

भारत सरकार / Government of India
रक्षा मंत्रालय / Ministry of Defence
रक्षा विभाग / Department of Defence
डी. (सिव-1) / D(Civ-I)

Subject:- Revision of Inter-Grade Ratio of the Artisan Staff (Tradesmen) in Defence Establishments- regarding.

The matter regarding inter-grade ratio of Artisan Staff of Defence Establishments is under consideration of the Government. Leader of staff side has stated that Ministry of Railways has revised the inter-grade ratio of Artisan Staff of Railways with effect from 01.09.2016 as follows:-

Category	Pay Structure (Level) as per 7 th CPC Pay Matrix	Existing % age after merger of Grade(s)	Revised percentage
Technician Grade-III	Level – 2	20	15
Technician Grade-II	Level – 4	20	08
Technician Grade-I	Level – 5	44	51
Sr. Technician/MCM	Level - 6	16	26


2. In the Ministry of Defence the inter-grade ratio has earlier been changed as per MoD letters dated 15.10.1984, 20.05.2003 and 14.06.2010 based on an agreement between MoD(D/Civ) and Recognized Federations. Leader Staff Side has proposed that Ministry of Defence may call a meeting of the three Recognized Federations so as to jointly finalize the inter-grade ratio of Defence Artisan Staff. The inter-grade ratio in Defence Establishments after revision in year 1984, 2003, 2010 and the demand of AIDEF for revision is given below:

Designation	Ratios with effect from			Demand
	1984	01.01.1996	01.01.2006	
Skilled	65%	45%	45%	26%
	(Rs. 260-400)	(Rs. 3050-4590)	(PB-I, GP: Rs. 1900/-)	
Highly Skilled - II	20%	55%	20.625%	51%
	(Rs. 330-480)	(HS-II and HS-I were merged)	(PB-I, GP: Rs. 2400/-)	
Highly Skilled - I	15%		20.625%	08%
	(Rs. 380-560)	(Rs, 4000-6000)	(PB-I, GP: Rs. 2800/-)	
Master Craftsman (MCM)	10%	25% of Highly Skilled Grade	13.75%	15%
	(Rs. 425-640)	(Rs.4500-7000)	(PB-2, GP: Rs. 4200)	

3. A copy of the proposal on the above mentioned subject received from the leader Staff side is enclosed. It is also requested that comments on the proposal with justification keeping in view the functional requirements may please be furnished with the approval of competent authority positively by 28.04.2017. Moreover, since cadre restructuring/review proposals are required to be expenditure neutral, details of financial implications alongwith matching savings alongwith the detailed information may also be furnished in the following format:

Sl. No.	Post	Sanctioned Strength	Present Strength	Number of Posts out of the sanctioned strength operating under higher GP under ACPS/MACPS	Level of stagnation in each grade
1.	Skilled Grade				
2.	Highly Skilled - II				
3.	Highly Skilled - I				
4.	Master Craftsman				

This issue was also discussed during the 91st JCM and therefore, a response is to be provided on priority latest by 28.04.2017.


(Pawan Kumar)
Under Secretary, D(Civ-I)
Telefax: 23012414

D(O-II)	D(Med)	D(Works-II)	D(AG)	D(N-II)	D(BR)
D(Air-III)	D(QA)	D(Q&C)	D(GS-I/Civ)	D(GS-VI)	D(GS-II)
D(R&D)	D(QS)	D(CG)	DDP/Coord	MoD(Fin)(DFA/Coord)	
D(IT)- With the request to upload this ID on the website of MoD at location: DoD/Employees corner/JCM.					

MoD ID No. 24(01)/2017- D(Civ-I) dated 07 April, 2017

Copy to:-

AG/Mp-4(Civ)(a)	NHQ/CP Dte.	Air Hqrs/PC-5	DPR
DGDE/Admn	DGQA/Admin-7B	DGAFMS/DG-2(B)	CGDA
CAO (HR Dte)	JS(Trg)&CAO/Coord	Hqrs.IDS, (Dte of Pers)	OFB, Kolkata
DGAQA	DGNCC/Pers(C)	E-in-C Branch/EIC	DRDO/DoP

Copy also for information to: AIDEF/INDWF/BPMS/CDRA

स्वच्छ भारत : स्वस्थ भारत