

APPENDIX-XI

EXAMINATION OF THE SUGGESTIONS/COMMENTS RECEIVED FROM THE STAKEHOLDERS IN CONNECTION WITH PROPOSED AMENDMENTS/FRAMING OF RECRUITMENT REGULATIONS FOR THE POSTS OF DEPUTY DIRECTOR, SENIOR DEPUTY DIRECTOR AND REGIONAL DIRECTOR GRADE 'B'/JOINT DIRECTOR IN ESI CORPORATION AS PUT UP ON THE OFFICIAL WEBSITE OF ESIC VIDE MEMORANDUM NO. A-12(11)3/2017-E.I DATED 29.12.2017 IN COMPLIANCE OF DOPT OM NO. AB-14017/61/2008-ESTT. (RR) DATED 13.10.2015.

Sl. No.	NAME OF THE OFFICER Sh/Smt.	Objections/Suggestion received	Examination of suggestions/comments
1 to 6	<p>Tessy Franco, DD, SRO Thiruvannathapuram</p> <p>Boben Rapheal, Deputy Director, RO Thrissur, Kerala</p> <p>G. Kuruppan, DD, ESICH Ernakulam</p> <p>E. D. Raveendran, DD (STS), SRO Kozhikode</p> <p>K. Sasidharan, DD, SRO, Coimbatore</p> <p>J. Varghese, DD, SRO Kozhikode</p>	<p>1. Existing RRs for the post of Regional Director Grade 'B'/Joint Director published on 02.11.2013 and there are no compelling circumstances for amendments of the proposed RRs within 4 years. By increasing the residency period for promotion to the post of Joint Director No. of Officers including us will be adversely effected. As per existing RRs, we would be eligible for promotion on 01.01.2019.</p> <p>2. As per DoP&T instructions vide letter No. AB.14017/48/2010-Estt. (RR) dated 31.12.2010, para 3.1.3 provides for insertion of proviso clause as follows Para 3.1.3 <i>"Where the eligibility service for promotion prescribed in the existing rules is being enhanced (to be in conformity with the guidelines issues by this department) and the change is likely to affect adversely some persons holding the feeder grade posts on regular basis, a note to the effect that the eligibility service shall continue to be the same for persons holding the feeder posts on regular basis on the date of notification of the revised rules, could be included in the revised rules"</i></p> <p>3. The draft notification is not legally sustainable. There is no such posts of "Sr. Deputy Director" in pre-revised PB-3 GP Rs. 6600/- in ESIC. As there is no order regarding creation of the post of "Sr. Deputy Director" as on date of publishing of draft notification, the draft RR formulated taking into consideration the service in an assumed cadre is not legally valid.</p> <p>4. As per existing RRs, we would complete 12 years of combined regular service as Assistant Director and Deputy Director by 08.11.2018 and will be eligible for promotion w.e.f. 01.01.2019 whereas as per draft RRs we will have to wait further from 24.07.2017 to become regular Sr. Dy. Director first depending on the vacancy position which ultimately delays my legitimate right for promotion. This may result in denial of chance of promotion as many of the DDs like me now STS may retire within 3 to 5 years period.</p> <p>5. Draft RRs will provide undue advantage to Directly</p>	<p>1. In the pre-revised recruitment regulations for the post of Regional Director Grade 'B'/Joint Director notified on 22.7.1995, for promotion to the post, five years regular service as Deputy Director (Insurance/Administration/Finance/Training) was prescribed.</p> <p>In the year 2011 hierarchal structure of the aforesaid two posts was changed with up gradation of the post of Regional Director Grade 'B'/Joint Director from Grade Pay Rs. 6600/- to Grade Pay Rs. 7600/- and provision of grant of (STS) to Deputy Directors in the grade pay of Rs. 6600/-. Due to change in the hierarchal order of the posts, revised RRs for the post of Regional Director Grade 'B'/Joint Director were notified on 2.11.2013. In the revised RRs, for promotion to the post of Joint Director ten years regular service as Deputy Director under Primary Clause and twelve years combined service as Deputy Director and Assistant Director out of which five years regular service as Deputy Director has been provided .</p> <p>The revised provisions of the RRs for the post were notified with the approval of the ESI Corporation, MoL&E, UPSC and after taking opinion from the DoP&T.</p> <p>The revised provisions in the RRs are creating a peculiar situation where junior Deputy Directors appointed to the post by promotion are being considered for promotion to the post of Joint Director ignoring senior Deputy Director appointed by direct recruitment.</p> <p>The MoL&E vide their letter No. S-38016/21/2013-SS.I dated 29.11.2016</p>

		<p>Recruited Dy. Directors at the same time totally denying the legitimate rights of promotion to the promoted Deputy Directors from the cadre of Assistant Director.</p> <p>6. Frequent changes in RRs/Framing proposed draft RRs is not serving any real purpose to the Corporation interest also but merely aimed at non inclusion of portion of service of promoted deputy directors to deny them a possible chance for promotion.</p> <p>7. It is requested that the proposal for amendments in RRs for the post may kindly be dropped.</p>	<p>(date was inadvertently written as 29.11.2015) directed the ESIC to examine the issue and send the proposal to the Ministry for amendment to recruitment regulations in consultation with UPSC.</p> <p>2. Paragraph 3.1.3 of the DoP&T OM No. AB.14017/48/2010-Esttrr (RR) dated 31.12.2010, does not apply in the instant case as here qualifying service for promotion has not been enhanced. By present revision in the RRs hierarchal structure from Deputy Director to Regional Director Grade 'B'/Joint Director is proposed to be changed.</p> <p>3. The post of Senior Deputy Director is a new proposed post with specified number of post in place of existing post of Deputy Director (STS) and approval of the competent authority is being taken simultaneously with this proposal.</p> <p>4. Revised provision has been provided as per direction of the MoL&E and in order to remove the anomaly in the existing RRs for the post of Regional Director Grade 'B'/Joint Director.</p> <p>5. There will be no undue advantage to the directly recruited Deputy Directors. On the contrary in the existing RRs many Deputy Director appointed by direct recruitment are in disadvantageous position as their junior are being considered for promotion before them.</p> <p>6. Present proposal for amendments in RRs for the post is as per direction of the MoL&E and also that after implementation of seventh CPC recommendations revision in RRs for the post was already due.</p>
7 to 9	<p>M. Asokan, DD, RO, Chennai</p> <p>V. Md. Abdul Kareem, DD, SRO Coimbatore</p> <p>S. Vijayan, DD, RO, Chennai</p>	<p>1. Draft RRs for Sr. Deputy Director:- There is no need to create a separate cadre as Sr. Dy. Director. The status-quo may be maintained.</p> <p>2. In accordance with DoP&T O.M. No. AB-14017/48-2010 para 3.1.3, the following notes should be inserted in draft RR of Joint Director. <i>"Failing which combined regular service of 12 years in the Grade of Deputy Director in Level - 10 (Rs. 56,100-1,77,500/-) including the regular service rendered as Deputy Director (STS) with pay matrix level 11 (Rs. 67,700-2,08,700/-) and Assistant Director or Section Officer or Manager Gr. -I in the pay matrix level 8</i></p>	<p>These suggestions have already been examined against Sl. No. 1 to 6</p>

		<p>(47,600-1,51,100/-), out of which 5 years of regular service should be in the grade of Deputy Director in the Grade of Deputy Director in Level -10 (Rs. 56,100-1,77,500/-) (including the regular service rendered as Deputy Director (STS) with Pay Matrix Level 11 (Rs. 67,700-2,08,700/-)'</p> <p>3. It is therefore humbly requested to consider the above mentioned comments positively.</p>	
10.	Heera Singh, DD(STS), SRO Nand Nagri	<p>1. The post of Dy. Director and Assistant Director are functionally similar having same delegation of powers. Hence, functionally the cadre of Asstt. Director and Dy. Director should be treated as same. Grievances with respect to proposed draft RRs are as follows:-</p> <p><u>For draft ESIC Deputy Director Recruitment Regulations 2017</u></p> <p>1. The existing RR of Dy. Director had come into existence on 12.12.2014 with provision of NFSG to Dy. Director in column 4 of schedule of regulation. By proposing draft RRs, we are reviewing it just after 3 years which is violation of part 3 para 3.1.5 of guidelines on framing/amendments/relexation of recruitment rules and clearly indicates biasedness of management towards a particular group of officers. The abstract of guidelines is as follows:-</p> <p><i>"The recruitment rule should be reviewed once in 5 years with a view to effecting such change as are necessary to bring them in conformity with the changed position, including additions to or reductions in the strength of the lower and higher level posts."</i></p> <p>2. The process of circulating draft ESIC Dy. Director recruitment regulation 2016 is still under process and even before the same could be finalized this new draft recruitments regulations 2017 has also been circulated.</p> <p>3. The number of posts of DDs in draft regulation of 2016 was shown 515 and in draft regulation 2017, it is shown 385.</p> <p>4. Column No. 4 of schedule RRs provides for giving non function pay scale in level 11 of pay matrix on completion of five years which is contrary to earlier practices in which the Deputy Directors were given Non Functional Sr. Time Scale just after completing four years of service.</p>	<p>1. Due to proposed change in the hierarchal structure of the posts with introduction of the post of Senior Deputy Director with specified number of post in place of Deputy Director (STS) amendments in RRs for the post of Deputy Director is essential.</p> <p>2. If the present proposal for amendments in RRs for the post of Deputy Director, Senior Deputy Director and Regional Director Grade 'B'/Joint Director is approved, the previous proposal for amendments in RRs for the post of Deputy Director initiated in 2016 will become infructuous due to change in the hierarchal structure.</p> <p>3. Number of posts has been decreased due to provision of specified number of posts in the higher post of Senior Deputy Director.</p> <p>4. In the existing RRs for the post of Deputy Director notified in 2015 Non Functional Pay Scale has been provided after five years of regular service.</p>

