



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

PANCHDEEP BHAWAN, CIG ROAD, NEW DELHI - 110002.

EMAIL : heera@myesic.com & mahinder@myesic.com

www.myesic.com

(Regd.No. S/27858 of 1995)

WORKING PRESIDENT
JALIMSINGH AHIRWAL

SR. VICE-PRESIDENT
B. GNANA KUMAR

SECRETARY GENERAL
HEERA SINGH

SECRETARY (P.R.)
MAHINDER SINGH

SECRETARY (CO-ORDINATION)
KULDEEP KUMAR

FOUNDER MEMBER
SHRI BHAGWATI PRASAD
RETD. INS. COMMISSIONER

ADDL. SECY. GENERAL
M.S. GODRA

SECY. FINANCE
RAJ KUMAR

VICE-PRESIDENTS
MAHESH KUMAR (N.ZONE)
KARUPAIAH (S. ZONE)
R.N. BEHERA (E. ZONE)
V.N. JADHAV (W. ZONE)

ASST. SECY GENERAL
SWARAN SINGH (N.ZONE)
S. ASHOK KUMAR (S. ZONE)
R.N. MALLICK (E. ZONE)
SUNIL DEDE (W. ZONE)

JOINT SECRETARY
JAGDISH (N. ZONE)
D.Y. GIRI (S. ZONE)
ASHOK KUMAR (E. ZONE)
BADRI NARAYAN MEENA
(W. ZONE)

LIAISON SECRETARIES
BIRESHWAR PRASAD
(N. ZONE)
SRINIVASAN (S. ZONE)
A.K. PAL (E. ZONE)
RAM CHANDER JATIA
(W. ZONE)

INTERNAL AUDITORS
KULDEEP KUMAR
KAILASH CHAND

F.No. AIESIC.SC/ST.FED/2011/133-135. Dated : 3rd Decmber, 2012.

To,

Dr. Manmohan Singh ji,
Hon'ble Prime Minister,
Government of India,
North Block, New Delhi - 110001.
(F.No. AIESIC.SC/ST.FED/2011/133)

Shri Mallikarjun Kharge ji,
Hon'ble Minister, Govt. of India
Ministry of Labour and Employment,
Sharam Shakti Bhawan,
Rafi Marg, New Delhi 110001.
(F.No. AIESIC.SC/ST.FED/2011/134)

Shri Pradeep Kumar ji,
Central Vigilance Commissioner,
Central Vigilance Commission,
Satarkta Bhawan, GPO Complex,
Block A, INA, New Delhi - 110023.
(F.No. AIESIC.SC/ST.FED/2011/135)

Subject : Elevation and Extension of Corrupt officers on key Administrative post in ESIC - Request for reviewing the decision of allowing Extension to Shri T.K. Bhattacharya, Commissioner (P & A) after retirement.

Sir,

With due regard, I would like to represent before your good office as Secretary General of "All India ESIC SC/ST Officers' and Employees' Federation" which represents the interest of nearly over 5,500 members of its member associations. I would further like to submit that during last few years the ESIC diversified in the field of Medical Education and providing Medical facilities to public in large under Rastriya Swasthya Bima Yojana.

3/12/12
MAHINDER SINGH
SECRETARY (P.R.)
ALL INDIA ESIC SC/ST OFFICERS' & EMPLOYEES' FEDERATION
PANCHDEEP BHAWAN, CIG ROAD, NEW DELHI - 110002.
PHONE: 26100000, 26100001, 26100002

2. With this progressive approach ESIC ventured into field of large scale exuberant construction projects, IT project and other Repair and Maintenance project of existing Buildings with unguided projects where projects were manipulated for personal gains. The GFR and GOI guidelines were kept at bay and projects were allotted at whims and fancies by adopting thumb rules either by the competent officers or through govt constructions agencies. The projects were distributed among govt. constructions agencies on the basis of their capabilities to manipulate contract awarding process.

