

COMMITTEE ON PETITIONS

(THIRTEENTH LOK SABHA)

FOURTH REPORT



(Presented to Lok Sabha on 24 November, 2000)

**LOK SABHA SECRETARIAT
NEW DELHI**

November, 2000/Agrahayana, 1922 (Saka)

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COMPOSITION OF THE COMMITTEE

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| 3. Shri C.S. Joon | <i>Under Secretary</i> |
| 4. Smt. Neera Singh | <i>Assistant Director</i> |

FOURTH REPORT OF THE COMMITTEE ON PETITIONS

(Thirteenth Lok Sabha)

INTRODUCTION

I, the Chairman of the Committee on Petitions, having been authorised by the Committee to present the Report on their behalf, present this Fourth Report of the Committee to the House regarding the representation requesting for upgradation of post of Assistant Naval Store Officer to Assistant Naval Store Officer-I of Civilian Officers working in Navy and implementation of other recommendations of the Vth Pay Commission.

2. The Committee considered the draft Report at their sitting held on 4th September, 2000 and adopted it.

3. The observations/recommendations of the Committee on the above representation have been included in the Report.

NEW DELHI;
21 November, 2000

30 Kartika, 1922 (Saka)

BASUDEB ACHARIA,
Chairman,
Committee on Petitions.

REPORT

REPRESENTATION REQUESTING FOR UPGRADATION OF POST OF ASSISTANT NAVAL STORE OFFICER TO ASSISTANT NAVAL STORE OFFICER- I OF CIVILIAN OFFICERS WORKING IN NAVY AND IMPLEMENTATION OF OTHER RECOMMENDATIONS OF THE Vth PAY COMMISSION.

Shri O.P. Asija, President, Indian Navy Civilian Officers Association, Mumbai on 24 April, 1998 submitted a representation regarding upgradation of the post of ANSO to ANSO-I of Civilian Officers in Navy and implementation of other recommendations of the Vth Pay Commission. (Appendix-I).

2. On behalf of the civilian officers working in Navy, the petitioner put forth the following points:

- (i) In the Indian Navy, there was a sanctioned strength of 139 civilian officers working as Sr. Naval Store Officer, Naval Store Officer, Asstt. Naval Store Officer working in Naval Headquarters, Naval Store Depot. (Mumbai), Naval Store Depot. (Vizag), Naval Store Depot. (Kochi), Naval Store Depot (Port Blair), Naval Store Depot (Goa), ATV (New Delhi), SBC (Vizag) etc.;
- (ii) They had been effectively discharging the allocated duties in various gamuts of Material Management viz provisioning, procurement, warehousing, EDP management and personnel management for last four decades;
- (iii) Despite regular representations in last 25 years by civilian officers and assurance given by Navy at various forums, no improvement in career prospects had been made by Navy for this group of officers. For the first time, the Vth Pay Commission after considering the plight recommended (*vide* para 63.75 and 63.76 of the report) encadrement of all the posts of officers of the above organisation with Indian Naval Engineering Services and has specially recommended certain posts in the higher grades;
- (iv) The Naval Headquarters have delayed/denied/diluted the Vth Pay Commission (VCPC) recommendations as regards constitution of an organised cadre "Indian Naval Engineering Services"; upgradation/creation of the posts of Director to Sr. Director; Joint Director to Director and ANSO to ANSO-I on some pretext or other;

- (v) The post of Director of Logistics Support (DLS) at NHQ was tenable only by civilian officers as per SRO 297 of 1979. However, it continued to be headed by a Commodore of Indian Navy although qualified/eligible Civilian Officers were available and Hon'ble High Court of Delhi had pronounced the appointment of Commodore as illegal in 1985;
- (vi) The proposal for an organised cadre for Naval Store Officers mooted by Naval Headquarters in 1989 had already been concurred by Ministry of Defence but was withdrawn abruptly from Department of Personnel & Training (DoP&T) by Naval Headquarters when it was in finalisation stage in May, 1994.
- (vii) A deliberate attempt was being made by Naval Headquarters to dilute/diminish the status of Naval Store officers and project these civilian officers wrongly by belittling their all round participation in all gamuts of material management functions.

3. The petitioner, therefore, requested:—

- (a) to issue clear and time bound directive to Ministry of Defence and Naval Headquarters to effect upgradation of the post of ANSO to ANSO-I strictly as per the recommendations of Vth Pay Commission, without any delay to avoid further hardship, embarrassment, mental torture and starvation of their families;
- (b) for creation/upgradation of Sr. Director/Director as recommended by Vth Pay Commission; and
- (c) for the formation of INES Cadre for the Naval Store Officers as recommended by Vth Pay Commission.

4. The representation was forwarded to the Ministry of Defence for furnishing their comments. In response the Ministry of Defence furnished on 8 June, 1998 their comments which are dealt with in the succeeding paragraphs.

5. In regard to the bifurcation of ANSOs (Gp. B) as ANSO-I (Gp. A) and ANSO-II (Gp.B), the Ministry of Defence replied that as per the recommendations of Vth Pay Commission, Naval Headquarters had submitted the proposal for conversion of 119 posts of ANSO (Asstt. Naval Store Officer) (inclusive of 25 of Sr. Foreman whose grade was to be abolished in future) into ANSO-I (Rs. 8000-13500) and ANSO-II (Rs. 6500-10500). Naval headquarters had been advised by Ministry of Defence to restrict the proposal to 94 sanctioned posts of ANSO only and accordingly, Naval headquarters submitted the revised proposal restricting the conversion of 94 posts of ANSO into 78 ANSO-I and 16 ANSO-II.

6. On the question of creation of post of Senior Director, the Ministry of Defence stated that the V CPC recommended creation of post of Sr. Director in the Store Officers Cadre in the Senior Administrative (SAG) Grade. This post was not being recommended for the following reasons:—

- (a) The role of Civilian Store Officers was primarily confined to warehousing which excluded imported aspects to material planning and procurement. The limited responsibility did not justify a post at the level of Joint Secretary/Rear Admiral (RADM).
- (b) Since creation of INES was not envisaged, there would be no change in the span of control.
- (c) There would be no problem of command and control at Command/NHQ level and Assistant Chief of Logistic would continue to co-ordinate all logistic affairs. In view of the above, a slightly lower scale of Rs.16,400-20,000 had been recommended alongwith the change in designation to Principal Naval Store Officer (PNSO). This proposal was in conformity with the improvement of promotional prospects of Store House Officers which was kept in abeyance due to V CPC.

