

कैच संदेश संख्या 3397/भा.क.अ.प. मुख्या.  
दिनांक 12/05/2014  
पृष्ठों की संख्या 07




INDIAN COUNCIL OF AGRICULTURAL RESEARCH  
KRISHI BHAWAN: NEW DELHI

F. No. GAC-21-32/2008-CDN

Date the 8<sup>th</sup> May, 2014

**ENDORSEMENT**

Department of Personnel and Training, Ministry of Personnel, Public Grievances and Pensions, Government of India, New Delhi has issued O. M. No. 49011/31/2008-Estt(C) dated 11.3.2014-clarification on the representation from Kendriya Kapas Anusandhan Sansthan Kamgar Union regarding pay fixation of non-matriculate casual workers with temporary status who retired/died in harness. The above mentioned O.M. is being uploaded on the ICAR Web-Site [www.icar.org.in](http://www.icar.org.in) for information and further necessary action.

  
(J.N. Bhagar)  
Under Secretary (GAC)

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2. Sr.PPS to DG, ICAR/PPS to Secretary, ICAR/PPS to FA (DARE).
3. Chairman ASRB/ND, NAIP/ Project Director (DKMA), Pusa, New Delhi.
4. Shri Hans Raj, ISO, (DIPA) KAB-I for putting in the ICAR Web-Site.
5. All officers/sections at ICAR Krishi Bhawan/KAB - I & II.
6. Secy. (Staff Side), CJSC, NRC on Meat, Chengicherla, Hyderabad -500039
7. Secy. (Staff Side), HJSC, ICAR, KAB-II, Pusa, New Delhi-110012
8. Guard file/Spare copies



भारतीय कृषि अनुसंधान परिषद  
कृषि भवन - नई दिल्ली



फा0सं0सा.प्र.स.- 21-32/2008-समन्वय

दिनांक 8.5.2013

पृष्ठांकन

कार्मिक और प्रशिक्षण विभाग कार्मिक लोक शिकायत और पेंशन मंत्रालय भारत सरकार नई दिल्ली द्वारा ओ.एम. सं 49011/31/2008 - ईसटीटी(सी) दिनांक 11.3.2014 द्वारा बिना दसवी पास के अस्थाई पद के दैनिक मजदूरों जो की सेवानिव्रत/ मर गए है के वेतन निर्धारण के संबंध में केन्द्रीय कपास अनुसन्धान संस्थान कामगार संघ से प्राप्त प्रतिवेदन पर स्पष्टीकरण के बारे जारी किया है। यह का.जा. भा.कृ.अ.प. की वेबसाइट [www.icar.org.in](http://www.icar.org.in) पर सूचना एवं अनुपालन हेतु अपलोड कर दिया गया है।

(जे. एन. भगत)

अवर सचिव (जीएसी)

वितरण:

1. भा.कृ.अ.प. के संस्थानों/परियोजना निदेशालयों/राष्ट्रीय अनुसंधान केन्द्रों/परियोजना समन्वयकों/ अनुसंधान परियोजना समन्वयकों/क्षेत्रीय परियोजना समन्वयकों के सभी निदेशक/ब्यूरों के सभी निदेशक।
2. महानिदेशक., भा.कृ.अ.प. के वरिष्ठ प्रधान निजी सचिव/सचिव, भा.कृ.अ.प. के प्रधान निजी सचिव/ वित्त सलाहकार (डेयर) के प्रधान निजी सचिव।
3. अध्यक्ष, कृ.वै.च.मं./राष्ट्रीय निदेशक एनएआईपी/परियोजना निदेशक (डीकेएमए), पूसा, नई दिल्ली
4. श्री हंस राज, आईएसओ, (डीकेएमए), कृषि अनुसंधान भवन-1 को आईसीएआर की वेबसाइट पर डालने करने हेतु।
5. भा.कृ.अ.प. के सभी अधिकारी/अनुभाग कृषि भवन/कृषि अनुसंधान भवन-1/2, एनएएससी काम्पलेक्स।
6. सचिव (कर्मचारी पक्ष) सीजेएससी राष्ट्रीय मांस अनुसंधान केन्द्र चंगीचेरला हैदराबाद-500039
7. सचिव (कर्मचारी पक्ष) सीजेएससी भा.कृ.अ.प., कृषि अनुसंधान भवन-2
8. गार्ड फाइल/अतिरिक्त प्रतियां

(8)

No. 49011/31/2008-Estt(C)  
 Government of India  
 Ministry of Personnel, Public Grievances & Pensions  
 Department of Personnel & Training  
 Establishment C Section

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North Block, New Delhi.  
 Dated the March, 2014.

