

	Rajya Sabha Secretariat Employees Association Parliament House Annexe, New Delhi-110001	
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No. RSSEA/2/2017

Dated- 30th November, 2017

**MINUTES OF THE GENERAL BODY MEETING OF THE RAJYA
SABHA SECRETARIAT EMPLOYEES ASSOCIATION**

FIRST MEETING

I

The first General Body meeting of the Rajya Sabha Employees Association was held at 3.30 P.M. on Monday, the 13th November, 2017 in Auditorium, Parliament House Annexe, New Delhi.

1. At the outset, the General Secretary welcomed all the Members of the Association. Thereafter, the General Secretary placed the statement of accounts of two years i.e. 2015-16 and 2016-17 before the Members apprising them about income and expenditure of the Association during the said period.

2. Thereafter, the President apprised the Members about the activities of the Association undertaken during the last term of the Association. The Association represented the Secretariat before Second Cadre Review Committee (CRC) which submitted its report in November, 2015. Its service related recommendations were implemented in April/May, 2017. Praising the Association's role, the CRC made following observations:-

"We must appreciate that the Association has made its sincere efforts in placing such issues before CRC which encompass almost all the services/cadres of the Secretariat. Its approach appeared to be "Sarve Bhavantu Sukhin"

2.1 The President, thereafter, extended his gratitude to all outgoing office bearers of Executive Council of the Association for their contribution and support.

3. The General Secretary, thereafter, declared the results of the election to new Executive Council of the Association which is as under:-

Office Bearers

1. **Shri Shrish Chandra Dixit, President**
2. **Dr. (Smt.) Sunita Singh, Sr. Vice President**
3. **Shri V.S. Chauhan, Vice-President**
4. **Shri Bhupendra Bhaskar, General Secretary**
5. **Shri Prabhakar Singh, Secretary**
6. **Shri Bhawani Shankar Sharma, Treasurer**

Members

1. **Shri R.P. Tiwari**
2. **Smt. Kusum Lata**
3. **Shri Sanjay Kumar**
4. **Shri Sanjay Kumar Sahani**
5. **Shri Satbir Singh**
6. **Dr. Sumanta Kumar Bhowmick**
7. **Shri Piyush Soparna**
8. **Shri Rahul Kumar Singh**
9. **Shri Shri Parkash**

4. The re-elected President then, on his behalf and on behalf of the newly constituted Association, expressed gratitude to all the Members for their support and active participation in the election process. The role of the Returning Officer for conducting the election smoothly was also applauded. The newly elected officer-bearers were given warm welcome and best wishes by all the Members.

4.1 While addressing the Members, the President referred Article 98 of the Constitution of India which provides for independent secretariats of each House of Parliament to ensure objective and non-partisan secretarial assistance to the Presiding Officers, Members and Parliamentary Committees. Both the Secretariats were expected to have personnel with sound knowledge of Constitution, Parliamentary Procedures and precedents for making Parliament more effective. The President also quoted about the services of the Parliament

officials by renowned scholar of the political science in his book 'Parliamentary System in India' which is as under:-

"Parliament officials have built up high traditions of service of the Country, its people and Parliament. An ideal Parliament official should inter-alia have objective approach and hold a balance between opposing viewpoints. This is necessary because unlike civil servant a Parliament official has to serve simultaneously both the Government of the day as also those who are opposed to it."

4.2 While stressing for the need of making our role more effective and dynamic to convert our organisation to a role model, the President stated that the opportunity of the General Body Meeting be utilized for raising pertinent issues/problems being faced by the Organisation as well as the employees of the Secretariat and offered the floor to the Members for raising the issues:-

Issues raised

- (i) **Constitution of Parliamentary Pay Committee** - The prime concern shown by all the Members was about delay in constitution of Parliamentary Pay Committee for regularisation of provisional pay fixation after Seventh Central Pay Commission (CPC). The officials serving in grade pay of Rs. 2200/- and Rs. 8000 (as per 6th CPC) were more concerned as they do not have level and matrix in the revised system of pay structure and, therefore, their pay fixation in revised system is provisional which can only be decided by the Parliamentary Pay Committee. Furthermore, the pension fixation of retiring/retired employees of these grades, is also held up for want of their levels and matrices. The agreement of the whole House was that the matter needs to be taken up urgently with the appropriate authority for resolving it as early as possible. In addition, it was also impressed upon that Parliamentary Allowance may also be enhanced in consonance with Dearness Allowance.

