

vii) Promotion Scheme for the Staff Car Drivers.

The University Grants Commission in its letter No. 31.12/97(CU) dated 29.4.99 (Annexure - A) communicated its approval to the adoption of the promotion scheme for the staff car Drivers in different departments of the Government of India as notified by the Government of India (Department of Personnel & Training) OM No. 22036/1/92-Estt(D) dated 30.07-93 (Annexure-B) with a rider that the scheme would be applicable to the Drivers who have not been granted the benefit of next higher scale of pay under one upward movement scheme.

The salient features of the scheme are as follows:-

A. GRADATION:

- (i) Driver Grade-I: In the scale of pay of
Rs.1320-2040/- (pre-revised)
Rs.4000-6000/- (Revised)*
- (ii) Driver Grade-II :In the scale of pay of
Rs.1200-1800/- (Pre-revised)
Rs.4000-6000/- (Revised)*
- (iii) Driver Ordinary Grade In the scale of Pay of
Rs.950-1500/- (Pre-revised)
Rs.3050-4590/- (Revised)

*(NOTE:- After revision of the Scale of Pay with effect from 01.01.96 an anomalous situation has arisen in respect of the scale of pay for Driver Grade-I and Driver Grade-II in view of the merger of two different pre-revised Scales of pay in one Revised scale of Pay. This will have to be taken up separately with the Government of India.)

B. ELIGIBILITY CRITERIA:

- (i) Driver Grade-I 6 (six) years regular service as Driver Grade-II or 15 (fifteen) years regular service in ordinary grade on Seniority-cum-Fitness subject to passing Trade Test.
- (ii) Driver Grade-II 9 (nine) years of regular service in Ordinary grade (i.e. entry grade) subject to passing the prescribed Trade test.

C. STRENGTH LIMITATION OF DIFFERENT GRADES IN THE CADRE :

- i. Driver Grade - I - 20% of total strength.
- ii. Driver Grade - II - 25% of total strength.
- iii. Driver Ordinary Grade. - 55% of total strength.

Promotion scheme vis-a-vis upward movement in the Scale of Pay - Implication thereof in NEHU.

As informed by the University Grants Commission, the benefit of promotion is not admissible to those Drivers who have already been granted a higher scale of pay under the scheme "One Upward Movement in the Scale of Pay."

In NEHU, The Drivers who completed 8 years of service on or before 31-12-93 have been granted the scale of pay of Rs.1200-2040 (Pre-revised) Rs.4000-6000/- (Revised) under the scheme "One Upward Movement in the scale of Pay." Interestingly, the pre-revised scale of pay admissible to a Grade-I Driver if compared to the pre-revised scale of pay admissible under "One Upward Movement Scheme", it will be found that the minimum of the scale admissible to a Grade-I Driver (Rs.1320-2040/-) is higher by Rs.120/- than the scale of pay admissible under One-Upward Movement Scheme Rs.1200-2040/-) whereas the maximum of both the scales are same. Again, the Revised Scale, effective from 1.1.96 is identical for both the cases (Rs.4000-6000/-). Similarly there is a difference in pre-revised or Rs.240/- in the maximum stage of the scale of pay admissible to a Grade-II Driver (Rs.1200-1800/-) when compared to admissible pre-revised scale of pay under One-Upward Movement (Rs.1200-2040/-). Again the Revised scale of pay (Rs.4000-6000/-) is identical for both the cases.

So far as number of posts are concerned, only 11 and 13 Drivers are entitled to get the position of Grade-I and Grade-II Drivers respectively on 01.08.93 (effective date of the promotion scheme). Again the number of Drivers who got the benefit of higher scale of pay under "One Upward Movement Scheme" is almost equal to the number of eligibility Grade I/Grade II Drivers.

