

No. PER (AP)-C-F(4)-4/2016
Government of Himachal Pradesh
Department of Personnel (AP-III)

Dated: Shimla-171002, the

23rd January, 2017

From

Addl. Chief Secretary (Personnel) to the
Government of Himachal Pradesh

To

1. All the Administrative Secretaries to the
Government of Himachal Pradesh
2. All the Divisional Commissioners in H.P.
3. All the Heads of Departments in H.P.
4. All the Deputy Commissioners in H.P.

Subject: - Minutes of the meeting of J.C.C. held on 29.12.2016 with the
representatives of HP NGO's Federation under the chairmanship
of Worthy Chief Secretary.

Sir,

I am directed to say that the meeting of JCC was held on
29.12.2016 with the representatives of the HP NGO's Federation under the
chairmanship of the Worthy Chief Secretary. The minutes of the aforesaid
meeting are forwarded with the request to take necessary action in respect of
item(s) discussed in the above mentioned meeting. Further,
compliance/action taken report on all the items pertaining to your
Department(s) discussed in this meeting may be furnished to this
Department.

Yours faithfully,


(Om Prakash Bhandari)

Under Secretary (Personnel) to the
Government of Himachal Pradesh
Tele. No. 0177-2628499

Endst.No.PER(AP)-C-F(4)-4/2016 Dated: Shimla-2 the 23rd January, 2017
Copy is forwarded to: -

1. Shri S.S. Zogta, President, HP NGO's Federation, R/o Sehaj-Sadan-A-
75, Sector-1, Phase-1, Main Road, New Shimla-9, H.P.
2. Shri Gopal Krishan Sharma, Secretary General HP NGO's Federation,
R/o Deep Bhawan, Ghanahatti, Shimla, H.P.


(Om Prakash Bhandari)

Under Secretary (Personnel) to the
Government of Himachal Pradesh
Tele. No. 0177-2628499

Minutes of the Joint Consultative Committee meeting of HP NGO's Federation held on 29.12.2016 at 11:00 AM in the Conference Hall, Armsdale Building, HP Secretariat, Shimla-2.

The following were present in the meeting: -

Government Side : Administrative Secretaries/HOD's
Staff Side : Representatives of HPNGO's Federation.

At the outset, the Addl. Chief Secretary (Personnel) to the Government of Himachal Pradesh welcomed the Hon'ble Chief Minister, Chief Secretary and all the Administrative Secretaries/HODs, President and Secretary General of HPNGO's Federation and other office bearers of the HPNGO's Federation.

Shri S.S. Zogta, President, HP NGO's Federation thanked the Hon'ble Chief Minister, Chief Secretary for convening the meeting of Joint Consultative Committee. Shri S.S. Zogta, briefed some demands and urged the Hon'ble Chief Minister to consider the same.

Hon'ble Chief Minister addressed the JCC meeting and made an earnest appeal to the employees to work hard with dedication for the betterment of the State so that the benefits of Government policies and programs reach the common man. Hon'ble Chief Minister announced release of 2 (two) percent dearness allowance from July, 2016 benefiting the employees of the State Government worth Rs. 100.00 crore. He also announced in-principle approval to enhance Capital Allowance and Tribal Allowance at appropriate ratio. With regard to the issue regarding enhancement of retirement age of employees from 58 to 60 years, being a policy decision, Hon'ble Chief Minister made it clear that matter will be deliberated in detail and carefully considered by the Council of Ministers to take an appropriate decision in the public interest. Hon'ble Chief Minister further stated that other demands of the employees would also be considered sympathetically.

Thereafter, the demand charter submitted by the President, HPNGO's Federation was taken for discussion under the chairmanship of the Chief Secretary and decision taken are as under: -

Shri S.S. Zogta

Item No.

- 1 Enhancement of retirement age from the existing 58 years to 60 years in respect of all employees in H.P. State with full financial benefits.

The matter will be placed for deliberation and consideration of the Council of Ministers.

Finance department

- 2 Providing of benefits under new ACP schemes i.e 4, 9 & 14, w.e.f. 2006 to all categories of employees on Punjab pattern and removal of all anomalies, bars and conditions in this scheme which resulted into pay anomalies and discrimination in certain categories of employees in various departments.

ACS (Personnel) and ACS (Finance) will examine the proposal and process for consideration of CMM.

Finance department

- 3 Early provision of all increased allowances to Govt. employees of the State as admissible due to revision of pay scale of 2006 on the Analogy of Punjab Govt. which includes HRA i.e 10%, 20% and 30% increase thereof.
[Clubbed items- 6, 7, 23, 71, 75, 86, 87 and 88].

Hon'ble Chief Minister has announced to enhance Capital Allowance and Tribal Allowance at appropriate ratio. It was made clear that we do not follow Punjab Government for allowances. However, considering all the items together relating to allowances, Worthy CS Stated that suggestions/proposals for increase in allowances will be examined on merit in Finance Department for taking appropriate decision.

Finance department

- 4 The benefit of Grade Pay at par with the Punjab to all categories of employees who were deprived of this benefit till date and also to those categories of posts which are not existing in Punjab.

It was suggested to submit cases of anomalies to the Government for examination and anomaly, if found, will be removed.

Finance department

- 5 Regarding reviewing of Govt. order with regards to the curtailment of financial benefits viz. pension, retirement gratuity etc. for seeking premature retirement/ voluntary retirements by Govt. employees, withdrawal of such notification immediately.