- (ii) **Constitution of Anomaly Committee** - After implementation of the second Cadre Review Report (CRC), certain provisions have put one group of employees at loss as compared to other group of employees of the same grades/service. It may be recalled that an Anomaly Committee was constituted to deal with such issues that emerged after implementation of first CRC Report. Therefore, there was a demand that

an Anomaly Committee, comprising of some senior officers and representatives of Association, may be constituted to find out the amicable settlement of such anomalies in a time bound manner. Specifically, following issues were raised for consideration of the proposed Anomaly Committee:-

- **Anomalies after abolition of Combined Grade System:-** Some Members (present Executive Officers) expressed strong concern that they could not get benefit either from the recommendation of First Cadre Review which devised the Combined Grade System or from the recommendation of Second Cadre Review which abolished the Combined Grade System. It was urged that the combined cadre of Executive Officer and Under Secretary as recommended by First Cadre Review may be revived and as per practice, one scale up may be given to the Executive Officer and Under Secretary in comparison to the Ministry.
- In situ promotion to Assistant Executive Officers in 8 ½ years instead of 11 years.
- Reduction of time period for financial up gradation from 8 ½ years to 4 years to Additional Directors on the lines of Lok Sabha Secretariat.
- Waiving off of the cooling period of one year after regularisation of in-situ promotee.
- Any other issue submitted by any other aggrieved employee/grade/service may also be considered by the said Committee.

(iii) Paucity of office space/government accomodation:-

- Some Members expressed serious concern over the paucity of office space stating that seating infrastructure is poor and inadequate where it is extremely difficult to discharge the entrusted responsibilities. Some Members expressed their anguish over an inordinate delay in allotment of available office space and the House was unanimous that Rajya Sabha Secretariat should first devise a transparent policy for

expeditious allotment of available space in judicious manner on seniority basis.

- The officials from Printing & Publication Service also raised the issue of proper and hygienic working place for their service. Right now, this service is working from the basement of Parliament Annexe where conditions are very unhygienic and lacks basic amenities. It is potent health hazard for the staff of Printing & Publication Service.
 - The issue of shortage of residential accommodation in Rajya Sabha Pool was also raised by the Members. There are employees who joined this Secretariat in the year 2003 but are still waiting for an allotment letter. Situation is very deplorable and the Officers entitled to Type-V are living per force in Type-III accommodation. In past, a piece of land was allotted to Rajya Sabha Secretariat for construction of its own houses like INA Awas but it could not be materialised finally. All members were of the view that Rajya Sabha Secretariat should pursue the Government for allotment of suitable land for construction of its own residential premises in the earliest possible time and a dedicated team of Officers should be deployed for this purpose.
- (iv) Amendment is required in the Secretariat policy regarding deputation to bring it in consonance with the Government of India norms for employees on deputation. At present, the employee on deputation has to revert back to the Secretariat to avail the promotion.
- (v) Ad-hoc promotion to fill up the short-term vacancies caused by the regular incumbents on leave for 45 days or more, study leave, deputation etc.
- (vi) Provision for Laptop to the eligible officers in consonance with the Government of India norms laid down by the present Government in pursuit of Digital India Scheme.
- (vii) Provision of Hospitality Allowance to the eligible officers as per DoPT Guidelines applicable for the Central Government employees.

(viii) Provision of cashless medical treatment/facilities to the staff and officers of the Secretariat on lines of the Ministry of Health & Family Welfare and other Organisations.

