

**PROCEEDING OF ORDINARY MEETING OF THE BOARD TO BE HELD ON 11.09.2024 AT 1300 HRS. IN THE OFFICE OF THE CANTONMENT BOARD CHAKRATA.**

The following were present: -

1. Brig. Alin Deb Saha, SM, President, Cantonment Board Chakrata
2. Shri R.N. Mandal, CEO/Member Secretary.
3. Shri Anil Chandna, Nominated Member, Cantonment Board Chakrata.

**01. CONFIRMATION OF THE MINUTES OF BOARD MEETING HELD ON 31.08.2024.**

To confirm the minutes of Board meeting held on 31.08.2024.

Relevant file along with copy of the minutes of the Board meeting dated 31.08.2024 is placed on the table.

**Res.01**            Considered and noted.

**02. MONTHLY ACCOUNT FOR THE MONTH OF AUGUST 2024.**

To note the monthly accounts of the Board for the month of August, 2024:-

<b>CANTT FUND ACCOUNT:-</b>		
<b>Sl. No.</b>	<b>Cantt Fund Account</b>	<b>August, 2024</b>
(i)	Opening Balance of the Month	13147953.56
(ii)	Total receipts during the Month	2529202.00
<b>Total</b>		<b>15677155.56</b>
(iii)	Payment During the month	6558532.00
(iv)	Closing balance of the month	9118623.56
<b>Total</b>		<b>15677155.56</b>
<b>DEVELOPMENT FUND ACCOUNT:-</b>		
<b>Sl. No.</b>	<b>Development Fund Account</b>	<b>August, 2024</b>
(i)	Opening Balance of the Month	27870
(ii)	Total receipts during the Month	0
<b>Total</b>		<b>27870</b>
(iii)	Payment During the month	0
(iv)	Closing balance of the month	27870
<b>Total</b>		<b>27870</b>
<b>15<sup>TH</sup> CENTRAL FINANCE COMMISSION ACCOUNT:-</b>		
<b>Sl. No.</b>	<b>15<sup>th</sup> Central Finance Commission</b>	<b>August, 2024</b>
(i)	Opening Balance of the Month	1847028.39
(ii)	Total receipts during the Month	0.00
<b>Total</b>		<b>1847028.39</b>
(iii)	Payment During the month	965777.00
(iv)	Closing balance of the month	881251.39
<b>Total</b>		<b>1847028.39</b>

In this regard, the details of all the receipts and payments duly verified by the CA are placed in front of the Board.

**Res.02**            Considered and noted.

**03. PROPOSAL FOR GRANT OF 1<sup>st</sup> BENEFIT UNDER MACP SCHEME TO ELIGIBLE GROUP "D" EMPLOYEES (PEON AND SAFAIWALA) OF CANTT BOARD, CHAKRATA ON COMPLETION OF 10 YEARS OF CONTINUOUS AND GOOD SERVICE.**

It is submitted that the State of Uttarakhand, vide GO No. 11 XXVII (7)30 (14) 2017 dated 17.02.2017, has introduced the MACP Scheme for eligible employees. As per the Memorandum of Settlement (MOS) 1969, Cantonment Board employees are entitled to pay and allowances on par with the government employees of the state in which the Cantonment Board is situated. Since Cantonment Board Chakrata is located in the State of Uttarakhand, the orders of the Uttarakhand State Government are applicable to the employees of Cantonment Board Chakrata.

**Equation:-**

Sl.No.	Name of post in Cantonment Board Chakrata	Name of equated post of State Govt. (Uttarakhand)
1.	Peon	Peon
2.	Safaiwala	Safaiwala

The following employee(s) are eligible to get the 1<sup>st</sup> benefit of MACP Scheme on completion of 10 years of good service:-

Sl. No.	Name & Designation of employees	Date of Appointment	Date of promotion, if any	Grant of 1 <sup>st</sup> MACP on completion of 10 years of continuous and good service.	Grant of 2 <sup>nd</sup> ACP/M ACP on completion of 20 years of continuous and good service.	Grant of 3 <sup>rd</sup> MACP on completion of 30 years of continuous and good service.	Existing pay scale and Grade Pay	Proposal Pay scale and Grade Pay on Grant of 1 <sup>st</sup> MACP	Effective Date as per G.O.
1	Shri VipinDutt, Peon	10.06.2009	N.A.	--	--	--	Level 1, (5200-20200+1800)	Level 2, (5200-20200+1900)	Grant of 1st MACP W.E.F. 10.06.2019
2	Shri Praveen Kumar, Safaiwala	24.06.2008	N.A.	--	--	--	Level 1, (5200-20200+1800)	Level 2, (5200-20200+1900)	Grant of 3 <sup>rd</sup> MACP W.E.F. 24.06.2018
3	Shri Nathi Ram, Safaiwala	11.06.2009	N.A.	--	--	--	Level 1, (5200-20200+1800)	Level 2, (5200-20200+1900)	Grant of 1st MACP W.E.F. 11.06.2019
4	Shri OM Prakash, Safaiwala	11.06.2009	N.A.	--	--	--	Level 1, (5200-20200+1800)	Level 2, (5200-20200+1900)	Grant of 1st MACP W.E.F. 21.08.2020 (435 Days EOL)
5	Shri Sunil Kumar, Safaiwala	15.01.2010	N.A.	--	--	--	Level 1, (5200-20200+1800)	Level 2, (5200-20200+1900)	Grant of 1st MACP W.E.F. 15.01.2020
6	Sh. Dharmendra, Safaiwala	04.03.2014	N.A.	--	--	--	Level 1, (5200-20200+1800)	Level 2, (5200-20200+1900)	Grant of 1st MACP W.E.F. 05.03.2024 (01 Day EOL)