Regarding, the upgradation of the pay-scale of Director, the Ministry of Defence stated that the upgradation of pay scale of Director was recommended by V CPC with a view to remove the anomaly between similar pay scales of the existing Joint Director and Sr. Naval Store Officer. There was no problem in implementing the same which conformed with the improvement of promotional prospects of the Store House Officers. The proposal for increasing the number of posts had been kept in abeyance due to V CPC. The only change thus was in the designation and the proposal now was for Joint Principal Naval Store Officer (JPNSO) in lieu of Director.

7. As regards the encadrement of posts in Indian Naval Engineering Services (INES), the fifth Pay Commission after considering the suggestion that cadre of the Naval Store Organisation might be made an organised one, recommended certain revised scales for different posts in the organisation. They also recommended that all posts of ANSO-I (recommended by them) and above might be encadred with the proposed Indian Naval Engineering service. In regard to implementation of this recommendation, the Ministry of Defence stated *inter-alia* that with the induction of state-of-the-art technology, the requirement of the Navy was more for officers specialised in their respective fields. Any proposal for merging would dilute the quality of the officers and would affect the operational efficiency of the Services.

Keeping this in view, the merger of INAS Stores and Technical Officers cadres was not considered feasible, as the functional requirements of the three cadres were different and also the qualifications required at induction level and other feeder categories for departmental promotions were different. Therefore, formation of INES Cadre was not considered appropriate and hence it was necessary that INAS, Store Officers and Civilian Technical Officers should be kept as independent cadres.

8. On the extracts of the reply furnished by the Ministry of Defence being forwarded to the petitioner on 19 June, 1998, another representation was received from him on 21 July, 1998. In his representation the petitioner stated that some of the comments as furnished by the Ministry were incorrect. The petitioner reiterated his request that all posts in Naval Store Organisation Cadre, Civilian Technical Cadre and existing Naval Armament Services be encadred in proposed INES, strictly as per recommendations of Vth Pay Commission.

9. The petitioner brought out the following main points:—

- (i) Till 1971, all the Material management functions were carried out by Civilian Joint Director/Senior Naval Store Officer at Mumbai. The Officers in uniform from Indian Navy started getting inducted to carry out the role side by side with civilian officers of Naval Store Organisation from 1972 by forming Material Organisation at Mumbai and Vishakhapatnam. Till date all the above Material management functions at Kochin and Port Blair were being carried out by a Senior Naval Store Officer/Naval Store Officer.
- (ii) The Post of Director of Logistics Support at NHQ was tenable by civilian officers as per SRO 297 of 1979, the officers of Logistics Branch/Supply Secretariat of Indian Navy had been occupying the post. The Hon'ble Delhi High Court by a judgement in case 2212 of 1983 had pronounced during 1985 that the post of Director of Logistic Support (DLS) was not tenable by a service officer and that the appointment of the then incumbent (a Commodore) was not considered valid. However, the post of Director Logistics Support/NHQ continued to be headed by a Commodore of Indian Navy although qualified/experienced/eligible senior officers of Naval Store Organisation were available.
- (iii) Naval Headquarters had stated that the role of civilian officers was primarily confined to warehousing which excluded the important aspects of Material Planning and Procurement. Current statistics of Participation of NSO cadre officers showed merely 36 percent of officers were involved in warehousing. The remaining were involved in Planning/Procurement/Administration and other allied functions.

10. The Ministry of Defence who were requested to furnish their comments on the representation refuted most of the points of the petitioners and stated that no statement made by NHQ was incorrect. The

Ministry reiterated in their reply furnished in September, 1998 that all Materials Management functions on ships, submarines had been carried out by Naval Personnel in uniform from times immemorial and the same practice was being followed. Naval Store Officers had been carrying out the part of material management functions alongwith the naval personnel in uniform. The amalgamation of Naval Store Officers Cadre with technical officers and armament officers was not considered functionally feasible due to their functional duties.

11. Regarding, the appointment of Commodore as Director of Logistics Support the Ministry stated that as per the existing recruitment rules, the post of Director of Logistics Support was filled by the promotion of Joint Director Logistics Support (JDLS). However, since the posts of JDLS and SNSO had been merged and placed in the same pay scales, the post of JDLS had ceased to be a promotional post. The eligibility criteria for the post of DLS is "Joint Director Naval Stores Organisation with 3 years service in the grade rendered after appointment thereto on a regular basis". As on date no officer was eligible to be promoted to DLS as per the existing Recruitment Rules.

12. The Ministry further stated that All Naval Store Officers were not Engineering graduates. As against the sanction of 94 ANSOs the borne strength was 84.36 ANSOs were Engineering graduates and the balance 48 are non-engineering graduates. A case for upgradation of ANSO-II and ANSO-I had already been taken up with Ministry of Defence (Finance). The case for upgradation of Sr. Director and Director was under process at NHQ and would be forwarded to Ministry of Defence shortly. Thus the promotional prospects of Naval Store Officers would be improved upon without affecting the operational efficiency and services by this method. The proposal of bifurcation of ANSOs to ANSO-I and ANSO-II was under active consideration in consultation with Ministry of Defence (Finance). All other proposals of Officers would be forwarded to Ministry of Defence by NHQ shortly.

13. In a subsequent reply furnished in December, 1998, the Ministry stated that the proposal for bifurcation of ANSOs to ANSO-I had since been received back from the Ministry of Finance (Department of Expenditure) for submission of a consolidated proposal of ANSO-I, Director and Senior Director for their concurrence. A consolidated proposal was being prepared by NHQ accordingly and would be submitted to Ministry of Defence for obtaining the concurrence of Ministry of Finance (Department of Expenditure).

