

# The CSS and its Struggle for Betterment in Service Conditions under the Leadership of CSS Forum

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[ "हम लाएं हैं तूफान से कस्ती निकाल के इस देश को रखना मेरे बच्चों संभाल के" ]

The above is the essence of those Senior CSS Officers who fought for the cause of the CSS without their self-interests and it is duty of the younger generation to keep the efforts and 'thereafter successes' 'INTACT'.

**UNITED WE STAND, DIVIDED WE FALL.**  
**CSS Unity Zindabad !**

## **1. About the CSS**

In the ancient and medieval India, the administrative and policy decisions were processed or facilitated by the courtiers in the Kingdom. During British Rule in India, the administrative and policy decisions were processed or facilitated mainly at two levels – **major policy decisions** used to come to India from the top Officials of British Empire situated in **London** for implementation and **minor decisions** were processed or facilitated by the Officials of the British Empire posted in India. The Indian Civil Service (Commonly known as 'ICS') in which Indians were also a part of it, were the implementing agency for the execution of the policy directions emanated from the British Empire. Under the ICS Officers there were secretariat offices, which can be traced back as early as 1919, when the **Imperial Secretariat Service** came into being as one of the off-shoots of the recommendations of the Lewllyn-Smith Committee which had been set up on the eve of the introduction of the Montague Chelmsford Reforms. The Committee envisaged the Secretariat Organization in the nature of a pyramid, the apex of which was "the Secretary" and the base of the body of "Assistant Secretaries" (which even exist today with the designation of Section Officers).

After independence of India in 1947, the 'Secretariat Offices' developed and evolved into Central Secretariat, which spread across various Ministries/Departments. At present, the Central Government of India performs its functions through the Ministries/Departments, which are responsible for formulation of the policies of the Government and also for the execution and review of those policies. There are three services in the Central Secretariat viz.; Central Secretariat Service(CSS), Central Secretariat Stenographers' Service(CSSS) and Central Secretariat Clerical Service(CSCS). Apart from these three services, IAS(Indian Administrative Service) and other All India Services(AIS) personnel also participate at the posts of Deputy Secretary/Director and above level through Central Staffing Scheme. The CSS has been providing a permanent bureaucratic set up in the core functioning of the Indian Governance, which ensures continuity in administration and policies. The CSS plays an important role in processing the documents/files/pieces of information and facilitation of decision making process in the Central Government Ministries/Departments.

With the rapid advancements in technology and exponential growth in size of economy, the fourth largest in the world, the CSS over a period of time has undergone radical and qualitative changes and the tasks performed by it have also become more complex, varied and function specific. The CSS Officers have, time and again, revealed their potentialities for being able to perform much larger and complex tasks and have acquainted themselves as creditably as members of other services. In the fast changing socio-economic scenario, the CSS Officers have transformed themselves from time to time and there is many a challenge ahead of us. The challenges include, amongst other things, speedier decision making process & transparency in the Central Secretariat, which could match the pace with the fast changing face of Indian economy and to ensure the removal of impediments and simplification of procedures/rules, which come in the way of overall growth.

The Government in Office has the mandate of the people, which includes the demands/expectations of the people. The bureaucracy tries its level best to translate the mandate of the people into Govt. policies/schemes through various activities. The activities require spade work balancing the overall mandate of the Governance in the form of Constitution of India and Rules/Regulations made thereon. The CSS Officers at the level of Assistant Section Officers and Section Officers play the role of spade work. The Under Secretaries and Deputy Secretaries/Directors monitor and facilitate in decision making process. Finally once the decision taken on files comes back to the level of Section Officers and Assistant Section Officers; they again prepare the stages of implementations under the guidance/monitoring of Under Secretaries and Deputy Secretaries/Directors. Thus in the cycling process of decision making in the Headquarters of Government of India (Central Secretariat), the role of the CSS has been of extreme importance.

Major role of the CSS as per DOPT's website (<http://persmin.nic.in>) includes:

- The ultimate objective of all Government business is to meet the citizens' needs and to further their welfare without undue delay.
- It is, therefore, necessary, in each case, to keep appropriate record not only of what has been done but also of why it was so done.
- The CSS Officers at the middle and lower management levels of the administrative machinery are responsible for assisting in the formulation and monitoring implementation of policies concerning subjects, which are the main responsibility of the centre.
- The service is well recognized for better skills in noting and drafting and interpretation of rules and regulations.
- The CSS ensures continuity of administration in the Central Secretariat, which is in common parlance called "Secretariat Administration and House Keeping".
- The Assistant, besides routine noting and submission of cases, locate and collect other related files or papers, information, data and material, if any, referred to in the receipt, or having a bearing on the issues raised therein, identify and examine the issues involved in the case and record a note.
- The lower and middle level CSS Officers skillfully coordinate, analyze and dissect the Reports of Commissions/Committees; as well as opinions, ideas and experiences of various experts to present a balanced view/picture in their noting after considering the programme and policy of the Govt. in office. These analysis later leads to policy formulation.
- The CSS facilitates in maintaining the vital link between Parliament and Central Govt., especially in handling of Parliament Questions, Assurances, Government Bills etc.
- There is substantial contribution by CSS Officers in financial management and preparation of the budget of various Departments of the Central Government and also in monitoring the plan schemes funded by Government of India but executed by States and other Implementing Agencies.
- The CSS Officers handle various litigation works quite effectively and protect the interests of the Central Government.

- The Service provides a set of trained personnel, who serve as carrier of the Secretariat tradition of institutional memory and bridge between the past and the present and between lower rung and top management of the Government. Such coherence facilitates exploring and establishing the best practices and techniques for future governance.
- The service personnel has been lauded for their changing role by 5<sup>th</sup> Central Pay Commission at Para 45.23:
  - ✓ The CSS has undergone radical and qualitative changes and the tasks performed by it have become more complex, varied and function specific; and
  - ✓ CSS Officers have revealed their potentialities for being able to perform much larger and complex tasks and have acquainted themselves as creditably as members of other services.

### Cadre Strength of the CSS

	Grades of CSS Sanctioned Strength	Grade Pay as per 6 <sup>th</sup> CPC	Pay Levels as per 7 <sup>th</sup> CPC	As on 01.01.2017	As on today	Eligibility for promotion from lower grade
1	Senior Administrative Grade	10000	14	624*	627*	Empanelment processed by EO Division 3 years as Dir
2	Senior Selection Grade (Director)	8700	13			5 years as DS
3	Selection Grade (Deputy Secretary)	7600	12			5 years as US
4	Grade I (Under Secretary)	6600	11	1615	1629	8 years as SO
5	Section Officer	4800 & 5400	8 & 10**	3193	3196	50% SQ 8 years as ASO : 50% LDCE 5 years ASO
6	Assistant Section Officer	4600	7	6680	6722	75% DR : 15 % SQ as SSA : 10 % LDCE as SSA
	<b>Total</b>			<b>12112</b>	<b>12174</b>	

\* Combined Strength of DS, Dir and JS(*in situ*) with the cap of 220 Dir maximum and 40 as JS(*in situ*)

\*\* After four years of approved service.