It is certified that services of above-mentioned Group 'D' employees of Cantonment Board Chakrata are good. No disciplinary proceedings are pending/contemplated in respect of these employees.

**Sanctioning Authority along with relevant Rules-**

GOC-in-C, Central Command through Principal Director, Defence Estates, Central Command Lucknow under Rule 89 read with Rule 32 (b) of Cantt Board Account Rules, 2020.

Board may consider and approve grant of 1<sup>st</sup> benefits of MACP Scheme on completion of 10 years of continuous good service. A comprehensive proposal shall be submitted to the Competent Authority for seeking appropriate sanction.

All connected documents are placed on table.

Res.03 Considered and approved.

**04. PROPOSAL FOR GRANT OF 2<sup>nd</sup> BENEFIT UNDER MACP SCHEME TO ELIGIBLE GROUP "D" EMPLOYEE (SAFAIWALA) OF CANTT BOARD, CHAKRATA ON COMPLETION OF 20 YEARS OF CONTINUOUS AND GOOD SERVICE.**

It is submitted that State of Uttarakhand vide GO No. 11/XXVII/(7)30/(14)/2017 dated 17.02.2017 has introduced MACP Scheme to the eligible employees. As per the Memorandum of Settlement (MOS) 1969, Cantonment Board employees are entitled to pay and allowances on par with the government employees of the state in which the Cantonment Board is situated. Since Cantonment Board Chakrata is located in the State of Uttarakhand, the orders of the Uttarakhand State Government are applicable to the employees of Cantonment Board Chakrata.

**Equation:-**

SI.No.	Name of post in Cantonment Board Chakrata	Name of equated post of State Govt. (Uttarakhand)
1.	Safaiwali	Safaiwali

The following employee is eligible to get the 2<sup>nd</sup> benefit of MACP Scheme on completion of 10 years of good service from the date of grant of first financial upgradation:-

SI. No.	Name & Designation of employees	Date of Appointment	Date of promotion, if any	Grant of 1 <sup>st</sup> ACP/ MACP on completion of 10 years good service	Grant of 2 <sup>nd</sup> ACP/ MACP on completion of 20 years good service	Grant of 3 <sup>rd</sup> MACP on completion of 30 years good service	Existing pay scale and Grade Pay	Proposal Pay scale and Grade Pay on Grant of 2 <sup>nd</sup> MACP	Effective Date as per G.O.
1	Smt. Veerwati, Safai wali	22.04.2002	N.A.	(5200-20200+1900) w.e.f 22.04.2012	--	--	Level 2 (5200-20200 + G.P. 1900)	Level 4, (5200-20200 + G.P. 2400)	Grant of 2 <sup>nd</sup> MACP W.E.F. 01.05.2022 (09 Days EOL)

It is certified that services of above-mentioned Group 'D' employee of Cantonment Board Chakrata is good. No disciplinary proceedings are pending/contemplated in respect of the employee.

**Sanctioning Authority along with relevant Rules-**

GOC-in-C, Central Command through Principal Director, Defence Estates, Central Command Lucknow under Rule 89 read with Rule 32 (b) of Cantt Board Account Rules, 2020.



Board may consider and approve grant of 2<sup>nd</sup> benefit of MACP Scheme on completion of 10 years of good service from the date of grant of first financial upgradation. A comprehensive proposal shall be submitted to the Competent Authority for seeking appropriate sanction.

All connected documents are placed on table.