	<p><u>For draft ESIC Sr. Deputy Director Recruitment Regulations 2017</u></p> <p>1. 180 posts of Sr. Dy. Director has not yet been created and sanctioned by the appropriate authority. Hence, declaring No. of posts 180 in Recruitment Year 2017 is grossly incorrect and manipulation with facts of the case.</p> <p>2. The existing RR of Dy. Director had come into existence on 12.12.2014 with provision of NFSG to Dy. Director in column 4 of schedule of regulation. By proposing draft ESIC Sr. Dy. Director RRs, we are reviewing it just after 3 years which is violation of part 3 para 3.1.5 of guidelines on framing/amendments/relaxation of recruitment rules and clearly indicates biasedness of management towards a particular group of officers.</p> <p>3. In column No. 11 of draft RR of Sr. Deputy Director no failing which clause is incorporated and as per DOP&T guidelines, failing clause should be inserted. The management is changing all RRs for benefit of 11 officers who are going to be benefited from this undue and untimely changing of RRs.</p> <p><u>For draft ESIC Regional Director Gr. B/Joint Director Recruitment Regulations 2017</u></p> <p>1. The existing RRs for the post of Regional Director Gr. B/Joint Director is as per the guidelines prescribed by DoP&T for formulating recruitment rules and is beneficial for me. Changing it in any-way will hamper my promotion prospects. Hence the same is opposed.</p> <p>2. As per DoP&T instructions vide letter No. AB.14017/48/2010-Esttrr (RR) dated 31.12.2010, para 3.1.3 provides for insertion of proviso clause as follows Para 3.1.3 "Where the eligibility service for promotion prescribed in the existing rules is being enhanced (to be in conformity with the guidelines issues by this department) and the change is likely to affect adversely some persons holding the feeder grade posts on regular basis, a note to the effect that the eligibility service shall continue to be the same for persons holding the feeder posts on regular basis on the date of notification of the revised rules, could be included in the revised rules"</p> <p>3. The draft RRs have been designed in such a way that it is going to make 11 officers eligible after completion of just 9 years on 01.01.2019 whereas as per the existing RRs and DoP&T guidelines, they are eligible after completing 10 years of service on 01.01.2020. On the Contrary, as per the existing RRs 2013, total of 45 officers (including my self) are going</p>	<p>1. The post of Senior Deputy Director is a new proposed post with specified number of post in place of existing post of Deputy Director (STS) and approval of the competent authority is being taken simultaneously with this proposal.</p> <p>2. Due to proposed change in the hierarchal structure of the posts with introduction of the post of Senior Deputy Director with specified number of post in place of Deputy Director (STS) amendments in RRs for the post of Deputy Director is essential.</p> <p>3. There is no such DoP&T guidelines which prescribed incorporation of failing which clause necessarily. On the contrary one of the reasons for amendments in RRs for the posts of Regional Director Grade 'B'/Joint Director is to remove anomaly arising due to incorporation of failing which clause in the RRs of the post.</p> <p>1. Amendments in RRs for the post is proposed as per direction of the MoL&E in order to remove anomaly in the existing RRs due to incorporation of failing which clause.</p> <p>2. Paragraph 3.1.3 of the DoP&T OM No. AB.14017/48/2010-Estt. (RR) dated 31.12.2010, does not apply in the instant case as here qualifying service for promotion has not been enhanced. By present revision in the RRs hierarchal structure from Deputy Director to Regional Director Grade 'B'/Joint Director is proposed to be changed.</p> <p>3. Revised provision has been provided as per direction of the MoL&E and in order to remove the anomaly in the existing RRs.</p>
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	<p>to be eligible on 01.01.2019. Whereas if the RRs are amended as proposed, I alongwith 44 other officers will become eligible on 01.01.2024.</p> <p>4. The person who are beneficiary of proposed draft RRs had already reaped unlawful benefit of getting Non functional promotion for the post of Dy. Director STS after just completing 4 years of services without mandate of the then existing RRs and also in violation of DoP&T instructions as contained in para 3.12.2.</p> <p>5. The 1st Note of column No. 11 of schedule draft RR 2017 states that "service rendered by Sr. Dy. Director in Non functional pay scale under the nomenclature of Dy. Director Sr. Time Scale shall also be counted as minimum qualifying service for promotion under primary clause as well as failing which clause." It is unconstitutional for following reasons:-</p> <p>I. The use of this provision will allow direct recruitment officers double benefit for nothing for following reasons:- (a) financial upgradation benefit for non functional post (b) use of this non functional experience counted as functional experience.</p> <p>II. The beneficiaries have gained this non functional promotion through backdoor entry in just four year in DoP&T guidelines as contained in Para 3.12.2 whereas many of the officers were provided non function promotion after five years only.</p> <p>6. 135 posts of Joint Directors as per existing RRs has been changed to 94 in draft RRs 2017. The note marked as asterisk is contradictory as it reflects that the figure is not yet finalized.</p> <p>7. The proposed draft RRs are in violation of Para 3.1.5 of existing guidelines for framing/amendments/relaxation of recruitment rules which provides review of RRs once in 5 years.</p> <p>8. In column No. 11, the proposed primary clause should have failing which clause as per DoP&T clause which clearly proved that the management is changing all recruitment regulations for benefit of 11 officers who are going to be benefited from these undue and untimely changing of RRs.</p> <p>Hence, incorporation of new ESIC Recruitment Regulations 2017 for the post of Dy. Director, Sr. Dy. Director and Regional Director Gr. B/Joint Director is opposed.</p>	<p>4. The Deputy Director (STS) has been given to the officer concerned at the relevant time as per approval of the MoL&E. There is no violation of DoP&T instruction as Deputy Director (STS) is a non functional pay scale and not a promotional post.</p> <p>5. (i)The Note has been provided as per DoP&T guidelines. However this provision will also be scrutinized by MoL&E and UPSC.</p> <p>(ii) The Deputy Director (STS) has been granted to eligible Deputy Director initially after four years as per approval of the MoL&E and thereafter after five years as provision for Deputy Director (STS) were incorporated in the RRs for the post of Deputy Director in June 2015.</p> <p>6. Post of Joint Director in the Draft RRs as put up on the official website of the ESIC vide Memorandum No. A-12(11)3/2017-E.I. dated 29.12.2017 were tentative and subject to change after approval of the competent authority which was expressly mentioned in the draft RRs. Along with present proposal revised sanctioned strength of the posts have also been put up for approval of the Corporation.</p> <p>7. Draft RRs for the post has been prepared as per direction of the MoL&E in order to remove the anomaly in the existing RRs.</p> <p>8. This suggestion is not as per DoP&T guidelines.</p>
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11	G. Gangte, D.D, SRO Marol.	For the post of Sr. Dy. Director the eligibility criteria of 5 years should be changed to 4 years in line with the Standard provision of organized group A service, since the benefit of 4 years was also already provided to Dy. Director in the past.	The MoL&E while conveying approval to the five Group 'A' posts on administrative side vide their letter No. A-12018/04/2011-SS.I (Pt.I) dated 7.3.2013 also conveyed that the officers of the ESIC do not fall under the Group 'A' Organised service. Hence this suggestion cannot be accepted.
12 to 13	V. K. Goyal, Retd. J.D. Amod Kumar, A.D, SRO Thane	The attachment was not found along with e-mail.	-----
14 to 33	Ramesh Rai, DD, ESIGH Naroda, Ahmedabad, M.K. Shaw,DD, SRO Varanasi, Rakesh Chauhan, DD(F), D(M)D, Deepak Malik, DD, D(M)D, Manoj Kumar,DD, SRO, Surat, Bhupender Kumar Deputy Director,Hqrs, M.P. Priya, Deputy Director(F), R.O. Vijayawada, S. Sankar, Deputy Director, SRO Salem, Chandrashekha r R. Patil, Deputy Director,SRO, Pune, K.C. Jha, Deputy Director (Finance), ESICMH, Nandanagar, Indore, Sudhakar Singh, Deputy Director , Hqrs (Vigilance), Shri K.R.Ravi Kumar, Deputy Director, SRO, Tirupati, Shri	Draft RRs have been prepared rightly and I extend my full support and thanks for preparing the RR.	No examination required.

	<p>Nischal Kumar Nag, Deputy Director ,SRO, Marol, S. Krishna Kumar, Deputy Director (Finance), R.O. Chennai, Sahil Aggarwal, Deputy Director, R.O. Jaipur, Shri Rajiv Lal, Deputy Director Incharge, SRO Nand Nagri, Shri Darbara Singh, Deputy Director , R.O. Jammu, Shri Neeraj Kumar Sharma, Deputy Director , R.O Jaipur. Sanjeev Kumar, Deputy Director , SRO Vadodara</p> <p>P.S. Panda, Dy. Director, RO Odisha</p>		
34 to 35	<p>Rajiv Lal, Co-ordinator, ESIC Group 'A' Officers' Welfare Association,</p> <p>Shri Anil Kumar Ranga, Deputy Director, RO, Faridabad</p>	<p>In the OA No. 732/2017 Hemant Kumar Pandya and others vs ESIC and others Hon'ble CAT has also ordered to modify the said RRs. ESIC Group 'A' officers extend its full support to the proposed RRs and promotion conditions built therein.</p> <p>It is also suggested that the nomenclature of the post of Senior Deputy Director and Joint Director may be re-named as Joint Director and Additional Director respectively. As there will not be any financial burden over ESIC for these minor changes in nomenclature and merely change in nomenclature without changing any other conditions will not only motivate the direct as well as the promoted officers but also create a sense of pride with elevated status.</p>	<p>The proposed nomenclature of the posts are appropriate as it will require minimal changes in various regulations.</p>
36 to 47	<p>P. Antony Rajan , Deputy Director, ESICH Tirunelveli, S. Karuppusamy Sundaram, D.D, SRO Kozhikode, Sanjeev Yadav, Deputy</p>	<p>(1) Deputy Director : Column (4) may be amended as "Grant of Non Functional Grade to Level 11 on completion of four years regular service in the post to align with service rules of other Organised Group 'A' Central Services.</p> <p>(2) In Senior Deputy Director, the post itself may be re-designated as "Joint Director" as the post is proposed to be made functional post. Re-designation of the post would be logical and relevant and also bring in more recognition and status to the post.</p>	<p>(1)The MoL&E while conveying approval to the five Group 'A' posts on administrative side vide their letter No. A-12018/04/2911-SS.I (Pt.I) dated 7.3.2013 also conveyed that the officers of the ESIC do not fall under the Group 'A' Organised service. Hence this suggestion cannot be accepted.</p> <p>(2) & (3): The proposed nomenclatures</p>

	<p>Director, SRO Aurangabad, Prasanth D, Deputy Director, SRO Thiruavanantha puram, Shivendra Kumar, Deputy Director, R.O Ahmedabad, Mangminlal Sithou, Deputy Director, ESICH Peenya, Shri Jai Prakash Sharma, Deputy Director, R.O. Indore, Shri S.V. Yuvaraj, Deputy Director, SRO Coimbatore, Shri Arul Raj M, Deputy Director, SRO Tirunelveli, Rakesh Kumar, DD, R.O. Ahmedabad, A. Kishore, Deputy Director, ESIC Hospital Sanath Nagar</p> <p>Sachin Martand Tajave, DD, SRO Thane</p>	<p>(3) In Regional Director Grade 'B'/Joint Director the post may be redesignated as "Additional Director".</p>	<p>of the posts are appropriate as it will require minimal changes in various regulations.</p>
<p>48 to 82</p>	<p>Sanjeev Singh, DD (ESICMH Nandnagar, Indore) Y. Veera Pratap, DD (ESIC Medical College, Gulbarga) A. Ranga Gopal, A.D. (ESIC Medical College, Gulbarga) V. K. Sharma, DD(F),</p>	<p>1. The draft RRs are legally flawed. There is no such post of Sr. Deputy Director in pre-revised PB-3, Gr. Pay Rs. 6600/- in ESI Corporation. In the first schedule of ESI Act, 1948 notified on 17.12.2011 various categories of posts in Group A, B, C and D in the revised scale and structure are mentioned, but there is no post such as Sr. Dy. Director also no order of creation of Sr. Dy. Director has been issued. Hence, without creating the post of Sr. Dy. Director and amendment in 1st schedule of ESI Corporation, the draft RRs is not legally valid.</p> <p>2. Para 1.1 of Part 1 of Guidelines of Framing/Amendment/Relaxation of Recruitment Rules issued by DOP&T vide letter No. AB.14017/48/2010-Estt(RR) dated 31.12.2010 stipulates that "As soon as</p>	<p>1. The post of Senior Deputy Director is a new proposed post with specified number of post in place of existing post of Deputy Director (STS) and approval of the competent authority is being taken simultaneously with this proposal. Further the First Schedule of Employees' State Insurance Corporation (Staff and Conditions of Service) Regulations, 1959 notified on 17.12.2011 has been substituted with the revised Schedule based on the seventh CPC recommendations vide Gazette Notification dated 6.5.2017.</p> <p>2. Post of Deputy Director is a new proposed post with specified number of</p>

<p>ESICMH, Noida, S.D. Chandel, DD, R.O. Jaipur Anant Kumar Verma, DD, R.O., Mumbai,</p>	<p><i>a decision is taken to create a new post/service or to upgrade any post or restructure any Service, action should be taken immediately by the Administrative Ministry/Department concerned to frame Recruitment Rules/Service Rules therefor'</i></p>	<p>post in place of existing post of Deputy Director (STS) and approval of the competent authority for creation of the post is being taken simultaneously along with this proposal.</p>
<p>Sanjay Kumar Rana, DD, R.O., Punjab</p>	<p>Since, no such decision is taken by the competent authority or ordered issued so far to create a new post of Sr. Dy. Director in pre-revised pay scale of PB-3 Rs. 15,600-39,100/- + G.P. Rs. 6600/-, the draft RRs circulated by the administration is violative of DoP&T instructions.</p>	<p>3. Corporation is empowered to sanction/revise sanctioned strength of the posts.</p>
<p>Rajender Tudu, DD, R.O. Ranchi, Subhash Chander Lal, DD SRO, Mysore, D. K. Jha, A.D., R.O. Mumbai, Alok Gupta, DD, R.O. Indore</p>	<p>3. Through the draft RR of Dy. Director, Sr. Dy. Director and Joint Director, an attempt has been made to restructure the cadre by altering the approved number of post without the approval of Central Govt. & the Corporation whereas the existing number of post of D.D. & J.D. has the approval of MoL&E vide letter 03.02.2009 and Corporation. Hence, it is not in conformity with the para 3.3 of DoP&T guidelines which states "<i>The exact number of posts (with the relevant year in brackets) may be indicated. The number of posts is an integral basis for determining the method of recruitment to any category of posts in as much as the quota of direct recruitment, promotion etc., is to be decided after taking into account the number of posts. Therefore, whenever there is a substantial change in the number of posts, the administrative ministry should initiate action to review the existing rules, particularly the method of recruitment. The effect of the change in the strength on the method prescribed in the rules for the next higher and lower categories of posts should also be studied. There should be an asterisk and in a foot note below the asterisk, it should be stated "subject to variation dependent on workload"</i></p>	<p>4. Paragraph 3.1.3 of the DoP&T OM No. AB.14017/48/2010-Esttrr (RR) dated 31.12.2010, does not apply in the instant case as here qualifying service for promotion has not been enhanced. By present revision in the RRs hierarchal structure from Deputy Director to Regional Director Grade 'B'/Joint Director is proposed to be changed.</p>
<p>Niremalendu Kumar Sinha, AD, R.O., Patna R. R. Tiwari, DD, ESICH, Ranchi, Vivek Awasthi, DD, RO, Indore Sumit Shukla, DD (F), SSMC Office, Indore</p>	<p>4. Para 3.1.3 of the DoP&T guidelines on "Retention of Existing Eligibility service" states that "<i>Where the eligibility service for promotion prescribed in the existing rules is being enhanced (to be in conformity with the guidelines issued by this department) and the change is likely to affect adversely some persons holding the feeder grade posts on regular basis, a note to the effect that the eligibility service shall continue to be the same for persons holding the feeder posts on regular basis on the date of notification of the revised rules, could be included in the revised rules"</i></p>	<p>(5) The provision of para 3.1.1 applies in the present amendments as new post with specified number of post is being created which will be the feeder grade post of next higher grade post.</p>
<p>S. K. Sharma, DD(F), RO, Indore, Anand Kumar Garg, DD, ESICMH, Gurgaon, Vinod Kumar Nagpal, A.D., R.O., Mumbai, Surender Negi, A.D., SRO Marol, Samirandas, A.D. Zonal Vig.(East), D. H. Agasti, SSO, R.O. Mumbai</p>	<p>The above note should be inserted in the draft RRs for the post of Joint Director, Sr. Deputy Director and Deputy Director for all officers in the cadre of DD and AD since the service conditions mentioned in the draft RRs adversely affecting a large number of officers as mentioned below:-</p>	<p>(6) to (7) Present proposal for amendments in RRs for the post is as per direction of the MoL&E in order to remove anomaly in the RRs for the post of Regional Director Grade 'B'/Joint Director.</p>
<p>Om Prakash Thakur, A.D., SRO Thane, R. S. Ram, DD, SRO Gurgaon , Anuj Kumar Rishi, DD, Hqrs. Rajshekhar</p>		

