

Minutes of the Meeting of the Executive Committee of the All India Federation of State Civil/Administrative Service Associations held in the Conference Hall of the Punjab Bhawan, Delhi on 04th January 2020 from 11.30 AM onwards.

In chair: Dr. Jiban Chandra Chakraborty, President, AIF

Names of the participating States: 1. Bihar 2. Chhatisgarh 3. Haryana 4. Himachal Pradesh 5. Karnataka, 6. Punjab 7. Tripura 8. West Bengal

Opening remarks by President: Welcoming all the participating representatives from the SCS Associations, the President of the Federation expressed regrets for holding the meeting of Executive Committee of the Federation after a gap of more than two years. He also noted that although the EC could not formally meet for months together due to several unforeseen reasons, Federation had always been in touch with the SCS Associations and addressed the issues brought to its notice, whether at the Centre or the States, to the best of its capacity. He also observed that Federation derives its strength and sustenance from the SCS Associations and, therefore, it is imperative that the SCS Associations also remain active, stimulant and vigorous regardless of the challenges they face in their States. Recounting the eventful years of the AIF, its achievements and its strong presence in the country's administrative ecosystem where the SCS officers play the most significant role, the President urged all the SCS Association for properly comprehending the contemporary social realities, emerging challenges before the bureaucracy-regulatory and developmental-cutting across the texture of the constituted services and wholeheartedly strive to strengthen the unity of the SCS Associations and add vigour to the Federation in their collective interests. He also requested the SCS Associations to feed the Federation with the information sought for by it at regular intervals to strengthen its data base. While eloquently appreciating the initiatives of Karnataka Administrative Service Association for its plan to organize the centenary celebration of the Association in February/March 2020 in Bengaluru, the President requested all the SCS Associations to join the celebrations in full measure and further consolidate the strength of the Federation that represents the collective will of the SCS Associations.

AGENDA:PART 1: GENERAL

Agenda item No. 1: To confirm the Minutes of the Executive Committee Meeting held on 16th September 2017 at Himachal Bhawan, New Delhi.

The minutes of the meeting held on 16th September 2017 having been circulated via e-mail to all the State Associations, no additions/alterations/changes have been suggested from any of the State Associations, and therefore, the minutes of the meeting were taken as read. Thereupon, the House confirmed the minutes.

Agenda item No. 2: To discuss, deliberate and firm up action-points for the AIF on the centenary celebration of Karnataka Administrative Service in February 2020 as officially intimated to the AIF by the KAS Association as also to take detailed briefing from the KAS Association in that regard.

Discussion: Shri.B.N.V. Reddy, President, Karnataka Administrative Service Association, tracing the glorious journey of the Association during the last 100 years, presented before the house a detailed outline of the programme of the centenary celebrations of the Association slated to be organised in the last week of February or first part of March 2020. Recounting the historical background and contemporary socio-political context of the formation of the Association, styled Mysore Administrative Service Association, in the year 1819 during rule of the Maharaja of Mysore, Shri Nalvadi Krishnaraja Wodeyar, with its eventual transformation into Karnataka Administrative Service Association in the post-independence era, Shri Reddy stated that the Association was all set to make the centenary celebration grand, inclusive and befitting to the mantle it has been carrying and the legacy it has inherited. He informed the House that at the instance of the Association a centenary-logo has been created and ceremonially released recently by the Chief Minister of Karnataka, in a programme organised at the State capital. Similarly, a centenary-Diary containing, among others, the photographs of the colourful 100-year-journey of Mysore Administrative Service Association as well as of Karnataka Administrative Service Association has been released by the Chief Secretary, Karnataka. The President and General Secretary of the Association jointly presented to all the participants in the meeting a copy of the centenary Diary. As regards centenary celebration programmes, the President informed that

Sports Meet, Seminars, Symposiums, Development initiatives with inclusive approach etc. were on the cards. He also requested the SCS Associations to offer their suggestions for further enrichment of the centenary celebration programmes. The House was informed that the Association was trying its best to ensure that the Hon'ble Prime Minister of India, important Ministers of the Central Government and other dignitaries attend the centenary celebrations. Based on their availability final date of the inaugural programme would be fixed, the President said. He, however, mentioned that the venue of the Programme will be the grand Karnataka *Legislative Assembly Building* at Bengaluru. The President of the AIF advised the KASA to effectively utilise multiple channels of operation for ensuring the presence of the Prime Minister of India and other important Ministers of the Central Government in the Centenary Celebration as the occasion has a pan-India impact with stimulating effect on the SCS officers across the country. He also requested all the SCS Associations to wholeheartedly participate in KASA's Centenary celebration to make it more colourful reflecting India's unity in diversity and fraternity of the SCS officers of the country.

