

GOVT. MEDICAL COLLEGE & HOSPITAL, CHANDIGARH
(ESTABLISHMENT BRANCH-IV)

Endst. No. GMCH/EIV/EA3(13)/2018/

2058-59


3 OCT 2018

Dated, Chandigarh, the

A copy of letter No. 34/16/94/1-IH(11)-2018/18871 dated 10.09.2018 alongwith a copy of enclosures received from the Special Secretary Personnel, Chandigarh Administration titled **"Minutes of the meeting held under the Chairmanship of Secretary Personnel, Chandigarh Administration on 20.08.2018 at 4.00 PM in the conference hall, ground floor, UT Secretariat"** is forwarded to the followings for information & further necessary action in the matter at their own level, please :-

1. All the Office Superintendents (E-I, II, III, IV, HA-I, II, Estate Branch, PB-I, PB-II, Academic, Accounts), GMCH, Chandigarh.
2. The System Analyst, IT Centre, GMCH. He is also requested to e-circulate/email the same to all the HODs/Branch Incharges of GMCH Chandigarh.

Encls: As above.


Office Superintendent (Estt.-IV)
GMCH, Chandigarh.

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No. 34/16/94/1-IH(11)-2018/18871
Chandigarh Administration
Department of Personnel

Chandigarh, dated the 10-9-18

To

DP/GMCH-32

All the Administrative Secretaries/
Heads of Departments/Offices/Boards/Corporations
Chandigarh Administration

Subject: Minutes of the meeting held under the Chairmanship of Secretary Personnel, Chandigarh Administration on 20.08.2018 at 04.00 PM in the Conference Hall, Ground Floor, U.T. Secretariat.

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19/9/18

Enclosed please find herewith a copy of minutes of the meeting held under the Chairmanship of Secretary Personnel, Chandigarh Administration on 20.08.2018 at 04.00 P.M. regarding demands raised by Coordination Committee of Govt. & MC Employees Workers and Electrical Workmen Union (Regd.).

She
Superintendent Personnel
for Special Secretary Personnel
Chandigarh Administration.

Endst. No. 34/16/94/1-IH(11)-2018/18872

Dated: 10-9-18

A copy alongwith a copy of minutes of the meeting is forwarded to PA/Secretary Personnel, Chandigarh Administration for information.

She
Superintendent Personnel
for Special Secretary Personnel
Chandigarh Administration

Endst. No. 34/16/94/1-IH(11)-2018/18873

Dated: 10-9-18

A copy alongwith a copy of minutes of the meeting is forwarded to the following for information:

1. Sh. Ashwani Kumar, Convener, Co-Ordination Committee of Govt. and M.C. Employees & Workers, U.T., Chandigarh, #231, Phase-II, Ramdarbar, Chandigarh.
2. Sh. Rakesh Kumar, General Secretary, Electrical Workmen Union (Regd.) Chandigarh, House No. 231, Phase-II, Ramdarbar, Chandigarh.

She
Superintendent Personnel
for Special Secretary Personnel
Chandigarh Administration

MINUTES OF THE MEETING HELD UNDER THE CHAIRMANSHIP OF SECRETARY PERSONNEL, CHANDIGARH ADMINISTRATION ON 20.08.2018 AT 04.00 PM IN THE CONFERENCE HALL, GROUND FLOOR, U.T. SECRETARIAT TO DISCUSS THE DEMANDS RAISED BY COORDINATION COMMITTEE OF GOVT. & MC EMPLOYEES WORKERS AND ELECTRICAL WORKMEN UNION (Regd.)

A meeting to discuss the demands raised by Coordination Committee of Govt. & MC Employees Workers and Electrical Workmen Union was held on 20.08.2018 at 04.00 PM under the Chairmanship of the Secretary Personnel, Chandigarh Administration. The meeting was attended by the following:-

1. Secretary Personnel, Chandigarh Administration (in Chair);
2. Special Secretary Personnel, Chandigarh Administration;
3. Director Transport-cum- Additional Secretary Transport, Chandigarh Administration;
4. Additional Commissioner, Municipal Corporation, Chandigarh;
5. Finance & Planning Officer, Chandigarh Administration;
6. Superintending Engineer, Construction Circle, Chandigarh;
7. Superintending Engineer, Electrical Circle, Chandigarh;
8. Deputy Director (Education), U.T., Chandigarh;
9. Representative of various departments of UT, Chandigarh
10. Representative of Chandigarh Housing Board;
11. Representative of PEC University of Technology;
12. Representative of the Co-ordination Committee of Govt. & MC Employees workers, U.T., Chandigarh;
13. Representatives of the Electrical Workmen Union.

The demands raised by the Coordination Committee as well as Electrical Workmen Union were discussed in detail and decisions taken thereon, in annotated form, are as under:-

Point No.	Demands	Status Position
1.	Equal Work – Equal Pay for contractual workers	<p>The Representatives of the Coordination Committee demanded for Equal Work for Equal Pay to contractual employees. They pointed out that the contractual employees in M.C. are being exploited, they are removed/ replaced on the wishes of contractors & labour laws are not followed.</p> <p>Secretary Personnel stated that the equal work for equal pay norms are being implemented in UT Chandigarh for the contractual employees appointed by the departments of Chandigarh Administration. He further stated that as far as employees engaged through service provider/ outsource are concerned, they are the employees of concerned contractor. It is the duty of the concerned departments to ensure that the relevant labour laws / rules and regulations and statutory obligations are being followed/ discharged by the contractor engaged by them and there should be no violation. He asked the</p>