### Decision Making Pyramid in the Central Secretariat

Political Head : Ministers  
 Bureaucratic Head : Secretary to the Govt. of India  
 Officer In-charge of a Wing : Special Secretary / Additional Secretary / Joint Secretary  
 Officer In-charge of a Division : Director/Deputy Secretary  
 Officer In-charge of a Branch : Under Secretary  
 Officer In-charge of a Section : Section Officer  
 Officer In-charge of Subject(s) in a Section : Assistant Section Officer

To know more about CSS, please visit the website of DOPT: <http://persmin.nic.in> ☞ Central Secretariat ☞ CS.I Division

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## 2. Higher Positions in Bureaucracy held by CSS Officers

The CSS Officers who held posts of **Secretary** to the Government of India:

1. Shri P N Kripal, 1964, M/o Education
2. Shri Hari Sharma 1966, M/o Home Affairs, and later Member UPSC
3. Shri A J Kidwai, 1974, M/o Information & Broadcasting
4. Shri N P Dubey, 1975, M/o Labour
5. Dr. D.B. Singh, **at present**, Rajya Sabha Secretariat

Some other CSS Officers who held important positions are as under :

6. Shri P S Subramaniam, 1963, Deputy Election Commissioner
7. Shri T S Parsuraman, 1963, Chairman Marmugao Port
8. Shri S K Ghosh, 1963, Deputy Chairman, Calcutta Port Commission
9. Shri L R Sethi, 1964, Cultural Counsellor, Indian Embassy, Washington
10. Shri C A Subramaniam, 1964, CMD, Hindustan Organic & Chemicals
11. Shri Raj Kumar, 1964, Financial Adviser, High commission, London
12. Shri P V Gopalan, 1966, Director of Relief Measures & Refugees, Govt. of Zambia
13. Shri J N Moniaive, 1966, counsellor Embassy of India Rome
14. Shri B D Kumar, 1967, Director (ISM) Washington
15. Shri G W Balchandani, 1967, FA & CAO Bhutan
16. Shri Kumarmagalam, 1968, MD Neyvelli Lignite Ltd.
17. Shri K Shankar an 1969 FA High Commission of India London
18. Shri H K Kochar, 1970, DG ISD London

### AT present Joint Secretaries of the CSS

Sl. No.	CSL No.	Name of the Officer	Date of Birth	Present Posting
1	2115	Atul Kaushik	02/05/1958	D/o Justice (Deputation)
2	2169 #	Sunita H.Khurana	03/09/1959	ISTM
3	2133 #	Sarita Mittal	29/05/1959	Health & Family Welfare
4	2358 #	Km Rosy Sharma	27/09/1958	CAPART
5	2413 #	Kiran Puri	21/08/1959	ARPG
6	2423 #	Shyam Kapoor	07/08/1959	Social Justice & Empowerment
7	2433	Bina Prasad	20/10/1957	Home Affairs
8	2443 #	Rajiv Rai	02/01/1958	DOP&T (PESB)
9	2448 #	Jai Prakash Agrawal	05/11/1959	Pri. Commissioner, DDA
10	2473	Anil Bahuguna	25/11/1959	Consumer Affairs
11	2498 #	Dr. R.K. Mitra	31/03/1958	Home Affairs
12	2503 #	Sudhir Kumar	02/08/1959	Finance/Revenue
13	2508 #	K.L. Sharma	01/11/1958	Health & Family Welfare
14	2923	A.K. Singh	05/07/1962	Supply
15	2483	P. Karupasamy	03/04/1958	SSC Chennai
16	2797 #	R.K. Gathwal	23/05/1961	UPSC
17	2562 #	V.K. Gauba	15/02/1959	Health & Family Welfare
18	2572	Dr. C.V. Dharma Rao	06/08/1959	Water Resources
19	2627 #	M.C. Luther	10/11/1958	Overseas Indian Affairs

20	2732 #	Dr. P. Srivastava	29/04/1960	Tourism
21	2757	Renu Jain	28/10/1957	Science & Technology
22	2777	Santosh Kumari	30/01/1958	Defence
23	2873	Geeta Narayan	10/04/1963	National Com. for Protection of Child Rights
24	2893	B.S. Rawat	01/04/1959	Science & Technology
25	2903	Dr. Tarsem Chand	15/03/1960	Agriculture & Co-operation
26	2908	Vedantam Giri	26/07/1960	Home Affairs
27	2933	Kimbuong Kipgen	04/05/1962	DoP&T
28	2954 #	Vandana Sharma	22/09/1964	Petroleum & Natural Gas Regulatory Board
29	2974 #	Mallipudi Subbarayan	01/01/1961	Defence
30	2979	S.L. Meena	25/01/1960	DONER
31	3086	T. Srinivas	01/03/1962	Steel
32	3101 #	K.R. Vaidheeswaran	14/12/1965	Science & Technology
33	3106 #	Sudhesh Kumar Shahi	12/01/1962	Telecommunications
34	3111 #	Indira Murthy Battiprolu	30/04/1963	Cabinet Secretariat
35	3116	Sweety Karta Ram	07/12/1963	Urban Development
36	3126	A. Asholi Chalai	06/02/1965	Corporate Affairs
37	3131 #	R.K. Gupta	04/02/1963	Labour & Employment
38	3330 #	Narayan Dass	01/04/1961	Social Justice and Empowerment
39	3170 #	Anju Bhalla	10/11/1962	Science & Technology
40	3175 #	Saheli Ghosh Roy	15/05/1965	Home Affairs
41	3205	Ashok Kumar	09/07/1961	Commerce
42	3220 #	Shri Parkash	01/06/1964	Home Affairs
43.	3230	Moti Lal	12/12/1961	Water Resources
44	3245	G.R. Raghavender	05/01/1963	Law & Justice
45	3255 #	Rajneesh Tingal	16/09/1963	Chemical & Petrochemicals
46	3260	Sushma Taishete	27/07/1964	Petroleum & NG
47	3263	Ashwani Kumar	07/09/1962	Agriculture & cooperation
48	3275	Shubha Thakur	10/10/1967	Civil Aviation
49	3300 #	Sanjeev K. Jindal	12/10/1965	MHA
50	3310 #	Aparna S. Sharma	02/06/1967	Chemical & Petrochemicals
51	3397	Rubina Ali	18/12/1966	Civil Aviation
52	3417	Nita Kejriwal	13/07/1965	Rural Development (on Dep. NRLPS)
53	3442	G. Jayanthi	12/03/1964	DoPT
54	3580-A	Anuradha S. Chagti	28/02/1967	P&NG
55	3620	K. Nagaraja	16/03/1968	On Dep. To Govt. of Karnataka
56	3962-A	Rajiv Manjhi	12/09/1968	H& FW
57	3585	Preeti Pant	15/12/1965	H& FW
58	3922-A	Lucas Kamsuan	20/11/1970	Shipping
59	3600	Vandana Jain	13/01/1968	H& FW
60	3565-A	Suparna S. Pachouri	28/08/1965	Rural Development
61	3630	Girja Nand Singh	02/06/1964	AHD&F
62	3452	Jaya Dubey	15/06/1965	Textiles
63	3575	Manoj K. Kejrewal	01/07/1968	Higher Education

# **27 Joint Secretaries of the CSS under Central Staffing Scheme.**

### **3. Why Commemoration of 'CSS Day'**

The purpose of CSS Day is to commemorate and give due respect to those senior CSS Officers who have done commendable work for the CSS; and also to express solidarity for the CSS community. On this day, we should introspect about the service as a whole as well as individual contribution to the community cause by every individual CSS Officer towards strengthening the CSS. The CSS Forum organised Commemoration of CSS Day in 2015 at Mavalankar Hall on 09.10.2015 and it was the first time of such programme. Second time Commemoration of CSS Day was done on 11.11.2016 at the same venue, we commemorated and the Chief Guest was Cabinet Secretary. The 'CSS Day' will be commemorated on **06.10.2017** at the same venue i.e. Mavalankar Hall (opposite Shram Shakti Bhavan and near Metro Stations of Central Secretariat and Patel Chowk) is the venue. The details of the programme will be circulated later on.

Collection of the contribution for 'Commemoration of CSS Day 2017' along with creation of 'Benevolent Fund' will be done and volunteers may come forward for it. This time the Forum has taken a decision to collect contribution minimum of Rs.200 each but more than this can also be contributed. 50% of the collection will be used for creation of Benevolent Fund for the CSS Officers by opening a separate account. Guidelines for use of the Benevolent Fund would be made in consultation with CSS Officers for which suggestions are also invited.