Decisions: As regards Federation's concrete support to KASA in their centenary celebrations, the following decisions were taken after threadbare discussion and deliberations:

- (i) AIF shall formally request all the SCS Associations to participate in the Karnataka Administrative Service Association's Centenary Celebration once the KASA finalises the date of inaugural programme etc.
- (ii) AIF will hold its next Executive Committee meeting in Bengaluru on the day before the Centenary celebration programme is inaugurated.
- (iii) AIF shall send printing materials for the commemorative souvenir to be brought out by KAS Association on the occasion of its centenary celebration.
- (iv) AIF shall release a full page (Back Page) advertisement for the commemorative souvenir.
- (v) AIF shall make every effort to make the centenary celebration programme a grand success in terms of participation from the SCS Associations as well as its own participation in the whole programme.

Agenda item No. 3: To discuss and decide on the tentative date for holding the long overdue 16th Convention of the Federation after due consideration of all the attendant factors including identification of venue by the SCS Association volunteering to host the Convention:

Discussion: Secretary General apprised the House of the Rajasthan Administrative Association's offer to host the Convention of the Federation but they have not been able to host it because of certain unforeseen developments in their State; however, in absence of any representative from Rajasthan Administrative Service Association in today's meeting, even though the President of RASA assured that a representative from their Association would attend, it was difficult to ascertain their present stand. The Chair reiterated that the Convention, being long overdue, should be held without any further delay. Both the Secretary General and Finance Secretary endorsed his views.

Decision: After threadbare discussion, all the SCS Associations were requested to explore if any one of them could host the AIF Convention sometime in April 2020 and intimate the same to the Secretary General/ Finance Secretary latest by 31 January 2020 so that further steps could be initiated in this regard. It also emerged during discussion that the North Eastern States including Sikkim could explore if they could jointly host the Convention. Developments in this regard will be reviewed in the next Executive Committee Meeting to be held in Bengaluru and a specific decision taken after due assessment of the ground realities.

Agenda item No. 4: To deliberate on the present status of the Memorandum submitted by the AIF to the Hon'ble Prime Minister of India and to decide on the question of submission of a fresh memorandum cataloguing issues considered appropriate for inclusion in the changed perspective. A copy of the Memorandum earlier submitted to the PM marked Annex-A is attached;

Discussion: Secretary General apprised the House of the steps taken by the Federation over the years to press the demands of the Federation at different levels of the Government- both at the Centre and the States- and the outcome thereof to the benefit of the SCS. He also mentioned that AIF always stands committed to protect, preserve and promote the interests of the SCS with all the might at its disposal in partnership with the SCS Associations across the country. Secretary, Finance discussed each of the issues highlighted in the Memorandum submitted to the Government of India with reference to their contemporary perspective and their evolution with the passage of time. The House eloquently appreciated the efforts of the Federation and its functionaries for doing full justice to the aspirations of the SCS all over the country and assured their unstinted support and whole hearted participation in the activities of the Federation in every manner to strengthen its efforts to promote the cause of the SCS.

Decision: After detailed deliberations, the decisions taken have been catalogued in in the enclosed **Annexure-A**. In absence of any further suggestions having been received except from Mizoram and Nagaland, who appreciated the charter of demands prepared by the Federation, it was decided to categorise the charter of demands into two distinct categories.

Issues to be taken up by the Federation:

1. Increase in the promotion quota of SCS to IAS from the present 33.1/3% to at least 50% of the cadre posts.
2. Scrapping of Rule 8 (2) of IAS Recruitment) Rules, 1954 and IAS (Appointment by Selection) Regulations, 1997 as neither special circumstances exist nor is there any exigency to recruit Non-SCS officers as the officers of outstanding merit and ability, having even more than 20 years of substantive service belonging to SCS, are available in good number for promotion.
3. Inclusion of leave reserve component of IAS cadre strength for the purpose of calculating promotional post of SCS officers to IAS.
4. Suitable amendment to Rule 3(3) (iii) of IAS (Regulation of Seniority) Rules, 1987 to allow the SCS officers promoted to IAS, seniority of four years for first eight years of service in SCS and one year for each completed year till the year in which he is considered for promotion.
5. Constitution of a National Commission for in-depth study of the problems afflicting the SCS officers and to hammer out solutions thereof in the national interest and to bring about uniformity in Pay & Allowances, Recruitment Procedure, Training, Promotional avenues, Service Rules, Cadre Composition, Cadre Management etc. for them throughout the country.

