

GOVERNMENT MEDICAL COLLEGE, CHANDIGARH

(Hospital Building), Sector 32-B, Chandigarh-160 030 ☎ 0172-2665253-60, Fax No. 0172-2609360

(ESTABLISHMENT BRANCH-III)

19 FEB 2020

Endst. No. GMCH-E-III/EA-IV/2020/ 09553-54 Dated, Chandigarh the,

A copy of letter No. 34/16/94-IH(11)-2020/1159 dated 23.01.2020 received from the Secretary Personnel, Chandigarh Administration is forwarded to the followings for information and further necessary action :-

1. The Office Superintendents (Estt-I, II, III, IV, HA-I & II), GMCH-32, Chandigarh.
2. ✓ The System Analyst, IT Centre, GMCH-32, Chandigarh with request to email to all HODs/Branch Incharges of GMCH.

Superintendent Grade-I,
Estt.-III, GMCH-32,
Chandigarh.

Encl. As above.

Dr / GMLH-32

No. 34/16/94-IH(11)-2020/ 1159
Chandigarh Administration
Department of Personnel

Chandigarh, dated the 23/01/2020

To

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 07.01.2020 at 12.00 Noon - Demands of Federation of U.T. Employees and Workers, Chandigarh

Sir/Madam,

I am directed to address you on the subject noted above and to enclose herewith a copy of minutes of the meeting held under the Chairmanship of the Secretary Personnel, Chandigarh Administration on **07.01.2020 at 12.00 Noon** to discuss the demands of Federation of U.T. Employees & Workers, U.T., Chandigarh for information and necessary action.

G. Sharma
Superintendent Personnel
for Secretary Personnel
Chandigarh Administration

Endst. No. 34/16/94-IH(11)-2020/ 1160

Dated: 23/01/2020

A copy is forwarded to Sh. Gopal Datt Joshi, General Secretary, Federation of U.T. Employees and Workers, # 1012, Sector - 28 B, Chandigarh for information and necessary action.

G. Sharma
Superintendent Personnel
for Secretary Personnel
Chandigarh Administration

Endst. No. 34/16/94-IH(11)-2020/ 1161

Dated: 23/01/2020

A copy is forwarded to the Personal Assistant to Secretary Personnel, Chandigarh Administration for information.

G. Sharma
Superintendent Personnel
for Secretary Personnel
Chandigarh Administration

23/01/2020
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MINUTES OF THE MEETING ON THE DEMANDS RAISED BY THE FEDERATION OF U.T. EMPLOYEES AND WORKERS, CHANDIGARH HELD UNDER THE CHAIRMANSHIP OF SECRETARY PERSONNEL, CHANDIGARH ADMINISTRATION ON 07.01.2020 AT 12.00 NOON IN THE CONFERENCE HALL, GROUND FLOOR, UT SECRETARIAT, CHANDIGARH.

A meeting to discuss the demands raised by Federation of U.T. Employees and Workers, Chandigarh was held under the Chairmanship of Secretary Personnel, Chandigarh Administration on 07.01.2020 at 12.00 Noon in the Conference Hall, Ground Floor, U.T. Secretariat. The meeting was attended by the following:-

1. Secretary Personnel, Chandigarh Administration (in Chair);
2. Additional Commissioner, Municipal Corporation, Chandigarh;
3. Joint Director (Admn.), Govt. Medical College & Hospital, Sector-32, Chandigarh;
4. Superintending Engineers, Engineering Department, U.T. Chandigarh;
5. Representatives of various Heads of Departments, U.T. Chandigarh;
6. Representatives of the Federation of U.T. Employees and Workers, Chandigarh.

The demands raised by the Federation of U.T. Employees and Workers, Chandigarh were discussed in detail and decisions taken thereon are given in annotated form, as under:-

Point No.	Demand	Decision Taken
1.	Scrapping of New Pension System on employees recruited after January 2004 and restoration of Old Pension Scheme.	Secretary Personnel informed that by virtue of notification dated 13.01.1992 issued by the Govt. of India, the conditions of service & scales of pay of U.T. employees are on Punjab pattern. As per clarification issued vide letter dated 29.10.1992 by the DoP, the pension and other retiral benefits of U.T. employees are on Punjab pattern. As and when the Punjab Govt. restores the old pension scheme, the same will be considered by Chandigarh Administration.
2.	No contractualization on the work of permanent/ perennial nature and payment of wages and benefits to the contract workers equal to regular workers pending regularization.	Secretary Personnel informed that relevant provisions/norms of engaging contractual employees and paying of wages & other benefits are being followed by the various departments.
3.	Concrete action to be taken for curtailing price rise.	Secretary Personnel asked the representative of the Department of Food & Supplies, U.T. Chandigarh to take appropriate action in the matter. <i>Action by Director, Food & Supplies and Legal Meteorology, U.T. Chandigarh.</i>