Finance Department will examine the issue keeping in view the interest of the State.

Finance department

- 6 Revision of family planning allowance as per latest pay revision to all Govt. employees.

Dr. Bamba

As per discussion against demand No. 3 above.

Finance department

- 7 Providing of mobile allowance to all eligible Govt. employees in each department.

As per discussion against demand No. 3 above.

Finance department

- 8 All different posts i.e. 162 created in IGMC Shimla and Education Department where 117 posts of Superintendent Gr-I were abolished and similarly in other departments as well during 2007 by the then Congress Govt. & further abolished by the BJP Govt. in 2008-2009- restoration thereof.

Worthy Chief Secretary directed the Education and Health Departments to send complete proposals to AD as well as DoP within 2-3 months so that the issue is resolved permanently.

Health/Education

- 9 One time relaxation to Garden trainer Horticulture one year diploma holders/trained Class-IV employees for promotion to the post of Horticulture Extension Officer in the Deptt. of Horticulture.

AD will process the proposal afresh to Department of Personnel for re-consideration.

Horticulture department

- 10 Liberalization of the policy for appointment on compassionate grounds to the deceased Government employees without any pre-conditions and the previous status may again be restored back. Also settling down of the pending cases of compassionate grounds immediately for which dependents are suffering a lot.

ACS (Finance) intimated that policy has already been liberalized and number of jobs have been provided in the last 3-4 years. Specific issue, if any, may be brought to the notice of Finance Department. Association raised demand that there should be no ceiling of income and, at least, the pension should not be included while taking into account the monthly income. It was further suggested to increase the ceiling at least to Rs. 2.00 lacs. The suggestions will be examined and the matter will be placed before the CMM.

Finance department

- 11 Change of Nomenclature in r/o the post of Superintendent Grade-I and Grade-II to Section Officer (S.O.) Grade-I and Section Officer (S.O.) Grade-II in all departments under H.P. Govt. which carries no financial burden.

The present set up holds good. However, it was considered to examine the matter on merit.

Finance department

J.R. Sharma

- 12 Regularization of all RKS staff who have completed 5-10 years service initially bringing these employees on Govt. contract who were previously recruited against vacant posts especially in IGMC having highly qualified personal even Ph.D on the analogy of doctors and paramedics. Else they are being offered better regular jobs outside H.P. with better packages etc. Matter already submitted to the Govt. but nothing has been heard so far.

It was considered that the persons appointed in RKS through Commission/procedure of selection in R&P Rules will be converted into Government contract and regularized after completion of 5 years' service including service rendered in RKS. The matter will be processed accordingly.

Health/Finance

- 13 Regularization of all contractual employees after completion of 3 years service, in every Deptts. of the State, and certain other similar categories who have no locus-standi whether they are on contract or not uniform policy thereof.

Demand noted and will be examined.

Finance/Personnel

- 14 All pending MR bills/TA claims be released immediately. Also all employees be allowed to purchase Medicines and other appliances directly from Civil Supplies shops near the respective Hospitals to avoid direct or indirect officials formalities, and the amount so raised by Civil Supplies Medicines shops be adjusted by the respective HODs /Deptts.

ACS (Finance) assured that funds are being released to clear the liabilities of all pending bills. The issue of pending Medical bills was also raised in the meeting of Pensioners JCC held recently and funds demanded by the departments have been released. In case of pending bills still exists, the HoD may put demand for additional funds.

All deptts./Finance

- 15 Grant of special increment to Graduate and postgraduate (1 increment to B.Sc. and 2 increments to M.Sc. Medical Technology employees on the analogy of P.G. Doctors in H&FW/Medical Education department. In addition to Grade Pay to B.Sc. OTA and B.Sc. Radiographer/Physics Technician (Anesthesia, Radiology and Radiotherapy Department) at par with B.Sc. Laboratory Technicians.

ACS (Finance) asserted that the demand has multiple repercussions. It was decided that Director, Health Services may examine and submit an appropriate proposal.

Finance/Health

- 16 Withdrawal of orders regarding pending enquiries departmental proceedings etc. against all employees victimized by the BJP Government issued against the employees and their leaders for the one or the other reasons best know to them.

J. K. Kumbhar

It was advised that specific cases may be brought to the notice of the Government.

All Departments

- 17** Restoration of LTC (Bharat Darshan Scheme) to all employees of H.P. Govt.

It was decided to examine the demand.

Finance department

- 18** Non-fixing-up given any financial benefit and ACP/Grade pay alongwith the salaries to the various Technicians Gr-I-and-II-(given) graded technicians in I&PH HPPWD Deptt. right from 1.1.2006 i.e. after allowing them grading, benefit of 4.9.14 thereof.

It was informed during the meeting that the matter stands resolved in the case of I&PH department. Worthy Chief Secretary directed the ACS (PW) to Examine the issue in consultation with ACS (Personnel) and convene a meeting under the chairmanship of Chief Secretary.

Finance/PWD/I&PH

- 19** Pay band right from Jr. Asstts. to Superintendent Gr-I-to be increased from 15.12.11 on Punjab pattern and the condition of two years be relaxed for granting grade pay.

It was decided that the matter needs re-examination and consideration of the CMM.