<p>Singh, DD, SRO, Thane Ashutosh Giri, DD, SRO Noida Rajeeva Nandan Ray, DD, ESICHMC, Sanathnagar</p>	<p>(i) Around 100 Deputy Directors presently working on adhoc basis and some of them working on adhoc basis from 6 years. If they become regular in 2018, then in accordance with draft RRs, they will become eligible for Sr. Deputy Director on 01.01.2024 and for Joint Director on 01.01.2029. This is massive loss to their career progression.</p>
<p>Sujata D Agasti, O.S., R.O. Mumbai</p>	<p>(ii) Around 70 DD (STS) will become eligible for promotion to the post of Joint Director on as per existing RRs on 1.1.2020 and 1.1.2021 whereas as per draft RRs they will be eligible for promotion w.e. f. 01.01.2024. There is loss of 3-4 years for them. The draft RRs also affecting adversely to officers joined ESIC as DD in 2009 & 2010.</p>
<p>Nikhil Kumar, DD, SRO Ambala</p>	
<p>G.T. Mandora, Deputy Director, ESICH Ankleshwar,</p>	<p>5. It is pertinent to mention that in draft RRs for the post of Joint Director, an effort has been made to giving benefit to a particular section of officers by inserting Note (1) that is given below. The note inserted is not in accordance with DoP&T guidelines mentioned in para 3.1.1 under "<i>Initial Constitution- In cases where a new service is formed and the Recruitment Rules are framed for the first time and that there are officers already holding different categories of posts proposed to be included in the service on a regular/long term basis, a suitable 'Initial Constitution' Clause may be inserted in the Notification so as to count the regular service rendered by such officers before the date of notification of the Rules</i>"</p>
<p>Mukul Vats, Deputy Director (Ad hoc) SRO Vadodara.</p>	
<p>Pathikrit Pandit, Deputy Director, ESIMH Gurgaon</p>	
<p>B.C.Meena, Deputy Director, SRO, Jodhpur.</p>	<p>Note (1) "<i>Service rendered by Sr. Deputy Directors in non functional pay scale under the nomenclature of Deputy Director (STS) in Level 11 (Rs. 67700-208700)(Pre-revised PB-3, Rs. 15600-39100) with grade pay of Rs. 6600/- shall also be counted as minimum qualifying service for promotion under primary clause as well as failing which clause.</i>"</p>
<p>Sanjeev Kumar, RO Patna</p>	
<p>S.S. Kaushik, Deputy Director , SRO, Ambala</p>	<p>This provision is for new service and not relevant in our case. For example If two department such as ESIC and EPFO are merged and a new service structure is formed then this provision will apply and not in the present circumstances. Hence, the note inserted in the draft RRs is not in accordance with the DOPT guidelines and not going to be passed in scrutiny of UPSC and MOL&E.</p>
	<p>6. The draft RRs is against the prospects of career progression of promotee officers around 300 in numbers who joined ESIC as SSO. Some of these officers joined in 1997 and have spent 4 years as Assistant Director on adhoc basis and more than 6 years as Deputy Director on adhoc basis, if they get their regular promotion as Assistant Director and Dy. Director in time they would have become regular Dy. Director in the year 2008 i.e. they would have been</p>

		<p>Senior to directly joined Dy. Director in the year 2009 and 2010. By removing the failing which clause of 12 years from the existing RRs for the post of Joint Director is gross injustice to these officers.</p> <p>7.The proposed RRs are drafted in such a way to crush the career prospects of promotee officers and an attempt has been made to give undue benefit to officers joined Direct Dy. Director in the year 2009 and 2010 by inserting Note 1 in the RR for the post of Joint Director.</p> <p>In view of above, it is requested to consider revoking proposed RRs on the above noted grounds and facts in order to maintain existing lawfully approved RRs.</p>	
83 to 91	<p>Pramod Kumar, A.D., R.O. Patna</p> <p>Dilip Kant Ranjan, A.D., R.O. Patna</p> <p>Anil Kumar, Branch Manager, BO Digha,</p> <p>Satyajeet Kumar, A.D., RO Patna</p> <p>P. V. Ramanadhan, A.D., R.O. Chennai</p> <p>Alok Kumar Mishra, A.D. RO Patna</p> <p>Jayant Kumar, A.D., RO Patna</p> <p>Jitendra Kumar, A.D., R.O. Patna</p> <p>N. K. Sinha, A.D., RO, Patna</p>	<p>1. The draft RRs are legally flawed. There is no such post of Sr. Deputy Director in pre-revised PB-3, Gr. Pay Rs. 6600/- in ESI Corporation. In the first schedule of ESI Act, 1948 notified on 17.12.2011 various categories of posts in Group A, B, C and D in the revised scale and structure are mentioned, but there is no post such as Sr. Dy. Director also no order of creation of Sr. Dy. Director has been issued. Hence, without creating the post of Sr. Dy. Director and amendment in 1st schedule of ESI Corporation. The draft RRs is not legally valid.</p> <p>2. Para 1.1 of Part 1 of Guidelines of Framing/Amendment/Relaxation of Recruitment Rules issued by DOP&T vide letter No. AB.14017/48/2010-Estt(RR) dated 31.12.2010 stipulates that "<i>As soon as a decision is taken to create a new post/service or to upgrade any post or restructure any Service, action should be taken immediately by the Administrative Ministry/Department concerned to frame Recruitment Rules/Service Rules therefore</i>".</p> <p>Since, no such decision is taken by the competent authority or ordered issued so far to create a new post of Sr. Dy. Director in pre-revised pay scale of PB-3 Rs. 15,600-39,100/- + G.P. Rs. 6600/-, the draft RRs circulate by the administration is violative of DoP&T instructions.</p> <p>3. Through-the draft RR of Dy. Director, Sr. Dy. Director and Joint Director an attempt has been made to restructure the cadre by altering the approved number of post without the approval of Central Govt. & the Corporation whereas the existing number of post of D.D. & J.D. has the approval of MoL&E vide letter 03.02.2009 and Corporation. Hence, it is not in conformity with the para 3.3 of DoP&T guidelines which states "<i>The exact number of posts (with the relevant year in brackets) may be indicated. The number of posts is an integral basis for determining the</i></p>	<p>1. The post of Senior Deputy Director is a new proposed post with specified number of post in place of existing post of Deputy Director (STS) and approval of the competent authority is being taken simultaneously with this proposal. Further the First Schedule of Employees' State Insurance Corporation (Staff and Conditions of Service) Regulations, 1959 notified on 17.12.2011 has been substituted with the revised Schedule based on the seventh CPC recommendations vide Gazette Notification dated 6.5.2017.</p> <p>2. Post of Deputy Director is a new proposed post with specified number of post in place of existing post of Deputy Director (STS) and approval of the competent authority for creation of the post is being taken simultaneously along with this proposal.</p> <p>3. Corporation is empowered to sanction/revise sanctioned strength of the posts in the present proposal.</p> <p>4. Paragraph 3.1.3 of the DoP&T QM No. AB.14017/48/2010-Estt (RR) dated 31.12.2010, does not apply in the instant case as here qualifying service for promotion has not been enhanced. By present revision in the RRs hierarchal structure from Deputy Director to Regional Director Grade 'B'/Joint Director is proposed to be changed.</p>

method of recruitment to any category of posts in as much as the quota of direct recruitment, promotion etc., is to be decided after taking into account the number of posts. Therefore, whenever there is a substantial change in the number of posts, the administrative ministry should initiate action to review the existing rules, particularly the method of recruitment. The effect of the change in the strength on the method prescribed in the rules for the next higher and lower categories of posts should also be studied. There should be an asterisk and in a foot note below the asterisk, it should be stated "subject to variation dependent on workload"

4. Para 3.1.3 of the DoP&T guidelines on "Retention of Existing Eligibility service" states that "Where the eligibility service for promotion prescribed in the existing rules is being enhanced (to be in conformity with the guidelines issues by this department) and the change is likely to affect adversely some persons holding the feeder grade posts on regular basis, a note to the effect that the eligibility service shall continue to be the same for persons holding the feeder posts on regular basis on the date of notification of the revised rules, could be included in the revised rules"

The above note should be inserted in the draft RRs for the post of Joint Director, Sr. Deputy Director and Deputy Director for all officers in the cadre of DD and AD since the service conditions mentioned in the draft RRs adversely affecting a large number of officers as mentioned below:-

5. The proposed RRs are drafted in such a way to crush the career prospects of promotee officers and an attempt has been made to give undue benefit to officers joined Direct Dy. Director in the year 2009 and 2010 by inserting Note 1 in the RR for the post of Joint Director.

In view of above, it is requested to consider revoking proposed RRs on the above noted grounds and facts in order to maintain existing lawfully approved RRs.

6. Had the DPC of Assistant Director conducted regularly we would have become regular Assistant Director in 2014. It is humbly requested that a proper amendments may be considered in the draft RRs of Deputy Director in "promotion column" as two years as Assistant Director failing which combined service in Assistant Director and SSO failing which five year of combined service in SSO and Assistant Director so as to ensure the career prospects of SSOs.

(5) Present proposal for amendments in RRs for the post is as per direction of the MoL&E in order to remove anomaly in the RRs for the post of Regional Director Grade 'B'/Joint Director.

(6) The suggestion cannot be accepted as it may create similar anomaly as exists in the RRs for the post of Regional Director Grade 'B'/Joint Director

92 to
106

C. Girish, A.D.,
R.O. Thrissur
Janaki Singh,
D.D., SRO,
Barrackpore -
Mirtunjay
Prabhakar, A.D.
ESICMH
Rourkela.

K. C.
Basumatary,
D.D., ESICH
Joka

Manoj Kr.
Bharti, A.D.,
SSMC, EZ. WB.

Nirmalendu
Biswas, D.D.,
RO Kolkata

Tessymol
Jacob, D.D.
SRO Kollam

Punam Bala,
D.D., R.O.
Ranchi

Tessy Franco,
D.D. SRO,
Thiruvananthap
uram

Salil T., D.D.
RO Thrissur

Pradeep Kumar
P.K., D.D. SRO
Mangalore

Amitava Dutta,
A.D., ESICH
Joka

Lali Singha
Roy, D.D.,
ESICH Joka

Jelson V.A.,
Deuty Director,
ESIC.

Hari Kumar R,
Superintendent
, ESIC

1. The exclusion of residency period in the cadre of Assistant Director which has been considered for promotion to the post of Joint Director is detrimental for those who has entered the services of ESI Corporation as Social Security Officer. Therefore, the period of service rendered in the cadre of Assistant Director is to be considered for promotion to the post of Joint Director.

2. The conversion of Sr. Dy. Director to a promotional post will defeat granting of STS to the Dy. Director on completion of 5 years. This defeats the present system of STS which is given from the date of completion of 5 years of regular service as Dy. Director and Needless to say, a Deputy Director will have to wait till the vacancy arises in the post of Sr. Dy. Director to get the next level of pay.

3. In proposed amendments, it is not clear how the post of Sr. Deputy Director differs from that of Dy. Director so as to make the said post a promotional post of Deputy Director.

4. Framing of RRs which adversely affect the regular incumbents in the feeder cadre is against the guidelines issued by the DoP&T for framing the Recruitment Regulation - retention of existing service mentioned in Para 3.1.3 of O.M. no. AB 14017/48/2010 Estt. (RR) dated 31.12.2010. This aspect is excluded in the existing as well as in the proposed RR of Joint Director.