14. The Committee on Petitions (12th Lok Sabha) thereafter considered the matter and took the oral evidence of the Ministry of Defence on 22nd January, 1999.

15. During the evidence, the Secretary, Ministry of Defence stated:—

“Substantially, five recommendations have been made by the Fifth Pay Commission as far as the Naval Stores Officers working in the Indian Navy are concerned. One of the recommendations was about placing the existing incumbents in the replacement scale of Rs. 6500-10050. On that there is no difference of opinion and it is implemented. The main point is about bifurcation of the existing posts of naval Stores Officers Grade-II into two grades, that is, Grade-I in a higher scale of Rs. 8000-13500 and Grade-II in the lower scale of Rs. 6500-10050. The Pay Commission has also made its recommendations about the mix of direct recruitment and promotion that has to be followed in this case and they have also given the discretion as to how many of the existing posts should be put in the higher grade and how many of the posts should be operated in the lower grade. Had the Pay Commission been very specific on this, our job would have become easy. Now the compulsions of ensuring the promotional prospects for the lower grade really require a much larger number of posts at Grade-I level whereas the normal hierarchy would require a larger number of lower posts *via-a-vis* the higher posts. This has been discussed and debated among ourselves, with the Naval Headquarters, with Finance and so on. Because of the fact that this Committee was meeting, so we could convey this urgency of taking the decision to the Ministry of Finance and as a result of that, out of the 94 posts of Assistant Naval Stores Officers, the Finance broadly agreed to keep 62 posts in the higher category, that is, Group A and 32 to be operated in Group B, that is, the lower category. This is subject to the final orders from the Ministry of Finance.

The other issue that needed to be resolved was that out of these 62 posts, how many should be thrown open for direct recruitment and how many should be thrown open for promotion. It has been agreed that two-thirds of these posts will be filled up by direct recruitment and one-third by promotion.”

16. When the Committee desired to know whether petitioners would derive any benefit by the proposal, the Secretary stated:—

“Out of the 62, one-third, that is, as many as 20 posts in the higher grade will be available to these people which otherwise would not be available. For the first time, 20 ANSO-I posts will be available for promotion which is a clear improvement on the earlier situation.”

17. When asked about the existing position, the Secretary, Defence, stated that:—

“We have three grades of Assistant Naval Stores Officers. Below that is the Senior Foreman (Stores) and below that is the Foreman (Stores). The intermediate post now has been abolished in the sense that it has been given a new scale of pay corresponding to ANSO

Grade-II. It will be a dying cadre in the sense that it will be very personal to the present incumbents. As and when the existing people retire, these posts also will go away. Then the Foreman (Stores) will be eligible for promotion to the post of ANSO Grade-II. There will be no direct recruitment at the level of Assistant Naval Stores Officer Grade. That means direct recruitment will be shifted upward to higher level of ANSO Grade-I.

Over the years, 32 vacancies will now be available to Foremen available at present. That means, as far as Foremen (Stores) are concerned, their promotional prospects to the post of ANSO Grade-II will increase because as against the earlier number of 25 posts, they have 32 now."

18. The Committee further desired to know about the recommendation made by the Fifth Pay Commission in this regard. The witness stated:—

"So far as ANSO Group-I is concerned, the Pay Commission had recommended to recruit 66½ per cent by direct recruitment through Combined Engineering Services of UPSC and 33½ per cent by departmental promotion. So, the percentages that we have worked out with the Finance Ministry are the same as are recommended by the Pay Commission."

19. When asked to clarify if the Fifth Pay Commission had made any specific recommendation regarding creation of exclusive cadre for Naval Stores Officer, the Secretary, Ministry of Defence replied in the negative and clarified that the Commission had recommended for formation of a new cadre called as Naval Engineering service by merging three different cadres, i.e. the Indian Naval Armament service, the Civilian Technical Officers Service and the Naval Stores Officers cadre.

20. The Committee desired to know whether any final decision had been taken on the issues raised by the petitioners. The Ministry of Defence stated in a note furnished in March, 1999:—

"Since the Committee has desired to resolve this issue once for all in a consolidated form, the issue was discussed with the representatives of Association of the Naval Store Officers by the officials of the Naval Hqrs. and have come to a conclusion that all the recommendations of the VCPC in respect of the upgradation of the posts of Civilian Store Officers cadre may be processed in a consolidated case so that they could be resolved in one go. Thereafter a meeting was held in the Ministry of Defence and accordingly the file pertaining to upgradation of post of ANSO to ANSO-I had been withdrawn from the Ministry of Finance (Department of Expenditure). A revised consolidated proposal covering the recommendations of VCPC in respect of the upgradation of all other posts of Civilian Store Officers cadre of the Navy has been resubmitted through Ministry of Defence (Finance) to Ministry of

Finance (Department of Expenditure) for their early concurrence to the consolidated proposal now submitted to them.

The replacement pay scale of Rs. 2000-3500 to Rs. 6500-10500 have already been granted to all ANSOs w.e.f. 01 January, 1996 as per recommendations of the VCPC. As regards granting of benefits of higher posts w.e.f. 1 January, 1996, it may be mentioned that the case of enhancing promotional aspects has been under consideration since 1986 which eventually got linked up with the VCPC in 1997 and remained pending. Naval Hqrs. and Ministry of Defence have, therefore, no objection to the grant of benefit with retrospective effect as one time exception and have so recommended. Ministry of Finance is, however, the final authority in the matter.”

21. On the question of the formation of INES, the Ministry of Defence reiterated that the formation of Indian Naval Engineering Service (INES) by merging the cadre of Indian Naval Armament Service (INAS), Civilian Technical Officers (CTO) and Naval Store Officers (NSO) had not been considered feasible by NHQ on functional basis and the same not being in the interest of service. The job contents and the entry qualifications of the three cadre officers were altogether different like INAS officers who were Gp. A Engineering Service and dealt with all matters pertaining to ammunition like torpedoes, missiles etc. whereas the officers of the cadre of NSO & CTO started as Gp. B officers and dealt with matters pertaining to material management and not necessarily having the qualifications of engineering. In fact they were required to be more specialised in materials management than in engineering. Similarly, CTOs were 100% promotee posts from the industrial work force and dealt with repairs of ships, submarines and aircrafts. They have no experience at all in handling ammunitions in any manner. Thus the formation of INES was neither in the interest of any of these cadre officers not in the interest of the Navy because it would dilute the functional efficiency of these three cadre officers and would adversely affect the operational efficiency of the service. A comparative chart of educational qualifications etc. required for the above three cadres was also furnished by the Ministry. (Appendix-II).