**One day for the CSS !  
Please Come One Come All !**

**Website- [cssofficers.in](http://cssofficers.in)  
Email: [cssforum2013@gmail.com](mailto:cssforum2013@gmail.com)**

## 4. Targets To Achieve

1. Mismanagement of the CSS cadre : **Inordinate delays** in issuing Select Lists of DS/Dir, US, SOs & ASOs' grade; Skewed pattern of DR recruitment at Assistant Section Officers' Grade; as also weakening the CS.I Division by withdrawing Officers and Staff;
2. Relief from stagnation: Implementation of the 3<sup>rd</sup> Cadre Review of the CSS (pending since December 2013);
3. Allow DR ASOs 2010 batch in LDCE 2015 – the vested interests want us to suffocate and arm-twist us;
4. NFU to the CSS Group-'A' Officers to relieve the CSS from stagnation;
5. Taking up all the aspects of NPS;
6. Taking up all the problems arising from time to time: Filling up all vacancies on regular basis, Bunching, Stepping up of pay scales, New Pension Scheme, Deputation, Encadrement, Training, etc.;
7. Entry **Pay Level** (PL) of ASO from PL 7 to PL 8 and recruitment of CSS ASOs through UPSC as it was done upto the year 1987;
8. Entry PL of SOs from PL 8 to PL 10;
9. Regular Cadre Reviews of the CSS;
10. Car Facility should also be extended to DS/Dir of CSS as given DS/Dir under Central Staffing Scheme;
11. Recruitment of LDCs so that there should be feeder grade and support staff remain in the functioning;
12. Change of eligibility for ASO to appear in LDCE and for promotion from SO to US as per model guidelines of DOPT;
13. Stoppage of lateral entry of CSSS into the CSS;
14. Re-induction of direct recruitment at SO grade for the sake of service interest in long run;
15. Time-Bound Scales: The CSS Forum submitted before 7<sup>th</sup> CPC that at least 5 financial upgradations in the promotional hierarchy should be given in 30-year career span of an employees if there is lack of opportunity in promotion to avoid various litigations pending before courts of law, which Forum will keep demanding from time to time by this way or that way;
16. Taking up the issue of Govt. accommodation mainly to DRs since their induction in the CSS; separate pool for the CSS; and
17. Taking up various issues relating to CGHS; and
18. Creation of Benevolent Fund for the CSS Officers.

Moreover, there is need to think beyond the office and to empower the CSS Officers' families and nurture the vast experience of retired CSS officers for training of new entrants into the CSS.

### **First strengthen the Organisation & then we can achieve:**

- Volunteers in every Ministry/Department have to come forward and Young ASOs are welcome for various purposes because they are the future of the CSS.
- Foster unity, solidarity & fraternity for betterment of the CSS.
- Updating our knowledge & skills; promoting innovations & new thinking in the decision-making process to make it faster, transparent and citizen-centric.
- Guidance of Senior CSS Officers to their juniors and new entrants about our past in terms of Relay Hunger Strike from 4.10.2000 to 7.10.2009 as well as achievements out of that.
- Keep interacting through WhatsApp, website, e-mail etc. Please provide phone numbers, WhatsApp no. and email addresses of all CSS Officers Ministry-wise/Department-wise as well as Grade-wise to help CSS Forum to strengthen the system of dissemination of information. If CSS Officers have maintained WhatsApp groups of training mates-wise or otherwise, please add General Secretary's mobile No. **9868153233** in that group for dissemination of information about the activities of the CSS Forum.
- Always try to disseminate information about the activities to other fellow CSS Officers.
- Keep one day in every week for discussion about the Service matters in every building and call an office bearer of the CSS Forum for dissemination of information.

## 5. Relay Hunger Strike due to Apathy by DOPT

There was apathy shown by the officers who were dealing with the matters of the CSS. The CSS Rules were notified in the year of 1962. After that, no suo motto action was taken by the Cadre Controlling Authority for better career progression of the CSS Officers. The CSS Officers were filing court cases challenging the decisions of the DOPT due to which several actions were put on hold by DOPT. But, the DOPT never tried to create an environment by giving better opportunities for career progression so that the CSS Officers could not involve themselves in court cases. The DOPT never thought whether there was a need of cadre restructuring of the CSS, the authorities were taking action only to the extent of recruitments at direct recruit levels and the authorities were totally oblivious what would happen to the directly recruited officers when they would complete eligibility for promotion to next higher grade.

2. It was a height when the 4<sup>th</sup> Central Pay Commission downgraded the pay scales of the ASOs of the CSS and placed them at Rs.1400-2600. Lots of efforts were made by the then CSS Officers. They got a favourable judgment from the CAT, Principal Bench in OA No.1538/1987 vide their judgment May 1989. They organised candle march and met with the then Finance Minister Hon'ble Shri Madhu Dandvate who finally agreed for upgradation of the pay scale to Rs.1640-2900.

3. The 5<sup>th</sup> Central Pay Commission again posed challenges to the CSS and recommended for an intermediary grade between SO and US with the pay scale of Rs.8000-13500 with the designation of Desk Officer. The CSS officers agitated and got this recommendation dropped successfully.

4. There was acute stagnation in the CSS and the service was also put to disadvantageous stage in terms of pay scales. The CSS officers made a joint body unifying almost all the then Associations of the CSS in the year of 1997, which was given a single name viz. "**CSS Forum**". The CSS Forum organised building-wise mobilization & agitations and did Building Gherao of all the main buildings of Central Secretariat through human chain of CSS Officers during lunch hour as well as Candle Marches at several times to various Ministers. Two times CSS Forum successfully called mass casual leave. Every day during lunch hour the CSS officers raised slogans and castigated the apathy shown by the cadre controlling authority. Compelled by the continuous agitations, the Govt. took decisions to give in-situ promotions to Section Officers in the Under Secretary grade and Under Secretaries to Deputy Secretary Grade in the year of 1999. Even during the Select List years 1997 onwards, there were very few number of vacancies reported for Departmental exams for Section Officers grade. The level of stagnation was increasing day by day but the decisions of the Govt. to give in-situ promotions could not work. Under compulsion, the CSS Forum continued its agitations as depicted above.

5. When there was height of apathy by the DOPT, the Cadre Controlling Authority, because several times, the authorities in DOPT and D/o Expenditure had given the CSS Forum's

representatives strong drubbings viz. **“Go for self-immolation at India Gate stated by then PS to MOS(PP)”**; **“I am not your cadre controlling authority said by then AS(P)”**; **Is there any service in existence such as CSS” etc.** The CSS Forum finally decided to go for **Relay Hunger Strike** behind the North Block and the Parliament House (called Jalebi Chowk). The CSS Forum started the Relay Hunger Strike on 04.10.2000 (near 2<sup>nd</sup> October – Mahatma Gandhi Jayanti). In the history and legacy of the struggles by the Service Associations, such Relay Hunger Strike was never done but the CSS Forum made it possible. Several VIPs and Hon’ble Members of Parliament addressed the large gatherings of the CSS Officers at the Jalebi Chowk from time to time.

6. The Forum submitted their grievances to the Department Related Parliamentary Standing Committee on MHA, which was headed by Shri Pranab Mukherjee(now Ex-President of India). The Hon’ble Members of Parliaments of the Department Related Parliamentary Standing Committee considered the grievances submitted by the CSS Forum and several times called up the Secretary, DOPT and his Subordinate Officers and called for various pieces of information about the level of stagnation of the CSS. By the efforts of the CSS Forum, large numbers of Parliament Questions were raised in the Parliament. Many a time, the issue of stagnation was also raised in the Parliament by the Hon’ble Members of Parliament. The major problems of the CSS, which were identified by the Department Related Parliamentary Standing Committee on MHA vide **83<sup>rd</sup> Report** laid on the Parliament on 19.12.2001, were as under:

**Problems of CSS**

**6.0** *Till a few years back, this service was well-managed and smoothly run in terms of promotion and proper pay scale. Timely release of panels for promotion of CSS officers to Deputy Secretary and the higher posts was ensuring availability of vacancies in lower grades for timely promotion of the members of feeder grades. But unfortunately during the last fifteen years the situation has periodically deteriorated to such an extent that there is unprecedented stagnation in all grades of the service. Even after completion of 15-18 years in the grades against the eligibility of 8 years for promotion, the Assistants and Section Officers have not been regularly promoted. The problem of stagnation is so acute in Under Secretaries grade that even after completion of 15 years of service in that grade, against the eligibility of 5 years for promotion, most of them are still awaiting for regular panels in Deputy Secretary grade.*