Issues to be taken up by the State Associations with active guidance of the Federation:

1. Advice to the State Governments for maintaining uniform pattern in fixation of cadre strength of IAS and SCS in the ratio of not more than 1:1.5.
2. Directions to the State Governments for filing up State Deputation Reserve Posts in excess of 25% of the cadre posts from the SCS officers instead of from the IAS as these excess posts are created by the State Government(s) for a temporary period.
3. Holding of annual meeting of Departmental Promotion Committee (DPC) at regularly for preparation of Select List of SCS officers for promotion to IAS so that eligible officers do not have to stagnate in the queue indefinitely.
4. Advice to the State Governments for opening of parallel channel of promotion for SCS offices in case they are not promoted to the IAS after eight years of qualifying period as a measure to arrest and contain the acute stagnation in the SCS.
5. Advice to the State Governments for introduction of uniform structure of pay and allowances to the SCS officers at par with those of IAS in the context of the acceptance of the recommendations of the Seventh (7th) Central Pay Commission by the Government of India.

Agenda Item No. 5: To discuss and deliberate on the State-specific issues as shown in the attachment marked Annex-B;

Discussion: Secretary, Finance informed that the issues of other states could not be included in **Annexure-B** as no information in format A-E (both inclusive) had been received. It is imperative that the importance of formats A to E (both inclusive) is properly appreciated in the best interest of the SCS officers of the respective States.

Decision: (i) Eighteen States listed in **Annexure-B**, are required to inform the Secretary, Finance in case they want any other issue listed.

(ii) Other State Associations are required to furnish detailed duly updated information in Format A-E as already mailed to them to the Secretary, Finance without any further delay taking **01-01-2019** as the cut-off date so that the issues listed could be included in the **Annexure-B** and discussed in the next meeting of the Executive Committee.

(iii) The State Associations are also required to take up their issues with the respective State Governments. In case they need any guidance from the Federation, they should flag the same with the Federation for appropriate decision.

Agenda Item No. 6: To discuss and deliberate on the efforts made by DANICS, UPCSA and the SCS Association of Haryana on the issue of facilitating allotment of land for construction of AIF Office in or around Delhi:

Discussion: No representative from DANICS was present in the meeting on date. The representative of UPCSA was also absent. As such, no feedback was available. However, both the President and General Secretary of Haryana Administrative Service Association participating in the discussion volunteered to explore all possibilities for realisation of the long felt need of the AIF.

Decision: Haryana Administrative Service Association shall take up the issue with the State Government of Haryana. They were requested to consult Secretary, Finance, AIF and collect necessary inputs in this regard. They were further advised to keep him posted with further developments in the matter so as to enable him to enlighten the members on the updated status in the next Executive Committee meeting of the Federation.

Agenda Item No. 7: To brainstorm on the best practices of the SCS Associations across the country as per details shown in the attachment marked Annex-C and to identify further actionable points.

Discussion: Secretary, Finance informed the house that information in Annexure-C has been compiled on the basis of information received from the representatives of the SCS Associations attending the Executive Committee meeting of the Federation held on 16th September, 2017.

Decision: The SCS Associations of the States of J&K, H.P, DANICS, T.N., Andhra Pradesh, Kerala, Telangana, Jharkhand, Odhisha, West Bengal, Gujarat, Goa, Maharashtra, Chhattisgarh, M.P., Uttarakhand, Arunachal Pradesh, Assam, Meghalaya, and Sikkim shall inform the AIF (Secretary, Finance) of the best practices in their respective States in exclusion of those already mentioned in **Annexure-C** for preparing a comprehensive document on the subject and to disseminate the same to all the SCS Associations after discussion in the next Executive meeting of the Federation slated to be held in Bengaluru.

AGENDA: PART II: FINANCIAL ISSUES

Agenda Item No. 1: To discuss and deliberate on the status of outstanding Affiliation Fees payable to AIF by the SCS Associations with reference to the mail of the Finance Secretary of the AIF to the SCS Association dated 13 December 2019 to clear the dues;

Discussion: Secretary, Finance informed that Karnataka, Nagaland, Haryana, Arunachal and Himachal

Pradesh have cleared their outstanding affiliation fees while part payment on behalf of Chhattisgarh & Bihar has also been made.

Decision: The remaining State Associations were advised to pay the outstanding fees as mentioned in **Annexure-D**, on or before 31st January, 2020 by depositing the same in the name of Federation (**All India Federation of State Civil/Administrative Service Associations**), A/C No. 06810100003746, IFSC Code: BARB0KARNAL.

Agenda Item No. 2: To place the Expenditure Statement(s) of the AIF for the year 2017-18 and 2018-19 for approval of the House.

