



# CONFEDERATION OF CENTRAL GOVERNMENT GAZETTED OFFICERS' ORGANISATIONS

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## Chairman

Raman Kumar Sharma

## Vice Chairman

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- (2) V.KrishnaMohan

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S.Mohan

## Addl. Secretary General

Bhaskar Bhattacharya

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- (1) Mahesh Kumar
- (2) O.S.Sudhakaran

## Finance Secretary

Amitava Dey

## Organizing Secretaries

I.B.Mishra

S.S.Chauhan

B.Indra Reddy

R.Mridha

Puneet shrivastava

Confederation/Circular/2016-17/8

Dated: 29.12.2016

**“If we all stand together we are a force that can shake the whole world”.**

To

All Office bearers and the Secretary General's  
Of Constituent Organizations'

**Dear Friends,**

The CCGGOO conveys the seasonal greetings to you all and your family a very happy New Year 2017, Mahara Sankaranthi and Pongal. Let us all unite and fight to achieve our demands to see the New Year be the year of achievements.

**15th December 2016 Parliament March:** It was an unprecedented success. It was an outburst of resentment of entirety of the Central Government employees and Gazetted Officers, in spite of cancellation and delayed running of several trains in North India due to heavy fog and the havoc unleashed by the cyclone in Tamil Nadu and conveys a strong message of anger and democratic protest against the total negative stand of the present Government against its own employees. About 15000 Central Government employees, including Gazetted Officers not less than 500 participated in the Parliament March and Rally. This march was organised by the Confederation of Central Government Employees and Workers against the backtracking of the commitments made by the Group of Ministers led by the Home Minister to revisit the issue of minimum pay and fitment factor within four months. Rumours after rumours reiterated that the allowances to Central Government Employees would be implemented from November onwards. However, the situation is very clear that the Government intended to defer the implementation of allowances to the next financial year. The Central Government Employees and Gazetted Officers were upset over the development and it also manifested lot in the “March to Parliament”. At the end of the ‘March to Parliament’ it had been unanimously decided that the Confederation of Central Government Employees and workers would go on one day strike on 15th February 2017.

**National Executive Committee Meeting of CCGGOO:** It was held at CPWD Teja Singh Conference Hall, Ground Floor, Indra Prastha Bhawan, New Delhi

on 16<sup>th</sup> December 2016. It is quite heartening to note that Central Government employees and gazetted officers who felt betrayed by the present Government, weathered the inclement weather conditions, the disruption of rail and air traffic movements, the difficulties in reaching the venue by road, the very chill atmosphere in Delhi and above all the persisting engineered criticism of certain vested interest, exhibited the anger and discontent in the most exemplary manner on 15<sup>th</sup> December 2016. They deserve our felicitation, congratulation and grateful salute for having created yet another historic and successful programme. The National Executive Committee congratulated the Gazetted Officers who participated in the March to Parliament along with the employees in order to show our resentment and protest to the present Government for the indifferent attitude towards its own officers by indiscriminately invoking of Rule 56 J and acceptance of the bench mark appraisal of Very Good for promotion and financial upgradation.

The 105,000 crores which is a highly exaggerated financial outflow worked out by the 7<sup>th</sup> CPC for this fiscal year has been substantially reduced, thanks to the deferring the grant of enhanced allowances, disapproval of the option No 1 granted by the commission to the pensioners as a relief, the continuous derailing of the negotiating machinery and the sheer refusal even to abide by the decisions of the judiciary and arbitration boards, deferring the decision on extending the benefit of revision of wages and pension to the employees and Officers of the autonomous organisations etc. To sustain the untenable actions, threats are employed invoking the provisions of the colonial rules and regulations

We are passing through very difficult times. The assurances given by the Group of Ministers have not been honoured by this Government in respect of minimum wage and fitment factor so far. Employees and Officers of the Central Autonomous Bodies were denied by issuing instructions not to implement the 7<sup>th</sup> CPC benefits to them. Pensioners are denied by not implementing the Option I recommended by the 7<sup>th</sup> CPC and accepted by the Cabinet. In the past, only one Committee before implementation of CPC report and one Anomaly Committee after implementation were used to be constituted. This time Committee after Committee are being constituted without any negotiated settlement on any of the issue, except one-way hearing of the views of the staff side. Implementation Committee, Empowered Committee, Allowances Committee, Pension (Option-1) Committee, Anomaly Committee and New Pension System (NPS) committee have been constituted to discuss the issues arising out of 7<sup>th</sup> CPC recommendations.

No Apex Level Grievance Redressal Mechanism, No Anomaly Committee, No Bonus and No Time Bound Promotion To Gazetted Officers. Our Gazetted officers are suppressed like anything in the 7<sup>th</sup> Central Pay Commission. There has been a Cadre Review Committee exclusively appointed for Group A Officers, whereas no consideration for cadre reviewing for Group B Gazetted and Promotee Group A Officers. Almost six months passed by after Cabinet approving pay scales and one year is over after submission of 7<sup>th</sup> CPC report, but there is no outcome from any committee. This situation could be overcome only by consistent struggle, building unity amongst us and refusing to trust the rumours spread by the unscrupulous vested interests. It is imperative that all

field units should prepare the members for bitter struggle to achieve our demands.

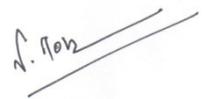
In this back drop, after detailed deliberations, the National Executive Committee has decided to go for three phase programme. Accordingly,

**First Step:** All constituent organisations are requested to write a letter in their letter head through proper Channel to the Cabinet Secretary with one advance Copy send to him not later than 6<sup>th</sup> January 2017. (Draft Letter Enclosed)

**Second Step:** The National Executive requested all the constituent organisations/State level CCGGOO to observe campaign week from 23<sup>rd</sup> to 27<sup>th</sup> January 2017, holding the General Body meeting, Lunch hour campaign meetings explaining about our prominent demands ~~we~~ raised in the letter written to the Cabinet Secretary and wearing "protest badges" during the week. During Campaign week, explore the possibility of formation of CCGGOO at State level and holding convention.

