

GOVERNMENT OF NATIONAL CAPITAL TERRITORY OF DELHI
LABOUR DEPARTMENT
ADMINISTRATION BRANCH
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F.1/31/LC/Estt./1157/2023/1149-1151

Dated:- 29/05/2024

ORDER

Whereas, an OA titled as Avarar Abbas vs GNCTD and Ors. was filed in the Hon'ble CAT for demand of higher pay of Level-06 (pre-revised Grade Pay- 4200/-) in respect of the post of Electrical Overseer. The Hon'ble CAT vide order dated 29.03.2023 directed to take an appropriate decision in the matter and to convey the same by way of a reasoned order to the applicants.

Whereas, newly appointed Electrical Overseers submitted representation to enhance their pay level to Level-06 (pre-revised Grade Pay- 4200/-) with a claim based on the pay scale of Junior Engineer/Electrical Overseer/Sub-inspector in different departments of Govt. of NCT of Delhi and Central Government.

Whereas, the demand of Electrical Overseers was examined in holistic manner in consultation with IFA and Services Department, GNCTD keeping in view various factors including the role, duties and responsibilities of other cadres/posts where education qualifications required for appointment were same as that of Electrical Overseer.

Whereas, the claimant had applied in DSSSB for the post of Electrical Overseer having certain RRs comprising with nature of duty, qualifications, Pay scales, experience and other related issues. On their selection, they have to get the emoluments as per the RRs in question. The comparison of pay scale for the same or equivalent posts in other organisations have no relevancy in reference to nature of duty and responsibilities etc.

Whereas the recommendation of 6th CPC at 7.57.27 is specific to the Inspectorate of Boilers and Electrical Inspectorate in Labour Department while the recommendation at 3.4.7 is general in nature. In the specific recommendation of the pay commission, it has been mentioned as different posts in Inspectorate of Boilers and Electrical Inspectorate in Labour Department have demanded higher pay scales on the ground that pay scales of analogous posts in some of the other States are higher. It is seen that the present pay scales are appropriate in view of minimum qualifications prescribed and the functions attached to these posts. Comparison with other States is not really justified because these posts have established relativities with other posts in Delhi Govt itself. As such, only the corresponding replacement pay bands and grade pay shall apply to these posts.

It appears from the comparative list of duties and responsibilities that the duties and responsibilities of EOs are quite different from the similarly placed posts in Railways, Autonomous Bodies. The duties of JE/Sub-Inspector (Electrical) in BSF, DJB, Railway etc appears to be independent in nature. However, the role of Eos appears to be more assistance type.

Whereas, Administrative Department after going through these opinions, facts of the case, contention and comparative perceptives of the claimant, holds the view that the demand of higher grade pay does not commensurate with the duties/role of Electrical Overseer.

This issues with the approval of the Commissioner (Labour).



(BABITA)

DY. LABOUR COMMISSIONER (ADMN.)/H.O.O.

To

1. Sh. Avarar Abbas, AEI, Electrical Inspectorate, Labour Department, GNCTD
2. Sh. Rajesh Kumar, AEI, Electrical Inspectorate, Labour Department, GNCTD
3. Sh. Umesh Kumar Rai, AEI, Electrical Inspectorate, Labour Department, GNCTD
4. Sh. Ravi Verma, AEI, Electrical Inspectorate, Labour Department, GNCTD
5. Sh. Manoj Kumar, AEI, Electrical Inspectorate, Labour Department, GNCTD
6. Sh. Dharambir Gehlot, EO, Electrical Inspectorate, Labour Department, GNCTD
7. Sh. Amit Dabas ,EO, Electrical Inspectorate, Labour Department, GNCTD
8. Sh. Daya Ram, EO, Electrical Inspectorate, Labour Department, GNCTD
9. System Analyst , Labour Department with the request to upload the order.
10. Litigation Assistant, Labour Department for needful action.