		<p>representatives of the Coordination Committee to provide the detail of violations. He assured that action as per Law will be taken against such contractor. Secretary Personnel desired to issue advisory to all the departments/boards/corporations/institutions for strict compliance of Labour Laws.</p> <p>(Action: Secretary Labour)</p>
2.	Revision of D.C. rates at par with Driver	<p>The Representatives of Coordination Committee and Electrical Workmen Union stated that the Grade Pay of Conductors & Drivers are the same, however, the conductors are being paid less rates of remuneration as compared to drivers i.e., Class-IV. They demanded for D.C. rates for conductors at par with the drivers.</p> <p>Director Transport informed that the matter has already been taken up with the D.C. for inclusion of conductors in the category of Class-III at par with Drivers.</p> <p>(Action : D.C.)</p>
3.	Creation of new mechanical sub-division in M.C.	<p>The Representative of Coordination Committee and Electrical Workmen Union demanded for the creation of new mechanical sub-division in M.C. Road division.</p> <p>The Additional Commissioner, MCC informed that the matter is under consideration and decision will be taken shortly.</p> <p>(Action : CMC)</p>
4.	Withdraw the decision of launching Volvo Buses under Kilometer scheme in CTU	<p>The Representatives of Coordination Committee demanded for withdrawal of the decision of launching Volvo Buses under Kilometer scheme in CTU on outsource.</p> <p>Secretary Personnel informed that it has been decided to run only 06 Volvo buses on experimental basis. He stated that CTU is already having a large fleet of 400-500 buses and more buses are likely to be purchased soon. SSP informed the representatives of the Committee that it is an administrative matter and they should not interfere in the matter.</p> <p>(No Action)</p>
5.	Settle the pension cases of transferred employees from Chandigarh Administration to M.C. Chandigarh	<p>The matter has been resolved</p>

6.	Demands of Electrical Workmen Union :	
	i) Job Security for outsourced employees and stop hire and fire policy.	These issues have been discussed above and no separate decision is required.
	ii) Implementation of labour laws in respect of outsourced employees.	
	iii) Enhancement in the salary of outsourced employees @7% w.e.f 01.04.2018.	Secretary Personnel informed that as and when the D.C. rates are revised, the same will be made applicable to the concerned officials. (Action : D.C.)
	iv) Implementation of old pension scheme in respect of the employees who are regularized after 2004 and appointed daily wages before 1992.	<p>The Representative of Electrical Workmen Union stated that the pension scheme in respect of the daily wage employees who have been regularized after 2004 and have been transferred from the Administration to M.C. has been implemented by the MOH Wing of MC as per the policy dated 13.05.2015, whereas the same has not been implemented for the daily wage/ work charged employees of Engineering Department. They demanded that these employees may also be allowed the old pension scheme.</p> <p>Secretary Personnel asked the representative of the Engineering department to look into the matter on priority basis and decide the matter. If required they may seek advice from FD/DOP.</p> <p>(Action : CE / UT)</p>
	v) Filling up the vacant posts.	<p>1. The Representatives of the Electrical Workmen Union stated that posts are not being filled up by various departments i.e. GMCH /GMSH /Horticulture /Fire Brigade/ MC/CTU etc. due to which the workload has been increased manifold on the employees.</p> <p>Secretary Personnel informed that the departments have been asked from time to time to fill up the vacant posts on priority basis.</p> <p>2. Representatives of Union informed that 150-175 posts of various categories are lying vacant in CTU. Even the post of GM etc.. has been abolished.</p> <p>3. Representatives of Union stated that the posts are not being filled up in MC since 2012.</p> <p>4. Addl. Commissioner, MCC stated that RRs for various posts have</p>

		<p>been uploaded on website and will be sent to the Administration for approval. As soon as the RRs are finalized, the process will be initiated for filling up of vacant posts.</p> <p>(Action : DOP)</p>
	vi) Creation of new posts as per increased work load	<p>Secretary Personnel directed all the officers present in the meeting, to take necessary action for creation of new posts as per the increased work load.</p> <p>(Action : All HoDs)</p>
	vii) Proper implementation of categorization of technicians and grant of arrear.	<p>The representatives of the Union demanded for categorization of Technicians of Electrical Circle as per instructions/ notification of the Punjab Govt. as adopted by Chandigarh Administration.</p> <p>Secretary Personnel directed the officers of Engineering Department to look into the matter on priority basis and submit the proposal to appropriate authority for decision.</p> <p>(Action : CE/ UT)</p>
7.	Duty Hours of Chowkidars working under Education Department (School) should be fixed 8 hours	<p>Representatives of Co-ordination Committee stated that different duty hours are being observed in schools and colleges of U.T., Chandigarh. They demanded that duty hours in respect of Chowkidars may be fixed as 08 hours.</p> <p>The Secretary Personnel informed the representatives of the Coordination Committee that the duty hours of the Chowkidars have been fixed on Punjab pattern. As and when the Govt. of Punjab changes the duty hours in respect of Chowkidars, the same will be considered by the Administration.</p> <p>(No Action)</p>
8.	Pensionary benefits to retired daily wage workers of Forest and Panchayat Samiti Workers as per the policy of Administration.	<p>The pensionary benefits have been given to the concerned officials of Forest Department. The representative of the Rural Development department informed that for granting the same benefit to the workers of Panchayat Samiti, matter is under examination for taking appropriate decision.</p> <p>(Action : Forest Department & Rural Development Department)</p>