It is requested to consider the above mentioned objection positively for framing the recruitment regulations for the post.

1 to 2 : Background of present amendments in RRs for the posts has been given in details at Sl. No. 1 to 6 which is reiterated here.

3. The post of Senior Deputy Director is a promotional post with specified number of post whereas the existing post of Deputy Director (STS) is a non functional pay scale.

4. Paragraph 3.1.3 of the DoP&T OM No. AB.14017/48/2010-Esttrr (RR) dated 31.12.2010, does not apply in the instant case as here qualifying service for promotion has not been enhanced. By present revision in the RRs hierarchal structure from Deputy Director to Regional Director Grade 'B'/Joint Director is proposed to be changed.

107	Praveen Kumar, Dy. Director, Hqrs	<p>The proposed draft RRs for the post of Sr. Deputy Director & Regional Director Gr. B/Joint Director in ESIC are detrimental to my promotion prospects and proposed RRs will make my promotion prospects very bleak.</p> <p>Under the existing RRs, under the saving clause I was about to fulfill eligibility condition for promotion to the post of Regional Director Gr. B/Joint Director in ESIC. As per proposed RR, it will take 5 more years to complete the Eligibility condition for promotion to the post of Regional Director Gr. B/Joint Director in ESIC.</p> <p>It is requested to consider the above facts while finalizing draft RRs.</p>	Background of present amendments in RRs for the posts has been given in details at Sl. No. 1 to 6 which is reiterated here.
108	Rajat Bhattacharya, A.D, RO Kolkata	<p>1. The post of Sr. Dy. Director is created by curtailing /reducing the total number of posts from the cadre of Dy. Directors, thereby, seriously jeopardizing the carrier prospect of Assistant Directors and SSOs.</p> <p>2. The proposed RR does not explain the reason behind creation of the cadre of Sr. Deputy Directors. It is not clear the exact purpose for creating such a post which should once create, execute the same work as an Assistant Director/Deputy Director.</p> <p>3. The proposed RRs lacks transparency regarding the very purpose of its creation and is detrimental to the carrier prospect of existing SSOs and ADs and may become a source of resentment among the ADs and SSOs cadre.</p> <p>Hence, the draft RRs may be withdrawn.</p>	<p>1. As the post of Senior Deputy Director is a promotional post in place of existing non functional pay scale of Deputy Director (STS), there is need for curtailment/reduction of other posts in the feeder grade and higher grade in order to remove present anomaly in the RRs for the post of Regional Director Grade 'B'/Joint Director, revised hierarchal structure has been proposed with a new post of Senior Deputy Director.</p> <p>2 & 3. Background of present amendments in RRs for the posts has been given in details at Sl. No. 1 to 6 which is reiterated here.</p>
109 to 113	Mahinder Singh, DD, SRO, Ludhiana Shri Pankaj Kumar, ESIC Hospital Phulwarisharif, Sonam Dawa, Deputy Director, ESIH Jammu, Raju R, Deputy Director, R.O. Bangalore, G. Selva Kumar, Deputy Director, ESIC R.O. Bangalore,	<p>1. The vacancy declared in the draft RR of Dy. Director is 385, Sr. Dy. Director is 180 and Joint Director is 94 whereas the existing vacancy in our organization for Deputy Directors and Joint Director is presently approx. 650 and 140 respectively. Further ratio of promotion from promotion post to feeder cadre is fixed by DOPT/UPSC at a ratio of 1:3 which is not maintained in Memorandum dated 29.12.17 under reference.</p> <p>2. Besides the above anomaly under what grounds vacancy has been reduced drastically from 650 to 385 for Dy. Directors and from 140 to 94 for Joint Directors ? Whether the same reduction in post of DDs and JDs has been got approved by the Corporation and MoL&E?</p> <p>3. The following guidelines of DoP&T for cadre review of Group A Central Services are not followed in Memorandum dated 29.12.2017:-</p> <p>(a) Estimate future manpower requirements on a scientific basis for a period of 5 years at a time.</p> <p>(b) Plan recruitment in such a way as to avoid future promotional blocks and at the same time prevent gaps from building up.</p>	<p>1 & 2. Existing sanctioned strength of the post of Deputy Director is 519. As post of DD(STS) has been replaced with Senior Deputy Director the sanctioned strength of the posts of Deputy Director and Regional Director Grade 'B'/Joint Director has been revised.</p> <p>3 to 5 & 7: Background of present amendments in RRs for the posts has been given in details at Sl. No. 1 to 6 which is reiterated here.</p> <p>6. Paragraph 3.1.3 of the DoP&T OM No. AB.14017/48/2010-Estrr (RR) dated 31.12.2010, does not apply in the instant case as here qualifying service for promotion has not been enhanced. By present revision in the RRs hierarchal structure from Deputy Director to Regional Director Grade 'B'/Joint Director is proposed to be changed.</p>

(c) Restructure the cadre so as to harmonize the functional needs with the legitimate career expectations of its members

(d) Enhance the effectiveness of the service.

4. The existing RRs of Joint Director has failing which clause of 10+2 years of service for promotion for the post of Jt. Director from feeder cadre in order to safeguard interest of promotes Dy. Directors keeping in view their long length of service experience for the benefit of organization.

In the proposed draft RR of Joint Director, the above due benefit to promotees has been eliminated.

On the contrary, It is proposed in draft RR of J.D. that "Sr. Dy. Director with 5 years regular service in Level 11, failing which Sr. Dy. Director with combined regular service of 10 years in the grade of Sr. Dy. Director and Dy. Director out of which 3 years service in the grade of Sr. Dy. Director". This clause will benefit to Direct Recruittee Dy. Directors which is neither fair nor lawful on the cost of eliminating already available failing which clause to promotees Dy. Directors.

5. The draft RRs are legally flawed. There is no such post of Sr. Deputy Director in pre-revised PB-3, Gr. Pay Rs. 6600/- in ESI Corporation. In the first schedule of ESI Act, 1948 notified on 17.12.2011 various categories of posts in Group A, B, C and D in the revised scale and structure are mentioned, but there is no post such as Sr. Dy. Director also no order of creation of Sr. Dy. Director has been issued. Hence, without creating the post of Sr. Dy. Director and amendment in 1st schedule of ESI Corporation. The draft RRs is not legally valid.

6. The Note prescribed in paragraphier 3.1.3 of the DoP&T OM No. AB.14017/48/2010-Estt. (RR) dated 31.12.2010, regarding retention of the existing eligibility service should be inserted in the draft RRs for the post of J.D, Sr. DD and DD for all the officers regular in the cadre of DD and AD since the service conditions mentioned in the draft RRs adversely affecting a large number of officers.

7. It may be observed that promotion has never been given as regular promotion on any occasion previously to us and thus we have put up a considerable no. of service as A.D/DD on ad hoc basis and vide proposed RRs. Our due benefit of "Failing which clause is being eliminated" and benefit of failing which clause is made available to extend benefit to newly recruited DD.

Hence, it is requested f to consider revoking proposed RRs.

114	R. Meenakshi Sundaram, Deputy Director, SRO Salem	<p>1. Draft RRs for Sr. Deputy Director:- There is no need to create a separate cadre as Sr. Dy. Director. The status-quo may be maintained.</p> <p>2. In accordance with DoP&T O.M. No. AB-14017/48-2010 para 3.1.3, the following notes should be inserted in draft RR of Joint Director. <i>"Failing which combined regular service of 12 years in the Grade of Deputy Director in Level – 10 (Rs. 56,100-1,77,500/-) including the regular service rendered as Deputy Director (STS) with pay matrix level 11 (Rs. 67,700-2,08,700/-) and Assistant Director or Section Officer or Manager Gr. –I in the pay matrix level 8 (47,600-1,51,100/-), out of which 5 years of regular service should be in the grade of Deputy Director in the Grade of Deputy Director in Level -10 (Rs. 56,100-1,77,500/-) (including the regular service rendered as Deputy Director (STS) with Pay Matrix Level 11 (Rs. 67,700-2,08,700/-)"</i></p> <p>3. Draft RRs for Senior Deputy Director Regulations may be amended as "Deputy Director with four years regular service in Level 10 (Rs. 56,100-1,77,500) in the Pay Matrix.</p> <p>4. Draft RRs for Regional Director Grade 'B'/Joint Director may be amended as "Senior Deputy Director with five years regular service in Level 11 (Rs. 67,700—2,08,700) failing which Senior Deputy Director with combined regular service of nine years in the grade of Senior Deputy Director and Deputy Director out of which three years regular service should be in the grade of Senior Deputy Director.</p>	<p>(1) & (2) : These suggestions have already been examined against Sl. No. 1 to 6</p> <p>(3) Suggestion is not as per extant DoP&T guidelines.</p> <p>(4) Suggestion is not as per DoP&T guidelines.</p>
115	S. Ganesan, Deputy Director, SRO Kollam,	<p>1. Draft RRs for Sr. Deputy Director:- There is no need to create a separate cadre as Sr. Dy. Director. The status-quo may be maintained.</p> <p>2. In accordance with DoP&T O.M. No. AB-14017/48-2010 para 3.1.3, the following notes should be inserted in draft RR of Joint Director. <i>"Failing which combined regular service of 12 years in the Grade of Deputy Director in Level – 10 (Rs. 56,100-1,77,500/-) including the regular service rendered as Deputy Director (STS) with pay matrix level 11 (Rs. 67,700-2,08,700/-) and Assistant Director or Section Officer or Manager Gr. –I in the pay matrix level 8 (47,600-1,51,100/-), out of which 5 years of regular service should be in the grade of Deputy Director in the Grade of Deputy Director in Level -10 (Rs. 56,100-1,77,500/-) (including the regular service rendered as Deputy Director (STS) with Pay Matrix Level 11 (Rs. 67,700-2,08,700/-)"</i></p> <p>3. In the cadre of the Assistant Director and Deputy Director I had to work on Ad hoc level for more than 5 years even through regular vacancies were there. The</p>	<p>1 & 2: These suggestions have already been examined against Sl. No. 1 to 6.</p> <p>3. Revised provision has been provided as per direction of the MoL&E in order to remove the anomaly in the existing RRs.</p>

114	R. Meenakshi Sundaram, Deputy Director, SRO Salem	<p>1. Draft RRs for Sr. Deputy Director:- There is no need to create a separate cadre as Sr. Dy. Director. The status-quo may be maintained.</p> <p>2. In accordance with DoP&T O.M. No. AB-14017/48-2010 para 3.1.3, the following notes should be inserted in draft RR of Joint Director. <i>"Failing which combined regular service of 12 years in the Grade of Deputy Director in Level - 10 (Rs. 56,100-1,77,500/-) including the regular service rendered as Deputy Director (STS) with pay matrix level 11 (Rs. 67,700-2,08,700/-) and Assistant Director or Section Officer or Manager Gr. -I in the pay matrix level 8 (47,600-1,51,100/-), out of which 5 years of regular service should be in the grade of Deputy Director in the Grade of Deputy Director in Level -10 (Rs. 56,100-1,77,500/-) (including the regular service rendered as Deputy Director (STS) with Pay Matrix Level 11 (Rs. 67,700-2,08,700/-)"</i></p> <p>3. Draft RRs for Senior Deputy Director Regulations may be amended as "Deputy Director with four years regular service in Level 10 (Rs. 56,100-1,77,500) in the Pay Matrix.</p> <p>4. Draft RRs for Regional Director Grade 'B'/Joint Director may be amended as "Senior Deputy Director with five years regular service in Level 11 (Rs. 67,700—2,08,700) failing which Senior Deputy Director with combined regular service of nine years in the grade of Senior Deputy Director and Deputy Director out of which three years regular service should be in the grade of Senior Deputy Director.</p>	<p>(1) & (2) : These suggestions have already been examined against Sl. No. 1 to 6</p> <p>(3) Suggestion is not as per extant DoP&T guidelines.</p> <p>(4) Suggestion is not as per DoP&T guidelines.</p>
115	S. Ganesan, Deputy Director, SRO Kollam,	<p>1. Draft RRs for Sr. Deputy Director:- There is no need to create a separate cadre as Sr. Dy. Director. The status-quo may be maintained.</p> <p>2. In accordance with DoP&T O.M. No. AB-14017/48-2010 para 3.1.3, the following notes should be inserted in draft RR of Joint Director. <i>"Failing which combined regular service of 12 years in the Grade of Deputy Director in Level - 10 (Rs. 56,100-1,77,500/-) including the regular service rendered as Deputy Director (STS) with pay matrix level 11 (Rs. 67,700-2,08,700/-) and Assistant Director or Section Officer or Manager Gr. -I in the pay matrix level 8 (47,600-1,51,100/-), out of which 5 years of regular service should be in the grade of Deputy Director in the Grade of Deputy Director in Level -10 (Rs. 56,100-1,77,500/-) (including the regular service rendered as Deputy Director (STS) with Pay Matrix Level 11 (Rs. 67,700-2,08,700/-)"</i></p> <p>3. In the cadre of the Assistant Director and Deputy Director I had to work on Ad hoc level for more than 5 years even through regular vacancies were there. The</p>	<p>1 & 2: These suggestions have already been examined against Sl. No. 1 to 6.</p> <p>3. Revised provision has been provided as per direction of the MoL&E in order to remove the anomaly in the existing RRs.</p>