Finance Department

- 20** Filling-up of all vacant posts in every departments in H.P. to lessen the work load of the remaining staff, as thousands of staff members have been retired and no incumbents in their places have even been recruited, thereby the ongoing Govt. work and developmental activities of the Govt. are unnecessarily being allowed to suffer.
(Clubbed items-21,43,44,45,46,58,62,65,66,70,74 & 77)

Worthy Chief Secretary assured that the vacant posts will be filled up expeditiously. The departments were directed to process proposals for filling up of vacant posts, up-gradation and creation of posts for obtaining approval of the Government. All departments were further directed to fill up sanctioned posts immediately and also ensure that no promotional post remained lying vacant.

Finance/All departments

- 21** Additional creation of staff in every department to decrease heavy work load and also in the wake of RTI, and Public Service Guarantee Acts.

As per discussion against demand No. 20 above.

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Finance/All departments

- 22 Withdrawing of the notifications if any through which an important category MPWs (Multipurpose Health workers in H&FW department whose cadre seems or has been allowed to be a DYING CADRE. These workers basically look after the various States/Centrally sponsored Health programs. Government is requested to kindly look into it immediately.

The suggestions have been noted for taking appropriate action in this regard.

Health/Finance

- 23 C.A. in all Tribal/ Hard areas e.g. areas in Chamba, Lahaul & Spiti, Kinnaur, some part of Shimla & Sirmour District /Kangra and so on, including winter allowances to be increased in Chamba & other similar stations in the State on the pattern of Govt. of India. Also Kerosene quota in these areas be increased.

As per discussion against demand No. 3 above.

Finance

- 24 All the vacant posts of Class-IV- category for the time being from surplus pool be deployed/ posted in similar or other departments in H.P.

Needs no action as this is already being done.

Finance

- 25 One time relaxation for promotion of Class-IV- employees against such vacancies in HPPWD and other departments who have been trained officially to discharge such duties in their respective departments.

The concerned AD will process proposals to Department of Personnel for examination and will be considered on case to case basis, on merit.

Public Works/All Departments

- 26 All work inspectors in HPPWD & I&PH Deptt. be designated as Addl. JEs by increasing quota for the purpose or as the case may be.

The demand stands noted for examination.

PWD/I&PH

- 27 Holding of regular JCC meetings with Unions recognized by the State NGO's at Districts, departmental, blocks level, directions to the concerned HODs. in the State.

All the departments were directed to hold the regular JCC meetings.

All HODs/DCs

- 28 Thirteenth month salary to Police & Nursing personnel with latest pay grade.

It was decided to examine the matter.

Home/Health/Finance

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- 29 At least three tier promotional avenues to Police Personnel be made i.e. after completing of 16 years service one should be promoted as Head-Constable, after completing of 24 years services one should be promoted as ASI and after competing of 32 years of services one should be promoted as Sub. Inspector.

The matter will be examined.

Home

- 30 Providing of land to construct NGO's Bhawan upto Block/Tehsil head quarter in the remaining regions, steps thereof.

The federation was advised to submit proposals alongwith necessary revenue papers of the lands.

Revenue /PWD/Fed.

- 31 Review of Govt. order regarding contribution pension scheme applicable from May, 2003 onwards appointees and to place all Govt. employees under regular pension scheme already in existence.

The ACS (Finance) advised to provide the details of issues under New Pension Scheme to the Government.

Finance

- 32 Exemption in departmental examination for promotion in all departments after the age of 55 years, which was earlier allowed by the Govt.

It was observed that the proposals of relaxation in departmental examination can be considered on case to case basis, on merit, keeping in view the administrative exigencies where post in lying vacant and no incumbent is eligible down the panel in terms of departmental exam. The concerned department may refer the proposal to the Government in this regard for consideration.

Personnel/All deptts.

- 33 Withdrawing of bar of 10+2 condition/qualification for all Class-IV employees to the posts Clerks and all Class-III- posts in every Department including Jr. Assistant, Stenographers etc.- one time arrangement thereof.

Comprehensive views of the departments will be taken. Thereafter, the matter will be examined and an appropriate decision will be taken.

Personnel/All deptts.

- 34 Restoration/providing of official accommodation/State NGO's Bhawan earlier allotted /earmarked by the Govt. to us to run the various NGO's activities, enquiry thereof.

The matter will be examined.

SAD- R&I/All DCs.

- 35 Restoration of the posts of Hospital Administrators of the rank of Supdt. Gr-I- both in IGMC Shimla & DRPGMC Kangra Tanda, H.P. earlier the

J. D. Sharma

previous Govt. mooted this proposal and the ministerial staff in H&FW Deptt. has great resentment that too in the wake of stagnation that the GDOs & Dental posted against these posts clearly belonging to ministerial cadre, action thereof.

The matter will be looked into and examined.

Health

- 36 Providing of one time relaxation in promotion to Class-IV employees against the 10% quota for the posts of Clerks and provision of their adjustment in other departments against vacant posts if no vacancies of Clerks exist in their respective departments then to be merged in any other departments against vacancies.

The matter will be examined.

Personnel

- 37 Regarding continuous of LDR policy for Class-IV employees for appointment in class-III posts in all departments through SSSB, Hamirpur.i.e.15% instead of 20% in LDR and promotion quota 10% to 15%.

The issue will be examined.

Personnel

- 38 Grant of Grade Pay at par with the Agriculture Extension Officer to all Horticulture Extension Officers and Laboratory Assistants, amendment of R&P rules of the same as in Punjab (Both Diploma and Direct) for promotional purposes.

