

No.22/1/2000-CRD
Government of India
Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel and Training)

New Delhi 110001
December 20, 2000

OFFICE MEMORANDUM

Subject:- Revised scales of pay for Executive Engineer/Superintending Engineer and equivalent in the organized Group 'A' Engineering Services - clarifications/modifications regarding.

The undersigned is directed to invite reference to the Department of Personnel and Training Office Memorandum (O.M.) No.22/1/2000-CRD dated June 6, 2000 on the aforesaid subject which prescribes detailed norms for grant of the revised pay-scales of Rs.12,000-16,500 (non-functional) and Rs.14,300-18,300 (functional) to the Executive Engineer and Superintending Engineer (and equivalent in both the grades) respectively in the organized Group 'A' Engineering Services. Subsequent to the issue of the aforesaid instructions, various references/representations have been received in this Department pleading for reconsideration of certain conditions as stipulated in the instructions under reference. The issues/points raised in the aforementioned references/representations have been carefully examined in consultation with the Department of Expenditure and it has been decided to issue the following clarifications/modifications in regard to various provisions (paragraphs quoted below) of the aforementioned DoP&T O.M. dated June 6, 2000:

- (i) The first sentence of **Paragraph 2**, in its modified form, will now read as follows:-

Implementation of the FCPC recommendations will necessitate the restructuring of Group 'A' cadres in the Central Engineering Service, the Central Electrical and Mechanical Engineering Service and other organized Group 'A' Engineering Services.

- (ii) The conditions stipulated in **Paragraph 3** will be prospective in nature, and will, as such, be effective from the date of notification of the revised Service/Recruitment Rules. Sub-paragraph 3(a), 3(b) and 3(c) of the said O.M., in the modified form, will now read as follows:-

Sub-para 3(a):

The 'functional' grade of Rs.14300-18300 will be applicable to the posts of Superintending Engineer and equivalent. Executive Engineer and equivalent may be eligible to be considered for promotion to the grade of Superintending Engineer and equivalent only on completion of nine years of regular service in the grade of Executive Engineer and equivalent, including regular service, if any, rendered in the non-functional second grade for the Executive Engineer and equivalent in the pay-scale of Rs.12000-16500. Placement of personnel in the functional grade of Rs.14300-18300 will, however, be subject to actual availability of vacancies in the grade.

Sub-para 3(b):

It is likely that functional promotions to posts of Superintending Engineer and equivalent may be possible in some of the organized Group 'A' Engineering Services before completion of the eligibility service prescribed at sub-para 3(a) above because of the cadre structure of individual services. Members of Services so promoted will continue to remain only in the scale of pay of Rs.12000-16500 till they become eligible for the scale of Rs.14300-18300 in terms of sub-para 3(a) above. They will, however, be entitled to the benefit of pay fixation under FR 22(I)(a)(i) on promotion. This benefit will not be available again on their placement in the scale of Rs.14300-18300.

Sub-para 3(c):

Executive Engineer and equivalent (in the pay-scale of Rs.10000-15200) may be eligible to be considered for placement in the 'non-functional' grade of Rs.12000-16500 only on completion of five years of regular service in the pay-scale of Rs.10000-15200.

Assistant Executive Engineer and equivalent (in the pay-scale of Rs.8000-13500) may be eligible to be considered for promotion to the functional grade of Executive Engineer and equivalent in the pay-scale of Rs.10000-15200 only on completion of four years of regular service in the pay-scale of Rs.8000-13500/-.

- (iii) The conditions stipulated in Para 4 will apply in relation to the regular incumbents of the posts of the Superintending Engineer and equivalent. In its modified form it (paragraph 4) would now read as follows:-

Only a higher eligibility criterion as at sub-para 3(a) above has now been prescribed for appointment to the posts of Superintending Engineer and equivalent in the 'functional' scale of pay of Rs.14300-18300. Placement in the said higher scale of pay does not, however, involve assumption of higher responsibilities in the case of regular incumbents of the post in the erstwhile 'functional' grade in the pay-scale of Rs.12000-16500 (pre-revised: Rs.3700-5000). Appointments to this scale of pay (Rs.14300-18300) will consequently be governed by the instructions contained in paragraph 2.2 of DoP&T O.M.No.22011/10/84-Estt(D) dated February 4, 1992. In other words, in the case of regular incumbents of these posts (Superintending Engineer and equivalent), who had completed the prescribed qualifying service as at sub-para 3(a) above on or before January 1, 1996, they may be placed in the scale of Rs.14300-18300 from that date (January 1, 1996). In the case of other regular incumbents of these posts, who fulfill the said qualifying service on a later date, they should be appointed to the scale of Rs.14300-18300 only from the date on which they complete the prescribed qualifying service as at sub-para 3(a) above. Their placement in the scale will be further subject to the condition that they had been promoted functionally to the posts of Superintending Engineer and equivalent against vacancies and after observing the prescribed selection procedures.

(iv) **Paragraph 5** in its modified form will now read as follows:-

In view, however, of the fact that the implementation of the FCPC recommendation in respect of the posts of Executive Engineer and equivalent would involve restructuring of the cadre by re-distributing the existing posts in the 'functional' and 'non-functional' scales of Rs.10000-15200 and Rs.12000-16500 respectively, the 'non-functional' pay-scale of Rs.12000-16500 will be applicable only prospectively based on the recommendations of the Departmental Promotion Committees to be constituted for the purpose. Till such time as the existing regular incumbents of the posts of Executive Engineer and equivalent are appointed to the 'non-functional' pay-scale of Rs.12000-16500 after due observance of the prescribed procedure, they shall be entitled only to the functional scale of Rs.10000-15200. It should also be ensured that they had been promoted functionally to the posts of Executive Engineer and equivalent (in the pay-scale of Rs.10000-15200) against vacancies and after observing the prescribed selection procedures and that they have completed the prescribed qualifying service (in the pay-scale of Rs.10000-15200) as at sub-para 3(c) above before they are placed in the 'non-functional' scale of Rs.12000-16500.

2. There shall be no change in other conditions prescribed in the Office Memorandum of even number dated June 6, 2000.

3. The revised eligibility conditions prescribed above is meant to provide 'guidance' for amending Service/Recruitment Rules (as already instructed/authorized vide paragraph 6 of the Office Memorandum dated June 6, 2000) for grant of promotion to the grades of the Executive Engineer/Superintending Engineer and equivalent in the organized Group 'A' Engineering Services.

4. The Cadre Controlling Authorities are counselled to attend to the problem of stagnation in the cadres under their control by better cadre management through the prescribed mechanism of cadre review which is required to be undertaken with regular periodicity.



(K.K. JHA)

DIRECTOR(Establishment)

All Ministries/Departments of the Government of India

Copy to:-

1. The Union Public Service Commission, New Delhi with reference to its letter No.F.5/23(1)/2000-RR dated October 25, 2000.
2. The Comptroller and Auditor General of India, New Delhi.
3. The Department of Expenditure (Implementation Cell), New Delhi (50 copies)
4. The Legislative Department, Shastri Bhavan, New Delhi.
5. Establishment(RR) Section, DoP&T.
6. Establishment(D) Section, DoP&T (100 copies)
7. Cadre Review Division, DoP&T (200 copies)