22. Due to dissolution of the Twelfth Lok Sabha on 26th April, 1999 the matter was not pursued further for examination by the Committee.

23. Consequent to the constitution of the Thirteenth Lok Sabha, the petitioner forwarded another representation on 9 November, 1999 (Appendix III). From the representation it was seen that an order dated 5 August, 1999 had been issued in respect of Naval Store Officers by the Ministry of Defence (Annexure-I to Appendix-III). The order provided for designation of Director as Senior Director and Jt. Director as Director. It also provided *inter-alia* as under:—

“The 94 existing posts of ANSO (Rs. 2000-3500), pre-revised are re-distributed in two revised grades of Rs. 8000-13500 and 6500-10500 in

the ratio of 2:1 with designations of ANSO-I and ANSO-II respectively. Accordingly, 63 posts have been placed in the higher pay scale of Rs. 8000-13500 and re-designated as ANSO-I and the remaining 31 posts will be re-designated as ANSO-II in the scale of Rs. 6500-10500/-. ANSO-II will be eligible for promotion to the available posts of ANSO-I subject to fulfilment of the required conditions.

Such of those existing incumbents of the posts of ANSO in the scale of Rs.6500-10500 as have rendered the prescribed service of 5 years may be placed in the scale of Rs.8000-13500/- prospectively subject to their being found fit for being promoted to the Group 'A' post as per existing procedure. In future, two-thirds of the post of ANSO-I will be filled by direct recruitment through Combined Engineering Services Examination, (CESE). Naval Headquarters shall take necessary action for promulgation of the necessary Recruitment rules for introduction of the direct recruitment at the level of ANSO-I through the CESE.

NHQ shall also take action to amend the Recruitment Rules for the respective posts in accordance with the revised pay scales/re-designations indicated in para 2 above.

The post of Sr. Director shall be filled by promotion from the feeder post of Director (14300-18300). However, as and when any Civilian Director with the requisite length of service as provided for the post of Sr. Director is not available for promotion, the post is tenable by a Rear Admiral of the Logistics Branch only for the duration when no feeder grade Civilian Director is eligible. The existing Recruitment Rules are to be accordingly amended."

24. The Ministry of Defence who were requested to furnish the latest position in the matter *vide* their communication dated 27.12.99. informed:—

"Naval Headquarters have already drafted the recruitment rules for the various posts and these are being examined for further processing in consultation with the concerned departments of the Government viz. the Department of Personnel and Training and the UPSC. In respect of the promotion of the existing ANSOs to the grade of ANSO-I we have already consulted the Department of Personnel & Training who have suggested that pending notification of Recruitment Rules, a self contained proposal may be made to the UPSC for holding the DPC/Screening Committee to determine the fitness of existing ANSOs to the upgraded post of ANSO-I, Naval HQ are being advised accordingly to forward their proposal. It is assured that all efforts are being made for early decision on the points raised by the Indian Navy Civilian Officers Association."

25. In a subsequent communication dated 17.2.2000 the Ministry of Defence stated:—

“The proposal for filling up of the upgraded post of ANSO-I is being handled by JS(E) wing in the Ministry of Defence in consultation with UPSC. As regards holding of DPC meeting the same is under process in the Ministry before it is sent to UPSC.”

26. In a subsequent representation dated 29 April, 2000, the petitioner contended that the provision of five years service as ANSO in the order of August, 1999 should be removed since it was a case of upgradation and not promotion. Besides, suitability of the existing ANSOs as on 5 August, 1999, i.e. date of issue of the order need not be assessed again and they might be upgraded as ANSO-I w.e.f. 1.1.1996 without applying any eligibility conditions as had been done in the case of Dy. Central Intelligence Officer of Intelligence Bureau.

OBSERVATIONS/RECOMMENDATIONS

27. The Committee note that the main grievances of the petitioners (Indian Navy Civilian Officers Association) were regarding non-implementation of the recommendations of the Fifth Pay Commission in regard to upgradation of the post of ANSO to ANSO-I, creation/upgradation of the post of Sr. Director/Director and formation of Indian Naval Engineering Service. In regard to ANSO, the Ministry of Defence after examination of the matter have redistributed the 94 existing posts of ANSO in two revised grades of Rs. 8000-13500 and Rs. 6500-10500 in the ratio 2:1 with the designations ANSO-I and ANSO-II respectively. It has also been provided that such of those existing incumbents of the post of ANSO in the scale of Rs. 6500-10500 as have rendered the prescribed service of 5 years may be placed in the scale of Rs. 8000-13500 prospectively subject to their being found fit for being promoted to the Group ‘A’ post as per existing procedure. The petitioners have, however contended that the requirement of five years service as ANSO should be removed since it was a case of upgradation and not promotion. Besides, suitability of the existing ANSOs as on 5 August, 1999 i.e. date of issue of the orders need not be assessed again and they might be upgraded as ANSO-I w.e.f. 1.1.1996 without applying any eligibility conditions as had been done in the case of certain other categories of posts under the Government of India. The Committee recommend that the plea of the petitioners should be examined in the light of the practices followed by other Ministries/Departments under Government of India, so as to ensure that there is no discrimination in this regard.

28. The Committee were informed by the petitioners that the post of Director (now Sr. Director) Logistics Support at Naval Headquarters were being held by the Commodore while it was tenable by civilian officers. According to the Ministry this was so because no civilian officer was eligible

for the post as per the existing Recruitment Rules. The Committee note that according to the orders of August, 1999, the post of Sr. Director shall be filled by promotion from the feeder post of Director (Rs. 14300-18300). However, the post would be tenable by a Rear Admiral of the Logistics Branch only for the duration when no feeder grade Civilian Director is eligible. The intention thus seems to be that the post should in fact be held by a Civilian Director as far as possible. In that case, the Committee would suggest that the posts of feeder grade Civilian Director should be filled in time so that eligible Civilian Directors are available for the post of Sr. Director.