**6.1** *The CSS officers, especially in the grades of Section Officer and Assistant are aggrieved by the recommendations of the V Central Pay Commission, which rejected their claim for upgradation of the pay scales to Rs.8000-13,500 and Rs.6500-10,500 for Section Officers and Assistants, respectively, while upgrading a number of posts and services including DANICS (Delhi and Andaman Nicobar Civil Service)/ DANIPS (Delhi and Andaman Nicobar Police Service) etc. and DASS Grade-I (Delhi Administrative Subordinate Service), which were either similarly placed or some of them were even lower than the grades of Section Officer and Assistant with regard to method of recruitment, classification of service/posts, pay scales as recommended by the previous Pay Commissions.*

**6.2** *It has been reported that the members of CSS Forum ( a joint representative body of various Associations of CSS) are on continuous relay hunger strike since 4 October 2000 in support of their demand for better promotional avenues and upgradation of pay scales of Section*

*Officer and Assistants. The CSS Forum has submitted the following broad demands to the Ministry:-*

- (i) *Upgradation of pay scales of Section Officer and Assistants to that of Rs.8000-13,500 and Rs.6500-10,500, respectively in parity with DANICS/DANIPS etc.and DASS respectively.*
- (ii) *In-situ promotion of all eligible Assistants, Section Officers, Under Secretaries and Deputy Secretaries.*
- (iii) *Encadrement of GCS (General Civil Service) ministerial posts equivalent to Under Secretary and Deputy Secretary in the Ministries/Departments to regularize the in-situ Under Secretaries and Deputy Secretaries.*
- (iv) *320 posts of Deputy Secretary (@ 40 per year) which were filled by other services for want of regular panel in Deputy Secretary grade should be given to CSS for outstanding panels from 1993-2000.*
- (v) *Immediate Cadre Review of the CSS for which posting of a CSS Additional Secretary is necessary.*
- (vi) *Filling up the posts of Deputy Secretary/Director only by CSS officers.*
- (vii) *Earmarking of specific posts of Joint Secretary for CSS restoring condition of 3 years' eligibility for promotion.*
- (viii) *Time-bound promotions and timely holding of DPCs in different grades.*
- (ix) *Introduction of Non-Functional Selection Grade at Director's level.*
- (x) *Redesignation of 'Section Officer' as 'Assistant Secretary' and that of 'Assistant' as Processing Officer/Examining Officer.*
- (xi) *Restoration of open pass facility to Assistants.*

*6.3 Although the CSS Forum has given a long list of demands to the Ministry, the Committee observes that except the minor demands at Serial No.(xi), there are broadly two demands viz. (a) demand relating to better promotional avenues (demands at Serial Nos.(ii) to (x) and (b) demand relating to better pay scale {(demand at serial No. (i)}*

*6.4.0 In the meetings of the Committee held on 28 March 2001 and on 10 April 2001, most of the Members expressed their anxiety over the continuation of the relay hunger strike by the members of CSS Forum. Members were unanimous that certain urgent steps should be taken by this Committee so that both the Ministry and the agitating officers came to the discussion table to resolve the issues through dialogue and negotiation and that the relay hunger strike was called off.*

*6.4.1 The Ministry had informed that the representatives of the CSS Fourm had met Minister of State (Personnel), Secretary (Personnel) and other senior officers in the Ministry a number of times. The Secretary (Personnel), while deposing before this Committee on 10 April, 2001, had also mentioned that the representatives of the CSS Forum met the senior officers of the Ministry and the Minister on several occasions. He also alleged that the attitude of the representatives of the CSS Forum was not conducive for a negotiation. The Ministry, however, could not give details of the representatives who met the Minister (Personnel) or the senior officers in the Ministry. The Ministry also could not furnish the details of the dates, agenda items and discussions/negotiations held between the representatives of the CSS Forum and the officials of the Ministry of Personnel.*

*6.5 The Committee feels that in the absence of the details of the discussions/negotiations, it is difficult to say whether any fruitful discussion between the Ministry and the CSS Forum, if at all, was held. Relay hunger strike by itself reflects that no formal negotiation/discussion with the representatives of the CSS Forum had been held after the officers proceeded on strike. The Committee is of the view that the Ministry should not take it as prestige issue for not inviting the agitating officers for negotiations. The Committee urges upon the Ministry not to adopt vindictive attitude towards the agitating officers. The Committee, therefore, desires that the Ministry*

*should take the initiative by immediately inviting the agitating officers for negotiations for a meaningful solution of the problem and the agitating officers on their turn should withdraw their relay hunger strike. The Committee feels that the inaction and apathy of the Ministry may prolong the agitation which may further vitiate the atmosphere in the Headquarters of the Government of India and demoralize and demotivate the officers further.*

The 83rd Report is available on CSS website.

7. The problems of CSS officers have been discussed by the Parliamentary Standing Committee vide its report No.83 (para No.6 to 6.5). They have also acknowledged the Relay Hunger Strike since 04.10.2000 as organised by a joint representative body of the CSS Officers, which combinedly called as 'CSS Forum'. CSS Forum has found mention in the 83rd Report of the Parliamentary Standing Committee at several places while discussing the problems and recommending solutions.

8. Compelled by the agitations of the CSS Forum and pressure received on regular basis from the Department Related Parliamentary Standing Committee, the DOPT decided to constitute a Committee on Cadre Structuring of the CSS on 28.02.2001. However, the CSS Forum was not satisfied by the action of the Govt. because the Govt. was giving extension of time to the Committee to submit their report. Thereafter the CSS Forum exerted pressure through the Hon'ble Members of Parliament of the Department Related Parliamentary Standing Committee as they wrote several letters to the then DOPT Minister. Thus the CSS Forum kept pursuing with the Members of the Cadre Structuring Committee of the CSS with all the facts relating to the acute stagnation rampant in all the grades of the CSS.

9. The Cadre Structuring Committee of the CSS gave its report in February 2002. Thereafter the officers in DOPT as Cadre Controlling Authority were not paying in heed to address the issues and take a decision on the recommendations given by the Cadre Structuring Committee of the CSS. The CSS Forum again got raised their voice through various Hon'ble Members of Parliament and met with the then DOPT Minister. After much pursuance, the Cabinet Note was prepared and sent to the Cabinet Secretariat. When the Cabinet Note was received in the Cabinet Secretariat, the Committee of Secretaries was constituted to see the demands of the CSS, which was not required at that time. Somehow the matter was listed for Cabinet meeting on 03.10.2003 and the decision of the Cabinet for cadre restructuring of the CSS was conveyed.

10. The DOPT authorities had left certain issues at the mercy and whims and fancies of the DOPT to tilt the issues in their own ways at the time of actualizing the action to be taken. The CSS Forum had to keep pursuing the authorities of DOPT so that the various decisions of the Cabinet are implemented in the right direction. To keep exert pressure, the CSS Forum continued the Relay Hunger Strike till 07.10.2009.

11. One more unilateral decision was taken by the M/o Finance that the pay scales of Inspectors of CBDT/CBEC (Group-'C'), whose parity with the ASOs of the CSS was maintained for the long time, were upgraded to Rs.6500-10500 from Rs.5500-9000 vide their order dated 21.04.2004. The CSS Forum took up the issue strongly with the authorities in DOPT and M/o Finance. M/o Finance was not agreeing to the justified demand. Compelled by this attitude the CSS Forum again agitated strongly in various buildings and at 24 Akbar Road (Congress HQ). It was the continued efforts of the CSS Forum, the Hon'ble Prime Minister directed M/o Finance to upgrade the pay scale of the ASOs. Finally pay upgradation of ASOs was done on 15.09.2006. In nutshell almost 90% of the recommendations contained in the 83rd Parliamentary Standing Committee(PSC) Report were implemented by the DOPT. For the remaining recommendations, CSS Forum raised their demands referring 83rd PSC Report.