**Res.04** Considered and approved.

**05. PROPOSAL FOR GRANT OF 3<sup>RD</sup> BENEFIT UNDER ACP SCHEME TO ELIGIBLE GROUP "D" EMPLOYEES (SAFAIWALA, TOLL MOHARIR, MALI) OF CANTT BOARD, CHAKRATA ON COMPLETION OF 26 YEARS OF CONTINUOUS AND GOOD SERVICE.**

It is submitted that State of Uttarakhand vide GO No. 872/XXVII(7)प्रति0/2011 dated 08.03.2011, 589/XXVII(7)40(IX)/2011 dated 01.07.2013 and 11/XXVII(7)30(14)/2017 dated 17.02.2017 has introduced ACP/MACP Scheme to the eligible employees. As per the Memorandum of Settlement (MOS) 1969, Cantonment Board employees are entitled to pay and allowances on par with the government employees of the state in which the Cantonment Board is situated. Since Cantonment Board Chakrata is located in the State of Uttarakhand, the orders of the Uttarakhand State Government are applicable to the employees of Cantonment Board Chakrata.

**Equation :-**

SI. No.	Name of post in Cantonment Board Chakrata	Name of equated post of State Govt. (Uttarakhand)
1.	Safaiwala	Safaiwala
2.	Toll Moharir	Toll Moharir
3.	Mali	Mali

The following employee(s) are eligible to get 3<sup>rd</sup> benefits of MACP Scheme on completion of 10 years of good service from the date of grant of second financial upgradation:-

SI. No	Name & Designation of employee	Date of Appointment	Date of promotion, if any	Grant of 1 <sup>st</sup> ACP on completion of 10 years good service	Grant of 2 <sup>nd</sup> ACP on completion of 16 years good service	Grant of 3 <sup>rd</sup> MACP on completion of 26/30 years of continuous and good service.	Existing pay scale and Grade Pay	Proposal Pay scale and Grade Pay on Grant of 3 <sup>rd</sup> MACP	Effective Date as per G.O.
1	Shri Bhushan Kumar, Safaiwala	01.07.1993	N.A.	(5200-20200+1900) w.e.f 01.09.2008 (as per GO)	(5200-20200+2400) w.e.f 01.07.2009	--	Level 4, (5200-20200 + G.P. 2400)	Level 5, (5200-20200 + G.P. 2800)	Grant of 3 <sup>rd</sup> MACP W.E.F. 20.06.2020 (349 days eol)
2	Smt. Puspa Devi, Safaiwali	08.07.1993	N.A.	(5200-20200+1900) w.e.f 01.09.2008 (as per GO)	(5200-20200+2400) w.e.f 08.07.2009	--	Level 4, (5200-20200 + G.P. 2400)	Level 5, (5200-20200 + G.P. 2800)	Grant of 3 <sup>rd</sup> MACP W.E.F. 08.07.2019

3	Shri Hari Ram, Safaiwala	01.09.19 94	N.A.	(5200-20200+1 900) w.e.f 01.09.20 08 (as per GO)	(5200-20200+ 2400) w.e.f. 01.09.2010	--	Level 4, (5200-20200 + G.P. 2400)	Level 5, (5200-20200 + G.P. 2800)	Grant of 3 <sup>rd</sup> MACP W.E.F. 23.11.2024 (1482 days eol)
4	Shri Kuldeep, Safaiwala	15.09.19 95	N.A.	(5200-20200+1 900) w.e.f 01.09.20 08 (as per GO)	(5200-20200+ 2400) w.e.f. 15.09.2011	--	Level 4, (5200-20200 + G.P. 2400)	Level 5, (5200-20200 + G.P. 2800)	Grant of 3 <sup>rd</sup> MACP W.E.F. 01.10.2022 (381 days eol)
5	Sh. IshwariDutt, Toll Mohrir	12.08.19 96	N.A.	(5200-20200+1 900) w.e.f 01.09.20 08 (as per GO)	(5200-20200+ 2400) w.e.f. 12.08.2012	--	Level 4, (5200-20200 + G.P. 2400)	Level 5, (5200-20200 + G.P. 2800)	Grant of 3 <sup>rd</sup> MACP W.E.F. 12.08.2022
6	Sh. Nanak Chand, Mali	01.08.19 91	N.A.	(5200-20200+1 900) w.e.f 01.09.20 08 (as per GO)	(5200-20200+ 2400) w.e.f. 01.09.2008 (as per GO)	--	Level 4, (5200-20200 + G.P. 2400)	Level 5, (5200-20200 + G.P. 2800)	Grant of 3 <sup>rd</sup> MACP W.E.F. 01.09.2018

It is certified that services of above-mentioned Group 'D' employees of Cantonment Board Chakrata are good. No disciplinary proceedings are pending/contemplated in respect of these employees.

#### **Sanctioning Authority along with relevant Rules-**

GOC-in-C, Central Command through Principal Director, Defence Estates, Central Command Lucknow under Rule 89 read with Rule 32 (b) of Cantt Board Account Rules, 2020.

Board may consider and approve grant of 3<sup>rd</sup> benefit of MACP Scheme on completion of 10 years of good service from the date of grant of second financial upgradation. A comprehensive proposal shall be submitted to the Competent Authority for seeking appropriate sanction.