29. The Committee note that the Government have not found it feasible for functional reasons to implement the Fifth Pay Commission's recommendation regarding formation of Indian Naval Engineering Service (INES) by merging the cadre of Indian Naval Armament Service, Civilian Technical Officers and Naval Store Officers. However, the Committee feel that the fifth Pay Commission had made this recommendation on the basis of a suggestion for making the cadre of Naval Store Organisation an organised one. In view of the fact that the formation of INES has not been found feasible, the Committee desire that the original suggestion of making the Naval Store Organisation an organised service may be examined afresh.

30. The Committee understand that the orders issued in August, 1999 for upgradation of posts of ANSO as well as Sr. Director/Director have still not been implemented pending consultation with UPSC/amendment of Recruitment Rules. The Committee recommend that this should be done without any further delay.

NEW DELHI;
4 September, 2000

13 Bhadrapada, 1922 (Saka)

BASUDEB ACHARIA,
Chairman,
Committee on Petitions.

APPENDIX I

(See para 1 of the Report)

Copy of Representation dated 24 April, 1998 received from the Indian
Navy Civilian Officers Association

To

The Chairman,
Parliamentary Committee on Petitions,
Lok Sabha, Parliament House,
New Delhi-110 011

**ACUTE EMBARRASSMENT/MENTAL TORTURE CAUSED DUE
TO NON-IMPLEMENTATION OF RECOMMENDATIONS OF
VTH PAY COMMISSION IN RESPECT OF OFFICERS OF NAVAL
STORE ORGANISATION**

Respected Sir,

1. On behalf of the Civilian Officers of Naval Store Organisation, I would like to draw your kind attention towards their pathetic conditions and non-implementations of the recommendations of Vth Pay Commission by Indian Navy.

2. In the Indian Navy, there is a sanctioned strength of 134 civilian officers working as Sr. Naval Store Officer, Naval Store Officer, Assit. Naval Store Officer working in Naval Headquarters, Naval Store Depot (Mumbai), Naval Store Depot (Vizag), Naval Store Depot (Kochi), Naval Store Depot (Port Blair), Naval Store Depot (Goa), ATV (New Delhi), SBC (Vizag), etc. They have been effectively discharging the allocated duties in various gamuts of Material Management, viz Provisioning, Procurement, Warehousing, EDP management and Personnel management for last four decades. Despite regular representations in last 25 years by civilian officers and assurance given by Navy at various forums, no improvement in carrier prospects has been made by Navy for this group of officers. For the first time, the Vth Pay Commission after considering the plight has recommended (*vide* para 63.75 and 63.76 of the report) encadrement of all the posts of officers of the above organisation with Indian Naval Engineering Services and has specially recommended certain posts in the higher grades. A copy of Vth Pay Commission Recommendations enclosed as annexure-I. These recommendations have been accepted by Govt. of India *vide* annexure Part-A part-II of Gazette notification No. G.I., M.F., Resolution No. 50(1)/IO/97, dated 30 Sep 97. However, it is being brought to your kind notice with great pain that although almost six months have elapsed, no progress has been made

towards the implementation of these recommendations. This is causing acute demoralisation and dissatisfaction amongst officers of Naval Store Organisation.

2. It seems that Naval Headquarters are not happy with these recommendations specially on INES Cadre formation, creation/upgradation of posts of Sr. Director/Director grade-I and ANSO (grade Rs. 6500—10500) to ANSO-I (grade Rs. 8000—13000) although civilians are part and parcel of the Navy.

3. On account of negative attitude of Naval Headquarters, numerous representations have been forwarded to various authorities by individuals and by this association during last six months. In spite of that, no concrete steps have been initiated towards implementation of Vth Pay Commission report. Therefore, finding no alternative, majority of directly recruited Asstt. Naval Stores officers posted at Delhi, Mumbai, Vizag and Kochi have stopped accepting their salaries from Jan. 98 onwards till their status and position is restored by upgrading them as ANSO-I (Rs. 8000—13000) as recommended by Pay Commission while continuing to discharge their duties faithfully.

4. It is humbly submitted therefore that further delay in acceptance/implementation of recommendations of Vth Pay Commission in respect of officers of Naval Store Organisation in its letter and spirit is likely to affect adversely on the career prospects of the officers and thus needs immediate attention/action.

5. In the considered opinion of this association, therefore the following steps, if taken immediately would resolve the issue:—

(a) Clear and time bound directive to Ministry of Defence and NHQrs to effect upgradation of the post of ANSO to ANSO-I strictly as per the recommendations of Vth Pay Commission, without any delay to avoid further hardship, embarrassment, mental torture and starvation of their families.

(b) Creation/upgradation of Sr. Director/Director as recommended by Vth Pay Commission and accepted in principle by Govt. of India.

(c) Formation of INES cadre for the officers of Naval Store Officers as recommended by Vth Pay Commission and already accepted by Govt. of India.

Thanking you.

Yours faithfully,

-Sd-

(OP Asija)

President, INCOA, Mumbai.

Encl.: As stated above

ANNEXURE TO APPENDIX I

Extracts of the Recommendations of the Fifth Pay Commission (V CPC)

Existing Grades and Scales (In Rs.)	No. of Grades	Proposed Posts and Scales (In Rs.)	No. of Posts	Remarks
Chief Tech. Officer (4500—5700)	4	Chief Tech. Officer (4500—5700)	4	No change
Sr. Tech. Officer (3700—5000)	6	Dy. Chief Technical Officer (3700—5000)	6	Designation changed
Technical Officer (3000—4500)	10	Sr. Tech. Officer (3000—4500)	10	Designation changed
Civilian Tech. Asstt. (2200—4000)	31	Technical Officer (2200—4000)	31	Designation changed
Civilian Tech. Asstt. Gd. I (2000—3500)	144	Jr. Tech. Officer (2500—4000)	144	Being a promotion post for Foreman which is in the scale of Rs. 2375—3500 Designation also changed.