3. These manipulation were made with the aid of our Senior Officers who had got tainted mind and due consideration was not given to facts which are otherwise taken into consideration while starting any project. In order to manage such tasks the bold and committed officers were removed from crucial posts. Those officers who could not be removed their ACR s were spoiled on fictitious grounds which could not withstand the test of time and later expunged.

4. Those officers who were manipulative and adjusting according to the requirement of Senior Officers were kept in key posung. These officers acted on whims and fancies of Sr. Officers and in return they managed their remaining subject to their own advantage and to the advantage of their seniors.

5. One of such officers, Mr. T.K. Bhattacharya, Commissioner (P & A) dealing with the issue of Personnel and Administration also was having tainted personality and was believed to have amassed a lot of illegal wealth. This officer during his tenure intentionally delayed DPC of almost all cadres for his personal gains.

6. During year 2011-12 because of undertaking of new projects fresh requirement of following officers and staff were felt and sanctioned which were not filled in due time and are still pending for action :-

Name of Cadre	Fresh Sanction	Resultant Vacancy	No. Of officers and employees who will be impacted.
Additional Commissioner	03	01	04 Directors will become Additional Commissioner.
Director	19	04	23 Joint Directors will become Directors.
Joint Director	13	23	36 Deputy Directors will become Joint Directors.

Deputy Director	51	36	44 Assistant Directors will become Deputy Director 43 Deputy Director will be recruited by DR.
Assistant Director	17	44	61 SSO will become Assistant Director.
SSO	154	61	161 Assistants will become SSO 54 Assistant will be recruited by DR.
Assistant	161	161	322 UDC will become Assistant.
UDC	136	322	114 post will be filled by LDC 344 UDC will be recruited by DR.
LDC	Nil	114	114 post will be filled by MTS

7. It is well established from above facts that a total of **879 Officers and employees** are affected by delay in promotion of Group A officers downwards which tantamount to denial of rightful service benefits to officers and staff of this organisation, besides being detrimental to the interest of organisation.

8. While analyzing above figures the existing vacancies and vacancies arising in all cadres due to retirement has not been included. Had the same been included the number of benefited employees would have also come to nearly **1600**.

9. But unfortunately these officers exploited the changed situation to their advantage by processing his own DPC well in time but when the benefit was due to be peculated down below they intentionally omitted to act diligently on fictitious grounds. **These facts were brought to the knowledge of the then Director General vide my Letter No. AIESIC.SC/ST.FED/2011/060 dated 10th February, 2012 enclosed as Annexure - A, who had failed to take cognizance of these facts.**

10. **Because of the tainted career of this officer and his callous approach toward the well being of officers belonging to SC and ST community, our Federation was compelled to raise the demand of making post of Commissioner (P & A) as Ex-Cadre Post vide my letter No. AIESIC.SC/ ST.FED/2011/022(23) dated 19th July, 2011 enclosed as Annexure - B.**

11. It is very surprising that the above subjected officer had not only retained post of Commissioner (P & A) during his service period but he has succeed to get post retirement extension in spite of his dirty track record.

12. In view of above, I am compelled to submit following confirmed facts of misconduct about tainted career of Shri T.K. Bhattacharya, Commissioner (P & A) for your kind perusal please :-

