

IGNOU

MINUTES OF THE 57TH MEETING OF THE ESTABLISHMENT COMMITTEE HELD ON JULY 23, 2009 AT 11.00 A.M. IN THE BOARD ROOM, BLOCK-8, IGNOU CAMPUS, MAIDAN GARHI, NEW DELHI-110 068

The following were present:

1. Prof. V.N. Rajasekharan Pillai, Vice-Chancellor - Chairman
2. Prof. Parvin Sinclair, PVC - Member
3. Prof. Manohar Lal, Director, SOCIS - Member
4. Shri Sudhir Kumar Arora, Lib.& Documentation Div. - Member
5. Shri U.S. Tolia, Registrar (Admn) - Member-Secretary

Prof. Shatrughna Kumar, Member could not attend the meeting.

Shri R. Thyagarajan, Dy. Registrar (Establishment) was present to assist the Member-Secretary.

At the outset, the Chairman welcomed the members to the 57th Meeting of the Establishment Committee. The Chairman on behalf of the Committee recorded his appreciation for the contributions made by Prof. B.S. Hansra whose term expired on 14.5.2008. Thereafter, the items on the Agenda were taken up for consideration, ad seriatim:

ITEM NO. 1 TO CONFIRM THE MINUTES OF THE 56TH MEETING OF THE ESTABLISHMENT COMMITTEE HELD ON JUNE 04, 2009 AND TO NOTE THE ACTION TAKEN THEREON

EC 57.1.1 Registrar (Admn) informed that the minutes of the 56th Meeting of the Establishment Committee were circulated to the members. No comments have been received from the members. The Member-Secretary further informed that minutes of the 56th Meeting of the Establishment Committee were placed before the Board of Management at its 100th Meeting held on 4.7.2009 and were approved by the Board. He proposed that the minutes of the 56th meeting may be confirmed by the Establishment Committee.

EC 57.1.2 The minutes of the 56th meeting of the Establishment Committee were taken up for confirmation. As regards EC Resolution 56.2.1, Prof. Parvin Sinclair, PVC/Member, Establishment

Committee observed that the cadre of Sr. Translator has ceased to exist after the recommendations of Prof. Prarekh Committee. Further, PVC opined the views of Sh. Ojha from Rajbhasa Vibhag, Govt. of India should have been included in the minutes. The Member-Secretary informed that the Vice Chancellor has already constituted a Committee to review the structure of Translation cadre of the University. The Committee had already met once and the next meeting is likely to be scheduled shortly. The recommendations of the above Committee shall be placed before the Establishment Committee and the Board for a decision. The Establishment Committee agreed to the above and directed that the matter may be expedited.

As regards Item No.6 (Res. No.56.6.1), Shri R. Thyagarajan, Dy. Registrar (Estt) clarified that the Expert Committee constituted to look into the demands of Computer Operators, as desired by the Establishment Committee vide Res. No. 56.6.2, could not be notified pending the approval of the Minutes of the 100th meeting of the Board of Management. The Expert Committee will now be notified shortly and its recommendations placed before the competent authority.

EC 57.1.3 With the above observations, the Establishment Committee confirmed the minutes of its 56th meeting held on 4.6.2009.

ITEM NO. 2 TO CONSIDER THE REPORT OF THE ANOMALY COMMITTEE OF THE UNIVERSITY

EC 57.2.1 (i) The item was presented by Sh. R. Thyagarajan, Dy. Registrar (Estt). He explained that the implementation of the recommendations of the VIth Central Pay Commission Report in the University has given rise to certain anomalies across the Non-Academic cadres. He also explained in detail the present cadre structure covering the Non-Academic staff in Group-C to A categories starting with the JAT to the Registrar/Finance Officer which was already presented in the Table under Item No.2 of the Agenda.

(ii) Sh. Thyagarajan explained that anomaly Committee was constituted by the competent authority to look into the cases of anomaly and its report was placed at Item No.2 of the Agenda for the present meeting. It was explained that the system of

hierarchy was completely diluted on the implementation of the recommendations of the VIth Central Pay Commission, in respect of the cadres such as Sr. Assistant, PA Grade-II, Section Officer, Sr. Personal Assistant, DEO-C & DEO-D and other similar cadres, the Grade Pay in all these cadres being the same i.e. Rs.4200/-. This has led to a situation where the supervisory cadres such as Section Officer and Sr. Personal Assistant, have now been treated as if they are no more supervisory cadres though the responsibilities attached to these cadres remain same.