12. Shri V.K. Sinha and Shri DPS Rajesh were the CSS Officers who played important role, who led and organised the Relay Hunger Strike. Few names of the CSS Officers who contributed majorly in management of the affairs of Relay Hunger Strike are mentioned here: Shri R.K. Ojha, Shri S.K. Verma, Shri S.C. Khatri, Shri R.D. Indora, Late Shri J.K. Majumdar, Shri S.S. Sah, Shri O.P. Joshi etc. though the names mentioned here are indicative but thousands of CSS Officers have managed the Relay Hunger Strike truthfully which brought several achievements. A list of Anshankaris can be referred to see the support of the individual CSS Officers who contributed immensely to make the Relay Hunger Strike a huge success and the continuity of the Relay Hunger Strike Munch helped the CSS grow in many ways and regain its 'esteem' and 'pride'. To provide continuity of the essence and purpose of the CSS Forum, some of the Senior Executive Members of the erstwhile CSS Forum have also been included in the present Executive Body as Advisers. In nutshell, the then contributors of the Relay Hunger Strike can be summed up in the following words of great saint of India Goswami Tulsidas Ji, because those CSS Officers are no way less than Godly persons for the cause of the CSS:

**“ हरि अनंत हरि कथा अनंता, बहुरि विधि कही सुनी सब संता ”**

## **6. Achievements of the CSS Forum**

### **I. Relay Hunger Strike (from 4.10.2000 to 7.10.2009)** behind North Block:

The CSS Officers started their agitation from 1990 for better pay and promotional avenues because it was a situation at that time even a Direct Recruit ASO was fated to retire maximum as SO and to get promotion to US grade was a remote possibility. For the sake of larger unity, the CSS Forum was constituted in the year 1997 unifying all the then Associations at that time. Under strong leadership of Shri V.K. Sinha, Shri DPS Rajesh, Shri R.K. Ojha, Shri S.K. Verma and many front leaders led the agitation of CSS Officers and continued it upto 2000. Thereafter a need was felt to agitate the issues of the CSS in a well-coordinated manner. Therefore, the Relay Hunger Strike was started on 04.10.2000. Alongwith Relay Hunger Strike, CSS Forum agitated through various Gandhian Means viz. Gherao of various buildings by human chain made by CSS Officers during lunch hour; Candle Marches; several large meetings of CSS Officers behind North Block as well as premises of various buildings of Central Secretariat from where, possible support was expected. To know more about the Relay Hunger Strike, a brief write-up at Chapter-5 may be referred to. Due to continuation of Relay Hunger Strike, the following achievements (II to VI) come to the CSS as relief:

#### ➤ At Initial stages :

**In-situ promotions**: 353 USs got in-situ promotion to DS grade; and 915 SOs got in-situ promotion to US grade. Though in-situ promotion was not a solution to our problems but at least relief to those who faced acute stagnation at that time.

**II. Negative Recommendations of 5th CPC:** CSS Forum made strong agitations against the vicious efforts to introduce a grade between SO and US as recommended by 5<sup>th</sup> CPC. The grade between SO and US was named as Desk Officer with Group-‘A’ entry scale and it was proposed that after 8 years of service one SO would be promoted to Desk Officer thereafter after five years, Desk Officer would be promoted to US, which meant that it was targeted to finish career of the CSS Officers only upto US level. But later on, we fought and got the Group-‘A’ entry scale as cadre restructuring package in the year 2003 that too after 4 years of approved service.

**III. 1<sup>st</sup> Cadre Review of the CSS:** Constitution of **First** Cadre Structuring Committee in 2001, which gave its recommendation in February 2002. But there was no interest in the Govt. side to have the recommendations examined. Through Relay Hunger Strike and other agitations, the Govt. brought the issues before Union Cabinet. **Cabinet decision on Cadre Structuring of the CSS** was taken on 03.10.2003 by which we achieved fixed cadre strength of each grade of the CSS from ASO grade and above, addition of Director as a grade in the CSS, Group-‘A’ pay scale of Rs.8000-13500 to SOs after four years approved service, centralized cadre management etc. Actualization of the Cabinet decision of 03.10.2003 was done by Amendment to the CSS Rules as CSS Rules, 2009. There were many problems in issue of Select Lists(SLs) in all grades of the CSS but by continuous efforts of the Forum, all the pending Select

Lists were issued in the year 2009 onwards. Still there is pendency in issue of SLs for which efforts of the Forum are continuing.

**IV. Rs.6500-10500 pay scale to ASOs of CSS:** In 2004 by a unilateral action, Department of Expenditure upgraded pay scales of Inspectors of CBDD/CBEC from Rs.5500-9000 to Rs.6500-10500. Thereafter, the Forum made several efforts by organising dharna at 24 Akbar Road (Congress Headquarter); mass gatherings in various buildings and continuous representations to then Prime Minister and Finance Minister etc. The Finance Minister got little annoyed and became adamant not to grant upgraded pay scale to ASOs. Finally several efforts and persuasions of the Forum to PMO, pay scale of ASOs' Grade was upgraded from Rs.5500-9000 to Rs.6500-10500 on the kind directions of then Hon'ble Prime Minister in the year of 2006.

**V. Stoppage of lateral entry of CSSS at US grade:** Due to continuous efforts of the Forum, by a Cabinet decision of July 2005, lateral entry of CSSS was stopped at US level. After issue of the OM by DOPT on this subject, CSSS Associations and individual members of the CSSS started filing various court cases before CAT(PB) so that lateral entry of CSSS at US grade could be continued. In this connection, it can be mentioned that so far **18 OAs before CAT(PB)** were filed by CSSS Associations / individual members of CSSS but due to consistent efforts of the CSS Forum, none were allowed and finally have gone in favour of the CSS only. The **4 OAs** were pending on this subject before CAT(PB) but CSS Forum tried its level best to defend the case and all have been adjudged in favour of the CSS. One **Patanjali Sharma** case on this subject was filed by individual CSSS member was also dismissed by Delhi High Court and then referred back to the CAT(PB), thereafter CAT(PB) again dismissed the pleas of the Patanjali Sharma in his OA. But Patanjali Sharma has again filed a Writ Petition in Delhi High Court, **which is pending and under regular hearings** and next date of hearing is on **4.9.2017**. The Forum has been defending the case.

**VI. Derogatory recommendations of the 6<sup>th</sup> CPC:** 6<sup>th</sup> CPC downgraded replacement grade pay of ASO and SO grades, but due to consistent efforts of the Forum, the CSS got our due as per our status i.e. ASO's Grade Pay was upgraded from Rs.4200 to Rs.4600 and upgradation of Grade Pay for SOs after 4 years approved service from Grade Pay Rs.5400 in PB-II to Grade Pay Rs.5400 in PB-III.

**VII. 2<sup>nd</sup> Cadre Review of the CSS:** In 2010, 2<sup>nd</sup> Cadre Review of the CSS was done in which we achieved addition of JS as grade in the CSS upto 40, the combined strength of DS/Dir increased from 440 to combined strength of DS/Dir/JS to 600 as well as 1467 additional posts at ASO Grade were added to the strength.

**VIII. Change of Nomenclature of Assistants of the CSS:** Due to continuous and consistent efforts, the change of nomenclature of Assistants of the CSS was done by DOPT on 21.12.2015 from Assistant to Assistant Section Officer.

**IX. Win against negative recommendations of 7<sup>th</sup> CPC:** The 7<sup>th</sup> CPC gave negative and derogatory recommendations for the CSS, but CSS Forum organised mass

agitation and presented before DOPT on 7.12.2015 before JS(CS), which paved the way for justice to the CSS. Thereafter it was recommended by DOPT to maintain status quo and no down-gradation of replacement pay levels to the CSS. Thereafter, the Forum continued its activities of persuasion to the authorities. After rigorous efforts, finally the D/o Expenditure issued notification with the recommendation of High Powered Committee that there will be no down-gradation of replacement pay levels. Thus the Forum successfully thwarted the negative & derogatory recommendations.

**X. Third Cadre Review of the CSS:** CSS Forum has been putting sincere efforts towards decision on 3<sup>rd</sup> Cadre Review. At one stage the file was left unattended in the CS.I Division for a long time when the D/o Expenditure had returned the file back to DOPT 2<sup>nd</sup> time. After much persuasion to Establishment Officer(EO) by the Forum, the file moved and approval of FM was accorded. The file reached to PMO but it has been returned by them. The forum has raised the level of stagnation before the authorities of the PMO urging to pay heed to the rising level of stagnation in the US grade of the CSS. The file was sent again to PMO and finally the approval of Hon'ble PM has been obtained on the proposal of DOPT. Now the Forum has plans to impress upon for early implementation of the 3<sup>rd</sup> Cadre Review.