63.74 Recruitment rules for these posts have not yet been finalised. We recommend that posts of Technical Officer (Rs. 2200—4000) and above may be encadred with the Indian Naval Armament Service (INAS) which is recruited through the Combined Engineering Services Examination and has the problem of inadequate number of posts at higher levels. It is also suggested that the INAS may be renamed as the Indian Naval Engineering Service.

63.75 All the logistics as well as material management-related functions in the Indian Navy are handled by the personnel of the Naval Store Organization. It has been suggested that the cadre may be made an organised one and some changes on number of posts and designations has also been proposed. We have considered the issue and in keeping with proposals made for Storekeeping Staff as a common category, we recommend that the following revised scales be approved:

Entry Grade	Proposed Grade	Remarks
Director (Rs. 4500—5700)	Sr. Director (Rs. 5900—6700)	Upgraded, as feeder grade upgraded
Jt. Director (Rs. 3700—5000)	Director (Rs. 4500—5700)	Upgraded, due to feeder grade being the same

1	2	3
Sr. Naval Store Officer (Rs. 3700—5000)	Sr. Naval Store Officer (Rs. 3700—5000)	No Change
Naval Store Officer (Rs. 3000—4500)	Naval Store Officer (Rs. 3000—4500)	No change
	ANSO-I (Rs. 2200—4000) DR through Combined Engg. Services Exam.	New Grade to be introduced for gradual 66-2/3% promotion. No. of posts to be decided by MOD
ANSO (Rs. 2000—3500)	ANSO-II (Rs. 2000—3500)	
Sr. Foreman of Stores (Rs. 2000—3500)		Grade to be abolished in future. Existing incumbents to get replacement scales
Foreman of Stores (Rs. 1600—2660)	Foreman of Stores (Rs. 1640—2900)	Upgraded as feeder grade grade upgraded
Sr. Store Keeper (Rs. 1400—2300) By promotion	Sr. Store Keeper (Rs. 1600—2660) 75% promotion 25% DR. of graduate+ Dip. in Material Management	Upgraded in view of DR qualification
Store Keeper (Rs. 1200—2040)	Store Keeper (Rs. 1320—2040)	No change except rationalised payscale.
Asstt. Store Keeper (Rs. 950—1500)	Asstt. Store Keeper (Rs. 950—1500)	No change.

63.76 We also recommend that in future vacancies to the extent of 2/3rd posts of ANSO Gde-I may be filled up from Engg. graduates recruited through the Combined Engineering Services Examination and all posts of ANSO-I and above be encadred with the proposed Indian Naval Engineering Service.

63.77 In the Navy there are 18 posts of Civilian Medical Officers. They have been merged with the Civilian Medical Officers under DGAFMS for the purpose of placement, promotion etc. We have separately proposed that all posts of Medical Officers under the Central Government may be brought under the Central.

APPENDIX II

(See para 21 of the Report)

Comparative Chart of Educational Qualification for Direct Recruitment

<i>Armament Officers</i>	<i>Technical Officers</i>	<i>Naval Store Officers</i>
(a) DNSO	CTA-II	ANSO
(b) 2200-4000	2000-3500	2000-3500
(c) 66-2/3% DR	100% DP	50% DR
(d) Degree in Mechanical, Electrical, Electronics and Telecommunication engineering with 2 years experience in respective fields. Recruited through Combined Engg. Services Examination.	This being for DP, educational qualification of workers, trademen and supervisors who get eventually promoted to CTA-II are non-matric/matric/apprentices/diploma holders with requisite experience. As sufficient number of eligible candidates are available in the feeder grade failing which clause for DR has never been resorted to.	Degree in Mechanical, Marine, Electrical, Electronics Engg. or Degree in Science with Mathematics as subject and 5 years experience in technical store through UPSC.

APPENDIX III

(Vide para 23 of the Report)

Copy of Representation dated 9 November, 1999 received from the Indian Navy Civilian Officers Association.

Date: 09 Nov., 99.

To,
The Chairman,
Parliamentary Committee on Petitions,
Lok Sabha Secretariat,
319, Parliament House Annexe,
New Delhi-001.

UNDUE DELAY IN IMPLEMENTATION OF VCPC RECOMMENDATIONS IN RESPECT OF OFFICERS OF NAVAL STORE ORGANISATION OF INDIAN NAVY

Sir,

1. Kindly refer to this Association representations No. INCOA/G/97/17 dated 24 April, 98 INCOA/G/97/24 dated 21 July, 98 already under consideration of the Committee.

2. This Association expresses deepest gratitude for the issue of the MOD letter No. CP(G)/0667/NHQ/1591/Mod/D(N-II) dated 05 Aug, 99 (Annexure-I) after taking up of the case by Committee. However it is intimated with great pain that no progress has been made even after promulgation of MOD letter and "the officers of Naval Store Organisations are still deprived of the higher upgraded pay scales recommended by VCPC". Generally the intention of the Pay Commission is to ensure better and improved career prospects and implement its recommendations in the larger interests of the employees, but this is the unique department where interpretation derived has always been detrimental to the NS cadre.

3. This association, since beginning, has been approaching various authorities at Naval Headquarters and Min. of Defence to process the recommendations quickly. However the proposals initially mooted half heartedly in picce-meal manner, had lost track under the labyrinth of protractive notings in Min. of Defence, Finance and Naval Headquarters resulting in undue delay.

4. On behalf of this Association, I once again take the privilege of approaching you sir to take up our case on priority to seek justice, that

has, unfortunately, been delayed and denied so far to the civilian officers of the Naval Store Organisation due to non-implementations of VCPC recommendations. As a result, there is a large scale demoralisation, frustration and discontentment all around.

5. Some of the important points on which we crave your benign indulgence in ensuring restoration of legitimate justice to this unfortunate category of the civilian officers, are outlined in the Annexure-II attached to this letter.