		draft RRs are detrimental to the career progression of the promotee officers including me as the proposal may sideline experienced and eligible officer from getting normal line of promotion.	
116	Sanjeev Kumar, AD, R.O. Chennai,	<p>1. Draft RRs for Sr. Deputy Director:- There is no need to create a separate cadre as Sr. Dy. Director. The status-quo may be maintained.</p> <p>2. In the instant draft RR for Joint Director the feeder cadre, Assistant Director is adversely affected since their services are not counted at all. In accordance with DoP&T O.M. No. AB-14017/48-2010 para 3.1.3, the following notes should be inserted in draft RR of Joint Director. <i>"Failing which combined regular service of 12 years in the Grade of Deputy Director in Level - 10 (Rs. 56,100-1,77,500/-) including the regular service rendered as Deputy Director (STS) with pay matrix level 11 (Rs. 67,700-2,08,700/-) and Assistant Director or Section Officer or Manager Gr. -I in the pay matrix level 8 (47,600-1,51,100/-), out of which 5 years of regular service should be in the grade of Deputy Director in the Grade of Deputy Director in Level -10 (Rs. 56,100-1,77,500/-) (including the regular service rendered as Deputy Director (STS) with Pay Matrix Level 11 (Rs. 67,700-2,08,700/-)"</i></p>	1 & 2: These suggestions have already been examined against Sl. No. 1 to 6.
117 to 118	Bejoy P.B., DD, RO Thrissur Niraj Kumar Singh, AD, RO Chennai	<p><u>Draft RR for Sr. Deputy Director</u> There is no such post of "Senior Dy. Director" in pre-revised PB-3 GP Rs. 6600 in ESIC. As there is no order regarding creation of the post of 'Sr. Dy. Director' as on date of publishing of draft notification, the draft RR formulated is not legally sustainable. Hence, the Status-quo may be maintained i.e. Senior Time Scale Level-11 of Pay Matrix (Rs. 67,700-2,08,700/-) shall be admissible to the Deputy Director automatically on completion of 5 years of regular service as Deputy Director in the time scale level - 10 of Pay Matrix (Rs. 56,100-1,77,500/-)</p> <p><u>Draft RR for Regional Director Gr. B/Joint Director</u> A note mentioned below should be incorporated in para-11 of draft RR for the post of Joint Director in accordance with DoP&T O.M. No. AB-14017/48/2010 para 3.1.3:- <i>"Failing which combined regular service of 12 years in the Grade of Deputy Director in Level - 10 (Rs. 56,100-1,77,500/-) (including the regular service rendered as Deputy Director (STS) with Pay Matrix Level - 11 (Rs. 67,700-2,08,700/-) and Assistant Director or Section Officer are Manager Grade-I in the Pay Matrix of Level 8 (47,600-1,51,100/-) out of which 5 years of regular service should be in the Grade of Deputy Director in Level -10 (Rs. 56,100-1,77,500/-) (including the regular service rendered as Deputy Director (STS) with Pay Matrix Level-11 (Rs. 67,700-2,08,700/-)"</i></p>	Proposed draft RRs for the posts of Senior Deputy Director and Regional Director Grade 'B'/Joint Director have been prepared in order to remove anomaly in the existing RRs for the post of Regional Director Grade 'B'/Joint Director.

		<p>The draft RRs is severely against the prospects of career progression of promotee officers who joined in ESIC as SSO,since most of them are only adhoc Dy. Director even after completing more than 17 years service.</p> <p>It is therefore requested to consider the above mentioned comments positively and said draft RRs may be withdrawn.</p>	
119 to 128	<p>Md. Rubani, DD(F), Hqrs. Sunil Kumar Mehto, DD(F), Hqrs. Mohit Raja, DD(F), Hqrs. Ratnagiri S., DD, ESICMC & PGIMSR, Chennai. A.N. Tiwari, DD, RO Kolkata Vimal Rawat, DD, Hqrs, Ashish Shankar, Deputy Director, R.O. (West Bengal) , Shri Sunil Yadav, Deputy Director, SSMC, Kolkata , Pankaj Vohra, Deputy Director Hqrs, , Saikat Mandal, Deputy Director, SRO, Barrackpore</p>	<p>The new proposed RRs brings harmony and right to equality and overcome the conflict arisen because of old RR for the post of Joint Director in which it was cited service rendered in the post of Assistant Director will be counted for the promotion of Joint Director. Because of Old RR of Joint Director some Junior had promoted before senior and in near future some more junior are going to promote before senior.</p> <p><u>(1)Comments on proposed Draft RR for the post of Senior Dy. Director</u> This is a new post proposed to be created in Level 11 in place of the existing non-functional post of Dy. Director (STS) in Level 11. Since the eligibility service for the proposed post of Sr. Dy. Director and Dy. Director (STS) are the same i.e. five years of regular service as Dy. Director in Level 10, it is proposed that a note may be incorporated in the RR for the post of Sr. Dy. Director as mentioned below:- "<i>Persons holding the post of Dy. Director (Senior Time Scale) on the date of notification of revised recruitment regulations shall be designated as Senior Dy. Director</i>"</p> <p><u>(2) Comments on proposed Draft RR for the post of Regional Director Gr. B/Joint Director.</u> It is proposed that persons holding the post of Dy. Director (STS) on the date of notification of revised recruitment regulations shall be designated as Senior Dy. Director, it is proposed that a note may be incorporated in the Recruitment Regulations for the post of Joint Director as mentioned below:- "<i>Service rendered in the post of Deputy Director (Senior Time Scale) will be treated as equivalent to the service rendered in the post of Senior Deputy Director for the purpose of promotion to the post of Joint Director both under the primary clause as well as under the failing which clause.</i>"</p> <p>(3) Senior Deputy Director may be called as Joint Director and Joint Director may be called Additional Director.</p>	<p>(1) & (2) Suggestions are not as per extant DoP&T instructions on framing of RRs.</p> <p>(3) The proposed nomenclatures of the posts are appropriate as it well require minimal changes in various regulations.</p>

129 to 131	Vijay Kumar, DD(F), ESIH Basaidarapur, Prashant Baijal, DD, MOL&E Gautam Kumar, DD, MOL&E	The present RRs is a welcome move to remove anomaly in the RRs of Joint Director in ESIC. The following modifications in the draft RRs to make them more fair and ensure equality in the treatment of officers:- 1. Kindly replace eligibility service for promotion from DD to Sr. DD from 5 years mentioned in the Draft RR to 4 years in line with the organized Group A services under the Central Govt. and also as this period was previously 4 years itself. 2. If feasible, kindly consider replacing the nomenclature of the post of Sr. Dy. Director with Joint Director and that of Joint Director with Additional Director.	1. The MoL&E while conveying approval to five Group 'A' posts on administrative side vide their letter No. A-12018/04/2911-SS.I (Pt.I) dated 7.3.2013 also conveyed that the officers of the ESIC do not fall under the Group 'A' Organised service. Hence this suggestion cannot be accepted. 2. This suggestion is not feasible due to reasons stated above.
132	Hemant Pandey, DD(F), Hqrs.	1.The proposed RR is in line with RR of EPFO and Central Labour Commissioners and many other Central Govt. organizations. It is a welcome move to remove anomaly in existing RRs of Joint Director. 2. The proposed RRs are in the best interest of ESIC as well as officers. Segregation of responsibility at DD and Senior DD will benefit both employees and ESIC. 3. Replacing the nomenclature of Sr. Deputy Director with Additional Joint Director will give a sense of elevation to the officers.	1 & 2 need no comments. Suggestion 3 is not feasible due to the reasons stated above.
133	K. Raghuraman, DD, SRO Coimbatore	The non-functional time scale has been replaced with functional promotional post in the cadre of Deputy Director. But considering the past experience of non conducting of DPC as per time lines specified, there is apprehension that in the name of uniformity and conformity with Group A services, this new post which has been introduced may lead to another bottle neck. If non medical officer cadre in ESIC is being re-organised, then the same approach and time bound promotional avenues and posts should also be brought into. Merely cosmetic changes to tide over the crisis arising out of various court cases and adverse observations there in needs to be avoided. An organized Group 'A' service benefit at par with Medical counterparts in ESIC or with other organised Group A service of central govt. should be brought into force. With these limited observations, I conclude my comments and leave it to the wisdom of the Higher Authorities to take a judicious decision.	The present proposal for amendments in RRs for the posts is as per direction of the MoL&E in order to remove anomaly in the RRs for the post of Regional Director Grade 'B'/Joint Director. Apprehensions expressed are unfounded. Further, the MoL&E while conveying approval to five Group 'A' posts on administrative side vide their letter No. A-12018/04/2011-SS.I (Pt. I) dated 7.3.2013 also conveyed that the officers of the ESIC do not fall under the Group 'A' Organised service. Hence this suggestion cannot be accepted.

134	Tara Chand Sharma, DD, ESICH Rohini	<p>Support the draft RRs of DD, Sr. DD and JD for the following reasons;-</p> <ol style="list-style-type: none"> 1. It will remove the anomalous situation of juniors AD's superseding seniors and also protect the interest of career progression of existing regular DDs. 2. Creating Sr. DD as a functional post, the stagnation in a post with same functions for 10 years has also been removed. 3. The number of post reduced in JD cadre may be retained as earlier in view of Expansion of ESIC Services, IP increase and District Scheme Implementation. 4. This will make Group A services in ESIC more comparable with the various Group A services in Central Govt. As such, the services in ESIC will become more attractive and it will tap best talent through DR. 	No examination required.
135	Adarsh Kumar Gautam, AD, SRO Okhla	<p>Comments on proposed draft recruitment regulations are as under: A note has been inserted in Annexure-I of Schedule column No. 4 in the post of Dy. Director to protect the interest of incumbent, however, there is no such note given in Annexure-III of Schedule column No. 4 in the post of Regional Director Gr. B/Joint Director. Thus a similar note can be inserted i.e. "<i>Assistant Director and Deputy Director holding the post on regular basis as on the date of notification of revised recruitment regulations shall be eligible for grant of promotion to the post of Joint Director on completion of 12 years of combined service provided 03 years service in the cadre of Sr. Deputy Director</i>" This is as per Sl. No. 18 of Compendium of FAQs on RR available in public domain quoted as "In case eligibility service for promotion prescribed in the existing rules is enhanced in accordance with a change in the guidelines, which is likely to adversely affect certain members of the service or incumbents holding a junior post on a regular basis, a note regarding retention of existing eligibility service in respect of such persons may be inserted in the Rules."</p>	Suggested Note has been incorporated in the draft RRs for the post of Deputy Director as per paragraph 3.1.3 of the DoP&T OM AB. 14017/48/2010-Estt. RR dated 31.12.2010. However the suggested Note cannot be incorporated in the RRs of Regional Director Grade 'B'/Joint Director as paragraph 3.1.3 of the aforesaid DoP&T OM dated 31.12.2010 does not apply in this case and also insertion of the said note will defeat the very purpose of proposed amendments.
136	Robert L Guite, Deputy Director, SMC Karnataka	<p>(1) Deputy Director: In Column (4) kindly replace 5 years with 4 years intune with standard provision of organized Group 'A' service. (2) Sr. Deputy Director The nomenclature may be changed as "Joint Director". In column (11) kindly replace 5 years with 4 years intune with standard provision of organized Group 'A' service. (3) Joint Director Nomenclature recommended as Additional Director as it is suggested to replace the proposed Senior Deputy to Join Director.</p>	<p>(1) Already examined above. (2) Proposed change in nomenclatures has already been examined. (3) Proposed change in qualifying service for promotion can not be accepted due to reasons stated above.</p>

137 to 140	Lakshman Gupta, Deputy Director, RO, Kanpur, Hari Om Prakash, Deputy Director, SRO Lucknow, Shri Brijesh, Deputy Director, SRO Ambala. P. N. Boipi, DD, ESICH, Peenya	I welcome the proposed draft with only suggestion that the post of Senior Deputy Director may be named as Joint Director and the post of Joint Director may be named as Additional Director, if feasible. This will motivate officers.	Proposed changes in the posts have already been examined above.
141 to 143	R. Suresh, Deputy Director, R.O. Chennai R. B. Harapanahalli, General Secretary, Officers Association, Karnataka Sivaramakrishn an S, DD, SRO, Mangalore	(1) Deputy Director: Requirement of work experience should be done away with. Anybody with a degree of a recognized University should be able to appear for the recruitment exam conducted by the UPSC. (2) Nomenclature of the Senior Deputy Director and Joint Director should be redesignated as Joint Director and Additional Director respectively to motivate the officers concerned.	(1) Proposal is not as per extant DoP&T instructions for framing of RRs for the post. (2) Change in nomenclature of the posts have already been examined above.
144	Rajiv Ranjan, Deputy Director, R.O. Mumbai	Draft RRs are in line with instructions of DoP&T. The following suggestions are given:- (1) For the post of Deputy Director under column (4), the wordings 'on completion of 5 years of regular service' may be replaced with "on completion of four years of regular service". (2) In column (7) essential qualification (ii) Three years experience may be replaced with two years experience. It will offer a level playing field for direct recruitment vis a vis promotion as only two years of experience is required for Assistant Director or Manager Grade I.	(1) Suggestion is not as per DoP&T guidelines on framing of RRs of the post. (2) Reduction in experience is also not as per extant DoP&T guidelines.
145 to 146	Niranjan Kumar, Deputy Director, R.O. U.P., Pawan Kumar Singhal, Deputy Director, ESI	Deputy Director 1. Column (4): Kindly replace 5 year with 4 years in line with standard provision of organized Group 'A' service since benefit of 4 years was already provided to the officer in the past.	(1) In the existing RRs of Deputy Director, for DD(STS) five years regular service is required. Hence this suggestion cannot be accepted.