**XI. Efforts & Achievements by the CSS Officers of next generation in Reconstitution of the CSS Forum:** After closure of Relay Hunger Strike at the back of North Block and due to various reasons including tiredness among the Senior CSS Officers who fought and gave their commendable contributions during the Relay Hunger Strike, there were less activities of the Forum during 2010-2013. To activate and rejuvenate the activities of the Forum, a group of young CSS Officers as volunteers played commendable role in re-constitution of new body and they got the Forum registered under Societies Registration Act XXI of 1860. The young groups of CSS Officers also played in defending interest of the CSS in several lateral entry cases filed by CSSS Association and individuals of CSSS successfully. The new body (as per Chapter 11) was formed which had good admixture of the young and senior CSS Officers who played commendable role at the time of Relay Hunger Strike.

- After registration of the CSS Forum the present Executive Body was reconstituted in 2013. There have been many efforts and activities of the Forum and successes have come for the CSS Community, which include:
  - (i) Change in nomenclature;
  - (ii) Successfully resolving against the negative & derogatory recommendation of 7<sup>th</sup> CPC mainly at ASO(from Level 6 to Level 7), SOs' NFSG after 4 years' approved service (from Level 9 to Level 10) and UDCs' NFSG at GP Rs.4200/- after 5 years (as CSCS is feeder cadre of the CSS) grades;
  - (iii) Kept defending interest of the CSS in several lateral entry cases filed by CSSS Association and individuals of CSSS successfully;
  - (iv) Deputation of CSS Officers in Autonomous Body etc. allowed;

(v) Created its own website as well as some 50 WhatsApp Groups for dissemination of information about the CSS activities;

(vi) Started interaction with young CSS Officers at ISTM;

(vii) Represented before Parliamentary Standing Committee and obtained various information about the functioning of the CS.I Division from their replies through our pointed questions;

(viii) Start of commemoration of CSS Day since 2015 onwards targeting to reassemble ourselves and successfully invited the chief of bureaucracy i.e. Cabinet Secretary in CSS Day 2016;

(ix) Considering the alarming level of stagnation, raised the issue of NFU which can give temporary relief from acute stagnation to our people;

(x) The cadre review file which was biting dust due to negative attitude of then Director(CS.I), met several times with EO and persuaded him for reply to queries of D/o Expenditure, then persuaded JS(Pers) then remained in touch with PMO with cautious approach now the file has been cleared and we have to push forward its implementation;

(xi) Three CSS Officers were suspended in MHA (FCRA Div.). We met them and knew from them what the exact issue was. Thereafter, we took up the case with Secretary, MHA and Home Minister with submissions of representations and now their suspension has been revoked;

(xii) Restoration of open pass to the ASOs for all buildings; and

(xiii) Always kept submitting representations on all issues concerning the CSS from time to time as also on those issues which were never taken viz. Govt. Quarters etc. which forced the Ministry of Urban Development to speed up the project of the erecting new Govt. Accommodation. Despite several limitations, the Forum has always played its role with the suggestions from all the corners and always been open to receive the suggestions.

- **NPS**: The present Executive Body has all the data and information about the issues concerning the CSS. We have raised the issue of **NPS 2004** before the 7<sup>th</sup> CPC very strongly. Later on, we represented before the authorities concerned and also participated in the meetings on NPS 2004. Due to our representations before authorities concerned, Department of Pension & Pensioners' Welfare issued OM No.28/03/2017-P&PW(D) dated 30.05.2017 by which it has been ensured that in the event of death or invalidation from service on disability, the families of Govt. Employees under NPS would be extended the benefit of invalid pension or family pension in accordance with CCS(Pension) Rules 1972 and CCS(EOP) Rules. We also keep coordination with other Service Associations like IAS, IRS as well Associations in the Central Secretariat. The Forum is committed to pursue all issues relating to the NPS from time to time.
- The Forum has always been open to all suggestions; and to have discussions on any issue except sectoral one.

## 7. Stagnation in the CSS

At present there is no apparent stagnation in ASO grade, though there are 1000+ vacancies in SO Grade, 60 in US grade and 80 in DS/Dir grade due to continuance of litigation on reservation, which would be increasing due to retirement and promotion to US grade maybe 20-30 vacancies per month. The Forum has been representing about the filling up the vacancies at least by ad hoc promotion.

2. Now we should show our concern at the status of stagnation at US grade because there are lesser opportunities of promotion as it is a bare fact that number of **vacancies occurs at the DS grade is only @ 70 or maximum 80 every year**. Thus, there is a huge gap between "opportunities of promotion to DS grade" and "vacancies occurring every year at DS grade". From the table below, the acute mental agony and dismay as well as level of demotivation and demoralization can be gauged. Status of Stagnation at US Grade (as on 24.07.2017) may be perused as per table below:

Select List of US grade	No of USs WAITING FOR PROMOTION to DS grade	Number of years in the US grade (against the eligibility of 5 years)	SOs' batch (Mostly)	Suffered stagnation at SO grade in number of years to become US against the eligibility of 8 years	Cumulative Stagnation from SO + US Grades in years  Column (3) + Column (5) =
(1)	(2)	(3)	(4)	(5)	(6)
2007	31*	10	1993	14	24
2008	50	09	1994	14	23
2009	256	08	1995 **	14	22
			1996 ^	13	21
			1997 ^^	12	20
2010	211	07	1997 - 2002	12-10	19-17
2011	333	06	2003	8	14
2012	188	05	2003	9	14
<b>Total</b>	<b>1069</b>				

\* Figure stands after promotion orders dated 15.09.2016 from US to DS

\*\* 76 Section Officers belong to 1995 batch

^ 78 Section Officers belong to 1996 batch

^^ 58 Section Officers belong to 1997 batch

2. In view of the above depiction, it can be seen that those who have suffered acute stagnation at SO grade for 14 years, their number is **157** (31+50+76). These **157 USs** are again facing acute stagnation in the same grade and waiting for promotion. As on date these **157 USs** who have rendered 14 years of service at SO grade and now they have rendered 8+ years' service at US grade i.e. total of 22+ years of at Gazetted posts.

3. Status of 3<sup>rd</sup> Cadre Review at present: The approval of PM has been obtained on DOPT's proposal but we have to see whether it provides relief to the CSS particularly at US level.

4. There are delays in release of regular Select Lists of CSS DS / Directors. Despite, the DSs who are due to become Directors, have already faced acute stagnation earlier in the lower grades of the CSS.

## 8. Way Forward

There are many challenges before us but we can fight together for which CSS Forum has to be a strong organisation. The **first** strength of the CSS Forum is the unity & solidarity of the CSS Officers despite difference of opinion on some issues. The **second** strength of the Forum is sufficient fund to accomplish various activities. The **third** strength is how best we unite ourselves irrespective of distance of buildings using the platforms WhatsApp, Facebook as well as website of the CSS for faster dissemination of information about the developments in the CSS or activities of the CSS Forum so as to avoid rumours, misconception and misinformation among us. The **fourth** is to repose faith in the united front and platform of the CSS Forum by all as the Forum has been functioning democratically and in consultation with all stakeholders in the CSS.

2. As it is evident that there is acute level of stagnation and it is also possible that even this present cadre review proposal would not bring much relief to the stagnating CSS Officers, it is prudent for us to propose a solution to it. Therefore, we have proposed and submitted several representations since May 2015 on grant of Non-Functional Financial Upgradation (NFU) to us as it has been granted to Assistant Legal Advisor (ALA) of Indian Legal Service (ILS). On promotion we get two things viz. pay hike and status hike. Though promotional opportunities are not available and there is acute stagnation, we should be given 'stopgap arrangement' NFU in the similar terms and conditions as it has been granted to ALA of ILS i.e. from US and above levels, for the reason that stagnation is acute at US level.