6. It is pertinent to mention that this Association has been actively involved since the very first stage of presentations of the case to VCPC. Therefore it is requested that MOD/NHQ be advised that while formulating/finalising implementation policies, recruitment rules for the upgraded posts of ANSO-I, Director and Sr. Director and cadre formation, this Association representatives may be associated at all stages to avoid any complications and differences of opinion at any later stage.

With warm regards,

Yours faithfully,

-Sd-
(OP Asija)
President
INCOA,
Headquarters, Mumbai.

ANNWZUEW I TO APPENDIX III

No. CP(G)/0667/NHQ/1591/MoD/D(N-II)
 Govt. of India
 Ministry of Defence
 New Delhi-110 011

Dated: 5th Aug. 99

To,

The Chief of the Naval Staff (with 35 spare copies)

Sub:—Implementation of VCPC Recommendation Naval Store Officers.

Sir,

I am directed to refer to para 63.75 and 63.76 (Vol.-II) of V CPC recommendations and to convey the sanction of the President for the revised Pay Scales and re-structuring of cadre of Naval Store Officers as indicated below.

EXISTING			REVISED		
Designation	Pay Scale	No. of Posts	Designation	Pay Scale	No. of Posts
Director	4500-5700	01	Senior Director	18400-22400	01
Jt. Director	3700-5000	02	Director	14300-18300	02
SNSO	3700-5000	06	SNSO	12000-16500	06
NSO	3000-4500	39	NSO	10000-15200	39
ANSO	2000-3500	94	ANSO-I	8000-13500	63
			ANSO-II	6500-10500	31
		<u>142</u>			<u>142</u>

2. The 94 existing posts of ANSO (Rs. 2000-3500, pre-revised) are re-distributed in two revised grades of Rs. 8000-13500 and Rs. 6500-10500 in the ratio of 2:1 with the designations of ANSO-I and ANSO-II respectively. Accordingly, 63 posts have been placed in the higher pay scale of Rs. 8000-13500 and re-designated as ANSO-I and the remaining 31 posts will be re-designated as ANSO-II in the scale of Rs. 6500-10500. ANSO-II will be eligible for promotion to the available posts of ANSO-I subject to fulfilment of the required conditions.

3. Such of those existing incumbents of the post of ANSO in the scale of Rs. 6500-10500 as have rendered the prescribed service of 5 years may be

placed in the scale of Rs. 8000-13500/- prospectively subject to their being found fit for being promoted to the Group 'A' post as per existing procedure. In future, two-thirds of the post of ANSO-I will be filled by direct recruitment through Combined Engineering Services Examination,(CESE). Naval Headquarters shall take necessary action for promulgation of the necessary Recruitment Rules for introduction of the direct recruitment at the level of ANSO-I through the CESE.

4. NHQ shall also take action to amend the Recruitment Rules for the respective posts in accordance with the revised pay scales/re-designations indicated in para 2 above.

5. The post of Sr. Director shall be filled by promotion from the feeder post of Director (Rs. 14300-18300). However, as and when any Civilian Director with the requisite length of service as provided for the post of Sr. Director is not available for promotion, the post is tenable by a Rear Admiral of the Logistics Branch only for the duration when no feeder grade Civilian Director is eligible. The existing Recruitment Rules are to be accordingly amended.

6. This issues with the concurrence of Integrated Finance Division *vide* their UO No. 906/NA of 5th Aug., 1999.

Yours faithfully,

-sd/-

(SR Sharma)
Desk Officer (MP)

Copy to:—

Principal Director of Audit (AF & Navy), New Delhi.

The Director of Audit (Navy), Mumbai.

The CGDA, New Delhi.

The CCDA (HQrs.), New Delhi.

The CDA (Navy), Mumbai-2 copies signed in ink.

The Director (AF/Navy), New Delhi—3 copies.

The Area Accounts Officer, DCDA (Navy), Vishakhapatnam.

The Area Accounts Officer, ACDA (Navy), Kochi.

MOF (Departmental) of Exp./Implementation cell) w.r.t. their UO No. 6/60/98-IC II dated 20 May 1999.

Internal Distribution D(APPU) D (Civil).

ANNEXURE II to APPENDIX III

1	2	3
<p>Recommendations DE YCPC vide para 63.75 & 63.76 Vol. II</p>	<p>Government order for implementation of VCPC recommendations in R/o NS officers</p>	<p>Association's Observations and requests</p>
<p>(a) The existing grade of Director (Rs. 4500-5700, pre-revised) be up-graded to (Rs. 5900-6700, pre-revised) pay scale and redesignated as Sr. Director.</p>	<p>Existing one post of Director (Rs. 4500-5700, pre-revised) to be placed in the revised pay scale of (Rs. 18400-22400) and redesignated as Sr. Director. As and when any civilian Director with the requisite length of service as provided for the post of Sr. Director is not available for promotion, the post is tenable by a Rear Admiral of the Logistics Branch only for the duration when feeder grade civilian Director is eligible.</p>	<p>(i) Allocation of the upgraded post of Senior Director (Grade Rs. 18400-22400/-) to a Rear Admiral of the Logistics Branch of the Indian Navy is not at all acceptable to this Association, since service officers have their own separate established cadre, fixed slots and set promotional avenues. The intention of the VCPC behind upgrading this post of Director to Senior Director was also not to allocate this post to any of the officers in uniform even temporarily, but only to improve the career prospects of the civilian Naval Store Officer in the Navy. Therefore the question of allocating this senior most post of civilian officer in NS Organisation to a Rear Admiral of Indian Navy is highly objectionable, unjustified and unfair. Further, experience has shown that once the post is occupied by a Rear Admiral of Indian Navy, it will never be vacated as it is happening in the case of the Post of Director of Logistics Support (DLS) which is supposed to be held by civilian officer as per existing SRO, but being manned by a Commodore of Indian Navy for last many years although eligible civilian officers for promotion as Director as per existing SRO are available and despite clear verdict of Honorable Delhi High court in 1985</p>

when Shri B. R. Dewan was appointed as Director Logistics Support as per Court's judgement. Since a organised cadre of the officers of the NS Organisation is proposed to be formed shortly, manning the civilian post of the Senior Director by a Rear Admiral of Indian Navy will not only be highly illogical but against the Recruitment Rules which are going to be formed for this post. In other words, the RR of the post of Senior Director should also not be made in such a manner that it benefits the uniformed officers only and are detrimental to the interest of the Civilian Officers for whom this post has been upgraded by VCPC.