**Third Step:** Observe the protest day on 15<sup>th</sup> February passing the resolution supporting the cause of striking employees and by holding the demonstration on that day. (Resolution Enclosed)

Yours Fraternally,



**S.Mohan**  
**Secretary General**

# Draft Letter

Dated:

To

**Shri.Pradeep Kumar Sinha,**  
Cabinet Secretary,  
Cabinet Secretariat, Rashtrapathi Bhawan,  
New Delhi 110001.

**(Through Proper Channel)**

Dear Sir,

This..... (Association/Federation Name), being one of the constituent organisations of the Confederation of Central Government Gazetted Officers Organisations, submits the following seeking your immediate and effective intervention in the issue.

It is submitted that, the Confederation of Central Government Gazetted Officers Organisations through detailed Memorandum and substantive oral evidences, had elucidated before the 7th Pay Commission their legitimate demands and the grievances faced by the Gazetted Officers in various Central Government Departments. Further they repeatedly sought meetings with Cabinet Secretary to explain the grievances exclusively pertaining to our Gazetted Cadre. But, unfortunately, no meeting was called for to give them a fair hearing. Despite our efforts and cooperation with the Pay Commission and other forums, none of our demands has been accepted. In such Circumstances, the Gazetted Officers were also left with no option but to join the strike by the staff Side on 11<sup>th</sup> July 2016. However, in view of the setting up of a committee by the Govt. of India to look into the matter of minimum wage and Fitment Formula, we have decided to defer the strike.

However, much to our regret, the situation has not improved. In respect of the following demands of the Group B Gazetted Officers and promotee Group 'A' Gazetted officers, unfortunately, no action appears to have been initiated.

1. Setting up of Apex level Grievance Redressal Machinery to Gazetted Officers
2. Revision of Minimum Wage & Fitment Factor
3. MACP Benefits on promotional hierarchy
4. Anomaly committee to Gazetted Officers

5. Appointment of Cadre review committee to Gazetted Officers and restructuring of the Group 'B' Gazetted cadre in all Departments from the entry level equivalent to level 9
6. Existing percentage on Allowances
7. Bonus, Leave Benefits to Gazetted Officers
8. Unified pay scale equivalent to the Grade Pay of Rs.5400/- to all entry level Group 'B' Gazetted Officers, Subsequent -Time scales/levels in a time bound manner as is followed for Gr."A" cadre.
9. Parity to be ensured to all Officers and staff in field/subordinate offices with Central Secretariat by upgrading their pay scales and not by downgrading the pay scales of the CSS

The Group B Gazetted officers and promotee Group A officers have repeatedly expressed their anguish over the following issues in respect of

1. New Pension scheme
2. Imposing the Bench Mark appraisal from Good to Very Good For Promotion and Financial Upgradation
3. Indiscriminate application of Rule 56 J on Gazetted Officers

In this backdrop, this association/Federation requests the Cabinet Secretary to intervene in and to initiate positive action to resolve the above issues and render justice to the Group B Gazetted officers and promotee Group A officers

**Yours Faithfully,**

**Sd**  
**(Name)**  
**Secretary General/General Secretary**

## **Draft Resolution**

The General Body Meeting of ..... (Association / Federation Name).was held today, 15<sup>th</sup> February 2017 at .....(place of Station)

The meeting unanimously decided to support the strike today by the constituent organisations of Confederation of Central Government Employees and workers in pursuance of 21 points Charter since the charter of demands seeks redressal which is very much common to the Gazetted Officers Group B and Promotee Group A Officers and after detailed deliberations adopted the following Resolution.

This General Body meeting of.....(Association/Federation Name) held at ..... (place of station) on 15<sup>th</sup> December 2016 identifies the following issues for redressal:

10. Setting up of Apex level Grievance Redressal Machinery to Gazetted Officers
11. Revision of Minimum Wage & Fitment Factor
12. MACP Benefits on promotional hierarchy
13. Anomaly committee to Gazetted Officers
14. Appointment of Cadre review committee to Gazetted Officers and restructuring of the Group 'B' Gazetted cadre in all Departments from the entry level equivalent to level 9
15. Existing percentage on Allowances
16. Bonus, Leave Benefits to Gazetted Officers
17. Unified pay scale equivalent to the Grade Pay of Rs.5400/- to all entry level Group 'B' Gazetted Officers, Subsequent -Time scales/levels in a time bound manner as is followed for Gr."A" cadre.
18. Parity to be ensured to all Officers and staff in field/subordinate offices with Central Secretariat by upgrading their pay scales and not by downgrading the pay scales of the CSS

The Group B Gazetted officers and promotee Group A officers have repeatedly expressed their anguish over the following issues in respect of

4. New Pension- Scheme
5. Imposing the Bench Mark appraisal from Good to Very Good For Promotion and Financial Upgradation
6. Indiscriminate application of Rule 56 J on Gazetted Officers

This meeting therefore reaches the inescapable conclusion that it is the imperative need of the hour to have a dialogue with the Apex level Office bearers of the Confederation of

Central Government Gazetted Officers Organisations and found a amicable settlement in order to resolve the above issues.

This meeting further resolves to send a copy of the resolution to the Cabinet Secretariat for his intervention and necessary action

Resolution adopted unanimously

**Signed by  
President of the Meeting**