- i) Shri T.K. Bhattacharya has got long track record of harassing SC/ST Officers through out his career. One Sr. Deputy Director Mr. Deoki Nandan, who is presently working as Joint Director had raised written complaint against Shri T.K. Bhattacharya alleging his role in harassment and discrimination committed against SC Officer vide his application received on 27.9.2002.
- ii) Shri T.K. Bhattacharya during his service as Additional Commissioner and Commissioner in headquarters had failed to take any action on complaint of harassment met by SC/ST employees and officers. All pending list of issues are available on official website of our Federation <http://www.myesic.com/html/penissue.html>.
- iii) Shri T.K. Bhattacharya has got long track record of issuing verbal order and later refusing to accept his verbal direction in files. This has been confirmed by various complaints against him. In such cases where subordinate officers tried to receive confirmation of his verbal order in file were harassed and removed from sensitive posts. This has happened in Headquarter also when he joined Hqrs as Additional Commissioner.
- iv) Shri T.K. Bhattacharya when posted in Regional Office Haryana had involved in large scale corruption. One such complaint was received from Mr. S. Pal, Assistant Director, Haryana who had clearly mentioned in his complaint that Shri T.K. Bhattacharya had joined hand with corrupt Insurance Inspectors like Shri Satpal Verma, Satish Katyal and Shri Suresh Pal Singh Dahiya for undue favours.
- v) In this case Headquarter on the basis of directions of Seniors ignored the complaint against Shri T.K. Bhattacharya and retained him in responsible post.

vi) Apart from above, complaint against Shri T.K. Bhattacharya were also examined by Central Vigilance Commission vide their Reference No. 007/LBR/037 and 007/LBR/051.

13. Further to above, it is also submitted that we have also heard about following misconducts of above officer which need to be confirmed from official records.

i) It is also heard that this officer is not only corrupt but is a womanizer also and many complaints are reported filed against him.

ii) It is also heard that many adverse strictures were issued by courts against him and his subordinates in U.P., Region and Haryana, Region for which primarily he was responsible.

iii) It is also heard that ESIC have lost lakhs of Rupees as interest in one case where the court of UP had given decision against ESIC for wrong recovery which was also indirectly attributable to him.

14. In view of above, it is my humble submission that the decision of granting extension to Shri T.K. Bhattacharya, Commissioner (P & A) may be revisited as this will bring bad reputation to ESIC as well as to our Government.

15. Further to above, you are requested to kindly issue directions to hold enquiry against the erring officers who have failed to bring these facts to the knowledge of Union Cabinet Minister for Labour and Employment while submitting the proposal for post retirement extension of Shri T.K. Bhattacharya, Commissioner (P & A).



Yours faithfully,

(Heera Singh)
Secretary General

Enclosed : as above.

Copy to :

1. The Director General, ESIC, Panchdeep Bhawan, CIG Road, New Delhi - 110002 - for advance information please.



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

PANCHDEEP BHAWAN, CIG ROAD, NEW DELHI – 110002.

EMAIL : gs_esic.scst@yahoo.co.in

(Regd.No. S/27858 of 1995)

WORKING PRESIDENT
SHRI JALIMSINGH AHIRWAL

SR. VICE-PRESIDENT
SHRI B. GNANA KUMAR

SECRETARY GENERAL
SHRI HEERA SINGH

ADDL. SECY. GENERAL
SHRI M.S. GODRA

SECY. FINANCE
SHRI RAJ KUMAR

VICE-PRESIDENTS
SHRI MAHESH KUMAR (N.ZONE)
SHRI KARUPAIAH (S. ZONE)
SHRI R.N. BEHERA (E. ZONE)
SHRI V.N. JADHAV (W. ZONE)

ASST. SECY GENERAL
SHRI SWARAN SINGH (N.ZONE)
SHRI S. ASHOK KUMAR (S. ZONE)
SHRI R.N. MALLICK (E. ZONE)
SHRI SUNIL DEDE (W. ZONE)

JOINT SECRETARY
SHRI JAGDISH (N. ZONE)
SHRI D.Y. GIRI (S. ZONE)
SHRI ASHOK KUMAR (E. ZONE)
SHRI BADRI NARAYAN MEENA
(W. ZONE)

LIAISON SECRETARIES
SHRI BIRESHWAR PRASAD
(N. ZONE)
SHRI SRINYASAN (S. ZONE)
SHRI A.K. PAL (E. ZONE)
SHRI RAM CHANDER JATIA
(W. ZONE)

INTERNAL AUDITORS
SHRI KULDEEP KUMAR
SHRI KAILASH CHAND

F.No. AIESIC.SC/ST.FED/2011/060 Dated : 10th February, 2012.