Discussion: Secretary, Finance tabled the Income and Expenditure Statement of Accounts for the year 2017-18 & 2018-19 and explained the same in detail. The details are follows:

Statement of Receipt and Expenditure for the year 2017-18

Receipt		Expenditure	
Opening Balance		Bank Charges	35.40
i. Cash in Hand	6662.00	Meeting Exp.	48766.00
ii. Bank	228353.00	TA/DA Exp.	25431.00
iii. FDs	2318242.00	Telephone Exp.	1825.00
Affiliation Fee	140000.00	Misc. Exp.	6619.00
Interest on Saving Bank A/c	9645.00	TDS on Interest on FDRs.	17093.00
Interest on FDs	170629.00		
Refund of TDS FY-15-16&FY- 16-17	28062.00		
Interest on TDS refund	228.00		
Total	2902101.00	Total	99769.40
		Closing Balance	
		Cash	3818.00
		Bank (Saving)	326455.60
		FDs	2472058.00
Grand Total	2902101.00	Grand Total	2902101.00

Statement of Receipt and Expenditure for the year 2018-19

Receipt		Expenditure	
Opening Balance		Bank Charges	35.40.00
i. Cash in Hand	3818.00	Donation to CM relief fund, Kerala on A/c of flood.	100000.00
ii. Bank	326455.60		

iii. FDs	2472058.00		
Affiliation Fee	5000.00		
Interest on Saving A/c & Flexi Fixed Deposit	11024.00		
Interest on FDs	160153.00		
Total	2968508.60	Total	100035.40
		Closing Balance	
		Cash	3818.00
		Bank (Saving)	185074.20
		FDs	2679581.00
Grand Total	2968508.60	Grand Total	2968508.60

Decision: After detailed discussion, the House approved the Receipt and Expenditure Statement of AIF for the year 2017-18 & 2018-19 as tabled and explained by the Secretary, Finance, AIF.

Agenda Item No. 3: To discuss the status of implementation of the recommendations of the 7th CPC by the State Governments and to review the present position with respect to the submission of uniform proposals by the SCS Associations to their respective State Governments based on the common template made available to the SCS Associations by the Finance Secretary of the AIF via mail:

Discussion: It was informed by the Secretary, Finance, that as per Format-B, the State Governments of Haryana, Karnataka, Bihar and Arunachal Pradesh have allowed pay scales in the context of acceptance of the recommendations of the 7th CPC. Inputs from the rest of the States were unavailable even though duly articulated proposals from AIF following discussion in its Executive Committee meeting to all the SCS Associations have been sent as early as in 2017.

Decision: On due scrutiny of the information received, it was resolved that:

- (i) Haryana Administrative Service Association shall again take up the issue with the State Government for revision of the Pay matrix (level-13) from Rs. 118500 to 123100, as already revised by the Government of India besides other scales on the lines drafted by the Federation and handed over to all the participants in today's (4th January 2020) meeting.
- (ii) First three levels (10, 11 and 12) granted by the Government of Karnataka are higher in comparison to the ones recommended in the 7th CPC but the next two levels (13 and 13A) are far below. As such, Karnataka Administrative Service Association should do well to parley with the Government for consideration of the proposals on the lines drafted by the Federation.
- (iii) In case of Arunachal, level-11 has got to be rechecked and conveyed to the Secretary , Finance if it is 51700-208700 or 67700-208700, and regarding level-13, whether it is 130100-215900 or 123100-215900 and in case of level 13A/14 whether it is 131100-216600+1000 or 144200-218200. The State Association should take up the issue with the State Government given the uniformity of the proposal.
- (iv) Other SCS Associations are also required to take up with their respective State Governments in the matter of implementation of the 7th CPC recommendations on the suggested lines and apprise the Secretary, Finance of the outcome in due course.
- (v) A copy of **Annexure-E** in respect of uniform proposal is attached for necessary action

Agenda Item No. 4: To discuss and deliberate on the issue of allowing two additional increments to the IAS officers promoted from the SCS in different States in Junior Administrative Grade and Selection Grade prior to 31st December 2016 and to explore avenues to protect the interests of those SCS officers promoted to IAS. President/General Secretary may please collect copies of the relevant Government

orders allowing additional increments, if any, to such promote officers and place the same in the meeting:

Discussion: In spite of the fact that the issue is very important for the SCS officers, none of the Associations present could throw light on the action taken by the State Government concerned to address the issue to the benefit of officers promoted to IAS from SCS in their respective States.

Decision: All the State Associations were requested to inform the Secretary, Finance, on this issue by 31st January, 2020 so as to enable him to place the matter in the next meeting of the Executive Committee for taking a suitable decision.

Agenda Item No. 5: To discuss on the present status of submission of the data by the SCS Associations as per Formats A-E to the Finance Secretary, AIF, for updating the AIF's Data-Bank. Ref. Mail of the FS,AIF dated 13th December 2019:

Discussion: Secretary, Finance informed the house that 17 states have furnished the information in Format A-E during the last 10 years or so and, that too, after repeated persuasions. The updated information as on 01.01.2019 have only been furnished by the SCS Associations of Himachal, Karnataka, Jharkhand, U.P. Arunachal Pradesh, Mizoram, Meghalaya and Tripura. He also said that the accuracy of some of the information furnished needs further verification.