Thus, there is hardly any financial implication if the promotional scheme for the Drivers of the Government of India is adopted in the University (position shown in the Statement at Annexure-C). The implication in the University will be only change of status (designation) of the Drivers by way of regularisation in the Gr.II cadre to those eligible Drivers, who fall out of the panel of Gr-I, but who have been granted the benefit of One-Upward Movement scale. If the same is adopted in the University with effect from 01.08.93, the University will have an identical pattern of the Government of India in the cadre of Drivers by which many future complications can be avoided. Thus, the rider of the U.G.C. has no bearing on NEHU.

The matter is placed before the Council for consideration/decision.

6:6:7(3)

: TRUE COPY :

ANNEXURE - 'A'

UNIVERSITY GRANTS COMMISSION
BAHADUR SHAH ZAFAR MARG
NEW DELHI - 110 002

No.F.31-12/97(CU)

Dated 29th April, 1999.

The Finance Officer,
North-Eastern Hill University,
NEHU Campus,
Shillong - 22,
Meghalaya.

Sub : APPROVAL OF PROMOTION POLICY FOR UNIVERSITY DRIVERS.

Sir,

With reference to your letter No.AR/5th Pay/UGC/96 dated 22.4.99 on the subject mentioned above, I am directed to inform you that UGC is agreed for adoption of the promotion scheme for the Drivers in North-Eastern Hill University as per guidelines approved by Government of India vide Department of personnel and Training orders dated 30.11.93 provided that they have not enjoyed the benefit of upward movement scheme.

Yours faithfully,

Sd/-

(C.K.Kapahi)
Under Secretary.

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No.22036/1/92-Estt(D)

GOVERNMENT OF INDIA
MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES
AND PENSIONS

(DEPARTMENT OF PERSONNEL & TRAINING)

NEW DELHI, THE 30th.Nov.'93.--: OFFICE MEMORANDUM ;--Sub : PROMOTION SCHEME FOR STAFF CAR DRIVERS.

The undersigned is directed to say that the Principal Bench of CAT, NEW DELHI in their judgement in the case of Staff Car Drivers' Association and Others Vs. Union of India (OA No.2957/91) were pleased to pass orders directing the Government "to devise a promotional scheme for Staff Car Drivers with the graded structure (950-1500, 1200-1800 and 1320-2040) similar to one provided by the Ministry of Railways."

2. Accordingly, the matter has been examined in consultation with the Ministry of Law, Ministry of Finance and the Ministry of Railways and the following orders are issued in this regard.

SCHEME SCHEME 2.1 The posts of Staff Car Drivers in the existing scale of Rs.950-1500/- will be placed in the following three scales, viz. Rs.950-1500/-, Rs.1200-1800/- and Rs.1320-2040/- in the ratio of 55:25:20 (for example, if there are five posts of Staff Car Drivers 55% of 5 posts i.e. 3 will be in the scale of Rs.950-1500/-, 25% of 5 i.e. 1 will be in the scale of Rs.1200-1800/- and 20% of 5 i.e. 1 will be in the scale of Rs.1320-2040/-).

2.1.1 The nomenclature of the posts in the various scales will be as under :-

<u>Sl. No.</u>	<u>Scale</u>	<u>Nomenclature</u>
1.	Rs.950-1500/-	Staff Car Driver Ordinary Grade.
2.	Rs.1200-1800/-	Staff Car Driver Grade-II
3.	Rs.1320-2040/-	Staff Car Driver Grade-I

- 2.1.2 If any fresh vacancies are created as additions to the existing strength of staff Car Drivers, they will be created only in the scale of Rs.950-1500/-.
- 2.2 Where the Cadre is too small for the purpose of creation of higher grades, the possibility of combining of different cadres and operating it on a nodal basis may be considered by the concerned Ministeries/Departments. In such cases, movement of personnel may not be required and the seniormost driver(s) in the combined seniority/eligibility list who are assessed fit for promotion may be promoted in situ.
- 2.3 The minimum eligibility criteria for appointment to the posts in the above scale will be as under:

<u>GRADE</u>	<u>ELIGIBILITY PERIOD</u>
Ordinary Grade (Rs.950-1500/-)	Basic Grade
Grade-II of Staff Car Driver (Rs.1200-1800/-)	9 years of regular service in the Ordinary Grade.
Grade - I of Staff Car Driver (Rs.1320-2040/-)	6 years of regular service in Grade-II of Staff Car Drivers.

