



ALL INDIA MES CIVILIAN ENGINEERS ASSOCIATION

CENTRAL HEADQUARTERS NEW DELHI

(RECOGNISED BY GOVT. OF INDIA)

T-30, ASHRAY, KABUL LINES, DELHI CANTT-110010

Website: www.aimcea.org.in



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AMCEA/CHQ/ SUN/30

13 Nov 2022

To

Lt Gen Harpal Singh, PVSM, AVSM, VSM, ADC

Engineer-in-Chief

Engineer-in-Chief's Branch

Integrated HQ of MoD,

Kashmir House, Rajaji Marg

New Delhi-110011

GUIDELINES MANAGEMENT OF GP 'B' (NG) & C EMPLOYEES (BASIC SUBORDINATE STAFF) OF MILITARY ENGINEER SERVICES

Respected Sir,

1. Kindly refer the following: -

(a) Guidelines Management of Gp 'B' (NG) & 'C' employees issued vide your HQ letter No B/20148/PP/E1C (1) dated 18 Feb 2019.

(b) Guidelines Management of Gp 'B' (NG) & 'C' employees issued vide your HQ letter No B/20148/PP/E1C (1)/34 dated 28 April 2022.

2. It is duly informed that Guidelines Management of Gp 'B' (NG) & C employees were issued vide your HQ letter referred at Para 1 (a) above. The above policy was finalized and approved by Engineer-in-Chief after detailed deliberation with the stake holders (Recognized Service associations) and Rep of CE Commands. The policy was finalized after due consideration of all inputs from HQ CE Commands and stake holders during several meetings. The same policy was submitted to MoD for their approval.

3. It is noted with concern that another Guideline / Posting policy has been issued vide your HQ letter referred at Para 1(b) above with various changes in the earlier issued policy without taking comments from the stake holders i.e. this Association. As per policy on the subject matter comments from the all-stake holders shall be taken and draft policy shall be uploaded on MES website / circulated for comments.

4. This Association receiving representations / telephonic grievances from our members on the various points in the revised posting policy. These suggestions have been studied by this Association and found that representation / suggestions

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submitted by our members needs to be addressed by HQ E-in-Cs Branch in the interest of Organization as well as employees also.

5. It is requested that necessary amendments be made in the revised posting policy issued vide your HQ letter referred at Para 1(b) above as per suggestions /representation made in App 'A'. It is also requested that posting policy may be finalized after due deliberation/discussion with stake holders.

Thanking You,

Yours Sincerely

(Arvind Kumar)

Gen Secretary

AIMCEA CHQ Delhi

Encls: - (As above)

Copy to: -

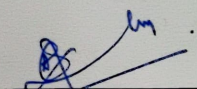
1. Shri Abhai Bhatnagar, IDSE
Director General (Pers)
Military Engineer Services
IHQ of MoD (Army)
Kashmir House
Rajaji Marg, New Delhi-11

: It is requested that necessary changes be made in the posting policy ref at Para 1 (b) above as per suggestions attached as App 'A'

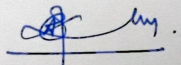
2. RHQs AIMCEA

: For Info and further info to all AHQs.

REPRESENTATION/COMMENTS ON GUIDELINES MANAGEMENT OF GP 'B' (NG) & 'C' EMPLOYEES (BASIC SUBORDINATE STAFF) OF MES

Ser No	Para No of Posting policy 28 April 2022	Representation/Suggestion by AIMCEA	Remarks
1	Para 5 (a) (i)	<p>As defined in the Para that "Tenure stations are those stations where facilities/basic amenities are lacking". In this regards it is duly submitted that there are several tenure stations where basic amenities are even not exist for civilian employees and these employees when posted to these station are totally on the mercy of Station Authorities. Your HQ vide letter No B/20148/PP/E1C (1) dated 21 Aug 2013 issued guideline for Review of Tenure station and for Management of Earstwhile Group 'C' & 'D' post of MES. As per Para 4 (b) & (C) the following were directed with regards to basic amenities :-</p> <p>(i) Family accommodation</p> <p>(ii) Single and transit accommodation similar to JCO's/Ors, including Messing facilities</p> <p>(iii) To convert existing non-family stations into family stations at least for newly newly married/young couple so that agony of maintaining two establishment of family is avoided.</p> <p>(iv) To permit access to station facilities of health care , children education etc without any reservation.</p> <p>(v) It is also proposed to take up the case with staff authorities as well as GOI to facilitate retention of Govt accommodation at last duty station or allow additional HRA for last duty station, similar to the way facility available for NE States , A&N Islan etc as per GOI order.</p> <p>It is a matter of concern that even after lapse of more then 09 years there is no progress on ground on the above direction of your HQ. Subordinate Engineers are posted to these stations are facing lot of inconvenience and hardship. Therefore it is requested that these facilities shall be made available to Civ employees at every tenure station and works to be undertaken on top priority.</p>	Copy of your HQ letter No B/20148/PP/E1C (1) dated 21 Aug 2013 is enclosed.
2	Para 3 Types of Postings /Transfers	<p>It is noticed that Mutual Transfer clause has been removed from the present posting policy. This clause was exists in at Para 3 (vii) of earlier Posting policy. These type of posting do not imbalance the man power state in a station / complex as these postings are bein done between same category from one station to another station in same command or one command to other command. HQ CE Commands are unable to considered the request of Individulas in absense of Mutual Transfer Clause in present posting policy and ask clarification from your HQ. It is requested that this clause may please be reinstat in Posting Policy.</p> 	

3	Para 4(a) & (b) Time of Posting	Earlier Peace to Tenure and tenure to peace postings were issued in the Month of Jan/Feb yearly, which was working smoothly over so many years without any hurdle, wherease in new posting policy these timeline has been changed to Feb and Aug (twice in a year). issuing the postings in middle of the academic year during August will disturb the ongoing studies of children of affected subordinate engineers and will lead to dissatisfaction at family front as well as work front also, there will be no benifit to the department by disturbing the subordinate and his family in the middle of academic session. Therefore, it is requested that these postings shall be issued in Jan/Feb on yearly basis please.	
4	Other Modalities Exemption from Tenure station /HAA postings of Female employees	As per Para 6 (xii) of previous posting policy dated 18 Feb 2019, female employees were exempted from posting to tenure station, unless they volunteer for the same, whereas as per new posting policy dated 28 april 2022 female employee has also become liable for postings to tenure station. In this regard please refer Representation at Ser No 1 regarding basic amenities at Tenure station. It may be noted that various tenure station in different Commands are not even suitable for posting the male employees also whereas posting of female employees is not at all feaseable considering the various factor such as remote geographical location, security situations, Medical facilities, no seperate single/married accommodation, day care facilities for kids etc. In view of above it is requested that female employees may please be exempted from Tenure posting	



(Arvind Kumar)
Gen Secy
AIMCEA CHQ Delhi