



ALL INDIA ESIC SC/ST OFFICERS' & EMPLOYEES' FEDERATION

PANCHDEEP BHAWAN, CIG ROAD, NEW DELHI – 110002.

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(Regd. No. S/27858 of 1995)

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F F.No. AIESIC.SC/ST.FED.2015-10.

Dated : 15th July, 2015.

To,

The Director General,
Employees' State Insurance Corporation,
Panchdeep Bhawan,
CIG Road,
New Delhi -110002.

Subject: Relaxation of Eligibility Criteria under Special Recruitment Drive for filling up backlog vacancies of Group C under DOPT Instruction dated 21-06-2013.

Reference : Agenda Item Number - 7 of Minutes of Executive Committee Meeting of All India ESIC SC/ST Officers' and Employees' Federation held on 4th May, 2015.

Respected Sir,

With due regard, I would like to bring to your kind attention on my letter bearing File No. AIESIC.SC/ST.FED. 2015-2 dated 04th June, 2015 along with which I have submitted minutes of the First Meeting of our newly elected Executive Body of All India ESIC SC/ST Officers' and Employees' Federation which was held on 04th May, 2015.

In this regard, I would like to invite your kind attention on Agenda Item Number - 7 of the minutes of the meeting extract of which is as follows for your kind consideration please.

Agenda Item Number - 7

"Backlog vacancies : It was intimated by members of West Bengal that the backlog vacancies of Assistant has not been filled by ESIC by not following the RRs. It was informed that

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the DPC for year 2014-15 had assessed the eligibility of all employees by treating crucial date for deciding eligibility as 01.01.2014 whereas as per the recruitment rules for the post of Assistant the crucial date of assessing the eligibility for DPC year 2014-15 is 01.10.2014. By reducing their period many of the post were wrongly kept unfilled. If the RR could have been followed most of the vacancies could have been filled. Even if a few vacancies could have not been filled the same could have been filled by relaxing the eligibility criteria by one year as is done in year 2006-07 also.”

In this regard, I would like to submit following facts for your sympathetic consideration please :

1. The Government of India vide DOPT's Instruction No. 36038/1(i)/2013-Estt (Res) dated 21st June, 2013 had issued direction to our office i.e. ESIC for filling up backlog vacancies reserved for Scheduled Castes (SCs)/ Scheduled Tribes (STs)/Other Backward Classes (OBCs). (**Annexure - A**)
2. In view of aforesaid instruction of DOPT our Federation took up matter with your good office vide our letter No. AIESIC.SC/ST.FED/2011/144 dated 22nd July, 2013 for filling up of backlog vacancies of Group C in all field offices through DPC and LDCE. (**Annexure - B**)
3. Since, no action has come forth from your side, our Federation again took up matter with your good office vide our Reminder letter No. AIESIC.SC/ST.FED/2011/144 dated 20th June, 2014 for filling up of backlog vacancies of Group C in all field offices through DPC and LDCE. (**Annexure - C**)
4. The ESIC in order to fill backlog vacancies in the cadre of PA, Assistant, UDC and LDC had issued letter bearing No. A-14/11/Fed/2007-ACT dated 08-11-2013, 26-11-2013 and 28-11-2013 to all field offices for assessing the backlog vacancy position. (**Annexure - D**)
5. The details of backlog vacancies with respect to all Group C Non-medical posts as on 31-01-2013 are as follows :-

Name of the post	Scheduled Caste backlog vacancies	Scheduled Tribe backlog vacancies
P.A.	Nil	6
S.S.O.	7	29
Assistant	112	107
U.D.C.	106	61
L.D.C.	22	15

6. In the mean time the DPC for the post of Assistant was held for year 2013-14 and 2014-15 and in this DPC also lot of backlog vacancies spilled over to next DPC year.
7. Our Federation again raised the issue vide our letter No. AIESIC.SC/ST.FED/2011/171 dated 18th January, 2015 for filling up backlog vacancies of Group C posts for year 2014-15 which were not filled. (**Annexure – E**)
8. Our Federation again raised the issue vide our letter No. AIESIC.SC/ST.FED/2011/171-R-1 dated 05th February, 2015 for conducting review DPC for the post of Assistant for year 2014-15 considering the crucial date of eligibility as 01-10-2014 and simultaneously filling up backlog vacancies for year 2014-15 which was not filled. (**Annexure – F**)
9. In this regard, it is to further inform you that in past when ever relaxation of eligibility criteria as per Recruitment Rule was required the same was promptly given by the Central Government. A copy of relaxation issued vide letter No. A-14019/01/2008-SS.I dated 28th March, 2012 conveying relaxation in qualifying condition for the post of Assistant is enclosed. (**Annexure – G**).
10. In this regard, ESIC had regularly pursued the matter with Ministry and the Ministry is not granting relaxation. Rather the Ministry is trying to spoil the carrier of all employees of ESIC by proposing to increase eligibility criteria of Assistant as 10 years of service in the grade of UDC, whereas as per the existing eligibility criteria of RR of having three years of service the eligible candidates are not sufficiently available. The Ministry should rather consider to decrease the eligibility criteria from existing three years to two years.
11. The Ministry vide their letter No. A-12034/11/2010-ESI dated 30-07-2014 and DO letter dated 22-09-2014 and 05-12-2014 have not conveyed any relaxation to the proposal of ESIC for relaxation of one year for filling up the reserved backlog vacancies of all Group C posts even today against the spirit of DOPT instruction dated 21-06-2013 (**Annexure – A**).
12. A copy of proposal of ESIC for relaxation of eligibility criteria by one year for the post of Assistant is enclosed as (**Annexure – H**).

In view of above, you are requested to kindly examine the matter and accept our following demands :

- a) To accept proposal of relaxation of eligibility criteria by one year for promotion to all Group C posts for DPC year 2013-14.
- b) To accept proposal of relaxation of eligibility criteria by one year for promotion to all Group C posts for DPC year 2014-15.

- c) To accept the crucial date for assessing eligibility as 01-10-2013 for DPC year 2013-14 as the same has been wrongly accepted as 01-01-2013 against the Recruitment Rules for the post and conduct the review DPC accordingly.
- d) To accept the crucial date for assessing eligibility as 01-10-2014 for DPC year 2014-15 as the same has been wrongly accepted as 01-01-2014 against the Recruitment Rules for the post and conduct the review DPC accordingly.
- e) To modify the recruitment rules by reducing the eligibility criteria of all group C posts keeping in view the non-availability of eligible officers in feeder cadre.

A copy of Recruitment Rule for the post of Assistant is enclosed for your ready reference please.

Yours faithfully,



(Heera Singh)
Secretary General

Enclosed: as above.