- 2.4 The method of appointments to the posts in Grade-II and Grade-I of Staff Car Driver will be by promotion on Non-selection (Seniority-cum-fitness) basis and will be further subject to passing of a Trade Test of appropriate standard, contained in the Annexure - I to this O.M.
- 2.5 For the purpose of conducting Trade Test as required at these levels, a scheme indicating the syllabus has been enclosed in Annexure - I to this O.M.
- 2.6 All the above appointments will be subject to the application of reservation orders as applicable to those grades.

2.7 As the powers to frame Recruitment Rules for Group 'C' & 'D' posts have already been delegated to Ministeries/Departments, they may frame the rules in accordance with the guidelines, by indicating the eligibility criteria laid down in this O.M.

2.8 If any Department had promoted any staff Car Driver in terms of the Ministry of Finance (Department of Expenditure) O.M.No. 10(1)-E.III/88 dated 13.9.91 to the next higher scale on in-situ basis such officers may be allowed to come over to this scheme, as these orders will no longer be applicable to the case of Staff Car Drivers.

2.9 These orders come into force w.e.f. 1.8.93.

INITIAL
APPOINTMENT

3 While making initial appointment to the above newly created scales, each Ministry/Department will screen the list of Staff Car Drivers, who have rendered not less than 15 years of service, may be considered for appointment to posts in Grade - I direct to the extent of availability of vacancies in that grade subject to being found fit by DFC on the basis of seniority-cum-fitness and passing of Trade Test. In the same manner Staff Car Drivers, who have rendered not less than 9 years service (including those who could not be accomodated in Grade - I inspite of putting in 15 years of service, for want of vacancies), may be considered for appointment to Grade - II by following the same eligibility and other criteria prescribed for appointment to these posts.

EXCEPTION

4. These orders would not apply in the Ministeries/Departments where drivers already have more than one scale of pay.

5. Ministry of Finance etc. are requested to take further action to implement the scheme urgently.

(Hindi version will follow).

Sd/-

(Y.G.Parande)
DIRECTOR

To

All Ministeries/Departments.

Copy to :-

1. Comptroller and Auditor General of India.
2. Rajya Sabha Secretary/Lok Sabha Secretary.
3. U.P.S.C..
4. All Union Territory Administrations.
5. All attached/Subordinate Officers under the DGE&T.
6. Commissioner for SC/ST, New Delhi.
7. Secretary, Staff Side, National Council (J.C.M.),
9, Ashoka Road, New-Delhi.
8. All Sections.
9. 200 (two hundred) spare copies for Estt.(D).
10. Shri.G.L.Dhar, General Secretary, Departmental
Council, 7/139, Lodhi Colony, New-Delhi.

SCHEME OF TRADE TEST

APPOINTMENT TO GRADE - II OF STAFF CAR DRIVERS (SYLLABUS).

Must be able to read English Numerals and figures.

Must have good knowledge of Traffic Regulation.

Must be able to locate faults and carry out minor running repairs.

Must be able to change wheels and correctly inflate tyres.

TEST

Practical test based on the above.

APPOINTMENT TO GRADE - I OF STAFF CAR DRIVERS (SYLLABUS).

Must be able to read English Numerals and Figures.

Must have a thorough knowledge of Traffic Regulation.

Must have good knowledge of petrol & Diesel Engine working and be able to locate faults and rectify minor running defects.

Must be able to clear carburattor, plug, etc..

TEST

Practical test based on the above.