- (iii) The Anomaly Committee has therefore, recommended that those coming under the supervisory cadres in the scale of Rs.6500-10500 (pre-revised) be placed in the Grade Pay of Rs.4800/- in PB-2 w.e.f. 1.1.2006 as has been done by the Guru Govind Singh IP University and CSIR. Sh. Thyagarajan further informed that the Govt. of India have already granted Grade Pay of Rs.4800/- to the Section Officers in the Ministries.
- (iv) The Establishment Committee noted that the implementation of the revised pay scales in respect of Group-A, B & C cadres needed a review, particularly the aspect of dilution of the immediate supervisory cadres like Section Officer and Sr. Personal Assistant in the University. The Establishment Committee therefore, agreed that there was a sound case of upgradation of Grade Pay of these posts to maintain their supervisory character, granting the Grade Pay of Rs.4800/-, as admissible to similar cadre of Section Officer in the Govt. of India and the other Institutions like Guru Gobind Singh I.P. University and CSIR etc. However, since this would also involve the modifications in the R&P Rules of the University, the matter may be referred to the Committee already in place for revision of the R&P Rules for Non-Academic posts. The Establishment Committee directed that recommendations of the R&P Rules Review Committee should be expedited in two months time.
- (v) As regards the grievance of the employees whose advancement under the existing ACP of the University has been withdrawn as a result of the implementation of the VIth CPC recommendations, it was explained that these employees are presently drawing lesser pay on account of withdrawal of the Upward Movement Scheme in their cases. Further, an employee in the same recruitment/promotion batch who was allowed the

benefit of UMS just before the crucial date i.e. 1.1.2006 stands to retain the benefits of the Scheme while the employee of the same batch who has been granted the benefit under the UMS after 1.1.2006 lost his parity with his/her batch-mates in the pay, on withdrawal of the benefits under ACP.

EC 57.2.2

The matter was discussed in detail. The Committee agreed that the employees who suffered loss of their pay packets on account of withdrawal of the benefits under the then ACP (UMS in IGNOU), then in operation as per the recommendations of VIth CPC, should be given the relief restoring the benefits of UMS allowed to them. However, the extent of loss suffered due to above, may be worked out as well. The Establishment Committee recommended that the existing scheme of two financial upgradations irrespective of the promotions should continue in respect of all the employees. However, there shall be no 3rd financial upgradation.

EC 57.2.3 (i)

The Establishment Committee also considered the recommendations of the Anomaly Committee in regard to grant of one more chance to exercise option to the employees for fixation of pay in the new Pay Band and resolved as under:

“Keeping in view limited time at the disposal of the University to look into the recommendations of the Pay Commission with a view to provide guidelines/advise to the staff, the Establishment Committee decided that the employees who had failed to exercise the option initially will be allowed another chance to opt for the new Pay Band as per the VIth Central Pay Commission recommendations.”

(ii)

The Establishment Committee further considered the individual cases of anomalies referred to the Anomaly Committee and approved the following recommendations:

Sl. No.	Issue	Recommendations
1.	Sr. Assistants and PAs-II have requested for Grade Pay of Rs. 4600/- corresponding to Pre-Revised Scale of Rs. 5500/- w.r.t Pre-Revised of Rs. 6500-10500.	The higher Grade pay of Rs. 4800/- have already been granted only to SOs/ Sr. PAs placed in the pre-revised pay scale of Rs.6500-10500 in G.G.S.I.P. University & CSIR. Similarly this Committee have after due examination recommended the grade pay of Rs. 4800/- to SOs/ Sr. PAs and equivalent posts of Group-B cadres of IGNOU w.e.f. 01.01.2006. The claim of Sr. Asstt./ PA Grade-II was thus not tenable.

2.	Semi Professional Assistants have requested for up-gradation of their scale of pay of Rs. 4500-7000 to Rs. 6500-10500.	Up-gradation and grant of higher pay scales can not be considered as anomaly and cannot be agreed to.
3.	Sh. Yograj, AE (Automobile) requested for grant of grade pay of Rs. 5400/- as he was in the pay scale of Rs. 8000-13500 w.e.f. 09.01.2003 instead of Rs. 4200/- granted to him.	Since the replacement pay applicable to his pay scale i.e. Rs. 8000-13500 (S-15) in PB-2 Rs. 9300-34800 with grade pay Rs. 5400/-, the Establishment Committee agreed to the request of the official.
4.	The Senior Translators have requested for up-gradation of Pre-Revised Pay scale of Rs. 5500-9000 to Rs. 6500-10500 and corresponding Grade Pay.	Up-gradation and grant of higher pay scales can not be considered as anomaly. The Establishment Committee felt that the cadre of Sr. Translator itself needed a review in the light of the recommendations of Prof. Parekh Committee.
5.	Sh. Jagdish Singh, Wireman requested for UMS under the exiting scheme of 8/16 years.	As per the ACP Scheme, the persons considered for financial up-gradation should possess the prescribed qualifications applicable to the next position in the hierarchy. If the applicant is eligible in all parameters, he may be considered.
6.	Sh. Parsuram Sutar, Carpenter (CMD) has requested parity in the pay scale with their counterparts in EMPC and UMS.	The Administration informed that his request for parity with the Carpenter of EMPC is under active consideration. Hence, he may await the outcome of such examination. However, it is recommended that the University may have equal grade pay for equal cadres.
7.	Sh. Himanshu Mishra, Horticulturist has requested for up-gradation of his scale from Rs.6500-10500 to Rs. 8000-13500 or Rs.10000-15200.	Up-gradation and grant of higher pay scales can not be considered as anomaly. Moreover the demand of higher pay scale in the pre-revised scale is beyond the purview of this Committee.
8.	Drivers have requested for UMS as per the existing Scheme of 8/16 years.	The scheme per se is in vogue in the University. The UMS granted on or after 01.01.2006 has been withdrawn while implementing the recommendations of 6 th Pay Commission. The recommendation of this Committee given against ACP Scheme shall hold good.
9.	Rounding off to the next by 10/- at the time of pay fixation	The orders of GOI vide Ministry of Finance OM. No. 1/1/2008-IC dated 29.01.2009 may be followed.
10.	Sh. Ravi Mohan, CPRO/Sh. V. K. Malhotra, SSE/Sh. A. J. Rao, SSE have requested for grant of Rs. 8900/- grade pay instead of Rs. 8700/- as all of them were drawing Pre-Revised scale of Rs. 16400-20900.	Since, the replacement pay band for the pay scale of Rs. 16400-20900 (S-27) in the revised scale is Rs. 37400-67000 with grade pay Rs. 8900/-, the request is in order and recommended for implementation if not already done.
11.	Joint Director (Graphics) requested to fix his pay considering his revised option as Deputy Director from 01.01.2006 and as Joint Director from 02.04.2006.	His request has been considered by the Committee and recommended for re-fixation of his pay w.e.f. 02.04.2006 instead of 01.01.2006.

