3) to GP 6600 has been demanded with re-designation of the post as Under Secretary. The justification given

is that in spite of lower qualification prescribed for the post of Assistant Director in some other departments like Enforcement Directorate, NCRB and NCB, they are placed in the GP 6600.

- vi. For the post of Junior Translator upgradation from GP 4200 to GP 4600 has been sought with re-designation of the post as Hindi Assistant, for the sake of parity with CSS. The justification given is that while the post of Junior Translator requires Masters Degree with two years' experience and Diploma certificate course in translation as essential qualification, there are many other posts with lower requirement but higher grade pay.
- vii. For the post of Senior Translator demanded upgradation from GP 4600 to GP 4800 and GP 5400 (PB-3) after four years of service with re-designation of the post as Section Officer.

11.22.126 The demands relate to issues of creation of new posts, merger and upgradation of existing posts and re-designation of various posts with upgraded pay scales. This Commission is not dealing with issues relating to cadre restructuring.

11.22.127 The issue of pay parity between Junior translators and Assistants of CSS cannot be accepted as the two cadres are performing different functions.

Central Hindi Training Institute (CHTI) ✓

Research Assistant (Language)

11.22.128 Central Hindi Training Institute (CHTI) has five sanctioned posts of Research Assistant Language in GP 4200. These are isolated posts. It has been demanded that these Research Assistants be placed in GP 4800 at par with the pay scale of Hindi Pradhyapak. The justification for this demand is that up to the IV CPC, there was pay parity as per the given position:-

Posts	III CPC	IV CPC	V CPC	VI CPC
Research Assistant Language	Group-B, ₹550-900	Group-B, ₹1640-2900	Group-B, ₹5500-9000	GP 4200
Hindi Pradhyapak	Group-C, ₹550-900	Group-C, ₹1640-2900	Group-B, Upgraded to ₹6500-10500	GP 4800

11.22.129 It has been stated that the nature of duties and responsibilities as well as educational qualifications of Research Assistant (Language) and Hindi Pradhyapak are similar. However, a comparison of the Recruitment Rules shows that Hindi Pradhyapak must possess B.Ed. qualification in addition to Masters in Hindi as well as two years' experience of teaching Hindi at Senior Secondary level whereas RA (Language) requires Masters in Hindi/English plus two years' experience in translation/teaching/ research/writing.

11.22.130 Besides the above, the entry criteria are different for the two posts - it is direct recruitment in case of Hindi Pradhyapak while it is on deputation/absorption/re-employment basis in case of Research Assistant (Language). The duties and responsibilities are also not very

similar as one is more research based while the other is teaching oriented. Therefore, the upgrade of Research Assistant to GP 4800 is not recommended.

11.22.131 **CHTI is a subordinate office under the Department of Official Languages, therefore the detailed recommendations in regard to headquarters-field parity discussed in Chapter 7.1 would be applicable here.**

Hindi Pradhyapak

11.22.132 Hindi Pradhyapak Parishad has raised the demand to upgrade pay of the Hindi Pradhyapak of Central Hindi Training Institute (CHTI) from GP 4800 to GP 6000. They have justified the demand on the ground that they impart official language Hindi training to all non-Hindi knowing Central Government/PSUs employees/ Bank Officials from clerical level to the level of Secretary to the Government of India. They take classes of 40-45 hours per week whereas Assistant Professors (GP 6000) take classes of 16 hours in a week with 30 hours of weekly availability. They also perform some other duties like imparting basic Hindi Computer Training and Advanced Computer Training in Hindi to employees/officers with a fixed target of 20 trainees for each programme.

11.22.133 It is seen that Hindi Pradhyapaks have demanded higher GP 6000 at par with Assistant Professor in College and Universities and Central Institute of Indian Languages Mysore. The requirement of educational qualification/experience as provided by the Director, Central Hindi Training Institute, Department of Official Language, Ministry of Home Affairs, shows that the educational qualification for the post of Assistant Professor is MA with 55 percent and National Eligibility Test (NET) or Ph.D. The educational qualification for the post of Hindi Pradhyapak, on the other hand is Master's Degree in Hindi with English as one of the subjects at degree level either as compulsory or optional or as a language paper from recognised University or equivalent, Bachelor's degree in Education from a recognised University/Institute or equivalent and two years' experience of teaching Hindi at Senior Secondary level.

11.22.134 As seen above, not only are the educational qualifications required for the post of Assistant Professor different from that of Hindi Pradhyapak, the work content of the two position is different.

11.22.135 **The Hindi Pradhyapaks are already placed in GP 4800 as against the normal replacement scale of GP 4200 [in respect of V CPC pay scale of ₹6500-200-10500]. The Commission therefore does not find the demand of Hindi Pradhyapak justified.**

Delhi Police

Executive posts (Non-Gazetted)

11.22.136 Delhi Police have demanded upgradation of pay scales from Constable to Inspector on the grounds that pay of similarly placed posts in the State Governments of Punjab, Himachal Pradesh, Haryana and UT of Chandigarh are higher than theirs.