ARREAR IMPLICATION ON RETROSPECTIVE APPLICATION OF THE PROMOTION SCHEME FOR STAFF CAR DRIVERS
CONTAINED IN DEPTT. OF PER. & TRG. O.M. NO.22036/1/92-ESTT(D) DT.30.11.93 EFFECTIVE FROM 1.8.93

No. of sanctioned Posts in NEHU.	No. of posts admissible for upgradation under the Promotion scheme	Existing Scale of Pay of the Drivers eligible	Implication in Scale of pay consequent upon application of the scheme.	Remarks/Method for promotion.
54 Posts as on 1.8.93 (date of effect of the Scheme)	11 Posts for Grade I (Rs.1320-2040)	11 Cases in the Scale of Rs.1200-2040 by virtue of the erstwhile upward movement Scheme.	11 cases of Higher movement from existing Scale to that of Rs.1320-2040/-	Seniority-cum-Fitness subject to passing Trade Test.
	13 Posts for Grade-II (Rs.1200-1800)	13 cases in the scale of Rs.1200-2040/- by virtue of the erstwhile upward movement Scheme	13 cases for placement from existing Scale to that of Rs.1200-1800/-	Matter of regularisation from erstwhile upward movement Scheme to instant Promotion Scheme.
41 posts as on 1.1.96 (when Nagaland Campus sanctioned posts stood transferred to Nagaland University).	None for Grade I Status quo with 10 Nos. existing Grade I Drivers having remained under NEHU.	N.A.	N.A.	N.A.
	2 Posts for Grade II (Rs.4000-6000) in addition the existing 8 Nos. of Gr.II Drivers having remained under NEHU	1 Case in the Scale of Rs.4000-6000 by virtue of erstwhile upward movement Scheme and 1 Case in the entry grade scale Rs.3050-4590/-	only 1 case of Higher movement to Scale of Rs.4000-6000/-	One case on Seniority-cum-Fitness/cum Practical test. One case as matter of regularisation from erstwhile upward Movement scheme to instant promotion Scheme.

(iii) Pensionary benefits of Shri SL Marbaniang, Lecturer,
Department of Mathematics.

EC:104:99:6:6: (iii): The Council considered the pensionary benefits of Shri SL Marbaniang, Lecturer in Mathematics and noted that the leave salary contribution need not be made by Shri Marbaniang.

(iv) Extension of the cut-off date beyond 31.12.1993 in respect
of the scheme "One Upward Movement" in the scale of pay.

EC:104:99:6:6: (iv): The Council considered the extension of the cut-off date in respect of the One Upward Movement scheme and RESOLVED that the cut off date may be extended up to 8.4.98 as has been done in other Central Universities. The Council, however, RESOLVED that in view of the financial crunch faced by the University no arrears will be paid, the employees would however be entitled to a notional fixation of their salary.

(v) Replacement of "Selection-cum-Seniority" in lieu
of "Seniority-cum-Merit".

EC:104:99:6:6: (v): The Council considered the replacement of "Selection-cum-Seniority" in lieu of "Seniority-cum-Merit" and RESOLVED to approve the same.

(vi) Case of Smti. R. Kharbhih, UDC requesting for
review of her seniority position in the post of UDC.

EC:104:99:6:6: (vi): The Council considered the case of Smti. R. Kharbhih, UDC, requesting for review of her seniority in the post of UDC and RESOLVED that since the same had been done in a similar case she may be granted seniority w.e.f. the initial date of her joining the post as Stenographer i.e., 15.2.1980.

(vii) Promotion scheme for staff Car Drivers.

EC:104:99:6:6: (vii): The Council considered the promotion scheme for staff car drivers as laid down by the Government of India and RESOLVED to approve the same.

(viii) Grant of temporary status to Casual Labourers as per
the Govt. of India instructions- Removal of anomalies
among Daily Wage Safaiwalla.

EC:104:99:6:6: (viii): The Council considered the grant of temporary status to casual labourers as per the Government of India instructions and RESOLVED that part-time safaiwallahs who have completed 480 working days in the two years preceding 10.9.1993 may be granted