

No. 43019/54/96-Estt(D)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions.  
(Department of Personnel and Training)

New Delhi-110001  
February 13, 2002

**OFFICE MEMORANDUM**

Subject:- Promotion Scheme for Staff Car Drivers.

The undersigned is directed to say that pursuant to the directions of the Hon'ble CAT, Principal Bench in O.A. No. 2529/96 in the case of Central Government Staff Car Drivers Association and Bikram Singh vs. Union of India, this Department has issued an Office Memorandum (O.M. No. 43019/54/96-Estt(D) dated 15.2.2001) for modification of the existing grade structure for the Staff Car Drivers (including introduction of the special grade of Rs. 5000-8000), as under:-

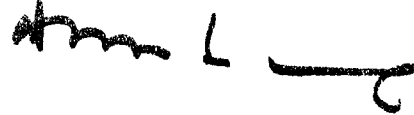
Sl No.	Grade	Pay-scales	Percentage
1.	Ordinary Grade	Rs.3050-4590	30
2.	Grade-II	Rs.4000-6000	30
3.	Grade-I	Rs.4500-7000	35
4.	Special Grade	Rs.5000-8000	5

2. These orders, which are based on pattern obtaining in the Railways, take effect from 8.11.1996. In terms of Office Memorandum dated 15<sup>th</sup> February, 2001, the special grade of Rs. 5000-8000 is to be introduced only to the extent of 5% of the total strength in the cadre of Staff Car Drivers in a Ministry / Department / organization concerned. Therefore, strictly speaking, the minimum strength in the cadre of Staff Car Drivers required for placing one post of Staff Car Driver in the special grade would be 20. However, in respect of cadres where the strength of Staff Car Drivers is between 10 and 19, this Department agrees, as a special case, to allow placement of one post of Staff Car Driver in the special grade as the percentage fraction of post computed @ 5% of the total strength comes to 0.5 and above which may be rounded off to one. However, where the strength of Staff Car Drivers in a cadre/organization is below 10 and thus the percentage fraction is below 0.5, there can be no case for introducing the special grade. In such cases, only 3 grades (Ordinary Grade, Grade-II and Grade-I) can be introduced in the ratio of 30:30:40, by adding the quota of 5% to the Grade-I. However, instances have come to the notice of this Department where the Ministries/Departments have allowed introduction of the special grade even where the strength in the cadre of Staff Car Drivers is less than 10. This is irregular and not in accordance with the provisions of O.M. dated 15.2.2001 *ibid* issued by this Department. Accordingly, it is advised that wherever the strength of Staff Car Drivers in a cadre is less than 10 and special grade has been introduced, the orders issued in this

*contd.....2/-*

regard may be withdrawn forthwith. However, the Ministries/Departments are at liberty in such cases to explore the possibility of combination of different cadres of Staff Car Drivers in Central Government organizations under their control and operating it on a nodal basis, as suggested in para 2.2 of this Department's O.M No. 22036/1/92-Estt(D) dated 30<sup>th</sup> November, 1993, so as to allow the optimum benefit to the Staff Car Drivers.

2. Hindi version will follow.



(Alok Saxena)  
Deputy Secretary to the Government of India.

**All Ministries/Departments of Government of India.**

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- 1) President's Secretariat /Vice-President's Secretariat/Prime Minister's Office/Supreme Court/Rajya Sabha Secretariat/ Lok Sabha Secretariat / Cabinet Secretariat/UPSC/CVC/C&AG/Central Administrative Tribunal (Principal Bench), New Delhi.
- 2) All attached/subordinate offices of the Ministry of Personnel, Public Grievances and Pensions.
- 3) All Offices in DOPT.
- 4) Secretary, National Commission for Minorities, New Delhi.
- 5) Secretary, National Commission for Scheduled Castes/Scheduled Tribes.
- 6) Secretary, Staff Side, National Council (JCM), 13-C, Ferozeshah Road, New Delhi.
- 7) Facilitation Centre, DoP&T - **20 copies.**
- 8) Establishment (D) Section - **300 copies.**
- 9) NIC (DoP&T) for placing this Office Memorandum on the Website of DoP&T (persmin.nic.in).