Decision: The SCS Associations of DANICS, J&K, Andhra Pradesh, Kerala, Telangana, Odhisha, West Bengal, Goa, Assam, Manipur, Meghalaya, and Sikkim shall furnish the information in Format A-E (already mailed to them) to the Secretary, Finance, AIF.

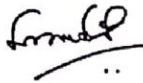
State association of Haryana, Punjab, Tamil Nadu, Bihar, Gujarat, Maharashtra, Rajasthan, Chhattisgarh, M.P. and Uttarakhand shall also furnish updated information as on 01.01.2019 in format A-E.

Agenda Item No. 6: Any other agenda with the permission of chair.

No another agenda item was taken up.

The meeting ended with a vote of thanks to and from the Chair.


Secretary General
AIF


President
AIF

**Issues flagged in the Charter of Demands submitted to Hon'ble Prime Minister, Government of India,
by the Federation**

In view of the decision taken in the last meeting, Memorandum was mailed to all the SCS Associations for their considered views and suggestions but none of them responded except the SCS Associations of Mizoram and Nagaland . They also appreciated the Charter of Demands.

S.No.	Issues	Progress	Decision
1.	Increase in the promotion quota of SCS to IAS from the present 33. 1/3 % to at least 50% of the cadre posts.	Inspite of best efforts of the AIF which include meetings with the Minister-of-state DOPT, Finance Minister, Home Minister and Secy./Addl. Secretary DOPT, there has been no positive development so far.	(i) The Federation shall redouble its efforts to press the demand and make reference to the GOI at different levels. (ii) The State Associations, on their part, shall place the matter to the respective State Chief Ministers for also approach their Chief Minister for their forceful recommendation to the Prime Minister of India for acceding to the demand of the SCS officers. A draft Memorandum to be submitted to the State Chief Ministers by the SCS Associations is being prepared by the AIF and will be mailed to all the SCS Associations as soon as possible.

2.	<p>Scrapping of Rule 8 (2) of IAS Recruitment) Rules, 1954 and IAS (Appointment by Selection) Regulations, 1997 as neither special circumstances exist nor is there any exigency to recruit Non-SCS officers as the officers of outstanding merit and ability, having even more than 20 years of substantive service belonging to SCS are available in good number for promotion.</p>	<p>In addition of the efforts of the AIF, the state Associations have taken up this issue with their respective State Governments. The State Associations of HP, Kerala, Tamil Nadu, Jharkhand and U.P. have been able to convince their Governments with regard to not earmarking the vacancy to non-SCS officers. Haryana, M.P. and Rajasthan Association have gone to CAT/ High Court on this issue. It is understood that the Member of Parliament from Nagaur (Rajasthan) has also taken up this issue with Dr. Jitender Singh, Minister- of -state in DOPT/PMO. It is also understood that Rajasthan officers have taken up this issue with Hon'ble Speaker, Lok Sabha, too.</p>	<p>(i)The Federation shall make a detailed reference to the Secretary, DoPT with a copy to the MOS, DoPT. (ii) On this issue, the State Associations should convince their respective State Governments i.e. Chief Minister and Chief Secretary for not determining/allocating vacancy of the year for Non-SCS officers. As per information available in Format-E submitted by 17 States, the state of Himachal, Kerala, U.P. are not opting for Non-SCS officers. Therefore, other State Associations should also think of approaching respective their State Governments for not allocating the vacancy to Non-SCS and persuade the State Governments concerned to firmly decide in the matter., Representation in this regard submitted to the Governments should be to the communicated to the Federation. (iii) KAS association shall file an OA in CAT on this issue in consultation with the Federation.</p>
3.	<p>Inclusion of leave reserve component of IAS cadre strength for the purpose of</p>	<p>No progress could be made in this regard. However, it has been ascertained that M.P. Association has filed an</p>	<p>(i) Punjab, Haryana and Himachal Pradesh Associations shall jointly file an O.A.</p>