OFFICE MEMORANDUM

17 MAR 2014

Subject: Representation from Kendriy Kapas Anusandhan Sansthan Kamgar Union-  
 forwarding of.

The undersigned is directed to forward herewith a representation dated 02.09.2013 received from the above Union regarding pay fixation of non-matriculate Casual workers with Temporary status who retired/died in harness between 1.1.2006 and date of notification of Revised Pay Rules without undergoing mandatory training programme for further necessary action.

2. In this regard, it is informed that Department of Expenditure vide its O.M.No. Dy.No.L-456/E.III(A)/2013 dated 5<sup>th</sup> November, 2013 has agreed to grant of the benefit of pay structure to non-matriculate ex-CL-TS who retired/died in harness between 1.1.2006 and date of notification of Revised Pay Rules without undergoing mandatory training programme, as per the provisions of this Department's O.M dated 23.1.2012.

(J. A. Vaidyanathan)  
 Director (Estt.)  
 Telefax: 23093179  
 email-dse@nic.in

Department of Agricultural Research & Education  
 (Ms. Niranjan Kaur, Deputy Secretary)  
 Krishi Bhawan, New Delhi 110011

Copy to: for information.

1. Deputy Director General  
 Indian Council for Agricultural Research  
 Krishi Anusandhan Bhawan, New Delhi - 110 012

AK  
 21/3/14

U.S. (Estt.) / S.O. (Estt.)

Smt S.K.

Brindha

24-3-14

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Dept. of Agr. Res. & Edu. (DARE)  
 No. 2444 / 24 / 3 / 2014

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## KENDRIYA KAPAS ANUSANDHAN SANSTHAN KANWAR UNION

केन्द्रीय कपास अनुसंधान संस्थान कानवार युनियन

(संज्ञ. नं. एन. जी. पी. / 3549)

संलग्न : सेंटर ऑफ इंडियन ट्रेड यूनियन्स (सिद्दु)

• मुख्य कार्यालय, डॉ. ए. के. गोपालन भवन, शनिवारी, सुभाष रोड, नागपुर - ४४० ०९८

President :

Gen. Secretary :

Ref. No. :

2/09/2013

To  
The Secretary,  
Ministry of Personnel, Public Grievances & Pension  
Department of Personnel & Training  
North Block,  
New Delhi

Subject: - Pay fixation of Casual workers with Temporary Status who have retired/died in harness between 1.1.2006 and date of notification of Revised Pay Rules-regarding

1 Ministry of Personnel, Public Grievances & Pension OM No 49011/31/2008-Estt ©  
Dated 23<sup>rd</sup> January 2012

2 Reference to OM F. No. 7/19/2010-E III (A) dated 2<sup>nd</sup> August 2010

Sir,

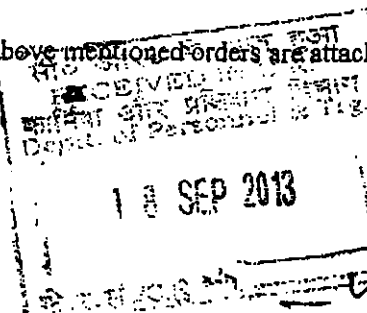
Please refer to the OM No 49011/31/2008-Estt © dated 23<sup>rd</sup> January 2012 wherein the Casual Workers who have been granted Temporary Status in the term of the provisions of the Casual Labourers (Grant of Temporary Status and Regularization) Scheme, 1993 have been granted revised wages in a Pay Band I with GP of Rs 1800/- w.e.f 1.1.2006 provided they are matriculate. In case of similarly placed non-matriculate temporary status casual labourers, the above benefit of wages may be extended only after imparting the requisite training by the respective administrative Ministry/Department.