The proposal on its receipt will be examined in Finance Department. So far as R&P Rules are concerned, the matter may be taken up with DoP for examination.

Horticulture/ Finance/Personnel

- 39 Formulation of a permanent policy for regularization of all employees engaged through various projects in various departments like NRHM, AIDS control Society, ICDS, SSA etc. in H&FW Deptt.

It was decided to expedite the matter.

Finance/Health

- 40 Grant of Special pay to Drivers in all departments on the analogy of H.P. Sectt. at par with the Punjab Govt.

The issue will be examined if it differs from the Secretariat Allowance.

Finance

- 41 Relaxation in educational qualification prescribed latest in R&P Rules for promotion in various ministerial posts i.e. Sr. Asstt. Personal Asstt./ Jr.& Sr. Scale Stenographer etc. in all departments and for future purposes Govt. is free to proceed accordingly.

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The issue/proposals will be examined on receipt from the concerned departments.

Finance/Personnel

- 42 Constituting of a Committee/Sub Committee to look into the various matters related to financial anomalies of various employees in different departments in H.P.

It was decided to examine the issue.

Finance

- 43 Creation/Up-gradation 52 posts of Supdt.Gr.-II- in I&PH Deptt. from amongst the Sr. Assistants so as to at least bring it at par with their earlier joint Deptt. i.e. HPPWD Deptt.

As per discussion against demand No. 20 above.

I &PH

- 44 Strengthening of Departments:-

1. Forests:

Creation of more posts of ministerial staff in Forests Department and one time exemption for all class-IV employees to promote them to the posts of Forest Guards under the existing 10% quota.

2.Agriculture:

Upgradation of 10 posts of Supdt. Gr-II to Gr.-I in Agriculture Department.

3. Labour and Employment:

Previous R&P Rules should be restored back wherein provision of promotion to the posts of Labour Officers was 100% from amongst the Labour Inspector. At the same time the post of Labour Welfare Officer in the building & other constructions workers welfare board may be filled-up from the strength of Labour Inspectors through promotion.

4.Health:

Regularization of all workers earlier deployed under various societies in Health Department which is still pending despite pending cabinet decision. At least those incumbents should be regularized who fulfill the eligibility criteria as per R&P Rules of the post. Keeping in view the exigencies in Radiology Deptt. under Medical Education Deptt., necessary creation of post of Technical Officers (Radiology) required to be taken up for its creation in Medical Colleges and Dental College having the trained and qualified personnel in the said department that too in the wake of the sophisticated/ technological work to be performed by the various Radiographers. Similarly, all RKS employees may be regularized on the basis of 3+2 basis as announced by the Hon'ble Chief Minister.

5. Horticulture:

- (i) Revival of 4 posts of Supdt. Gr.-II which have been kept in abeyance

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since a long time.

(ii) Upgradation of 4 posts from Supdt. Grade-I from Grade-II.

(iii) Upgradation of 91 posts of Assistant Horticulture Dev. Officer from HEOs on the analogy of Agriculture department and the matter has already been taken up with the Government.

6. Education:

Restoration of 117 posts of Superintendent Gr-I created in the year 2007 and later abolished by BJP Govt. Creation of more posts of ministerial staff right from bottom to top in the newly created/upgraded educational institutions in the State. Water carrier-cum-Sewadar may be regularized by relaxing the 1996 policy.

7. IPH:

Large number of ITI trained Pump operators in IPH department have no further promotional avenues which may be created also 20% quota may be given to them for promotion as JE (Civil) being quite stagnant class also the posts of foremen are very limited i.e. Eight in numbers. Simultaneously the ratio of 20,30, and 50 for Grade-I, and Grade-II, Technicians from amongst the above may be given to them.

8. Animal Husbandry:

Regularization of all Panchayat Veterinary Sahayak 88% by direct recruitment against the vacant posts of Veterinary Pharmacist without any condition being duly qualified or 12% by promotion failing which by direct recruitment on regular basis from amongst the already recruited Panchayat Veterinary Sahayaks.

9. IGMC & Dr. RPGMC, Kangra:

(i) Creation of posts of Supdt. Grade-II which is not created in the Principal's Office, whereas, one single or two such posts are created in office of Sr. Medical Supdt. being subordinate offices, which are urgently required three each in number.

(ii) All posts of para-medical staff/nursing/ministerial staff in these premier institutions required to be created with increased work load in the larger patients care system.

10. Medical Blocks/All Health Institutions/Deptt. in the State:

(i) Creation/upgradation of posts of Sr. Assistant in remaining 35 blocks of Health department to streamline the working of all blocks, Upgradation of 15 posts of Chief Pharmacist Grade-I in Health Department.

(ii) Creation of posts of Administrative Officers one each at Medical Education Directorate/ Dental Directorate/ Directorate of NRHM/ Directorate Health safety regulation/Dr. RPGMC, Tanda and Dental College Shimla (Total-6) on the analogy of IGMC and Directorate of Health Services.

(iii) Creation of 15 posts of Supdt. Grade-I in all 12 CMO offices and 3 Zonal Directorates in Health Department to cope with the work load on the analogy of Education Department.

R. N. Sharma

(iv) Promotional channels/avenues or one step up to those categories of staff in Health Department who have no promotional avenues till retirement.

(v) The post of Health Educator-cum-lecturer in IGMC Shimla requires to be created on the analogy of Dr. RPGMC Kangra and Medical College Nahan.