	Hospital Rohini.	<p>2. Column (7) : Kindly add some capital barrier for private company like 100 crore of paid up capital.</p> <p>Senior Deputy Director:</p> <ol style="list-style-type: none"> 1. Kindly replace the name of the post to Joint Director. 2. Kindly replace 5 years with 4 years in line with Organized Groupo 'A' service. <p>Joint Director : Name of the post is suggested 'Additional Director.</p>	<p>Suggestion regarding change in Column (7) is not acceptable as it will limit the competition in direct recruitment for the post.</p> <p>2. Suggestion regarding RRs for the post of Senior Deputy Director and Joint Director have been examined above and the same cannot be accepted due to the reasons stated above.</p>
147	Rakesh Kumar, DD, Hqrs	<p>I appreciate and extend my support for the draft RRs of DD, Senior DD and DD for the following reasons.</p> <ol style="list-style-type: none"> 1. The RRs have been meticulously drafted and hardly leave any scope for improvement. 2. It will remove the anomalous situation of juniors superseding seniors and also protect the interests of career progression of existing regular DDs. 	No examination required.
148	Utpal Sarkar, DD, RO, Telengana	<ol style="list-style-type: none"> 1. Senior Deputy Director may be termed as Joint Director and Joint Director as Additional Director. 2. From DD to Sr. DD promotion to be considered on completion of 4 years of service instead of 5 years. 3. From Sr. DD to JD – service required will be 5 years. 4. From DD to JD service requirement to be for 9 years. 5. From AD to DD promotion 2 years service requirement need to be evaluated based on other ministries department RR and considering DoP&T orders considering promotion from Gr. B posts to Gr. A posts in Govt. of India service. 	Change in nomenclature of the post has already been examined above. Other suggestions are not as per extant DoP&T instructions on framing of RRs.
149	Rudradeep Dutta, DD, SRO, Durgapur	<ol style="list-style-type: none"> 1. Proposed RRs are rational reasonable and conform to all extant GOI instructions and practices. 2. A suitable proviso in the proposed RRs so that all existing Dy. Director (STS) as on the date of implementation of the new RRs, are deemed to have been holding the post of Sr. Dy. Director w.e.f. the date of their getting STS for all purposes including future promotions. 	Suggestion is not as per extant DoP&T instructions.
150	S. K. Negi, DD, ESICMH, Ludhiana	<ol style="list-style-type: none"> 1. A suitable proviso in the proposed RRs so that all existing Dy. Director (STS) as on the date of implementation of the new RRs, are deemed to have been holding the post of Sr. Dy. Director w.e.f. the date of their getting STS for all purposes including future promotions. 2. Designation of Sr. Dy. Director and Joint Director may be changed as Joint Director and Additional Director respectively. 	<ol style="list-style-type: none"> 1. Suggestion is not as per extant DoP&T instructions. 2. Change in nomenclature of the posts has already been examined above.

151	Sanjay Kumar, DD, ESICH, Ankleshwar	The proposed RRs are suitable for all the officers and organization. However, in column 4 of RRs of Dy. Director replace 5 years with 4 years in line with standard provisions of organized group a services applicable in EPFO which is our sister department.	The MoL&E while conveying approval to five Group 'A' posts on administrative side vide their letter No. A-12018/04/2911-SS.I (Pt.I) dated 7.3.2013 also conveyed that the officers of the ESIC do not fall under the Group 'A' Organised service. Hence this suggestion cannot be accepted.
152	Chander Bhanu Jha, DD, SRO Gurgaon	The RRs have been meticulously drafted and well thought out about the carrier progression of officers currently in-ESIC. However, designation of the post in proposed RRs may be kept as Assistant Commissioner, Deputy Commissioner and Joint Commissioner while incumbent is posted in ESIC Hqrs./Regional Office/SRO whereas they may be called Dy. Director/Sr. Dy. Director/Joint Director while posted Directorate/Medical Colleges/Hospital. This nomenclature is more appropriate in line with practices of other Govt. department where revenue functionaries are designated as commissioners.	Change in nomenclature of the posts has already been examined above and the same cannot be accepted.
153 to 155	Arindam Bhaumik, DD, RO Odisha Alok Kumar Sinha, DD, RO, Patna D. P. Singh, DD, SRO Gurgaon	1. Sr. Deputy Director:- Qualifying service for the post of Sr. Deputy Director may be considered as 4 years regular service in the post of Dy. Director in level 10 as per standard provisions of organized Group A services 2. Dy. Director:- the Grant of non functional senior time scale(STS) to Dy. Director may similarly considered as 4 years regular services in the post of Dy. Director instead of 5 years as per standard provisions of organized Group A services	Suggestions have already been examined above and cannot be accepted due to the reasons stated above.
156	Bhaskar G, DD, ESICH, KK Nagar	Deputy Director:- 1. In column 4 of the schedule eligible service for grant of Non functional pay scale of Deputy Director (STS) may be revised to 4 years as in organized Group A Service. 2. In column 11 of the schedule, eligible service of 2 years (in Group B) for promotion to Group A post may be reviewed by comparing with similar promotions in Central Govt. 3. Sr. Dy. Director (Annexure-II):- In column 11 of the schedule, eligible service for promotion to the post of Sr. Deputy Director may be revised to 4 years as in organized Group A Service.	1. Suggestions have already been examined above and cannot be accepted. 2. Eligibility service for promotion in proposed draft RRs is as per extant DoP&T instructions. 3. Suggestion is not as per extant DoP&T instructions.
157 to 158	Binod Kumar Bimal, DD(F), ESICMH & PGIMSR, Rajajinagar, Bangalore. S. Vijay Anand, DD(F), Medical College, KK Nagar	1. The period for Grant of STS as per organized Group A Services is four years. Also in EPFO, STS is granted on completion of 4 years of service in JTS. Hence to maintain parity with other departments, as well as with EPFO which also functions under the same Ministry necessary amendments may be made in the RR. 2. The name of the proposed post of Sr. DD(Level 11) may be changed as Joint Director and the name of the proposed post of Regional Director Gr. B/Joint Director (Level 12) may be changed as Regional Director Gr. B.	1. Proposal has already been examined above and the same is not acceptable due to the reasons stated above. 2. Change in the nomenclature of the posts has already been examined and the same can not be accepted due to the reasons given above.

159	Vishad V W, DD, Hqrs.	<p>Sr. Dy. Director:- As per draft RR a new post proposed to be created in Level 11 in place of the existing non-functional post of Dy. Director (STS) in Level 11.</p> <p>This is humbly submitted that the eligibility condition may be reduced to 3 years as being done for the post of Deputy Director (3 years) on the strength of same rationale and reasons by which eligibility is reduced for Deputy Director from original 5 years to 3 years.</p> <p>Regional Director Gr. B/Joint Director:- This is humbly submitted that the eligibility condition may be reduced to 3 years as is being done for the post of Dy. Director (3 years) on the strength of same rational and reasons by which eligibility is reduced for Dy. Director from original 5 year to 3 year.</p> <p>By incorporating the reduced service eligibility condition this is perceived that any person who is in the rank of Deputy Director would be promoted to Joint Director in 6 years of total service 3 years as JTS and 3 years as STS.</p>	<p>Proposal in reduction in qualifying service for promotion to the post of Senior Deputy Director and Regional Director Grade 'B'/Joint Director is not as per extant DoP&T instructions and therefore cannot be accepted.</p>
160	Kashi Prasad Pandey, DD, ESICH, Jhilmil	<p><u>On proposed draft RRs for the post of Sr. Deputy Director</u></p> <p>1. A note that "Persons holding the post of Deputy Director (STS) on the date of notification of revised recruitment regulations shall be designated as Sr. Deputy Director", should be incorporated in the draft Recruitment Regulations for the post of Sr. Deputy Director.</p> <p>2. Eligibility service for the proposed post of Sr. Dy. Director should be 4 years instead of 5 years of regular service as Dy. Director in Level 10 in line with organized Group A Services.</p> <p><u>Comments on proposed draft RRs for the post of Regional Director. Gr. B/Joint Director</u></p> <p>3. A note that "Service rendered in the post of Dy. Director (STS) will be treated as equivalent to the service rendered in the post of Sr. Deputy Director for the purpose of promotion to the post of Joint Director both under the primary clause as well as under the failing which clause" should be incorporated in Recruitment Regulations for the post of Joint Director.</p> <p>4. Regarding proposed post of Sr. Dy. Director, it is submitted that Instead of creating designation of Sr. Dy. Director at next level thereby officers proposed to be designated as Sr. Dy. Director will be termed as Joint Director and Joint Director will be termed as Addl. Director.</p>	<p>1. The proposed Note is not as per extant DoP&T instructions on framing of RRs for the post and therefore cannot be accepted.</p> <p>2. Suggestion has already been examined above.</p> <p>3. The proposed Note is not as per extant DoP&T instructions on framing of RRs for the post and therefore cannot be accepted.</p> <p>4. Suggestion of change in nomenclature of the posts has already been examined and the same cannot be accepted.</p>