3. Now comes the discussion on whether we deserve to get NFU. Let us discuss which services are getting NFU and how. At present 49 Organised Group-'A' Services have been granted NFU. If particular batch of IAS officer has been promoted the other Organised Group-'A' Services' officers who are senior to that IAS batch Officer, are granted NFU as per DOPT's OM issued from time to time. There are six criteria fixed by CRD Division of DOPT for inclusion in the list of Organised Group-'A' Services. But it is startling fact that only few services meet the six criteria and as many as **39 services have been granted NFU in relaxation of six criteria**. It is also a fact that there are no criteria for NFU that only Civil Services recruited officers would get it.

4. The Claims of the CSS on grant of NFU: In brief, the CSS meets all criteria except one i.e. recruitment at JTS level, otherwise fulfils all criteria issued by CRD Division of DOPT for inclusion in the list of Organised Group-'A' Services. The CSS is the earliest participants of Central Staffing Scheme. As per Part-I of the Schedule of CCS(CCA) Rules, 1965, the US & DS grades of the CSS figures at Sl. No. 7 in the list of Central Civil Services Group-'A'. Recently, the fact that, CSS has been one of the Organised Group-'A' Services, has again been accepted in DOPT's letter No.T-17012/14/2015-Academy Desk dated 04.05.2016 at Sl. No.12 of the "Details of Mid-Career Training Programme (MCTP)", by which they have reduced the foreign components of the training programmes of all the Organised Group-'A' Services including the CSS.

5. How ALA of ILS has been given batch parity with IAS for grant of NFU? If ALA (equivalent to CSS US) has been compared and given batch parity with IAS with difference of 5 years. For example, ALA of 1995 is equivalent to IAS of 1990. By that yardstick our 2007 USs who are stagnating now can be given batch parity with IAS 2002. At present 2002 batch IAS have reached to GP Rs.8700/- of 6<sup>th</sup> CPC. At least our USs of 2007 should have been given GP Rs.7600/- of 6<sup>th</sup> CPC without further delay. Thus we have strong case for grant of NFU. For details, we would upload our representations, may please refer to them.

6. We have submitted several representations on grant of NFU to the CSS and recently on 08.08.2017 to Secretary DOPT. We have a very strong case for grant of NFU and we will keep pursuing it.

7. The Forum has been committed to pursue all the issues relating to ASOs and SOs (vide Chapter 4) to strengthen the base of the CSS.

## **9. Challenges Ahead**

Those challenges, which are targeted to ruin the CSS, are as under:

- (i) **EA Scheme merging CSS and CSSS:** EA Scheme was recommended by 6<sup>th</sup> CPC to merge the CSS and CSSS and there should be single recruitment at EA level with Grade Pay Rs.4200/-. The CSS Forum has strongly opposed forwarding various reasons. But the file is still alive in DOPT and once a while that file moves. Although it has been proposed that the existing set of employees of CSS and CSSS would not be disturbed but it is huge loss to the CSS for various reasons.
- (ii) **Skewed Pattern of Recruitment at ASOs of the CSS:** DOPT has recruited 1267 Direct Recruit ASOs in the year 2013. Whereas previous batches comprised of 422 for DR batch 2010; 318 for DR batch 2011; and 421 for DR batch 2012. There were no Direct Recruitment in the years 2007 to 2009. The 1<sup>st</sup> Cadre Restructuring Committee at Para 3.2.2 (D) had admitted that the problem of stagnation accentuated on account of skewed recruitment patterns at ASOs and SO levels without realistic assessment of vacancies. For LDCE quota on an average only 300 vacancies occur and almost the same number of vacancies for seniority quota. It is a height of injustice that in the LDCE quota stenographers of CSSS are allowed to sit despite they have their own line of promotion, which is also a biggest demotivating factor in the CSS cadre. The lateral entry of stenographers has been continued despite that recommendations in 83<sup>rd</sup> Parliamentary Standing Committee at Para 9.17 and similar strong recommendations by 1<sup>st</sup> Cadre Restructuring Committee at Para 5.3.4. In this circumstances, **we put a question** what will happen to the morale and motivation of the 1267 Direct Recruit ASOs of 2013 batch when they all become eligible for promotion to SO grade either through LDCE quota or Seniority quota and do they have plans for the future?
- (iii) **Lateral entry of CSSS at SO grade through LDCE:** There were long litigations by CSS Forum against this issue. The Forum fought tooth and nail and won the issue and CAT, Principal Bench directed DOPT to stop it with immediate effect. But CSSS Association after defeat in CAT, Principal Bench, challenged the judgment before Delhi High Court. The litigations continued for a long time before Delhi High Court continued and the judgement went in favour of CSSS. But for this issue the Forum needs strong support of the DR ASOs who have to consume the vacancies at SO grade through LDCE, then only we can raise this issue again.
- (iv) **The lesser promotional opportunities beyond US level:** There are at present 620 posts at DS/Dir/JS(in-situ) levels. We have to keep fighting for increase in the strength so that present level of stagnation is reduced as well as the large batches of ASOs i.e. 2013, 2014 and 2015 could get opportunities of promotion beyond US grade, otherwise there would be no scene of promotion for them because at first they have to fight to become SO thereafter US and promotion to DS and above would be a remote possibility and it would be negligible. For this, we have to work hard whether junior CSS Officers or senior ones.
- (v) **Factionalism in the CSS:** There have been efforts by a group of CSS Officers to form a new Association to be recognised by DOPT under JCA Scheme. In the documents by new

association, some unusual statements have been made against the CSS Forum, which is not fair. We can have difference of opinion. But any kind of unusual statements within the CSS will not be good for our unity and solidarity because we belong to the same fraternity. To consider the issue of factionalism, the Members of the Executive Body of the Forum met on 04.08.2017 and it has been decided unanimously in the presence of Shri D.N. Sahoo that Shri A.K. Patro will be the Convenor of the Forum; and **the CSS Forum should not support the above move** for various reasons, which are as under:

- (i) The CSS Community requires unity & solidarity for the cause of the CSS;
- (ii) The CSS Forum has long legacy of achievements (please refer the chapter 6 above);
- (iii) It is appropriate to have **'one service, one association'** because any division or faction in the CSS would foil the efforts of unification as done in 1997 and the purpose was obvious to be unified force to fight against injustices to the CSS;
- (iv) All the achievements (please refer the chapter 6 above) have come under the banner of the CSS Forum; and
- (v) The participation under JCA scheme was never felt by senior CSS Officers (viz. Shri V.K. Sinhaji) because this is mainly for lower level functionaries. **In nutshell, as Officers, no goals are to be achieved by the CSS under the JCA scheme.**

Needless to add, but the CSS Forum wishes that the CSS Officers mainly young ones should at least go through the **literature** once **and also like to refer to other young CSS officers about it** to understand the various aspects of the functioning of the CSS Forum as well as reasons why CSS Forum never preferred to go under the JCM scheme. The literature will be available on the **website** and young DRs should have it circulated in various WhatsApp Groups, which is very useful to know the past, present and future of the CSS. This literature has been released mainly to educate the young DRs who do not have any information about the CSS and its past as well as the role of the CSS Forum. The literature has one target to strengthen the CSS fraternity instead of any division.

- (vi) **Large Number of Vacancies in the CSS at present:** There are a large number of vacancies in the CSS at present due to stoppage in promotion which occurred due to ongoing litigation relating to Reservation in Hon'ble Supreme Court. This has never happened in the past that such vacancies have remained in the CSS nor in our knowledge that it ever happened in any other service. At present, there are 1000+ vacancies in the SO Grade, approximately 70 vacancies in US Grade and approximately 85 vacancies at DS/Dir Grade of the CSS. The situation has assumed alarming proportion not only for the Government functioning but also it demoralizes and de-motivates the CSS Officers who have been facing acute stagnation and many have retired / will be retiring without getting their legitimate promotions. The vacancies in the CSS have created havoc in the Central Ministries and Departments. The workload has shifted upward due to large number of vacancies and it is unbearable for the CSS Officers to cope up with the increased expectation of the Government in Office. The Forum has been trying with all means to persuade the authorities to continue with the promotion even adhoc one so that our people do not suffer indefinitely. We submitted representation to Secretary DOPT on 22.08.2017 and we are also pursuing with CS.I Division.