4.	Aggravating unemployment situation.	<p>Representatives of Federation stated that large numbers of posts are lying vacant in various departments due to which the works of the departments are suffering. Even the promotional posts are also not being filled up, which adversely affecting the career of the employees. Non filling up of the posts may also lead to their abolition.</p> <p>Secretary Personnel informed that Chandigarh Administration, Department of Personnel have already conducted written examination for filling up of 356 posts of Clerks and 45 posts of Steno-typists for various departments of U.T. Chandigarh. The process of filling up of these posts will be completed soon and with this the shortage of Ministerial Staff will be met with.</p> <p>Secretary Personnel further informed that DoP has already issued directions to all the HoDs to fill up the vacant posts immediately. Further, Secretary Personnel directed all the representatives of HoDs to fill up the vacant posts in a time bound manner.</p> <p><i>Action by all HODs, U.T. Chandigarh.</i></p>
5.	Strict implementation of labour laws and stoppage amendments in labour laws which are in favour of workers.	<p>Secretary Personnel directed the Assistant Labour Commissioner to take appropriate action in the matter.</p> <p><i>Action by Assistant Labour Commissioner, U.T. Chandigarh.</i></p>
6.	Halting Mass scale of unlawful contractorization.	<p>Secretary Personnel informed that actions are being taken up by the various departments as per rules & regulations. He asked the representatives of the Federation of U.T. employees & workers that specific cases may be brought to the knowledge of the Administration for taking appropriate action.</p>
7.	Ensuring minimum wage for all workers of not less than Rs. 21,000 P.M.	<p>Representatives of Federation stated that minimum wages in U.T. Chandigarh is Rs. 15,000/- which is very meager to met with day to day expenses of family. They demanded for fixing the minimum wages of Rs. 21,000/-.</p> <p>Secretary Personnel informed that the DC rates/ labour rates are enhanced by the DC/ ALC, keeping in view the various aspects.</p> <p><i>Action by Deputy Commissioner/Assistant Labour Commissioner, U.T. Chandigarh.</i></p>
8.	Universal social security benefits and pension for all including the workers of unorganized sector.	<p>Secretary Personnel informed that it is a national level matter and Chandigarh Administration is not competent to take any decision in the matter.</p>
9.	Stop privatization of Govt. and Public Sector Units.	<p>Representatives of Federation demanded for stopping the privatization of Government and Public Sector Units. They particularly raised the issue of privatization of Electricity Wing of Engineering Department, Chandigarh, stating that inspite of going into profit, such proposal is being taken up.</p> <p>S.E., Engineering Department informed that the matter is at initial stage for consideration and no decision has yet been taken.</p> <p><i>Action by Chief Engineer, U.T. Chandigarh.</i></p>

10.	Remove all ceiling on payment of bonus provident fund and gratuity etc.	Secretary Personnel informed that since in the matter UT Chandigarh follows Punjab pattern, decision, whatever is taken by the Punjab Government will be considered for the employees of UT, Chandigarh.
11.	Regularisation of all the daily wages/work charged, contract & engage through outsource agencies after 03 years service by implementing 2011 regularization policy of Punjab Govt.	Secretary Personnel informed that no such policy is in existence in Punjab. He further informed that the services of daily wage/worked charged employees covered under the existing Policy are being regularized. He further informed that the contractual/outsourced employees are being engaged as per the relevant rules/norms.
12.	Grant of Basic Pay, DA, HRA, CCA & other allowance and pension to the workers as per Principle of Equal Work without any out of date.	Secretary Personnel informed that the wages are being paid to the employees as per the relevant rules/norms/provisions of their engagement.
13.	Stoppage of privatization of public sector & rescind the decision to privatize/ corporatize the well running & profit making U.T. Electricity Department, Chandigarh.	The issue has already been discussed at point No. 9 above.
14.	Filling up of vacant posts in the various department and creation of additional posts.	<p>Matter regarding filling up of vacant posts has been discussed at point No. 4.</p> <p>With regard to creation of additional posts, Secretary Personnel directed all the representatives of HoDs to take up the matter for creation of posts with the Chandigarh Administration as per requirements.</p> <p><i>Action by all HODs, U.T. Chandigarh.</i></p>
15.	Amendments in Recruitment Rules in various departments of U.T. & M.C. with the consultation of the Federation.	<p>Additional Commissioner, Municipal Corporation informed that Recruitment Rules for various categories of posts of Municipal Corporation have been framed.</p> <p>Further, the Secretary Personnel informed that DoP has already issued guidelines on framing/ amendment/relaxation of Recruitment Rules. HODs can review the RRs once in 05 years with a view to effecting such changes as are necessary to bring them in conformity with the changed position. He also informed that stakeholders be given opportunities to submit their objections, if any.</p> <p><i>Action by all HODs, U.T. Chandigarh.</i></p>
16.	Grant offer of appointment to the next kin of deceased employees by scraping 5% ceiling on Punjab Pattern.	<p>Representatives of Federation stated that families of deceased employees are struggling to earn their livelihood as they have no source of income. They demanded for scrapping of 5% ceiling on Punjab pattern, so that the families of deceased employees may be given a job on compassionate grounds.</p> <p>Secretary Personnel informed that the issue was discussed in the Home Minister's Advisory Committee held on 27.07.2017 and the Govt. of India did not agree to the proposal. However, the issue has again been taken up with Govt. of India, Ministry of Home Affairs with the</p>