Sir, I would like to invite your kind attention on the OM No 7/19/2010-E III (A) dated 2<sup>nd</sup> August 2010, issued by the Ministry of Finance, Department of Expenditure wherein it has been decided that the Group D non-matriculate employees who died in harness or have retired between 1.1.2006 & the date of notification of CCS (Revised Pay) Rules, 2008 also be placed in PB I with GP 1800/- which is currently being enjoyed by eligible serving non-matriculate Group D employees retrained by the Ministry/Departments with effect from the same date that the retrained eligible employees were placed in this Pay Band and Grade Pay.

Sir, as per the above mentioned order it is clear that the Casual Workers granted Temporary Status who had retired/died in harness are also eligible for the similar benefit form 1.1.2006. I on be half of the Association urged upon you to provide guidelines to the authority of the Indian Council for Agricultural Research, New Delhi & Central Institute for Cotton Research, Nagpur so that the poor workers would get justice and benefit of fixation.

Yours faithfully  
मो. रेश्वर वागडे  
(Moresher Wagde)  
Secretary

Xerox copies of above mentioned orders are attached for ready reference.



82092/10/CR  
11(C)

Clarifications regarding pay fixation of existing Group 'D' Employees in the revised pay structure

F.No. 7/19/2010-E.III (A)  
Government of India  
Ministry of Finance  
Department of Expenditure

New Delhi, the 2<sup>nd</sup> August, 2010

OFFICE MEMORANDUM

Subject: Clarifications regarding pay fixation of existing Group 'D' Employees in the revised pay structure.

Reference is invited to this Department's Office Memorandum No. 1/1/2008-IC dated 24<sup>th</sup> December, 2008 wherein clarifications were provided regarding various aspects of placement of the existing Group 'D' employees in the revised pay structure.

2. As per the clarification at Sl. No. 1, those Group 'D' employees who did not possess the minimum qualification and who have retired/ died in harness between 1.1.2006 and date of notification of Revised Pay Rules will be granted pay band -15 and the grade pay corresponding to their pre-revised pay scale as notified in CCS (RP) Rules, 2008.
3. The aforesaid issue was raised in the 46th Ordinary Meeting of the National Council (JCM) held on 15th May, 2010 and the Staff Side had requested that the cases relating to the non-matriculate class IV employees who retired or died between January 2006 and August 2008 without any re-training be re-considered and such employees should be granted the benefit by re-fixing their pension/ family pension at par with those employees who were retrained and whose pay was fixed in PB-1 with a grade pay of Rs.1800/-.
4. The request of Staff Side on the subject has been considered and it has been decided that the Group 'D' non-matriculate employees who died in harness or have retired between 1.1.2006 and the date of notification of CCS (Revised Pay) Rules, 2008 from those Ministries/Departments which have since re-trained all the eligible serving non-matriculate Group 'D' employees and have placed them in PB-1 with grade pay of Rs.1800, would be placed in with grade pay of Rs. 1800 with effect from the same date that the retrained eligible employees were placed in this pay band and grade pay.

(Renu Jain)  
Deputy Secretary to the Govt. of India.

-5/2-

F.No.1/1/2008-IC  
Government of India  
Ministry of Finance  
Department of Expenditure  
Implementation Cell

New Delhi, the 24<sup>th</sup> December, 2008

OFFICE MEMORANDUM

Subject: Clarifications regarding pay fixation of existing Group 'D' Employees in the revised pay structure.

Consequent upon the acceptance of the recommendations of the Sixth Central pay Commission by the Government, related to Group 'D' cadres in Central Government, all existing Group 'D' employees are requested to be upgraded to the pre-revised Group 'C' scale of Rs.2750-4400 corresponding to the grade pay of Rs.1900 (Rs.5200-20200) in the manner prescribed in the CCS (Revised Pay) Rules, 2008 (attention is drawn towards Note 1 below Rule 7 of CCS (Revised Pay) Rules, 2008, which prescribes the procedure for fixation of pay of Group 'D' employees in the revised pay structure). Further, in future, posts will be created only in PB-1 and there shall be no recruitment in -15 pay band save in exceptional circumstances as indicated in para 2.2.10 of the Report of the Sixth Central Pay Commission.