	calculating promotional post of SCS officers to IAS.	O.A. before the Jabbalpur bench of CAT. M.P.	before the Chandigarh Bench of CAT. Haryana shall coordinate. (ii) M.P. Association shall inform Secretary, Finance, AIF on the current status of the O.A they filed.
4.	Suitable amendment to Rule 3(3) (iii) of IAS (Regulation of Seniority) Rules, 1987 to allow the SCS officers promoted to IAS, seniority of four years for the first eight years of service in SCS and one year for each completed year till the year in which he is considered for promotion.	No Progress could be made. However, M.P. Association is understood to have to Court on this issue.	(i) Punjab, Haryana and Himachal Pradesh Associations shall jointly file an O.A. in the Chandigarh Bench of CAT. Himachal shall coordinate. (ii) M.P. Association to inform Secretary, Finance , AIF on the current status of O.A.
5.	Advice to the State Governments for maintaining uniform pattern in fixation of cadre strength of IAS and SCS in the ratio of not more than 1:1.5.	This issue is basically within jurisdiction of the State Governments. A revision exercise of cadre strength is taken by every state after 3/5 years. Therefore, State Association (Jharkhand, Odisha, W.B., Maharashtra, Rajasthan, U.P., Assam, Nagaland, Tripura) who have larger cadre strength vis-à- vis IAS cadre, should take up the issue with their respective State Governments for reducing the cadre strength. This would help the SCS officers in having faster promotion to IAS. Bihar Association has got their cadre strength reduced.	As revealed from the information compiled in format-A, the ratio of SCS cadre vis-à-vis IAS cadre, ratio in respect of Haryana, Himachal, Punjab, Andhara, Kerala, Uttrakhand is good and reasonable ratio. Other State Associations should take up with their State Governments the issue of reducing the SCS cadre strength. Such State can discuss their proposal with the Secretary, Finance of the Federating. Downsizing the cadre would help the SCS officers in having faster

		This has helped the SCS officers in Bihar to have early nomination to IAS.	promotion to IAS.
6.	Direction to the State Governments for filing up State Deputation Reserve Posts in excess of 25% of cadre posts from the SCS officers instead of from IAS as these excess posts are created by state Government(s) for a temporary period.	Since the issue pertains to State Governments , State Associations are to take up the issue with their State Governments . In case State Associations find that state deputation posts manned by IAS officers are in excess of 25% of the cadre posts, the state Associations are required to inform the Federation so that the issue can be taken up With the DOPT.	State association shall examine this issue after ascertaining the number of post on the basis of IAS cadre composition of IAS of their state. In case IAS officer are posted on these posts in excess of 25%, they should take up the case with state govt. for posting of SCS officer on such excess post. The state association can discuss this issue with secretary finance of the federation.
7.	Amendment to regulation 5(3) of IAS (Appointment by Promotion) regulations, 1955 for raising of upper age limit from 54 years to 59 years in view of raising of the age of superannuation from 58 years to 60 years.	After continued efforts of the Federation, the upper age limit could be raised from 54 years to 56 years. However, Karnataka Administrative Service Association/Officer is also before the Court on this issue. KAS association to brief the House about court case.	After discussion, it was decided to drop this issue.
8.	Restoration of the old formula of seniority-cum-merit and dispensing with merit-cum-seniority formula in the matter of promoting of SCS to IAS	Through sustained efforts of the Federations it has been possible to ensure promotion of SCS officers to IAS on broadly on seniority-cum-merit principle.	After discussion, it was decided to drop this issue.

	in view of the comprehensive guidelines issued by the Government of India.		
9	Holding of annual meeting of Departmental promotion committee regularly for preparation of Select List of SCS officers for promotion to IAS so that eligible officers do not have to stagnate in queue indefinitely.	Through painstaking efforts of the AIF and the State Associations, it has been possible for holding meetings of the DPC almost on regular basis except where there is no stay by Courts on account of inter-se-seniority or other reasons.	It has broadly observed that the DPC meetings are not held regularly because of the litigations on inter-se-seniority of SCS officers, or any other court orders. Therefore, the State Associations concerned should make their efforts in resolving such matters, so that the DPC meetings are held annually and there is no delay in promotion of SCS officers to IAS.
10.	Advice to the State Governments for opening of parallel channel of promotion for SCS officers in case they are not promoted to the IAS after eight years of qualifying period, so as to arrest and contain the acute stagnation in the SCS.	At one point of time, all the posts of Secretary , HOD, DM and ADM were included in the IAS Cadre Schedule only . However, on the sustained efforts of the AIF as well as the State Associations a good number of such posts are now being manned by SCS officers in different States. .	As revealed from the compiled information in format-D,(received from 17 states), U.P., Arunachal, Mizoram, Nagaland and Tripura are on a better platform as they have been able to get some posts of Secretary, HOD and Collector/DM/DC in their respective cadres. Other states should also take up their proposal with their respective State Governments. U.P. Arunachal, Mizoram, Nagaland and Tripura Associations shall send a copy of the order/notification related to