(ii) It is therefore desired that this senior most upgraded post of Senior Director be kept vacant till an officer of Naval Store organisation cadre becomes eligible to hold this prestigious and very important post, upgraded for the first time by Vth pay commission exclusively for the civilians officers.

(b)The existing grade of Joint Director (Rs. 3700-4500) be upgraded to Rs. 4500-5700. pre-revised, pay scale and redesignated as Director.

Existing two posts of Joint Director (Rs. 3700-5000, pre-revised) to be placed in the revised pay scale of (Rs. 14300-18300) and redesignated as Director.

(i) This is only upgradation, and not creation of new posts. Experienced Joint Directors of NS Cadre are available and awaiting their upgradation as Director as per VCPC recommendations. NHODCP letter No. CP (G) /2603 dated 15 Jan. 1988 refers.

(ii) Therefore existing Joint Directors be upgraded as Directors without further delay.

1	2	3								
<p>(c) New grade of ANSO-I (Rs. 2200-4000) be introduced for gradual promotion and to facilitate direct entry at Group 'A' level through Combined Engineering Services Examination conducted by UPSC. No. of post of ANSO-I to be decided by MOD.</p>	<p>(i) Existing 94 posts of ANSO (Rs. 2000-3500) redistributed in two revised grades i.e. 63 posts have been placed in higher pay scales of (Rs. 8000-13500. revised) as ANSO-I and remaining 31 posts have been retained in revised replacement pay scales of (Rs. 6500-10500) as ANSO-II.</p> <p>(ii) Such of those existing incumbents of the posts of ANSO in the pay scale of (Rs. 6500-10500) as have rendered the prescribed service of 5 years are to be placed in the scale of (Rs. 8000-13500) Prospectively.</p>	<p>(i) VCPC had recommended that the grade of SFS will be abolished in future and the existing incumbents to be given replacement scales of ANSO-II. Accordingly the number of upgraded posts of ANSO-I should be decided after considering the total number of Posts of existing ANSO's plus SFS's as under:—</p> <table border="1" data-bbox="705 497 976 654"> <tr> <td colspan="2" style="text-align: right;">2/3 of 119-79 Post of ANSO-I</td> </tr> <tr> <td>Exist. ANSO</td> <td style="text-align: right;">= 94</td> </tr> <tr> <td>Exist. SFS</td> <td style="text-align: right;">= 25</td> </tr> <tr> <td>Total</td> <td style="text-align: right;">119</td> </tr> </table>	2/3 of 119-79 Post of ANSO-I		Exist. ANSO	= 94	Exist. SFS	= 25	Total	119
2/3 of 119-79 Post of ANSO-I										
Exist. ANSO	= 94									
Exist. SFS	= 25									
Total	119									
		<p>(ii) Therefore the existing SFS should be converted into ANSO-II and the number of upgraded posts of ANSO-I should be 79 posts instead of 63. Further VCPC had only recommended for abolishing the grade of SFS but not the existing incumbents of SFS (as has been notified) who have to be upgraded as ANSO-II as per VCPC recommendations.</p>								
		<p>(iii) All VCPC recommendations have been accepted during Sep. 1997 and made effective since 01 Jan. 1996. Since NHQMOD have unduly delayed processing these recommendations, the existing ANSO's should not be made to suffer for no fault of theirs. Further the changed qualifying service from 03 years to 05 years has been notified by DOPT vide their letter No. AB-14017/297-Estt. (RR) dated 25 May 98. Therefore this qualifying service of 05 years should be applied to those ANSO's who have joined service after 25 May 1998.</p>								

1	2	3
		<p>(iv) Further, it is pertinent to mention that, as per DOP&T norms, no existing incumbents should be at disadvantage while upgrading/ restructuring the existing cadre. In the light of these established norms, MOD should grant one time exemption for upgradation of all the existing ANSO's to ANSO-I w.e.f 01 Jan 96 without holding any formal DPC screening since VCPC has recommended upgradation of existing post of ANSO's to ANSO-I.</p> <p>(v) Retrospective benefits:—In other ministries like Home Affairs, Planning Commission, DRDO and Railways where similar recommendations have been made by VCPC, the direct one time upgradation has been made without applying any eligibility conditions or holding any DPC screening and benefits have been given wef 01 Jan 1996. Accordingly this issue merits reconsideration and suitable amendment in the MOD letter since denial of the pay commission retrospective benefit only in Indian Navy is a gross injustice particularly when others have been given benefits retrospectively.</p> <p>(vi) The existing eligibility requirement as per current RR's for the post of NSO is 08 years of service in the grade of ANSO. Therefore provision for qualifying service for promotion to the post of NSO should be made as 8 years in the grade of ANSO-I&ANSO/ANSO-II or ANSO till all the existing incumbent of ANSO-II/ ANSO-get promoted to NSO to avoid delay in promotional avenues.</p>

1	2	3
<p>(d) (i) All the logistics as well as material management related functions in the Indian Navy are handled by the personnel of the Naval Store Organisation. It has been recommended that the cadre may be made an organised one with some changes in number of post and designations.</p>	<p>In future, 2/3rd of the posts of ANSO-I will be filled by direct recruitment through Combined Engineering Service Examination (CESE) after promulgation of the new recruitment rules.</p>	<p>(i) As recommended by VCPC, an organised cadre must be formed to improve the career prospects of the officers of Naval Store cadre of the Indian Navy who have been effectively discharging their duties of various functions of Material Management for more than five decades but continue to slog & suffer and face mental torture for want of recognition of their cadre.</p>
<p>(ii) All the posts of ANSO-I and above be encadred with proposed "Indian Naval Engineering Services (INES)" and recruitment of ANSO-I be made through the Combined Engineering Services Examination.</p>		