161 to 167	<p>Sanjeev Kumar Shahi, AD, Hqrs.</p> <p>Jyoti Srivastava, AD, Hqrs.</p> <p>J. B. Khairnar, AD, SRO, Hubli.</p> <p>Pankaj Kumar, AD, Hqrs.</p> <p>Manish Kumar, AD, Hqrs.</p> <p>Rajesh Kumar, AD, SRO Hubli</p> <p>Niraj Kumar, AD, Hqrs.</p>	<p><u>For the post of Dy. Director:-</u></p> <p>1. Total Number of post as mentioned 385 should be replaced with 654 as 246 posts has been sanctioned by the competent authority since 2016 and these sanctioned posts have not been abolished yet.</p> <p>2. Delegation of powers of AD and DD are similar. It is proposed that post of AD upgraded to Dy. Director in the larger interest of employee of ESIC. It will also balance the pyramidal structure/promotional avenues in the cadre of SSOs (sanctioned post SSO = 2435, DD+AD=1060).</p> <p><u>For the post of Sr. Dy. Director:-</u></p> <p>1. There is no such post of Sr. Dy. Director created in ESIC by the Competent Authority, floating of RRs on the website for comments is totally imaginary has no locus standi as per Law. Hence, RR for the post of Sr. Dy. Director should be done as per procedure. However, the proposed RR is an attempt to give undue advantage to Dy. Director and equilibrium status has not been maintained while preparing RR for Joint Director failing which clause of 10 years has been inserted taking into consideration the 7 years regular service in the grade of Dy. Director and 3 years regular service in the grade of Sr. Dy. Director. It is urged that in column 11 failing which clause may also be inserted by taking into consideration the service rendered by Assistant Directors also.</p> <p><u>For the post of Joint Director.</u></p> <p>1. In O.A. 732/2017 filed by Sh. Hemant Kumar Pandey & Ors. against UOI and ESIC, the applicants are claiming that the RR of 2013 for the post of Joint Director as ultra vires due to provision of failing which clause in the said RR. It also come to the notice that ESIC authorities is of the view that only feeder cadre qualifying service period is to be included in RR for promotion in next higher grade as in the case of Group C posts like SSO, Assistant etc.</p> <p>By way of including Sr. Dy. Director with combined regular service of 10 years shows another ambiguous and confused stand of ESIC authorities. It seems that ESIC also supports that there is no harms in including two level below post qualifying service i.e. Dy. Director is also been taken into consideration for promotion to the post of Joint Director. Hence demand of inserting failing which clause for Assistance Director for the post of Sr. Dy. Director is totally justified.</p> <p>In column 11 of proposed RR of Joint Director, the</p>	<p>1 . Existing sanctioned strength of the post of Deputy Director is 519. As post of DD(STS) has been replaced with Senior Deputy Director with specified number of posts, the sanctioned strength of the posts of Deputy Director and Regional Director Grade 'B'/Joint Director has been revised.</p> <p>2. The present proposal has been as per direction of the MoL&E in order to remove anomaly in the RRs for the post of Regional Director Grade 'B'/Joint Director.</p> <p>Comments regarding proposed RRs for the posts of Senior Deputy Director and Regional Director Grade 'B'/Joint Director have already been against Sl. No. 1 to 6.</p> <p>Suggestion of incorporation of failing which clause in the RRs of Senior Deputy Director cannot be accepted as it may create similar anomaly as exists in the existing RRs for the post of Regional Director Grade 'B'/Joint Director.</p> <p>Proposed failing which clause in the RRs for the post of Regional Director Grade 'B'/Joint Director is not likely to create present anomaly existed in the present RRs for the post. Moreover the present proposal is subject to approval/examination at the level of UPSC/MoL&E.</p>
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168	S.S. Srivastava, Deputy Director (Benefit)	<p>1. Vacancy declared for the post of Deputy Director is 385 for Senior Deputy Director is 180 whereas the existing vacancy in our organization for Deputy Director is 650. Similarly for Joint Director vacancy declared is 94 whereas present total post is 140. Further ratio of promotion post to feeder posts i.e 1:3 has not been maintained.</p> <p>2. The following guidelines of DoP&T for cadre review of Group A Central Services are not followed in Memorandum dated 29.12.2017:-</p> <p>(a) Estimate future manpower requirements on a scientific basis for a period of 5 years at a time.</p> <p>(b) Plan recruitment in such a way as to avoid future promotional blocks and at the same time prevent gaps from building up.</p> <p>(c) Restructure the cadre so as to harmonize the functional needs with the legitimate career expectations of its members</p> <p>(d) Enhance the effectiveness of the service.</p> <p><u>For the post of Regional Director Grade 'B'/Joint Director:</u></p> <p>In the existing RRs for the post of Regional Director Grade 'B'/Joint Director, failing which clause has been provided keeping in view the long length of service experience for the benefit of our esteemed organization.</p> <p>In the case of R. Prabha Devi vs Govt. of India it was observed by the Hon'ble Supreme Court that when certain length of service in a particular cadre can validly be prescribed and is so prescribed, unless a person possesses that qualification, he cannot be considered eligible for appointment. There is no law which lays down that a senior in service would automatically be eligible for promotion. Seniority by itself does not outweigh experience.</p> <p>In the proposed RRs, the above due benefit to promotes has been eliminated. On the contrary in the proposed RRs the failing which clause will yield benefit to Direct recruit Deputy Director which is neither fair nor lawful on the cost of eliminating already available failing which clause that benefits to me as per existing RRs.</p>	<p>1 . Existing sanctioned strength of the post of Deputy Director is 519. As post of DD(STS) has been replaced with Senior Deputy Director with specified number of posts, the sanctioned strength of the posts of Deputy Director and Regional Director Grade 'B'/Joint Director has been revised.</p> <p>2. Revised proposal for amendments/framing of RRs for the posts has been proposed as per direction of the MoL&E to remove present anomaly in the existing RRs for the post of Regional Director Grade 'B'/Joint Director.</p> <p>By present proposal hierarchal structure of the Group 'A' posts on administrative side is being proposed to be changed due to the reasons given in details against Sl. No. 1 to 6 which are reiterated here.</p>

		<p>I joined our esteemed organisation as Insurance Inspector on 22.2.1992 and promoted to Assistant Director as an ad hoc in October 2003 and was regularized on 6.11.2006. Further got regular promotion of Deputy Director on 22.3.2011. Promotion has never been given me as regular promotion at first instance on any occasion and thus I have put up a considerable number of years of service as Assistant Director/Deputy Director and my promotion opportunity as per existing RRs may be ensured.</p> <p>In view of Hon'ble CAT Order dated 11.1.2018 in OA No. 732/2017, with grounds and facts submitted by the undersigned I request your goodself to consider to amend proposed RRs namely the Employees' State Insurance Corporation, Regional Director Grade 'B'/Joint Director Recruitment Regulations 2017 incorporating existing RRs having failing which clause of 10+2 years for promotes Deputy Director which are duly framed and approved in accordance with rules, regulations and law so as to avoid my promotional loss to me and comply with Hon'ble CAT judgement dated 11.1.2018.</p>	
169 to 177	<p>D. Pramanik, DD, SRO, Peenya</p> <p>Mahendra Bhoi, DD, RO, Raipur</p> <p>Champak Biswas, DD, RO, Karnataka</p> <p>D. Barua, DD, RO West Bengal</p> <p>P. C. Nayak, DD, RO, Raipur</p> <p>G. S. Gantayat, DD, RO, Raipur</p> <p>S. K. Sahoo, DD, SRO Peenya</p> <p>Azad Singh, DD, SRO Bommasandra</p> <p>R. S. Mishra,</p>	<p>1. The draft notification is highly unwanted at this stage as the last amendments in RR was brought in 2013 after exhaustive deliberation between Hqrs. and MoL&E, UPSC & DoP&T, the ministry of Law and Justice was also consulted before the amendments. It is mentioned that the inclusion of failing which clause also exists in RRs of other Govt. department as well. The proposal for the new RR has been mooted to suit a section of officers who have mislead the office by stating that services of three cadres below have been considered for counting of 12 years. The DoP&T/UPSC has since clarified to the Hqrs. that DD (STS) is not a distinct post as a number of vacancies and designation have not been notified anywhere. Therefore, the failing which clause with 12 years of combined service in two cadre below is fully legal.</p> <p>2. There is no such post of Sr. Deputy Director in pre-revised PB-3, Gr. Pay Rs. 6600/- in ESI Corporation. In the first schedule of ESI Act, 1948 notified on 17.12.2011 various categories of posts in Group A, B, C and D in the revised scale and structure are mentioned, but there is no post such as Sr. Dy. Director also there is no order of creation of Sr. Dy. Director has been issued. Hence, without creating the post of Sr. Dy. Director and amendment in 1st schedule of ESI Corporation. The draft RRs is not legally valid.</p> <p>3. Para 1.1 of Part 1 of Guidelines of Framing/Amendment/Relaxation of Recruitment Rules</p>	<p>Due to proposed change in the hierarchal structure of the posts with introduction of the post of Senior Deputy Director with specified number of post in place of Deputy Director (STS) amendments in RRs for the posts is essential.</p> <p>Remaining suggestion/comments have been examined against SI. No 1 to 6 and against SI. No. 10.</p>

J.D.(Retd.)	<p>issued by DOP&T vide letter No. AB.14017/48/2010-Estt(RR) dated 31.12.2010 stipulates that <i>"As soon as a decision is taken to create a new post/service or to upgrade any post or restructure any Service, action should be taken immediately by the Administrative Ministry/Department concerned to frame Recruitment Rules/Service Rules therefor"</i></p> <p>Since, no such decision is taken by the competent authority or order issued so far to create a new post of Sr. Dy. Director in pre-revised pay scale of PB-3 Rs. 15,600-39,100/- + G.P. Rs. 6600/-, the draft RRs circulate by the administration is violative of DoP&T instructions.</p> <p>4. The note prescribed in para 3.1.3 of the aforesaid DoP&T guidelines dated 31.12.2010 regarding retention of existing eligibility service should be inserted in the draft RRs for the post of Joint Director, Sr. Dy. Director and Dy. Director for all the officers regular in the cadre of Dy. Director and Assistant Director since the service condition mentioned in the draft RRs adversely affecting a large number of officers.</p> <p>5. A large number of Dy. Director presently holding the post on regular basis shall be eligible for consideration for promotion to the post of Joint Director w.e.f. 01.01.2019 or 01.01.2020 as per the existing RRs of Regional Director Gr. B/Joint Director under failing which clause whereas as per draft RR these officers will become eligible for consideration for promotion to the post of Joint Director w.e.f. 01.01.2023 or thereafter.</p> <p>6. Around 100 Dy. Directors presently working on adhoc basis and some of them working on adhoc basis more 6 years. Their regularization is pending at the level of administration. As per draft RRs, they will not become eligible for DD(STS) in pre-revised pay scale of PB-3 Rs. 15,600-39,100/- gr. pay Rs. 6600 even after regularization in the cadre of Dy. Director. Hence, service condition adversely affecting them.</p> <p>7. The officers presently working as Dy. Director on adhoc basis is in the line of promotion as Joint Director if all the officers become regular in 2018 they will be eligible for promotion to the post of Joint Director w.e.f. 01.01.2024 as per the failing which clause in the existing RRs. However, as per draft RRs they will become eligible for Sr. Dy. Director w.e.f. 01.01.2024 and for Joint Director w.e.f. 01.01.2029. This is massive loss to their career progression.</p> <p>It is mentioned that in draft RRs for the post of Joint Director an effort has been made to giving benefit by inserting note 1 below column 11.</p> <p>It is to mention that such type of note is not as per</p>	
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		<p>DoP&T guidelines mentioned in para 3.1.1 under "Initial Constitution- In cases where a new service is formed and the Recruitment Rules are framed for the first time and that there are officers already holding different categories of posts proposed to be included in the service on a regular/long term basis, a suitable 'Initial Constitution' Clause may be inserted in the Notification so as to count the regular service rendered by such officers before the date of notification of the Rules"</p> <p>This provision is for new service and not relevant in our case. For example If two department such as ESIC and EPFO are merged and a new service structure is formed then this provision will apply and not in the present circumstances. Hence, the note inserted in the draft RRs is not in accordance with the DOPT guidelines and not going to be passed in scrutiny of UPSC and MOL&E.</p> <p>8. The draft RRs is against the prospects of career progression of promotee officers around 300 in numbers who joined ESIC as SSO. Some of these officers joined in 1997 and have spent 4 years as Assistant Director on adhoc basis and more than 6 years as Deputy Director on adhoc basis, if they get their regular promotion as Assistant Director and Dy. Director in time they would have become regular Dy. Director in the year 2008 i.e. they would have been Senior to directly joined Dy. Director in the year 2009 and 2010. By removing the falling which clause of 12 years from the existing RRs for the post of Joint Director is gross injustice to these officers.</p> <p>9. The proposed RRs are drafted in such a way to crush the career prospects of promote officers and an attempt has been made to give undue benefit to officers joined Direct Dy. Director in the year 2009 and 2010 by inserting Note 1 in the RR for the post of Joint Director.</p> <p>Hence, the draft RRs are biased. The Note 1 inserted to benefit directly recruited Dy. Director will also fall a part during scrutiny by UPSC and MOL&E since it is not as per DoP&T guidelines. The draft RRs are not in interest of officer of ESIC and legally flawed and may be withdrawn immediately.</p>	
178 to 181	S. P. Pandey, Deputy Director, SRO, Nand Nagri, Pranava Kumar, Deputy Director (PR), Hqrs, Sujan Lal Meena, DD (F),	(A) Sr. Deputy Director 1. There is no such post of Sr. Deputy Director in pre-revised PB-3, Gr. Pay Rs. 6600/- in ESI Corporation. In the first schedule of ESI Act, 1948 notified on 17.12.2011 various categories of posts in Group A, B, C and D in the revised scale and structure are mentioned, but there is no post such as Sr. Dy. Director also no order of creation of Sr. Dy. Director	(1) Senior Deputy Director Suggestion/comments have been examined against Sl. No 1 to 6 and against Sl. No. 10.