To,

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

Subject : **Urgent Request for consideration of overdue promotions of the officers working in the grade of all Group A posts against existing vacancies of Additional Commissioner, Directors, Joint Directors and Deputy Directors etc. regarding.**

Respected Sir,

1. The All India ESIC SC/ST Officers' and Employees Federation would like to invite your kind attention on Memorandum No. A-40/11/1/2011-E.III. Col. II dated 09.01.2012 sanctioning various Group A posts and Memorandum No. A-46/11/1/2012-E.III dated 24.01.2012 sanctioning fresh posts of Deputy Director and other Group B, C and D posts.

2. It is pertinent to mention that all the regular vacancies existing in Corporation in year 2011-12 had been filled by ad hoc promotion which has not only harmed public interest but is against the interest of government employee who is compelled to work on ad hoc basis against regular vacancy against Govt. of India Instructions. It is imperative therefore that the administration ought to be ready with list of officers cleared for promotion as per the prevailing Recruitment Rules, much in advance of dates when such vacancies are likely to arise, which is well know to the administration.



dk

Contd. page No 2/2

3. It is informed that if proper DPC is conducted right across all cadres, the benefit of all resultant vacancies percolate downwards in same year and following number of officers will get benefit of it in Promotion year 2011-12:

Name of Cadre	Fresh Sanction	Resultant Vacancy	No. Of officers and employees who will be impacted.
Additional Commissioner	03	01	04 Directors will become Additional Commissioner.
Director	19	04	23 Joint Directors will become Directors.
Joint Director	13	23	36 Deputy Directors will become Joint Directors.
Deputy Director	51	36	44 Assistant Directors will become Deputy Director 43 Deputy Director will be recruited by DR.
Assistant Director	17	44	61 SSO will become Assistant Director.
SSO	154	61	161 Assistants will become SSO 54 Assistant will be recruited by DR.
Assistant	161	161	322 UDC will become Assistant.
UDC	136	322	114 post will be filled by LDC 344 UDC will be recruited by DR.
LDC	Nil	114	114 post will be filled by MTS

4. It is well established from above facts that a total of **879 Officers and employees** are affected by delay in promotion of Group A officers downwards which tantamount to denial of rightful service benefits to officers and staff of this organisation, besides being detrimental to the interest of organisation.

5. While analyzing above figures the existing vacancies and vacancies arising in all cadres due to retirement has not been included. Had the same been included the number of benefitted employees would have also come to nearly 1600.

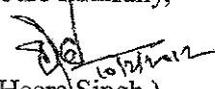
6. The delayed promotion of the eligible officers in all cadres would jeopardize their rightful service and career prospects by postponing their eligibility for the higher posts. This will also have cascading effect on down below cadres with large scale demoralization across all cadres.

7. In view of above facts, the All India ESIC SC/ST Officers' and Employees' Federation humbly prays your kind self for granting of following URGENT relief to all employees in the interest of the Organisation as well as officers within an immediate reasonable period/timeline.

Contd. page No. 3/4

- a) Immediate calling of meeting of Departmental Promotion Committee for filling the vacancy position arisen in year 2011-12 as indicated above in para 3 above so that these posts are filled in within earliest time in year 2011-12 for providing due benefit to 1600 officers and employees of ESIC, if required by relaxation of Recruitment Regulations, wherever necessary to do so.
- b) To give promotion from retrospective effect from date of occurrence of vacancy, as is being given in some cadres in ESIC, as most of the officers who are due to be promoted on date of occurrence of vacancy are working in promotion post on ad hoc basis.
- c) To fill all resultant vacancies of all cadres in DPCs of same year.

Yours faithfully,


(Heera Singh)
Secretary General

Copy for kind information / needful to :-

1. Secretary to Govt. of India, Ministry of Labour and Employment, Govt. of India, Shram Shakti Bhawan, Rafi Ahmad Kidwai Marg, New Delhi - 110001.
2. Secretary to the Govt. of India, DOPT, North Block, New Delhi - 110001.



