



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

"Affiliated with All India Confederation of SC/ST Organisations"

(Regd.No. S/27858 of 1995)

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VICE-PRESIDENT (NORTH)
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INTERNAL AUDITORS
KULDEEP KUMAR
KAILASH CHAND

F.No. AIESIC.SC/ST.FED. 2015-36. Dated 25 September, 2017

To,

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

Subject: **Re-structuring of cadre of Group 'A' Officers of ESI Corporation.**

Respected Sir,

With due regard, I would like to submit that ESI Corporation had in past few years pursued the matter of re-structuring of Group 'A' Officers of ESI Corporation. It was consciously decided during cadre re-structuring that in all those cadres where sufficient number eligible officers are not available, the provisions will be incorporated in Recruitment Rules to make failing clause for considering combined service of one more level below cadre. For this purpose DOPT instructions for framing Recruitment Rules were strictly followed. After due deliberations the Recruitment Rules for the post of Insurance Commissioner, Additional Commissioner, Director and Joint Director were published in Official Gazette on 2nd November 2013.

After further deliberations the Recruitment Rules for the post of Deputy Director was published in Official Gazette on 6th June, 2015 and Recruitment Rules for the post of Assistant Director was published in official Gazette on 25th February, 2017.

Now, we have been made to believe that the Corporation is contemplating to amend the Recruitment Rules for the post of Joint Director to favour interest of some officer of ESI Corporation.

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Hence, I would like to submit following facts for your sympathetic consideration please :

1. The issue of so called discrimination prevailing in the Recruitment Rules for the post of Joint Director is pending before the Hon'ble Central Administrative Tribunal and reviewing the Recruitment Rules at this stage will unduly influence the outcome of decision of the Hon'ble Tribunal.
2. The post of Assistant Director and Deputy Direction are having same delegation of powers and there is parity between the works allocated to both the posts, though same work same pay notion is not being followed. Earlier on various occasions various committees recommended for merger of both these cadres. Prominent among these committees is Nirmal Committee which recommended merger of both these cadres. EPFO was also not having any cadre at par with the post of Assistant Director of ESIC. But for two reasons these cadres were not merged which are as follows :
 - a) Some of the big Grade I Branch Offices are in far away locations and the Management does not want Direct Recruitment Officer to be posted in far away locations. In order to fulfil this gap the post of Assistant Director was utilized.
 - b) Availability of two posts for same work is a handy tool for scoring personal gains. If the management is not feeling comfortable with over intelligent Directly Recruited Deputy Directors then they will assign important subjects to Assistant Directors of their choice and thus humiliate Dy. Directors.

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3. The inefficient administration always fails to conduct Recruitment and Departmental Promotion for the post of Deputy Director in time. As a result officers with ad hoc services and Direct Recruitment Officers get regular appointment at same time.
4. Likewise, the inefficient administration always fails to conduct Departmental Promotion for the post of Assistant Director also which results in valuable loss of regular service of nearly 3 to 4 years.
5. In order to make use of the vast experience of Assistant Director and to compensate their loss of salary and regular service in the post of Assistant Director the management had considered Assistant Director eligible for the post of Joint Director after completing combined service of 12 years which included base eligibility requirement of 5 years regular service in the post of Deputy Director as per the DOPT guidelines.
6. Since, there are many officers of SC/ST category also who are likely to be benefitted with the existing Recruitment Rules at the fag end of their career.
7. The aim of bringing changes in Recruitment Rules is only to ensure that the promotees do not get their due share of justice, which will have large scale ramification in huge cadre of Assistant Director and Social Security Officers.

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In view of above, it is my humble submission that for the time being there is no need for reviewing the Recruitment Rules for the post of Joint Director and no effort should be made to harm the sanctity of existing Recruitment Rules.

Yours faithfully,

(Heera Singh)
Secretary General.