Following the notifications of the CCS (Revised Pay) Rules, 2008, this Department has received references from some administrative departments, seeking clarifications regarding various aspects of placement of existing Group 'D' employees in the revised pay structure. The matter has been considered in this Department. The points of doubt raised by administrative departments and the clarifications thereto are issued as under:

1.	How will the pay of those Group 'D' officials who do not possess the minimum qualification and have retired/died in harness from 1.1.2006 till date be fixed in the revised structure? Whether they will be placed in -1S pay band or in the pay band PB-1?	Those Group 'D' employees who did not possess the minimum qualification and who have retired/died in harness between 1.1.2006 and date of notification of Revised Pay Rules will be granted pay band -1S and the grade pay corresponding to their pre-revised pay scale as notified in CCS (RP) Rules, 2008.
2.	What will be the training curriculum, period and the procedure for placement of those Group 'D' officials in PB-1 band who do not possess the minimum prescribed qualification?	Each administrative department concerned will design a training curriculum suited to its requirements. As far as possible, the training programme should not exceed 3 months and it may be imparted during working days for not more than 2 hours per day. The Department concerned will bear the expenditure for training.
3.	In the case of those Group 'D' officials who were in the pre-revised scale of Rs.2550-55-2660-60-3200 (e.g. Peon) and who are to be placed in the pay band PB-1 with Grade Pay of Rs.1800 w.e.f. 1.1.2006 and are subsequently granted ACP/Promotion, it is not clear as to what will be their grade pay. If the grade pay remains unchanged, the officials will not be getting any benefit on promotion/ACP. In case they are granted next higher grade in the hierarchy of revised pay structures, it will put seniors viz Daftry/Senior Peons etc at a disadvantageous position.	Government servants who have been granted financial upgradation to a higher scale under the ACP Scheme will be granted the grade pay corresponding to the higher pre-revised pay scale that was granted to them under ACP. However, in case of erstwhile Group 'D' employees, all such eligible employees will be granted grade pay of Rs.1800 in PB-1, irrespective of their pre-revised Group 'D' pay scale whether granted the them on regular appointment/promotion or under ACP.

(ALOK SAXENA)  
DIRECTOR

(12)

No.49011/31/2008-Estt. (C)  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
(Department of Personnel & Training)

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North Block, New Delhi,  
Dated : 23<sup>rd</sup> January, 2012

**OFFICE MEMORANDUM**

**SUBJECT:** Recommendations of 6<sup>th</sup> Central Pay Commission - Applicability of revised Group 'D' pay scales to Casual Labourers with Temporary Status.

In supersession of this Department's O.M. of even number dated 12.9.2008 on the above subject it has been decided that the wages of Casual Labourers, who were granted the temporary status in terms of the provisions of the Casual Labourers (Grant of Temporary Status and Regularization) Scheme, 1993 issued by this Department and were in receipt of wages based on the pre-revised S-1 scale as on 1.1.2006, may be worked out and paid on the basis of the Pay Band 1 with Grade Pay of ₹1800/- w.e.f.1.1.2006 provided they are matriculate. In case of similarly placed non-matriculate temporary status casual labourers, the above benefit of wages w.e.f.1.1.2006 may be extended only after imparting the requisite training by the respective administrative Ministries/Departments on the lines indicated in the MOF O.M. No.1/1/2008-IC dated 24.12.2008.

2. This issues with the concurrence of Ministry of Finance (Department of Expenditure).

The Hindi version of this O.M. will follow.

  
(P. Prabhakaran)  
Director(Estt.)

To

All Ministries/Departments of Government of India and their Attached & Subordinate Offices.

Copy to:-

NIC, DOP&T with the request to place the above O.M. on the website of this Ministry under O.M. & circular of Establishment (Daily Wage Casual Labours) as well as under "what is new" in the home page.

- 7/7 -