(vi) Stopping of outsourcing of employees through private contractors and private lab services in Major Health institution to safe guard the motives of registered Rogi Kalyan Samiti the only revenue generating agency through which large number of qualified employees have been recruited apart from day to day requirement of major hospitals in the larger patients care system, which further stops the employment generation to un-employees youth of the State. Also all the ongoing B. SC. students 30 per year in both the medical colleges in various specialties like medical lab technology, Radiology Technology and OT Technology do shall have no job opportunities being Himachali and they have to seek appointments outside H.P. and abroad. The MOU signed between the private parties and the authority may be reviewed, as these practices were intimated by the same people during previous Government.

(vii) Creation of one each posts of Deputy Nursing Superintendent in IGMC Shimla and Dr. RPGMC Kangra.

(viii) Provision of joint cadre of IGMC Shimla & Dr. RPGMC Kangra.

(ix) Immediate provision of trauma centre in 2-3 national highways in the state to avoid on the spot deaths/casualties.

(x) Anomalies caused in the pay scales in respect of all ophthalmic officers in Health Department.

(xi) One time regularization of all RKS staff on 3+2 pattern in Health Department posted in the premier Health Institutions, who have completed more than the required period, some of them have already completed more than 10 years and so on.

As per discussion against demand No. 20 above.

45 Filling up of all vacant posts by way of holding early periodical DPC (s) in all departments, making direct recruitments from SSSB, Hamirpur etc.

As per discussion against demand No. 20 above.

All deptts.

46 Creation/up-gradation of the posts of Superintendents Gr.-I- from amongst the posts of Superintendents Gr.-II- in every department wherever required.

As per discussion against demand No. 20 above.

All deptts.

47 Provision of "Transfer Rules" instead of "Transfer policy" to all employees in their transfers.

J. B. Sharma

The present provision of Transfer Policy was considered appropriate.

Personnel

- 48 Strengthening of Staffing pattern in Nursing school/Nursing personnel in the State as per Indian Nursing Council (INC) Norms so as to allow the MPWs Schools re-functioning which are closed for the time being.

The Director, Health Services/Medical Education was asked to look into and take quick initiation. He was also requested to hold meeting in this regard with concerned representatives of Federation.

Health

- 49 Removal of pay anomaly for the post of Jr. Assistant by allowing pay scale of 5000-8100 w.e.f. 01-01-1996 uniformly to all on notional basis as such pay scale of Rs. 5000-8100 was allowed as personal scale to those who had been designated Jr. Assistant prior to 31-12-1995 and later pay scale of Rs. 4400-7000 was allowed to those who had been designated Jr. Assistant after 01-01-1996. By allowing pay scale of Rs. 5000-8100 to the category of Jr. Assistant on notional basis w.e.f. 01-01-1996 shall also reduce huge numbers of court cases which are presently pending in various Courts pertaining to all departments under H.P. Government.

The proposals be moved to Finance Department for examination and appropriate decision.

Finance

- 50 Creation of new field Kanungo Circles upon 4 Patwar circles for better efficiency in Revenue department.

The demand was dropped as the Government has already taken action in this regard.

Revenue

- 51 Stopping of re-employment scheme to Govt. employees after superannuation retirement and treating the age of retirement 59 instead of 58 by amending the present policy of extension in service for one year after age of 58 year.

The said Re-employment Scheme stands since dispensed with.

Finance

- 52 Construction of more staff quarter/ Govt. accommodation to Govt. employees in all departments in Shimla and at all Distt & Tehsil headquarters.

Government accommodation to the employees are being constructed. New proposals will be processed and efforts will be made for providing sufficient funds, wherever required.

PWD/GAD/All DCs

- 53 All mid-day workers, water carriers & staff engaged on hourly basis PART TIME WORKERS in each departments should be treated at par with the

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Daily waged worker/or regular workers through certain set/uniform policy. Further, enhancement in their monthly wages existing 1500/PM to 3000/-PM. to cope with their lively hood.

The demands relates to policy matter and needs examination.

Finance

- 54 Provision of public toilets and subsidized canteen facility at SDA complex, Kasumpti, Shimla-9 to cater the need of all offices located there by identifying the suitable places for this purpose.

The matter will be taken up with Municipal Corporation, Shimla to take initiative in this regard.

Urban Development

- 55 The condition of 3 years and 6 years for the promotion of Superintendent Grade-I & Grade- II in the feeder categories of posts in all the departments be relaxed to the maximum extent, so as to boost the moral of staff in the wake of stagnation.

The proposals to be submitted by the ADs in this regard will be examined and considered on merit.

All deptts./ Personnel

- 56 Framing/amending R&P Rules in various departments with the concerned employees Unions recognized by the State NGO's Federation.

All HoDs to comply with the standing instructions in letter and spirit. The DoP may reiterate the earlier instructions issued in this regard.

All deptt./ Personnel

- 57 Regarding reviewing of Govt. order about curtailment of financial benefits viz. Pension, Retirement Gratuity etc. for seeking premature retirement/voluntary retirement by the Govt. employees.

Already taken at item No. 5.

Finance

- 58 Creation of posts of Ministerial Staff in newly upgraded +2 Schools as per old pattern i.e. Supdt. Gr-II= 01 Sr.Asstt.=01 and posts of Clerks in newly upgraded High Schools in Education Department.

As per discussion against demand No. 20 above.

