

Shiva Gopal Mishra  
Secretary

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National Council (Staff Side)

*Joint Consultative Machinery  
for Central Government Employees*  
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No.NC-JCM-2016/C.S. (PM)

August 12, 2016

The Cabinet Secretary,  
Govt. of India and Chairman,  
National Council JCM  
Cabinet Secretariat,  
Rastrapati Bhawan,  
New Delhi,

Dear Sir,

We recall the discussions we had with you on 7<sup>th</sup> June 2016 <sup>is then</sup> were inter-alia we brought to your kind notice over the growing discontent of the employees on the following two issues which were the subject matter of discussions on very many occasions .

1. JCM functioning – Non convening of meetings at the Departmental levels, consequent non availability of a forum for discussion and negotiations for Unions / Federations
2. Compassionate Appointments in Departments other than Railways

### **JCM functioning**

The functioning of the JCM especially at the Departmental level was virtually halted, when the Government promulgated a new set of recognition rules in 1993 to cover the non industrial employees i. e. for employees in the Department other than Railways and Defence. It took nearly a decade and half to operationalise the new recognition rules and during the same period the functioning of JCM was virtually stopped at the departmental levels. This in-turn resulted in non-discussion and non settlement of various Departmental specific demands and issues, emanated from the flawed recommendation of 5<sup>th</sup> and 6<sup>th</sup> CPC. Now that the 7<sup>th</sup> CPC recommendations would be taken up for implementation, the need for a forum to discuss these issues, especially Departments specific matters need not be emphasized.

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**Compassionate Appointments**

The untenable restriction imposed by the government i. e. 5 percent of the vacancies for Compassionate Appointments in Departments other than Railways has created innumerable difficulties and arbitrary discrimination. The very fact that the said government orders have no sway to half of the civilian employees makes the orders discriminatory and bereft of any merit. The specious plea of the Government that the said orders were issued on account of a directive from the Supreme Court was later found to be fallacious. On various occasions, the Staff Side was assured of a review of the scheme. The scheme requires simplification and has to be made non-discriminatory too.

We want the above two issues to be discussed at your level and reach a settlement. We shall be grateful if you will afford us an opportunity to have such a discussion on a date convenient to you. We shall also be thankful if you can indicate the date of the meeting atleast 15 days in advance.

Thanking you,

Yours faithfully,

  
(Shiva Gopal Mishra)  
Secretary

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No.NC-JCM-2016/7<sup>th</sup> CPC

August 12, 2016

Shri Arun Jaitley,  
Hon'ble Finance Minister,  
Govt. of India,  
North Block,  
New Delhi

**Sub: Setting up of a high level committee to review the Minimum Wage Multiplication Factor.**

**Ref: Our letter of even No. dated 26.7.2016. ‘**

Dear Sir,

We solicit your kind reference to the discussion, the representatives of NJCA had with you in the presence of the Honourable Home Minister, Shri Rajnath Singh and the Railway Minister, Shri Suresh Prabhu and the MOS (R) Shri Manoj Sinha on 30<sup>th</sup> June, 2016.

We were expecting a quick action on the part of the Government to operationalise the assurance of setting up a high level Committee to go into the Minimum wage, Multiplication factor etc. However, we are disappointed that even after a lapse of more than a month no order has been issued by the Government in this regard. The employees, as you are aware, were angry over the arbitrary determination of the minimum wage by the 7<sup>th</sup> CPC by mutilating the Dr. Aykhroyd formula and also the propornate multiplication factor.

We, therefore, appeal to you that the concerned authorities may be asked to expedite the issuance of orders setting up the committee and finalization of the Report within the available time of remaining three months.

Thanking you,

Yours faithfully,

  
(Shiva Gopal Mishra)  
Secretary



NJCA

# National Joint Council of Action

4, State Entry Road, New Delhi – 110055

No.NJC/2016/7<sup>th</sup> CPC

August 12, 2016

To

All Constitutents of NJCA

Dear Comrades,

We have been receiving communication from various organizations as also from individual employees after the promulgation of the notification by the Government on 7<sup>th</sup> CPC recommendations. Most of these communications had been to express the anxiety and in some cases anger too over the delay in setting up the high level committee, assured by the Group of Minister to review the minimum wage and multiplication factor.

We have been pursuing the said issue on a day to day basis and we are fully appreciative of the apprehensions expressed in many of these letters. Since the decision making in the Government is a long procrastinated matter involving various levels and departments, such delays are not uncommon. But we have been informed as to why the assurances held out have not been translated into action.

We have also noted that in the absence of the JCM functioning especially at the Departmental levels of various Ministries, the department specific anomalies and demands are not being subjected to any meaningful negotiations with the respective organizations. We have addressed the Cabinet Secretary to hold a special discussion with us on this subject immediately. Copy of our letter is enclosed.

On 12<sup>th</sup> August, 2016, we have met the Secretary Pensions to convey our strong resentment over the decision to allow the Option No. 1 given to the pensioners to be implemented subject to feasibility. We have reiterated that while we are open to discussion as to the methodology of verification of the claims of individual petitions in respect of Option No.1, we would not be able to countenance of the non implementation of the recommendation of the 7<sup>th</sup> CPC on the flimsy ground of non availability of records.

The available NJCA members met today at Delhi to review the situation in the background of the feeling conveyed to us through letters from various organizations. We have after taking note of the anxiety expressed and the ongoing discussions with various authorities over the setting up of the high level committee to wait up to the end of this month before we embark upon any action for the setting upon of the said high level committee. The employees may be apprised of this decision through the requisite campaign programme.

In the meantime, we must endeavour to support the one day strike action slated for 2<sup>nd</sup> September, 2016 for which the call has been given by the Central Trade Unions (including independent Federations) to the best of the ability of the respective organizations as the objective of the strike is the betterment of the working people in our country.

7<sup>th</sup> CPC Anomalies

All the Constituents Organizations are requested to forward the various anomalies arising out of the implementation of the 7<sup>th</sup> CPC notification / CCS (RP) Rules 2016 to the Staff Side office with brief / illustration etc. within in 15 days from today so as to enable us to study and forward the same to the Anomaly committee for settlement.

With greetings,

Yours fraternally,



(Shiva Gopal Mishra)  
Convener