मुख्यालय
HEADQUARTERS OFFICE

कर्मचारी राज्य बीमा निगम

EMPLOYEES STATE INSURANCE CORPORATION
(An ISO 9001-2008 certified organisation)

पंचदीप भवन, सी.आई.जी. मार्ग, नई दिल्ली-2

PANCHDEEP BHAWAN C.I.G. MARG NEW DELHI-2

Website: esic.nic.in/PL-011-23234002

ii Medical Colleges with other institutes	Sanathnagar	1	-	-	2	-	-	-
	Narenda	1	-	-	2	-	-	-
	Rajajinagar	1	-	-	2	-	-	-
	Gulberga	1	-	-	2	-	-	-
	Mulund	1	-	-	2	-	-	-
	Nandanagar	1	-	-	2	-	-	-
	Basaidarapur	1	-	-	2	-	-	-
	Chennai	1	-	-	2	-	-	-
	Joka	1	-	-	2	-	-	-
iii PGI + N.C.	Indira nagar	1	-	-	2	-	-	-
iv D.C.	Nacharam	-	1	-	2	-	-	-
	Ezukone	-	1	-	2	-	-	-
	Vashi	-	1	-	2	-	-	-
	Rohini	-	1	-	2	-	-	-
	Ludhiana	-	1	-	2	-	-	-
	Kanpur	-	1	-	2	-	-	-
v PGI	Bapunagar	-	1	-	2	-	-	-
	Andheri	-	1	-	2	-	-	-
	Parel	-	1	-	2	-	-	-
	Aynavaram	-	1	-	2	-	-	-
	Manicktala	-	1	-	2	-	-	-
Total		22	30	1	73	4	1	3

It is further intimated that the posts created for the Medical Education Division, are to be treated as "pool of posts" to be used exclusively for ESIC Medical Education Institutions, and to be released as and when the need arises.


DEPUTY DIRECTOR

- To
1. PPS to Director General/ PS to all Divisional Heads for information.
 2. PS to Commissioner (NTA) for information.
 3. DMC(Med. Ed.) for sending requisition to the concerned divisions for filling up posts in ESIC Medical Institutions as when need arises.
 4. Addl. Commissioner (ICT) with the request to frame duties & responsibilities for the post of Director (Technical) and Joint Director (Technical)
 5. All Regional Directors/ Directors/Joint Directors (I/c) Joint Director, E-V, Hqrs office/ Medical Superintendent of ESIS Hospitals, Heads of the concerned Medical Education Institution.
 6. Director (Medical) Delhi/ Director (Medical) NOIDA.
 7. All Joint Director (Fin.)/ Dy. Director (Fin.).
 8. All Zonal Vigilance Officers.
 9. Joint Director-I, Hqrs office for information and necessary action.
 10. Director (Fin.), ESIC, Hqrs. Office for information.
 11. Shri Pranav Kumar, Asst. Director and website content Manager with the request to upload this Memorandum on the web site of ESIC.
 12. Raj Bhasha Cell for Hindi Translation.
 13. Guard File/ Spare copies.


DEPUTY DIRECTOR

Zonal Training Institutes

Sl. No.	Name of the Post	Pay Band & Grade Pay	Total No. of Post (for 5 zone)
1.	Medical Officers	PB3+5400	5
2.	Dy. Director	PB3+5400	5
3.	Assistant Director	PB2+4800	5
4.	SSO	PB2+4600	10
5.	Personal Assistant	PB2+4600	5
6.	Assistant	PB3+4200	5
7.	UDC	PB1+2400	10
8.	MTS	PB1+1800	15
Total			60

Information Communication Technology Division (ICT), Hqrs. Office.

