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AITEEA/CHQ/HR/2018

Dated: 03.01.2018

To,
The Union Cabinet Secretary
Government of India
New Delhi.

Subject: Establishing equivalence of posts between Central Public Sector Undertakings (CPSUs) with that of in Union Government for establishing creamy layer criteria –Regarding.

Respected Sir,

With reference to above cited subject, the Union Cabinet in its meeting on dated 08.08.2017, inter-alia approved *Para 5.2* of the Cabinet Note, it is regret to mention that the Note seems to be based on superficial facts, observation & analysis and it needs your immediate attention and intervention. Following is submitted for your kind consideration please:

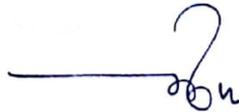
Union Cabinet in its *Para 5.2* of the Cabinet Note, dated 08.08.2017 observed “CPSEs are categorised in to four schedules (A,B,C,D) with different level of pay scales on IDA pay pattern and also number of levels of non-executive level posts are flexible and fixed by respective boards of CPSEs after wage negotiations with the unions, the CPSEs are at a completely different footing in comparison to pay pattern and allowances of functionaries of Government of India. The determination of exact equivalence of CPSEs posts with Group A, B, C and D level posts of Central Government is therefore not feasible.” [Annex-1, Para 5.2 of the Cabinet Note, dated 08.08.2017 & DoPT OM No. 41034/5/2014-Estt (Res) Vol-IV dated 6th October 2017]

This observation “The determination of exact equivalence of CPSEs post with Group A, B, C, D level post of Central Government is therefore not feasible..” needs an urgent revisit with important facts & findings as submitted below.

As per the above mentioned Para, the number of level of non-executives level posts vary from CPSU to CPSU but at the same time the missing observation in that Para is that the post of Executives [below board level] does not vary from CPSE to CPSE. As per the order from DPE through 2nd Pay Revision Committee and 3rd Pay Revision Committee, there are only ten Executive grades/scales namely E0 to E9. These IDA grades, framed by DPE, do not vary from CPSU to CPSU and is constant similar to scale in Public Sector Bank. This E0 to E9 do not depend upon the schedule of the CPSE. Even in Central Government services, there are 18 levels as per 7th CPC but here in CPSUs there are 10 levels of Executive grades only. [Annex-2 - DPE O.M No. F. No. 2 (34)/12-DPE-(WC)-GL-XX/12 dated 14th December 2012]

Following points are further placed before you to give a relook to this issue.

- 1) DOP&T had already issued an OM in this regard vide DoPT OM No. AB14017/71/89- Estt (RR) dated 3rd October 1989 where there is a mapping between the then CDA scale and IDA scale is shown in Annexure-D of this OM.[Annex-3- DoPT OM No. AB14017/71/89- Estt (RR) dated 03/10/1989].

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03/01/2018

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- 2) In consequent to DOPT O.M. No. 36028/8/2009-Estt (Res) dated 07/06/2013 which says that the new ceiling for concession to SC/ST in post filled by promotion, selection in case of central government employee would be carrying a Grade pay of Rs.8700/ or less, DPE has issued O.M. No-6/11/2004-DPE (SC/ST Cell) dated 31/01/2014 and set E5 grade for this concession. Due to absence of mapping in MTNL concession to SC/ST in post filled by promotion, selection is granted up to STS (Senior Time Scale) equivalent only because E5 has been kept STS equivalent only in MTNL. Thus the main motto to give concession up to NFSG (DOPT O.M. No.1-11019/12/2008-CRD dated 19/11/2009 says GP 8700/ is NFSG) equivalent does not seem to be fulfilled here and restricted up to STS only. [Annex-4-O.M. No-6/11/2004-DPE (SC/ST Cell) dated 31/01/2014]
- 3) Now in absence of equivalence between CDA scale & IDA grade, a CPSE is free to map an IDA grade with CDA scale by their own which they are doing at present. The alarming situation arises when one CPSE maps E2 with Grade Pay of Rs.6600 of 6th CPC (viz. TCIL) whereas another CPSE (BSNL) maps E2 with Grade Pay of Rs 4800/of 6th CPC. Both these CPSEs are *Miniratna* and fall under category I. Therefore even in same schedule, E2 IDA grade is being mapped with different CDA scale.
- 4) Government is facing acute shortage of officers having expertise in Admin/Managerial/Technical area. CPSUs have vast pool of quality officers and this mapping will pave the way for the deputation of Officers among CPSUs or from CPSU to Central Govt departments or vice versa which will resolve the problems of shortage of Officers and optimum use of human resource available at hand.
- 5) For a fresh Engineering Graduate, the increasing order of IDA grades E0 to E9 is the only parameter to choose a post. If someone selected at E1 in TCIL and E2 in MTNL, he prefers to join MTNL because of E2 grade but treated equivalent to Grade Pay of 4600/ only whereas even if he had joined TCIL at E1 he would get equivalent to Grade Pay of Rs 5400/. Therefore in absence of mapping, which was in past, fresher engineering graduates are being deceived by this E0 to E9.

In the absence of unavailability of mapping between CDA & IDA scales, above mentioned difficulties often arise. Since such a mapping was there in the past with the then scale existing at that time and had led many solutions to these institutions at various deadlocks. It is requested before your good self to review the Para 5.2 of the Cabinet Note, dated 08/08/2017 and issue necessary instructions to establish equivalence of posts/scale/grade between Central Public Sector Undertakings (CPSUs) with that of in Central Government Institutions.

With Warm Regards,

Yours Sincerely

Manoj Singh
General Secretary



Annexure : 1) Para 5.2 of the Cabinet Note, dated 08/08/2017.

- 2) DPE OM No. F. No. 2 (34)/12-DPE-(WC)-GL-XX/12 dated 14/12/2012
- 3) DoPT OM No. AB14017/71/89-Estt (RR) dated 03/10/1989.
- 4) DPE O.M. No-6/11/2004-DPE (SC/ST Cell) dated 31/01/2014.

- Copy to :
1. Secretary, Department of Public Enterprises, New Delhi.
 2. Secretary, Department of Personnel and Training, New Delhi.
 3. Secretary, Department of Social Justice and Empowerment, New Delhi.