Education

- 59 Provision of Pension from May 2003 onwards on the analogy of other senior employees of the State Govt. Departments.

The issue will be examined.

Finance

J. K. Sharma

- 60 10+2 qualified Lab Attendants posted in various colleges/Schools be given one time relaxation to be promoted as Clerks against the existing vacancies.

As per discussion against demand No. 41 above.

Education

- 61 Providing of full pay benefits to all the contractual clerks working in all departments i.e.7810/-PM to 13,500/-PM (Pay band + Grade pay) and removal of 2 years conditions for this benefit.

The issue will be examined.

Finance

- 62 Restoration of 5 Nos. posts of Law Officer abolished vide Notification No. PBW- AB(I)4/09-dated 31.12.2011 in PWD Deptt. and restoration of 3 No's posts of Vigilance Officer kept in abeyance in the same department, creation of the posts of Law officers in HPPWD including creation of the posts of Head draughtsman in every B&R Circle in HPPWD Deptt.

As per discussion against demand No. 20 above.

PWD

- 63 Providing of pay scale/band 5910-20,200+(2400GP) with initial pay scale 9880/-PM to all ITI trained Pump Operators in IPH Department and other departments where such posts exist.

Concerned departments to submit cases properly for examination at Government level.

IPH/Finance/ Urban Development

- 64 Amendment in R&P Rules for promotion to the category of Pump Operators in I&PH Deptt.

I&PH Department has been asked to examine promotions avenue to this category.

I&PH

- 65 Continuation of up gradation policy in the ratio of 20:30:50 to all ITI trained technical personnel to the skilled posts of Technician Gr.-II & I.

As per discussion against demand No. 20 above

Finance

- 66 Creation/Upgradation of posts of Private Secretaries with all the Heads of major Departments and with the Principals of both Govt. Medical Colleges and Dental College as well.

As per discussion against demand No. 20 above.

Health

- 67 25% Veterinary services allowance may be granted to veterinary Pharmacists, Animal Husbandry Assistants and Chief Veterinary Pharmacists. Also all paramedics & others be treated equal in pay scales

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& grade pay at par with Health & Ayurveda Deptt.

It was deliberated that the issue is first to be decided by the Veterinary Council and thereafter, the demand will be examined.

Animal Husbandry

- 68 Removal of pay anomaly in Grade pay granted to Animal Husbandry Assistant and Chief Animal Husbandry Pharmacists i.e. 4200/-to each category in the Animal Husbandry Deptt.

The cases of anomaly be submitted to Finance Department for examination.

Animal Husbandry

- 69 Restoration of recreation activities and trainings to the Employees of Printing and Stationery Deptt.

The department will prepare a module to impart refresher course.

Printing and Stationery

- 70 Creation of posts of Sr. Assistants in Sub. Divisional offices in Ayurveda & other similar Deptts.

As per discussion against demand No. 20 above.

Ayurveda/ deptt. oncerned

- 71 Family planning allowance to be increased on the basis of increase in pay-scales & GP.

As per discussion against demand No. 3 above.

Finance

- 72 Grant of revised grade pay of Rs: 4200 to Rs: 4600 to Ayurvedic Pharmacists & Chief Pharmacists at par with Allopathic Pharmacists.

The issue will be examined.

Ayurveda/Finance

- 73 Provision of special quota in the promotion of Class-III posts to all ITI trained Class-IV staff working mainly in Horticulture, Agriculture department and also in all other departments.

It was deliberated that the Government has already issued instructions to all the departments in this regard.

All deptts.

- 74 Up gradation of divisional level post of Supdt. Grade-II to the rank of Supdt. Gr-I and one post of Supdt. Gr-I to the rank of Registrar in H.P Forest Department.

As per discussion against demand No. 20 above.

Forests

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- 75 Grant of fixed TA to Forest Guard Rs. 400/-PM instead of Rs. 150/-PM on the analogy of Male Health Worker in H&FW Department.

As per discussion against demand No. 3 above.

Forests

- 76 Re-consideration of posting orders in respect of Deputy Range Officer at the adjoining Range and in the case of Forest Guard in their Home Range or nearby area of Home Range as at present there is restriction to post such staff on such areas in Forest Department.

Forests department to submit proposal in this regard for examination in DoP.

Forests/Personnel

- 77 Filling up all vacant posts of Administrative Officers, Establishment officers & Registrars etc. lying vacant in various departments. Also creation/up-gradation of the posts of Administrative officer and Law officers in Printing & Stationery Deptt. and provision of at least 15-20 % quota for their promotions in H.A.S. cadre and allied services posts on the pattern of H.P.Sectt.

As per discussion against demand No. 20 above.

All deptts.

- 78 Regarding maintaining status quo in the promotion quota to the employees of Deputy commissioner's office(s) of the State for the post of Tehsildar and Naib Tehsildar for which quota was earmarked to D.C.s office employees only. Similarly the R&P Rules for promotion to the posts B.D.O.in RD Deptt.be re-drafted and old pattern be restored back for feeder LEFT-OUT category already exists in the RD Deptt.

The issue needs examination by Revenue and Rural Development Departments.

Revenue/Rural Development

- 79 Non-curtailing of promotion quota on account of creation of new office(s) of D.C. office(s) in the State.

The issue will be examined.

Revenue

- 80 Removal of Biometric Machines of attendance installed in all departments, enquiry through whom the same have been purchase at what cost.