(ix) **Issues pertaining to Casual Labourers and Sessional Messengers (Temporary Status):-** Some Members raised issues of some hard service conditions in the Rules framed for them. One compassionate appointee serving as casual labour on daily wages basis while literally weeping, stated that it is very hard to manage household affairs in a meagre amount of Rs. 10,000/- to Rs. 12,000/- per month. After second CRC, the Secretariat was kind enough to devise a good scheme known as Sessional Messenger (Temporary Status) which has given a very good relief to the Sessional Messengers but it needs some change to make it more employee-friendly, some of which are enlisted here under for immediate consideration and decision.

- All Sessional Messengers (Temporary Status) should be given scale with all the benefits instead of daily wage basis as was being done in case of erstwhile Sessional Messengers.
- Period for grant of Temporary Status to Casual Labourers should be just three years after joining the Secretariat as recommended by the Parliamentary Pay Committee in the past.
- All compassionate appointees should either be given a regular appointment or at least Temporary Status, to make the bereaved family financially stable.
- Compassionate Appointee should be given employment for remainder of the retiring age of the appointee. To limit the employment for the left over period of the service of deceased employee, is not justified.
- Medical facility should also be extended to the dependent parents of employees who are covered under Sessional Messengers (Temporary Status) Scheme.

(x) **Restructuring of Rajya Sabha Secretariat:-** Last restructuring of Rajya Sabha Secretariat was carried out in 1974. Different services have

represented for change in their structure and composition to handle the increased workload of the Secretariat and better prospects of career growth. Association feels that there is a need for comprehensive restructuring of organisation (as was done in the year 1974) after work study of all the services so that suitable expansion of the secretariat may be done. There are inter-service and intra-service imbalances at various levels which can be sorted out by restructuring of the organisation. There is need to bifurcate and trifurcate the big branches for effective monitoring and control and thereby ensuring the smooth functioning of the Secretariat. Therefore, restructuring of organization may be initiated by appointing a Committee headed by an internal expert having experience and understanding of the Secretariat functioning so that a comprehensive study of Secretariat is undertaken.

- (xi) Another issue that was raised by the Member in the General Body Meeting was that there is a necessity for more transparency and stability in Rules and Policies relating to Recruitment and Conditions of Service in the Secretariat. Policies/Rules may be framed after due deliberations and diligence keeping in view the interest of the Secretariat.

Miscellaneous Issues

Besides, the Members also raised the following issues:-

- Prospective transfer policy for carrying out the Secretariat's work effectively and efficiently
- Nomination of the officers for accompanying the delegation on foreign tour on rotational basis
- Transportation facilities for the staff and officers who work till late hours
- Merger of Grade Pay of Rs. 4600 and Rs. 4800 in Security Services
- Financial upgradation/in-situ promotion having served on the post of Additional Director to higher grade
- Promotion to the post of Xerox Operator/Reprographer on the seniority basis as per earlier practice
- Review of the vacancies at entry level and timely recruitment to fulfil the same.
- Benefit of Sessional service and two increments granted by Hon'ble Chairman, to the Attendants regularised after 2006.

- Benefit of G.P.F. and Pension Scheme to the Attendants regularised after 2004.
- Re-fixation of Pay of Assistants after 6th CPC.

5. The President then apprised the Members about the suggestion of the Secretary-General that all issues related to the Secretariat and its officials may be discussed with Administration in the presence of the representatives of the Association jointly in his august presence, for quick redressal/solution. All the Members heartily welcomed the farsighted views of the Secretary-General and hoped that under the valuable guidance and patronage of the Secretary-General, the Association would have an opportunity to present the grievances of the employees of the Secretariat, before the Administration in the best possible manner which would optimise the redressal of their grievances/viable settlement.

6. Thereafter, the General Secretary, on his behalf and on behalf of the Association, extended heartiest gratitude to the Members for sparing their valuable time to grace the occasion of the GBM held after the election. He, on behalf of the Association, assured that the association would strive to transform the Secretariat into a model Secretariat for the world in terms of providing quality services to the Upper House of the world's largest democracy and also in terms of benefits, trainings and facilities to motivate and elevate the staff and the officers.

7. The General Body meeting adjourned at 4.45 P.M.

(BHUPENDRA BHASKAR)
GENERAL SECRETARY