Sl. No.	Name of Post	Pay Band & Grade Pay	No. of Posts
1.	Dy. Director	PB3+5400	06
2.	SSO	PB2+4600	08
3.	Stenographer	PB1+2400	5
4.	Assistant	PB2+4200	8
5.	UDC	PB1+2400	8
6.	MTS	PB1+1800	6
Total			42

ICT Division (Zonal)

Sl. No.	Name of the Post	Pay Band & Grade Pay	Total No. of Post (for 4 zone)
1.	SSO	PB2+4600	12
2.	Personal Assistant	PB2+4600	4
3.	Assistant	PB2+4200	12
4.	UDC	PB1+2400	12
5.	MTS	PB1+1800	4
Total			44

Vigilance Division, Hqrs. Office

Sl. No.	Name of the Post	Pay Band & Grade Pay	Total No. of Post
1.	Dy. Director	PB3+5400	1
2.	SSO	PB2+4600	10
3.	Asst.	PB3+4200	9
4.	UDC	PB1+2400	7
5.	MTS	PB1+1800	4
6.	PS	PB2+4800	3
7.	Stenographer	PB1+2400	1
Total			35

Property Management Division, Regions/Sub regions

No.	Sl. Name of the Post	Pay Band & Grade Pay	No. of R.Os & No. of Posts for each of RO	No. of Posts for each of SRO	Total No. of Posts
1	Dy. Director	PB3+5400	23x1 = 23	-	23
2	SSO	PB2+4600	23x1 = 23	27x1 = 27	50
3	Assistant	PB3+4200	23x2 = 46	27 x1 = 27	73
4	UDC	PB1+2400	23x1 = 23	27x1 = 27	50
5	MTS	PB1+1800	23x1 = 23	27x1 = 27	50
	Total				246

MEDICAL EDUCATION DIVISION

MEDICAL COLLEGES

1. For standalone Medical Colleges:

Sl. No.	Name of Post	Pay Band & Grade Pay	No. of posts (for each Hospital)	Total No. of Post (for 9 Hospital)
1.	Dy. Director	PB3+5400	3	27
2.	SSO	PB2+4600	3	27
3.	Assistant	PB3+4200	6	54
4.	Librarian	PB3+4200	1	9
5.	Deputy Librarian	PB2+2800	1	9
6.	Assistant Librarian	PB2+2400	4	36
7.	Stenographer	PB2+2400	6	54
8.	UDC	PB1+2400	15	135
9.	UDC*	PB1+2400	10	90
10.	MTS	PB1+1800	13	117
	Total			558

*for Medical Departments.

2. Medical Colleges with other institution:

Sl. No.	Name of Post	Pay Band & Grade Pay	No. of posts (for each Hospital)	Total No. of Post (for 9 Hospital)
1.	Dy. Director	PB3+5400	2	18
2.	SSO	PB2+4600	4	36
3.	Assistant	PB3+4200	6	54
4.	Personal Assistant	PB3+4200	1	9
5.	Stenographer	PB2+2400	11	99
6.	UDC	PB1+2400	30	270
7.	MTS	PB1+1800	11	99
	Total			585



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

PANCHDEEP BHAWAN, CIG ROAD, NEW DELHI - 110002.

EMAIL : gs_esic.scst@yahoo.co.in

(Regd.No. S/27858 of 1995)

WORKING PRESIDENT
SHRI JALIMSINGH AHIRWAL

SR. VICE-PRESIDENT
SHRI B. GNANA KUMAR

SECRETARY GENERAL
SHRI HEERA SINGH

ADDL. SECY. GENERAL
SHRI M.S. GODRA

SECY. FINANCE
SHRI RAJ KUMAR

VICE-PRESIDENTS
SHRI MAHESH KUMAR (N.ZONE)
SHRI KARUPAJAH (S. ZONE)
SHRI R.N. BEHERA (E. ZONE)
SHRI V.N. JADHAV (W. ZONE)

ASST. SECY GENERAL
SHRI SWARAN SINGH (N.ZONE)
SHRI S. ASHOK KUMAR (S. ZONE)
SHRI R.N. MALLICK (E. ZONE)
SHRI SUNIL DEDE (W. ZONE)