			creation of the posts of Secretary/HOD and Collector/DC, to the Secretary, Finance of the Federation so as to enable him to feed other State Associations to articulate their own proposal to the their Governments.
11.	Constitution of a National Commission for in-depth study of the problems afflicting the SCS officers and to hammer out solutions thereof in the national interest and to bring, about uniformity in Pay & Allowances, Recruitment Procedure, Training, Promotional avenues, Service Rules, Cadre Composition, Cadre Management etc. for them throughout the country.	This issue was raised before the Administrative Reforms Commission (ARC) through a detailed Memorandum. The delegation of the Federation also met the chairman of the Commission in Delhi and held a detailed discussion. The Hon'ble Chairman assured a positive recommendation. However, the report submitted by the Commission was , unfortunately, silent on this issue.	After detailed deliberation, it was decided to take a call on this issue in the next meeting of the Executive Committee to be held in Bengaluru in the month of February/March 2020.
12.	Advice to the State Governments for introduction of uniform structure of pay and allowance to SCS officers at par with those of IAS in terms of the recommendations of Sixth Central Pay Commission are reaccepted by the Govt. of India.	Due to sustained endeavours of the f AIF as well as the State Associations, it has become possible to make the pay scales of SCS officers more or less at par with those of IAS officers in at least first five scales of pay band and grade pay under 6 th CPC.	State Associations shall take up this issue with their respective State Governments.

Issues of Different State Civil Services

Sr. No.	State	Issue
1.	Haryana	<ol style="list-style-type: none"> 1. Irregular recruitment 2. No fixed tenure of posting 3. Grant of Pay scale corresponding to grade pay of Rs.10,000/- 4. Grant of pay of Rs.123100- instead of 118500 at 4th level, since it has been revised under 7th CPC. 5. Inclusion of more post of HOD in SCS cadre
2.	Himachal Pradesh	<ol style="list-style-type: none"> 1. President/Gen. Secy. to raise their issues in the meeting, since he was not available in last meeting on this subject.
3.	Punjab	<ol style="list-style-type: none"> 1. Registration of criminal complaint against PCS officers.
4.	Karnataka	<ol style="list-style-type: none"> 1. Non-registration of FIR against KAS officers unless the matter is preliminary enquired into by an officer of the rank of Additional Secretary. 2. Irregular recruitment of KAS officers 3. Designating the KAS officers in the rank of Secretary to the Government. 4. Equating of pay scale on the IAS pattern under 7th CPC. 5. Ensuring regular meeting of DPC.
5.	Tamilnadu	<ol style="list-style-type: none"> 1. More pay scales for SCS officers, since their being only two scale. 2. HOD post should be included in SCS cadre.
6.	Kerala	<ol style="list-style-type: none"> 1. Increase in cadre strength. 2. Ensuring of regular DPC meeting. 3. More pay scale.
7.	Bihar	<ol style="list-style-type: none"> 1. Introduction of ICT regulated ACR to avoid delay in recording ACR by different authorities. 2. Deputation of other SCS officers to Bihar. 3. Ensuring of regular DPC meeting. 4. Parallel promotion in SCS.
8.	Jharkhand	<ol style="list-style-type: none"> 1. Reduction in cadre strength 2. DPC meeting are not regular. 3. More post of HOD in SCS cadre.

9.	Gujarat	<ol style="list-style-type: none"> 1. HOD post in SCS cadre. 2. Irregular recruitment of SCS officers.
10.	Maharashtra	<ol style="list-style-type: none"> 1. Reorganization of SCS cadre strength. 2. Restructuring of first of two pay scales.
11.	Rajasthan	<ol style="list-style-type: none"> 1. Non-posting of recently promoted IAS officers against IAS cadre post. 2. Year of advertisements to be the year of appointment in RAS. 3. Posting of RSAS officers in Administrative and personal department. 4. Posting of RS officers in CMP. 5. Special cadre review of IAS (Raj) cadre. 6. Reduction in cadre strength.
12.	Chhattisgarh	<ol style="list-style-type: none"> 1. HOD post in SCS cadre.
13.	M.P.	<ol style="list-style-type: none"> 1. HOD post in SCS cadre.
14.	Uttar Pradesh	<ol style="list-style-type: none"> 1. Including of some post of Secy. In SCS cadre.
15.	Arunachal Pradesh	<ol style="list-style-type: none"> 1. Reorganizing of cadre strength of SCS officers. 2. Independent cadre of IAS.
16.	Mizoram	<ol style="list-style-type: none"> 1. Grant of pay scale in view of recommendations of the 7th CPC. 2. Reorganizing of cadre strength of SCS officers. 3. Independent cadre of IAS.
17.	Nagaland	<ol style="list-style-type: none"> 1. Increase in promotions quota to IAS for NE states.
18.	Tripura	<ol style="list-style-type: none"> 1. Grant of special secretary designation to TCS officers.

Note: The issues of other states could not be listed as the information in format A to E were not made available by the state association. Secondly, their representative was not present in the last meeting of AIF.

Based on the excises under taken in the last meeting of AIF, the following are some of the common best practice, prevalent among state association.