The item was dropped.

All deptts.

- 81 Setting up of Martyrs memories (Shahidi Smarak) at Sundernagar in Mandi District.

The issue will be examined as per requirement.

GAD

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- 82 Home guards officials be deputed throughout the year in every Deptts. so as to avoid any break in monthly salaries.

The issue will be examined by the concerned department.

Home

- 83 Uniform policy(ies) be framed in favour of the various staff recruited i.e. through RKS, Society(ies), outsourced, NRHM, RNTCP, Computers, Data-entry operators alongwith due leaves/Medical leave during their requirement.

It was considered to examine the issues.

Finance

- 84 Provision of necessary implants, appliances etc, through H.P. State Civil Supplies shops required in the major Health Institutions particularly in Orthopedics, Cardiology & CTVS Deptts.

The issue will be examined.

Health/ Ayurveda

- 85 All genuine demands raised by the various employees in Revenue/settlement Deptt. may immediately be considered sympathetically in their & public interest of the State.

The item was dropped.

Revenue

- 86 Tuition Allowance of Rs. 500/- upto two living children on Punjab Government pattern.

As per discussion against demand No. 3 above.

Finance

- 87 All Allowances to all Class-IV employees like Uniform Allowance, Cycle Allowance and Mobile Allowance @ Rs. 1000, 300 and 200 respectively.

As per discussion against demand No. 3 above.

Finance

- 88 Fixed Medical Allowance to all employees of H.P. on Punjab Government pattern

As per discussion against demand No. 3 above.

J. B. Bhatnagar

Finance

Supplementary Items

- 1 Enhancement of Retirement age from the existing 58 years to 60 years on the analogy of other categories in the State.

Already covered and discussed in the main agenda.

Finance

- 2 An immediate withdrawal of the Notifications issued on 07.07.2014 and 09.09.2014 whereby the benefit of 04-09-14 stands withdrawn and large scale resentment prevails amongst the all employees of H.P. Government.

Already covered and discussed in the main agenda.

Finance

- 3 Enhancement of Capital Allowance from the existing Rs. 275/- to 1000 and CCA from existing 250/- to 1200/- or in round shape as the case may be keeping in view of the oldest issue requires to be enhanced in the wake of multiple increase prices etc.

Already covered and discussed in the main agenda.

Finance

- 4 In the event of recruitment of Jr. Office Asstt. (IT), the necessary R&P Rules are being changed and Class-IV category seems to be deprived of their promotions and their entry to clerical posts (Class-III) posts.

Already covered and discussed in the main agenda.

Personnel

- 5 Enhancement of winter allowance in all tribal and hard/remote areas in H.P. including other facilities increase of Kerosene, coal quota etc.

Already covered and discussed in the main agenda.

Finance

- 6 Restoration of summer/winter vacations to the limited technical staff under Medical Education department which has recently been withdrawn by the authority, which the staff were getting/availing right from the inception of Medical Colleges on the analogy of other gazetted category, principally accepted by the Hon'ble CM disparity in the same Institution thereof.

The Director, Medical Education will examine the issue and prepare a note for discussion with AD/FD.

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Health/FD

- 7 One time relaxation to fill-up the vacant posts of Administrative Officers/ Registrars / Establishment Officers in various offices e.g. Health, Education, PWD, IPH, Horticulture departments.

Already covered and discussed in the main agenda.

**Health/ Education/PWD/
IPH/ Horticulture**

- 8 The employees recruited after 2003 are not covered under old pensionary scheme whereby about 65000 such employees have been debarred from such benefits.

Already covered and discussed in the main agenda.

Finance

- 9 Enhancement of retirement age from existing 58 to 60 years of all those Class-IV employees who have been recruited after 2001 whereby large scale resentment prevails due to disparity within the same category.

Already covered and discussed in the main agenda.

Finance

- 10 All contractual employees & others recruited under compassionate ground are not getting the necessary dearness allowances on pensions which may be withdrawn immediately.

Already covered and discussed in the main agenda.

Finance

- 11 All allowances pending from 1996 onwards are not being allowed to all the employees in H.P. thus getting old allowances.

Already covered and discussed in the main agenda.

Finance

- 12 Regularization of all Data-Entry-Operator & junior office Assistant (IT) in all Departments in H.P. against the vacant posts of Clerks by making necessary provisions in R&P Rules if required.

Already covered and discussed in the main agenda.

All concerned Deptts.

- 13 The conditions of two years probationary period for certain financial benefits like Grade Pay or pay band be withdrawn forth with, whereby all such employees are being debarred from such benefits for none of their fault.

Already covered and discussed in the main agenda.

Finance

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- 14 Up gradation in various Department whereas necessary or creations/up gradations of the posts of Superintendent Grade-II to that of Superintendent Grade-I, in every departments being stagnations.

Already covered and discussed in the main agenda.

All deptts.

- 15 Majority of the HoDs, are not holding periodically meeting with the affiliated departmental Unions for the reasons best known to them and whosoever, are holding they are not implementing their burning issues, if someone raised the issue against the HoDs, some of the HoDs are initiating departmental actions against the Presidents & their office bearers, resulting thereby to knock the door of Courts, such action on the part of HoDs are not expected during the benevolent regime of Raja Virbhadra Singh Ji.

Already covered and discussed in the main agenda.

All concerned Deptts.

- 16 Pending cases of compassionate grounds to be cleared without any pre-condition on the previous analogy.