JOINT SECRETARY
SHRI JAGDISH (N. ZONE)
SHRI D.Y. GIRI (S. ZONE)
SHRI ASHOK KUMAR (E. ZONE)
SHRI BADRI NARAYAN MEENA
(W. ZONE)

LIAISON SECRETARIES
SHRI BIRESHWAR PRASAD
(N. ZONE)
SHRI SRINIVASAN (S. ZONE)
SHRI A.K. PAL (E. ZONE)
SHRI RAM CHANDER JATIA
(W. ZONE)

INTERNAL AUDITORS
SHRI KULDEEP KUMAR
SHRI KAILASH CHAND

F.No. AIESIC.SC/ST.FED/2011/022.(23)

Dated: 19th July, 2011.

To,

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

Subject : Submissions before Sub-Committee on Cadre Re-structuring of ESIC.

Respected Sir,

With due regard, I would like to submit that recently ESIC has seen some major changes in terms of its commitment on IT project of Rs. 1200 Crores, and on infrastructure projects of approximately Rs. 10,543 Crores, Commitment of fresh Annual expenditure of approximately Rs. 600 Crores on medical education taken by ESIC, Commitment of Annual expenditure of Rs. 3 Crores on cadre restructuring of Group A Cadres etc.

Since, the ESIC has embarked on mission of reviewing the cadre structure of ESIC for providing better prospects of career progression by constituting a Sub-Committee on Cadre Re-structuring of ESIC, our federation also want to propose following six proposals in form of valuable suggestion for better delivery of services to IP s and career progression to employees of ESIC which are as follows :

I. Merger of post of Assistant Director and Deputy Director

The ESIC is engaging fresh man force in three different cadres which are LDC, Social Security Officer, Deputy Director and as per the present norm all the cadres have following promotion prospects :

(report submitted in May 1984) had evaluated the various jobs in the Corporation with a view to determine a suitable wage structure.

3. While studying Regional Office work, the Committee had found that the jobs of DRDs and ARDs are interchangeable. They had further analysed that by and large there is no difference between the tasks and responsibilities of ARDs and DRDs. Therefore, it was recommended that BO's appointment should be tenable by officers in the scale of Rs.700-1300 of DRDs.
4. Also, the Committee in its Report has established the fact that the post of Section Officer (now AD) equals to that of DRDs and therefore it was suggested that jobs of Section Officer in the scale of Rs.6500-1200 to be upgraded into the scale of Rs.700-1300 equivalent to DRDs.
5. It is learnt that Corporation had implemented the recommendations of Col. Nirmal Singh Report and post of ARDs were merged with DRDs in some extent at that time.
6. The nature of work and duties of both Deputy Director and Assistant Director are so similar that even the common power has been delegated to them as per 'Delegation of power'.
7. The work of Recovery Officer which was earlier done by Deputy Directors now assigned also for Assistant Directors as per Gazette Notification dated 23.03.2011.

II. Stopping of Recovery of Assistants.

On one side the ESI Corporation is gracious to open its corpus for welfare of Group A officers on the other side they are bent upon to recover payments from Assistant which is contradictory. In view of above it is our demand that all amounts which are recoverable from Assistant may be condoned.

III. Separation of unholy alliance of Finance and Administration Cadre.

The posts of Deputy Director (Finance) and Deputy Director (Admn./Trg.) are two different posts having different Recruitment Rules and are constituted to bring cross check for curbing corruption in public offices. In ESIC both these separate cadres have been unconstitutionally clubbed in spite

4. Not to implement Public Private Participation in administration of ESIC Offices in those works which are labour intensive and comparatively less capital intensive.
5. Change of Recruitment Rules of all cadres to recognise the Ad-hoc service in feeder cadre.
6. Making post of Commissioner (P & A) as Ex-Cadre post

I am sure your good-self will examine the above proposals sympathetically,

Yours faithfully,



(Heera Singh)
Secretary General