- Organizing of intra and inter service (IAS, IPS/SPS, IFS/SFS, State judicial officer and Tehsildar/BDO).
- Bringing out of magazine
- Cooperative housing scheme for SCS Officers
- SCS officer whatsapp group for discussion of important and emergent issues.
- Organizing of health and blood donation camps.
- Organizing of monthly meeting at Distt. HQ (in the office of Nodal Officer nominated by Association) to discuss the service issues.
- General life insurance of SCS offers at the expenses of Association.
- Organizing of welcome parties for newly appointed SCS officer.
- Payment of one time ex-gratia amount to the family of deceased SCS officers, by the Association.
- Honoring of SCS officers on retirement.
- Introduction of smart uniform for SCS officer with insignia.
- Introduction of annual awards to the best two SCS officers.
- Orchestra/musical band of SCS officers.
- Organizing of SCS officer family get together at State/Distt. Head quarters.
- Calibration of 50th/100 years of SCS.
- Construction of Association Bhawan.

Note: Adoption of these practices will add to the prestige and solidarity and up gradation of SCS.

All India Federation of State Civil/Administrative Services Association

Affiliation Slab: upto 300 cadre strength-Rs.5000, 301-600 Rs.10000 and above 600 Rs.15000/- annum

Sr. No.	Name of Staff Association	Cadre Strength	2000-01 to 2015-16	2016-17	2017-18	2018-19	2019-20	Total
NORTHERN REGION								
1	J & K	315	90000	10000	10000	10000	10000	130000
2	Punjab	310	-	-	-	10000	10000	20000
3	Haryana	300	-	-	-	-	-	-
4	Himachal Pradesh	206	-	-	-	-	-	-
5	Delhi & Other Union Territories	398	70000	10000	10000	10000	10000	110000
SOUTHERN REGION								
6	Andhra Pradesh	300	90000	5000	5000	5000	5000	110000
7	Tamil Nadu	654	65000	10000	10000	10000	10000	105000
8	Kerala	123	25000	5000	5000	5000	5000	45000
9	Karnataka	590	-	-	-	-	-	-
10	Telangana		5000	5000	5000	5000	5000	25000
EASTERN REGION								
11	Odisha	1700	105000	15000	15000	15000	15000	165000
12	West Bengal	1767	85000	15000	15000	15000	15000	145000
13	Bihar	851	-	10000	15000	-	-	25000
14	Jharkhand	1229	135000	15000	15000	15000	15000	195000
WESTERN REGION								
15	Maharashtra	3100	40000	15000	15000	15000	15000	100000
16	Gujarat	680	20000	15000	15000	15000	15000	80000
17	Rajasthan	1050	-	-	-	15000	15000	30000
18	Goa		85000	5000	5000	5000	5000	105000
CENTRAL REGION								
19	Madhya Pradesh	774	20000	15000	15000	15000	15000	80000
20	Uttar Pradesh	1122	-	-	-	15000	15000	30000
21	Uttarakhand	157	25000	5000	5000	5000	5000	45000
22	Chhatisgarh	250	70000	-	-	-	-	70000
NORTH EASTERN REGION								
23	Assam	1100	155000	15000	15000	15000	15000	215000
24	Arunachal Pradesh	422	-	-	-	-	-	-
25	Sikkim		90000	5000	5000	5000	5000	110000
26	Meghalaya	178	15000	5000	5000	5000	5000	35000
27	Nagaland	307				-	-	-
28	Mizoram	235	-	-			5000	5000
29	Manipur		85000	5000	5000	5000	5000	105000

30	Tripura	745	68000	10000	10000	-	15000	103000
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Annexure : E

Uniform Pay Structure/Scale Proposal to be submitted by state civil/administrative Service officers association before Pay commission/committee of the state under 7th CPC on the pattern of IAS.

New Pay proposal for SCS Officers					
Sr. No.	New Pay Matrix	Level	Nomenclature attached to pay scale	Designation	Qualifying Period
1	2	3	4	5	6
1	56100	10	Jr. Scale	Dy. Secy. /Equvlt	Entry Level
2	67700	11	Sr. Scale	Dy Secy./Equvit	After 4 yrs service
3	78800	12	Jr. Admn. Scale	Jt. Secy/Equvlt	After 9 yrs service
4	123100	13	Selection Grade - I	Addl Secy/Equvit	After 14 yrs service
5	131100	13a	Selection Grade - II	Spl Secy/Equvit	After 16 yrs service
6	144200	14	Super Time Scale	Secy/Equvit	After 18 yrs service
7	182200	15	Above Super Time Scale -I	Principal Secy	After 28 yrs service
8	205400	16	Above super Time scale - II	Addl Chief Secy.	After 32 yrs service

Note: The pay proposed for SCS Officer is exclusive of annual increment, Dearness and other allowances admissible from time to time.