Already covered and discussed in the main agenda.

Finance

- 17 Various Computer operators posted on contractual basis in Revenue Department through e-Governance Society and others whose policy requires to be framed enabling them to get their selves regularized against vacancy in very time bound manner. Recently the HRTC management has converted the said category under Government contract.

Already covered and discussed in the main agenda.

Revenue

- 18 The salaries of all Government employees be restored back through cashiers of the respective Departments until the present scenario of withdrawing money to the required extent is not settled finally.

The item was dropped after discussion.

Finance/All deptts.

- 19 For the promotion of Administrative Officers/Registrars, (Ministerial cadre) in various Departments in H.P. the present three years condition may be relaxed to one year, as Superintendent Grade-I, as the incumbents in question have been performing the same nature of duties & responsibilities right from the stage of Clerks, Junior Assistants, Senior Assistant, Superintendent Grade-II and then Superintendent Grade-I and so on otherwise the aspirants could not get to the said promotions and the posts remain vacant, which may further attracts the moral of the incumbents.

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Already covered and discussed in the main agenda.

All concerned Deptts

- 20 The similar relaxation requires right from the level of Junior Assistants and Senior Assistants for promotion as Superintendent Grade-II presently as Senior Assistant. One should have completed six years as Senior Assistant for promotion as Superintendent Grade-II which may be relaxed to three years, so as to enable the aspirants to get their timely & early promotions, so as to allow them to be more devoted towards their official duties that too in the era of 21st century, when thousands of posts are still lying vacant till date and the remaining incumbents are over loaded with heavy work.

Already covered and discussed in the main agenda.

Personnel

- 21 Exemption for passing departmental examinations on or after attaining the age of 55 years, for further promotions as Admn. Officers/Registrars on the analogy of earlier years when the said exemption was allowed, but later re-enforced.

Already covered and discussed in the main agenda.

Training & Foreign Assignment

- 22 The posts of Administrative Officers/Registrars have been equated for their grade pay with the Superintendent Grade-I i.e. Rs.5400/- who should be given higher than that of the post of Superintendent Grade-I and the placement as A.O. should immediately be withdrawn/resorted back at the earliest to attract the incumbents to be more & more efficient towards their duties.

Already covered and discussed in the main agenda.

All concerned Deptts

- 23 One time relaxation for further promotions to those who are matriculates and not possessing the 10+2 qualifications, moreover were recruited into the Government service earlier than 1995 as per the then R&P Rules, where provisions were laid-down for their further promotions, request to restore the said bar once for all, whereby thousands of such incumbents are in queue for want of their at least one promotion in their life who have devoted their lives in the service of Government and are about to retire after 5-7 years and so on.

Already covered and discussed in the main agenda.

Personnel

- 24 Necessary R&P Rules pertaining to majority of the categories in all departments in H.P. were changed during the BJP regime that too without taking the various categories and their departmental into confidence and

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without consulting them as per standing instructions in this regard. However, unwarranted changes were made with the open mind and by consulting the NGO Federation H.P. so as to enable the categories in question to get their lost benefits.

Already covered and discussed in the main agenda.

All concerned Deptts

- 25 An immediate restoration of two posts of Hospital Administrators (re-designated) and two posts of store purchase officers in the year 2007, belonging to ministerial cadre having the status of Superintendent Grade-I under Medical Education Departments which have now been partially given to GDOs (doctors) during the previous BJP Government for their nearer and dearer to get themselves adjusted, who are otherwise supported to served in rural areas and moreover, the great resentment prevails amongst the ministerial category, where two posts of Grade-I Superintendent seems to have been withdrawn, which kindly be restored back.

Already covered and discussed in the main agenda.

Health

- 26 Restoration of an issue of compassionate ground to its earlier procedure without any pre-conditions for allowing appointments to the dependents of deceased employees.

Already covered and discussed in the main agenda.

Finance

- 27 An immediate enhancement of retirement age from the existing to 60 years, so as to bring parity at par with the northern States and the employees of Central Government also as par with the higher bureaucracy & doctors in teaching faculties who are now given from their existing 62-65 years, even previously recruited Class-IV employees are being got retired at the age of 60 years.

Already covered and discussed in the main agenda.

Finance

- 28 The fresh recruitment Class-IV servants are being got retired now at the age of 58 years, which is again a disparity amongst the Class-IV too as some of them are got retired at the age of 60 & some of them at the age of 58 years. Moreover, all the above started changes have been made during the BJP regime previously without consulting the State NGOs Federation.

Already covered and discussed in the main agenda.

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Finance

- 29 Change of the present nomenclature of all Superintendents in all departments i.e. Superintendents Grade-I may be changed to that of S.O. Grade-I Superintendent Grade-II may be changed to S.O. Grade-II in the present pay scales and we requires no financial demand for the same change. Earlier the same demands were raised in the JCC meeting, but nothing has been heard so far.

Already covered and discussed in the main agenda.

All concerned Deptts./Finance

At the end, Shri Gopal Krishan Sharma, Secretary General, HPNGO's Federation thanked the Hon'ble Chief Minister, Chief Secretary, all the Administrative Secretaries and officers for attending the meeting. He also assured that the cooperation of the employees of the State will always be with the Government.

The meeting ended with a vote of thanks to and from the Chair.



(Tarun Shridhar)

Addl. Chief Secretary (Personnel) to the
Government of Himachal Pradesh

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