		request to dispense with the ceiling of 5% for giving appointment on compassionate grounds to the family members of deceased Govt. employees in respect of U.T. Chandigarh or convey the approval of the Govt. of India for following the policy/ instructions of the Punjab Govt. relating to appointment on compassionate grounds.
17.	Allotment of Flats to U.T. employees who remain success in draw & also frame the scheme for unsuccessful.	Representative of Chandigarh Housing Board informed that the matter is sub-judice in the Hon'ble Punjab & Haryana High Court.
18.	Recruitment of contract workers through department at its own level instead of through outsources agencies/ GeM Portal to avoid exploitation.	<p>Representatives of Federation stated that the contractual employees are not being paid salary on time. The employees working for years are being removed by the new contractor and even being asked to deposit thousands of rupees. They demanded that the employees may be engaged on direct contract instead of outsource.</p> <p>Secretary Personnel desired that specific instances may be brought to the notice so that appropriate action may be taken against such contractors as per rules. Secretary Personnel directed the representatives of HoDs to ensure timely payment of wages to the contractual employees. He also desired DOP to reiterate the instructions.</p> <p><i>Action by all HODs/DOP, Chandigarh Administration.</i></p>
19.	Grant of revision of pay scales to ICCW employees on U.T. patterns as per earlier decision and grant of increase D.C. rates.	<p>Representative of Social Welfare Department informed that ICCW employees are paid the salary out of the grant-in-aid as decided by the Executive Committee.</p> <p>Secretary Personnel directed the representative of the DSW to send the reply.</p> <p><i>Action by Director Social Welfare, UT, Chandigarh.</i></p>
20.	Providing T&P, Safety devices, Rain Coat, Gumboot, Uniform, Soap & Oil & LTA & Grade Pay to field staff.	<p>Representatives of Federation stated that T&P, Safety devices, Rain Coat, Gumboot, Uniform, Soap & Oil & LTA & Grade Pay are not being provided to the field staff. They particularly stated that employees of MOH (Sewerage), Fire Services and Electricity (Lineman) have to work by putting their lives on risk and they are required to be provided safety devices and uniform.</p> <p>Secretary Personnel asked the Additional Commissioner, MCC and Superintending Engineer (Electricity) to take appropriate action in the matter.</p> <p><i>Action by Additional Commissioner, MCC and Superintending Engineer (Electricity) U.T. Chandigarh.</i></p>

21.	Removal of pay anomalies of the employees by step up the pay of senior employees with their junior.	Secretary Personnel informed that the Punjab Govt. have issued the instructions stating that the matter of pay anomalies has been referred to the 6 th Pay Commission and asked all the department to keep the matters of pay anomalies in abeyance. As and when any decision is taken by the Punjab Department, the same shall be considered by the Chandigarh Administration.
22.	Exempt entire Class D & C field staff to pass ICT.	<p>Representatives of Federation stated that in pursuance of circular letter dated 25.11.2019 of DOP, Chandigarh Administration, the employees who have not undergone the ICT, are not being granted the ACP, inspite of the fact that it is taking 06 months waiting time. They further stated that entire Class D & C field staff may be exempted for passing the ICT, being not familiar to official work.</p> <p>Secretary Personnel stated that Govt. has decided to impart ICT skills to the employees free of cost. He desired that all employees should avail the opportunity to get them ICT skilled.</p>

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