<p>Hqrs, Anurag Kumar, Deputy Director (Vigilance), Hqrs</p>	<p>has been issued. Hence, without creating the post of Sr. Dy. Director and amendment in 1st schedule of ESI Corporation. The draft RRs is not legally valid.</p> <p>2. Para 1.1 of Part 1 of Guidelines of Framing/Amendment/Relaxation of Recruitment Rules issued by DOP&T vide letter No. AB.14017/48/2010-Estt(RR) dated 31.12.2010 stipulates that "As soon as a decision is taken to create a new post/service or to upgrade any post or restructure any Service, action should be taken immediately by the Administrative Ministry/Department concerned to frame Recruitment Rules/Service Rules therefore"</p> <p>Since, no such decision is taken by the competent authority or order issued so far to create a new post of Sr. Dy. Director in pre-revised pay scale of PB-3 Rs. 15,600-39,100/- + G.P. Rs. 6600/-, the draft RRs circulated by the administration is violative of DoP&T instructions.</p> <p><u>(B) Joint Director</u></p> <p>1. The draft RR of Joint Director is also legally flawed as the primary clause for promotion to the post of Joint Director is mentioned as 5 years regular service in Sr. Dy. Director whereas there is no such post.</p> <p>2. Note 1 under Column 11 of the draft RRs is illegal and wrong interpretation of para 3.1.1 of DoP&T guidelines dated 31.12.2010 for framing of the RRs. The said para is for new service and not relevant in the case of creation of a new post. The said inclusion can be invoked in the circumstances when two departments such as ESIC and EPFO are merged and a new service structure is formed.</p> <p>3. In accordance with the para 3.1.3 of the aforesaid DoP&T guidelines dated 31.12.2010, a note should be inserted in the proposed RR of the Joint Director enabling the eligibility condition of all officers holding the cadre of Dy. Director and Assistant Director as per the failing clause of the present RR. The undersigned filed M.A. No. 4051 of 2017 before Hon'ble CAT Principal Bench, New Delhi wherein I impleaded for continuation of failing clause. The reason for continuation of failing clause is that promote officers are forced to render their service on adhoc basis due to delay in conducting DPC inspite of sufficient number of vacancies are available.</p> <p>4. I am working as Dy. Director on adhoc basis in the line of promotion as Joint Director if I become regular in 2018 I shall be eligible for promotion to the post of Joint Director w.e.f. 01.01.2024 as per the failing which clause in the existing RRs. However, as</p>	<p>(B) Joint Director</p> <p>Suggestion/comments have been examined against Sl. No 1 to 6 and against Sl. No. 10.</p>
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	<p>per draft RRs I will become eligible for Sr. Dy. Director w.e.f. 01.01.2024 and for Joint Director w.e.f. 01.01.2029. This is massive loss to my career progression.</p> <p>Further, those officers become regular in the cadre of Assistant Director in December, 2009 and regular in Deputy Director in August, 2013, as per failing clause of existing RR for the post of Joint Director, they are eligible for consideration for promotion to the post of Joint Director w.e.f. 01.01.2022 i.e. on completion of 12 years as combined regular service as Assistant Director and Deputy Director with minimum 5 years of regular service as Deputy Director.</p> <p>Therefore, in the RR of Joint Director failing clause should be inserted for counting of service rendered by me in the cadre of AD as per para 3.1.3 of DoP&T guidelines dated 31.12.2010.</p> <p><u>Dy. Director</u></p> <p>1. An additional clause may be added suitably in the proposed RRs stating that those persons who are holding the post of Dy. Director on adhoc basis and for whom vacancies are available on the date of notification of the RRs will also be eligible for grant of STS. Reason for inclusion of this clause is that we became regular assistant director in November, 2011 and holding the post of Dy. Director on adhoc basis since 2015 and in spite of sufficient number of posts available in promotion in the DPC category, our promotion was not regularized due to administrative reasons. There are 100 such officers in ESIC whose service condition adversely affecting due to this reason.</p> <p>2. The exact number of post as indicated in draft RRs are factually incorrect and not in conformity with the para 3.3 of the DoP&T guidelines.</p> <p>Further following points is submitted for consideration and information:-</p> <p>1. Draft RRs in pay scale of PB-3 (Gr. Pay Rs. 6600) is shown as functional post with the nomenclature of Sr. Dy. Director. This is against the approval of MoL&E issued vide letter dated 03.02.2009. Since no approval of MoL&E has been taken to change this structure, the draft RRs are invalid.</p> <p>2. The MoL&E vide its letter dated 03.02.2009 approved sanctioned strength of post of J.D. as 105. As per RR guidelines mentioned above the method of recruitment of any category of posts is to be decided in accordance with number of post in the cadre, in the next higher cadre and in lower categories of post.</p> <p>3. In the draft RR for the post of J.D. the number of</p>	<p>(C) Deputy Director</p> <p>(1) Proposed clause is not as per DoP&T guidelines on framing of RRs.</p> <p>(2) Existing sanctioned strength of the post of Deputy Director is 519. As post of DD(STS) has been replaced with Senior Deputy Director the sanctioned strength of the posts of Deputy Director and Regional Director Grade 'B'/Joint Director has been revised.</p> <p>(3) Approval of revised sanctioned strength of the posts will be taken from the competent authority before notification of the revised RRs.</p> <p>(4) Remaining suggestions/comments have been examined against Sl. No. 1 to 6 and against Sl. No. 10 above.</p> <p>It is also stated that present proposal of RRs will be first put up for approval of the ESI Corporation and after approval of the ESI Corporation the approval of the UPSC /MoL&E will be taken as per provisions of the ESI Act, 1948.</p>
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		<p>post mentioned as '90' against the present sanctioned strength of 143. The number of post of Joint Director mentioned in the draft RRs are way below what the MoI&E already approved 9 years back. Since, there is no approval of MoL&E to reduce the sanctioned strength of Joint Director, the information in the draft RRs are factually incorrect.</p> <p>4. RR of Dy. Director was last notified in the year 2015 and currency of present RR is only two and half years and does not warrant any further change as per para 3.1.5 of the aforesaid DoP&T guidelines dated 31.12.2010.</p> <p>5. The main objective of cadre review has traditionally been to strike a healthy balance between functional requirements and carrier progression whereas the proposed draft RRs do not meet the above objective as it blocks the future promotional avenue of all the promote officers as under:-</p> <p>(a) The draft RRs is against the prospects of career progression of promotee officers around 300 in numbers who joined ESIC as SSO. Some of these officers joined in 1997 and have spent 4 years as Assistant Director on adhoc basis and more than 6 years as Deputy Director on adhoc basis, if they get their regular promotion as Assistant Director and Dy. Director in time they would have become regular Dy. Director in the year 2008 i.e. they would have been Senior to directly joined Dy. Director in the year 2009 and 2010. By removing the failing which clause of 12 years from the existing RRs for the post of Joint Director is gross injustice to these officers.</p> <p>(b).The proposed RRs are drafted in such a way to crush the career prospects of promote officers and an attempt has been made to give undue benefit to officers joined Direct Dy. Director in the year 2009 and 2010 by inserting Note 1 in the RR for the post of Joint Director.</p> <p>It is requested that the draft RR for Dy. Directors/Sr. Dy. Director should be suitably amended to make a compliant with the DoP&T guidelines. Further the interest of all the officers including promote officers should be taken care of while amending RR particularly with regard to No. of Posts in each category of posts and insertion of failing clauses.</p>	
182	P. N. Parmar, DD, ESICH Vapi	<p>Following Questions/suggestions/submissions raised by the officer concerned:-</p> <p>1. What is the Aim of creating the post of Sr. Dy. Director whereas on going 17 years, never felt the requirement of such kind of post in my view, the pay scale proposed for this post already availed by the DDs</p>	<p>Suggestion/comments have been examined against Sl. No 1 to 6. Other suggestions are irrelevant for the purpose of present proposal</p>

		<p>on the Completion of the 4 years regular services. This seems totally undersirable action in my view.</p> <p>2. What is the administrative delegation of power of Sr. Dy. Directors ? Whether they are going to be Reporting Authority of Assistant Director and Dy. Directors. If there is no such plan for administrative delegation of the power for the such post of Sr. Dy. Director, it is unnecessary and needless as Dy Director(STS) with pay scale of proposed Sr. Dy. Directors are playing same roll with Assistant Directors, Reporting if any for the cadre of Assistant Directors will be injustice.</p> <p>3. I have been working as AD since March, 2010 (At present DD (adhoc) for which I have performed same nature of work and assume the responsibility equal to DD. I should be given equal treatment in all benefit which given to DDs under the simple law of natural justice and rule of equal work equal pay.</p> <p>4. Here the past service totally ignored in higher cadre which is deadly/baneful injustice for the past service of AD. (In my case performed not less than DD) That must be given justice.</p> <p>5. What is the expediency or pertinence or necessity of the Manager Gr. I post ? If creation of Sr. Dy. Director post than why not the abolishing of the post of Assistant Director/Manager Gr.I</p> <p>Now a day's most of the Grade Branch-I are running by Manager Gr. 2, there is no such question arose for delegation of the power between two post. On adoption of more computerized system, the work profiles also have been changed. These requires reviewing of this post.</p> <p>6. Merger of Various Departments in Unified Labour Code. This is latest development in current scenario, we have chances of the merger with the other department specially EPFO. In case multi layer of post in ESIC, that will hamper the adjustment in other cadres of other department, so the cadres of other department also may be seen and request to develop our path which could not sabotage the past service of all cadres in ESIC, in large interest.</p>	
183	G. Sanjeeva Reddy, President, All India ESIC Officers' Federation.	<p>I am a member of ESI Corporation since decades and I have also had the privilege of being appointed the Chairman of the First Organisational Restructuring Committee formed upon directions of the Fifth Pay Commission by the Ministry of Labour & Employment, Government of India in the year 1998. I am witness to the growth and expansion of the ESI Corporation subsequent to the implementation of the Report of that Committee since 2003.</p> <p>In light of of this background, I would like to express</p>	<p>1. In the pre-revised recruitment regulations for the post of Regional Director Grade 'B'/Joint Director notified in the year 22.7.1995, for promotion to the post, five years regular service as Deputy Director (Insurance/Administration/Finance/ Training) was prescribed.</p> <p>In the year 2011 hierarchal structure of the aforesaid two posts was changed with</p>

	<p>my concern about the recent changes/amendments being proposed in Recruitment Regulations of the posts of Deputy Director & Joint Director and also creation of Recruitment Regulations of hitherto non-existent post of Senior Deputy Director. In this regard I want to raise the following issues for your consideration:-</p> <ol style="list-style-type: none"> 1. The grant of STS to Deputy Director in Junior Time Scale was proposed keeping in view the rampant stagnation of officers at this level. Creation of distinct post of Senior Deputy Director and doing away with the Senior Time scale will bring back the stagnation of officers at that level. If separate posts are required, the STS may also continue simultaneously. Also it is not clear as to what function/roles will be performed by these Senior Deputy Directors and by what order these posts have been created before publishing draft Recruitment Regulations for the post. 2. The sweeping (not minor or cosmetic) changes in RRs of DD & JD along with changes in number of posts tantamount to Organisational Restructuring for which a Sub-Committee of the Corporation was constituted in the 150th meeting of Corporation of which you, that is, Director General, ESIC is the convener. I am aware that 10 meetings of the Sub-Committee were convened up to 2014. I would like to know if any subsequent meeting(s) of this Sub-Committee were convened upto 2014 I would like to know if any subsequent meeting(s) of this Sub-Committee have been convened by you and whether the captioned changes being proposed have been placed before this Sub-Committee. <p>I am forwarding my objection in my capacity as the President of the All India ESI Officers' Federation with the hope that the matter will be deliberated upon in all the seriousness that it deserves and no hasty decision will be taken in the matter without the consideration and approval of the Sub-Committee constituted for recommending the restructuring of Organisational structure of ESIC.</p>	<p>upgradation of the post of Regional Director Grade 'B'/Joint Director from Grade Pay Rs. 6600/- to Grade Pay Rs. 7600/- and provision of grant of (STS) to Deputy Directors in the grade pay of Rs. 6600/- . Due to change in the hierarchal order of the post, revised RRs for the post of Regional Director Grade 'B'/Joint Director notified on 2.11.2013. In the revised RRs, for promotion to the post of Joint Director, ten years regular service as Deputy Director under Primary clause and twelve years combined service as Deputy Director and Assistant Director out of which five years regular service as Deputy Director has been provided .</p> <p>The revised provisions in the RRs are creating a peculiar situation where junior Deputy Director appointed to the post by promotion are being considered for promotion to the post of Joint Director ignoring senior Deputy Director appointed by direct recruitment.</p> <p>The MoL&E vide their letter No. S-38016/21/2013-SS.I dated 29.11.2016 (date was inadvertently written as 29.11.2015) directed the ESIC to examine the issue and send the proposal to the Ministry for amendments to recruitment regulations in consultation with UPSC.</p> <p>Hence the present proposal in amendments/framing of RRs for the posts of Deputy Director, Senior Deputy Director and Regional Director Grade 'B'/Joint Director has been taken up on the above background.</p> <p>The post of Senior Deputy Director is a new proposed post with specified number of post in place of existing post of Deputy Director (STS) and approval of the competent authority is being taken simultaneously with this proposal. Since the post of Senior Deputy Director is proposed in Level 11 of the Pay Matrix, post of Deputy Director (STS) cannot be co-existed. As per proposal regular Deputy Directors on the date of notification of revised RRs shall be eligible for grant of Non functional Pay scale in Level 11 of the Pay Matrix after completion of five years of regular service. However the MoL&E vide D.O. letter No. A-12018/04/2011-SS.I dated</p>
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			<p>18.1.2018 of Economic Advisor (SS) of the Ministry, addressed to the Secretary, UPSC, recommended to the Commission for grant of non-functional pay scale under the nomenclature of Deputy Director (Senior Time Scale) in Level 11 of the 7th CPC upon completion of four years of regular service as Deputy Directors in Level 10 of the 7th CPC. No decision in this regard has been taken by the UPSC.</p> <p>Revised provisions have been provided as per direction of the MoL&E and in order to remove the anomaly in the existing RRs. Hence it was not felt necessary to refer the matter to Sub-Committee on organisational restructuring.</p>
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