12.	SOs & Sr. PAs have requested for fixation of pay on promotion as AR in the revised pay scale after granting one increment i.e. when they move from PB-2 to PB-3.	<p>The pay of SOs/Sr. PAs who were granted UMS in the scale of pay of Rs. 8000-13500 was fixed under FR-22 (I) a (ii) in PB-2. As they move to PB-3 on promotion the grant of one increment is to be provided as the GOI rules stipulated as under:</p> <p>“In cases where a promotion involves change in the pay band also, the same methodology will be followed. However, if the pay in the pay band after adding the increment is less than the minimum of the higher pay band to which promotion is taking place, pay in the pay band will be stepped to such minimum.” This case may be considered as per the rules of GOI as given above. The request is in order.</p>
13.	Dr. (Capt.) S. S. Bisht, Security Officer requested for placement in PB-4 with a Grade Pay of Rs. 8700/- on completion of 5 years in the scale of pay of Rs. 12000-18300.	<p>The official’s substantive pay scale is Rs. 8000-13500. Subsequently he has been granted 2 UMS in the scales of Rs. 10000-15200 and Rs.12000-420-18300. The Committee noted that the cadre is being isolated one and there is no promotional avenue. Those who have joined in the entry post of Group-A namely Sh. Cherian Thomas, Sh. D. Deb, Ms. Manjula Verma and Sh. K. K. Sharma in the pay scale of Rs. 8000-13500 have now moved to PB-4 after completion of 19 years. At present Assistant Registrars move to Joint Registrar level after completing 8+5+5 years i.e. 08 years in Rs. 8000-13500, 05 years in Rs. 10000-15200 and 05 years in Rs. 12000-18300. Keeping this in view he will be placed in PB-4 after completion of 18 years i.e. from June 2008. However, on his superannuation, the post will be filled up in the Pay Band of Rs. 15600-39100 PB-3 with Grade Pay of Rs. 5400/- as the post was originally created in the scale of Rs. 8000-13500.</p>
14.	Sh. Ansar Hussain, AR (Legal) requested for promotion as DR (Legal)	<p>The request involves up-gradation of the post or scale which is not under the purview of the Anomaly Committee. However, the Committee is informed that the creation of the post of DR (Legal) is under active consideration by the authorities and his case would naturally be covered for such position as and when created.</p>
15.	Sh. Cherian Thomas and Sh. R. K. Arora Jt. Registrars, who were promoted as Joint Registrars and whose pay was restricted under FR-35, have requested for grant of PB-4 with Grade pay of Rs. 8900/-	<p>The pay of Jt. Registrars may be fixed in PB-4 in the Pay Band of Rs. 30400-67000 with Grade Pay of Rs. 8900/- provisionally w.e.f. 01.01.2006. This is suggested keeping view the provision contained in CCS (RP) rules 2008, as given below:</p> <p>“if the minimum of the revised pay band/pay scale is more than the amount arrived at, viz the pay in the pay band/pay scale will be determined by multiplying the existing basic pay as on 01.01.2006 by a factor of 1.86 and rounding off the resultant figure to the next</p>

		<p>multiple of 10, the pay shall be fixed at the minimum of the revised pay band/pay scale.</p> <p>In view of this rule position, these officers may be placed at the minimum of the pay scale in PB-4 i.e. Rs. 37400-67000 with applicable Grade Pay of Rs. 8900/- w.e.f. 01.01.2006.</p>
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The meeting ended with a vote of thanks to the Chair.

(U.S. TOLIA)
Member-Secretary

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