- (vii) **SO LDCE 2015:** The issue is very small as there were no direct recruitment in ASO Grade of the CSS in 2008 & 2009, and the posts were filled by promotion due to stagnation of the employees in the lower grade. Now the direct recruitment was done in 2010 and they are seeking one year relaxation in eligibility as relaxation was being given to previous batches to appear in the LDCE 2015 (Limited Departmental Competitive Exam). When the relaxation was denied the DR ASOs approached CAT and got the judgment in their favour. The representatives of Forum met Secretary(P) at the initial stage but he was adamant. The CS.I Division has challenged the issue before High Court. It has been our submission if relaxation in eligibility in yester-years were given in previous LDCEs why not this time. But the then Dir(CS.I) has played a negative role to accentuate the problems of the CSS officers. If relaxation is not given, we apprehend that our posts would be consumed by members of CSSS and it would be permanent loss to the CSS mainly DR ASOs. It would not be good because there is large number of DR ASOs in the later batches and there would be fewer opportunities for them to get promotion as SO. The following table would reveal how the stagnation at ASO grade would reach to an unmanageable level if the appropriate decisions are not taken by CS.I Division:

DR batch year	DR Recruitments	Actual retentions
2010	422	422
2011	318	318
2012	421	421
2013	1267	<b>1140</b>
2014	749	<b>681</b>
2015	597	500*
	<b>Total</b>	<b>3482</b>

\* Approximately.

For LDCE quota, on an average only 300 vacancies occur every year and almost the same number of vacancies for seniority quota. It is a height of injustice that in the LDCE quota for SO grade, stenographers of CSSS are also allowed to appear despite the fact that they have their own line of promotion and their duties and responsibilities do not match with the ASOs of the CSS, which is also a biggest demotivating factor in the CSS cadre. The lateral entry of stenographers has been continued despite the recommendations in 83<sup>rd</sup> Parliamentary Standing Committee vide Para 9.17 of the Report laid on the table of the House on 19.12.2001; and similar strong recommendations by 1<sup>st</sup> Cadre Restructuring Committee on the CSS vide Para 5.3.4 of the Report that such lateral entry should be stopped. It would be our efforts to highlight the fact before the authorities that the ASOs of DR batch of 2010 should be considered eligible for SO LDCE 2015 and court case filed by DOPT in Delhi High Court is withdrawn as it was done in the case UOI vs. Garima Singh & Ors case filed in Delhi High Court. We hope that now there is no negative persons at present as per the then Dir(CS.I); and both the Dir(CS.I) and JS(CS) are new incumbents and they may pay heed to our problems, which are increasing to alarming levels.

## 10. Accounts of CSS Forum upto August 2017

(From 11.12.2013 from which the new Executive Body took over the charge of the affairs of CSS Forum)

In a nut shell, the overall collection from all the sources is given in the following tabular format:

**A. INCOME (from 11/12/2013\* to 31.03.2016):**

Sl. No.	SOURCE	AMOUNT
1	Opening balance & interest credit by the bank during the period from 12/12/2013* to 31.03.2014	Rs. 26,169.00
2	Contributions for Membership	Rs. 1,93,100.00
3	Contributions for CSS Day 2015	Rs. 5,02,700.00
<b>Total:</b>		<b>Rs. 7,21,969.00</b>

\* The date from which the present Executive Body took over the charge of the affairs of CSS Forum

- B. Expenditure (from 11/12/2013\* to 31.03.2016):** Total expenditure incurred by CSS Forum during 11.12.13 to 31.03.2016 for all items = amounts to Rs.3,92,730/-.
- C. Opening Balance as on 01.04.2016** = Rs. 3,29,239/- [Rs. 7,21,969 - 3,92,730] (Rs.3,24,089/- in bank & Rs 5,150 cash in hand)
- D. Collection in 01.04.2016 to 31.03.2017 (for CSS Day):** Rs.5,40,000/- (to be audited)\*
- E. Total Expenditure for organizing CSS Day 2016** = Rs.3,75,000/- (to be audited)\*
- F. Total Amount as on 31.03.2017** = Rs.4,26,745/- + Rs.7126/-(Cash in hand) (to be audited)\*
- G. Expenditure thereafter = Rs.87000/-** (payment of Rs.67,000/- for Commemoration of CSS Day 2017 to Constitution Club of India; and legal expenses of Rs.20,000 paid to Advocate for lateral entry cases filed by CSSS Association at CAT and Delhi High Court)
- H. Amount as on date in the bank as in August 2017** = Rs.4,50,239 + Rs.7000/-(Cash in hand) (to be audited)\*

(\* After audit, the Accounts of the Forum would be made available.)

The above is for kind information of the CSS Officers. The Forum expresses sincere thanks to all CSS Officers who made the 'CSS Day 2015' and 'CSS Day 2016' as grand success:

- (i) Who contributed for the fund;
- (ii) Who gave time and were present on CSS Day commemorated on 09.10.2015 and 11.11.2016;
- (iii) Who helped in collection of funds for the cause;
- (iv) All the guests and media; and
- (v) Who could not come on that day due to exigencies in office or due to other reasons however had strong feeling for association with the cause of the CSS and kept supporting the Forum.

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## 11. Present Executive Body of the CSS Forum

Sl No.	Name of the Post	No.	S/Sh./Ms/Smt./Ms.
1	President *	1	Anil Kumar, DS (Defence) 9868105658
2	Vice President(s) *	3	1.Neeraj Sachdeva, US, H&FW 9810657870/9868267870 2.Raghvendra Singh Kushwah, SO, Defence 9313111572 3.Swarn Kamal Garg, ASO, HRD 8459697843
3	General Secretary *	1	Rakesh Kumar, US Revenue 9868153233/9891725446/23095366
4	Organizing Secretary *	1	Hitlar Singh, US, MHA 9868494257
5	Coordination Secretary *	1	Paras Kumar Singh, US, Social Justice & Emp. 9891599080 / 9811924260
6	Media Secretary(ies)	3	1.Gomesh Kumawat, ASO Defence
7	Secretary(ies)	Upto 15	1. A.N. Jha, US. HUPA(UD) 9868868770/23062910/9868946309 2. Ambuj Bajpai, US, UD 9818305937 3. Rajesh Kumar Yadav, US, DOPT 9868470351 4. Pavnesh Sharma, US, RTH 9810404235 5. Pooja Sharma, US, UD 986838428 6. Ashutosh Anand, US, Corporate Affairs 9811829143 7. Sumit Sachan, SO, Expenditure 9868092016 8. Panchalam J Soundararajan, SO Labour 9868887098 9. Sanjeev Kumar, SO, MHA 9818950250
8	Treasurer *	1	B.B. Basashankar, US WCD 9958332708
9	Co-Treasure(s)	2	Mehboob Reza, SO, UPSC 9013396786 Swarnendu Singha, SO, Agriculture 8826206093
10.	Media Advisor(s)	1	Wren Mishra, US, SSC, Chandigarh 09815087601
11.	Convener	1	A.K. Patro, US, Youth Affairs 9868541122/9013139090/26885830
12.	Adviser(s)	Upto 5	1. R.K. Ojha JS, Commerce 9873189414 2. D.N. Sah, US, Telecom 9868424491 3. Ram Kumar, US Agriculture 9899355795 4. Dharamvir Sharma US Revenue 9560179928
13	Executive Members	Upto 15	1. Rajiv Ranjan, SO, Culture 9312107523 2. Yashdeep Khare, ASO, UPSC 8130780990 3. Ganesh Kumar, SO, Labour 9868673339 4. Om Prakash Singh, ASO, Revenue 9818025727 5. Madhvendra Pratap Singh, US Defence 9350554820
	Auditor	1	Praveen Pandey, SO, DOT 9868597002
	Total	51	<b>Vacancy = 19</b>

**\* To be filled up by Election and rest by nomination of the Executive Body (as per the Bye-laws of the CSS Forum). All CSS Officers who have valid I-Card issued by MHA can take part and vote in the election for the above posts because we consider CSS Officers as one.**

**UNITED WE STAND, DIVIDED WE FALL.  
CSS Unity Zindabad !**