All connected documents are placed on table.

**Res.05** Considered and approved.

#### **06 BLACKLISTING OF M/S JAI HIND SECURITY SERVICES**

Reference GEM online Bid no. BID GEM/2025/B/4340386 dated 13/12/2023 (Tender NIT No. 10/8/MSW/Garbage Vehicle dated 13/12/2023, CBR. No. 03 dated 31/01/2024 and Cantonment Board Chakrata letter No. 10/8/Garbage vehicle 30, letter No. 10/8/Garbage vehicle 37 read with mail from M/s Jai Hind Security Services dated 15/06/2024

#### **Office report**

The GeM Bid No. GEM/2023/B/4340386 was selected as L1 (System Run) by the GeM Portal and was approved by the Board vide CBR No. 03 dated 31/01/2024 for hiring a firm/agency for the transportation of segregated municipal waste (loading, transportation, and unloading as per MSW Rules 2016, MSW Rules 2020, and their amendments from time to time) from army and civil areas to the trenching ground of the Chakrata Cantonment Board located in MES Line, Chakrata.



Accordingly, a supply order was issued to M/s Jai Hind Security Services. As per available records, M/s Jai Hind Security Services initiated a trial run of the vehicle to provide services to the Board. However, upon inspection, it was found that the vehicles did not have proper compartments for the collection of waste as per the MSW Rules.

To ensure compliance with MSW Rules 2016 and MSW Rules 2020, certain modifications were verbally suggested by the Board to improve serviceability in the Cantonment. The firm gave positive consent to these suggestions. However, thereafter, M/s Jai Hind Security Services neither provided any of the services mentioned in the GEM tender nor communicated any reason for their absence.

Consequently, the Cantonment Board Chakrata, vide letter No. 10/8/MSW/Garbage Vehicle/30 dated 14/06/2024, directed M/s Jai Hind Security Services to submit an explanation for their non-provision of services and absence, and to explain why the contract should not be terminated and the security deposit forfeited, besides initiating the blacklisting process.

In response, instead of submitting valid reasons and modifying the vehicle to comply with MSW Rules 2016 and MSW Rules 2020, M/s Jai Hind Security Services submitted a vague reply, blaming the Board for the non-acceptance of the vehicle, which was completely inadequate for garbage collection.

It is pertinent to mention that point (4) of the Tender Document clearly states: "The Bidder/Firms/Agency will strictly follow the MSW Rules 2016, MSW Rules 2000, and its sub-rules and amendments from time to time."

Moreover, several efforts were made by this office to establish communication with M/s Jai Hind Security Services. In a recent event, when the Office Superintendent contacted the firm, the representative of M/s Jai Hind Security Services conducted the conversation in an unprofessional manner, blaming the members of the Board and even abusing the Office Superintendent instead of resolving the matter.

In view of the firm's non-serviceability, willful negligence in complying with MSW Rules 2016 and MSW Rules 2020, and unprofessionalism, the Cantonment Board Chakrata, vide letter No. 10/8/MSW/Garbage Vehicle/37 dated 17/08/2024, granted a final opportunity to M/s Jai Hind Security Services to commence services as awarded by the Cantonment Board Chakrata vide 10/1/Garbage Vehicle dated 07/02/2024. The firm was directed to establish necessary liaison with the Cantonment Board Chakrata and was informed that in the event of non-compliance within seven days from the receipt of this notice, the tender would be terminated, the security deposit forfeited, and the blacklisting process initiated against the firm.

As no reply or representation has been received in this office to date, the matter is now placed before the Board, along with all supporting documents, for the blacklisting of the firm.

**Res.06** Board considered the matter and resolved to put-up the matter first for termination of the contract with the firm in the next Board meeting.

## **07 DRAFT SOLID WASTE MANAGEMENT BYE-LAWS OF CANTONMENT BOARD**

To consider the direction issued by the PDDE CC, Lucknow Cantt vide letter No.54653/SWMR-2000/Cantt/VIII/ dated 26/07/2024.

For the management of solid waste in Chakrata Cantonment, in accordance with the Solid Waste Management Rules, 2016, the Chakrata Cantonment Board, after approval of the Board vide CBR No. 07 dated 30.11.2022, submitted the final draft of the Solid Waste Management Bye-Laws 2024 to the Government of India for publication. The proposed bye-laws, duly vetted by the Ministry of Law, were then published in the e-Gazette of the Government of India. In line with the procedure and directions contained in the referred letter, the Chakrata Cantonment Board displayed the bye-laws on its official website and notice board. Furthermore, the Board published the notification in two local newspapers, namely, Dainik Jagran and Amar Ujala, on 31.07.2024, to invite public objections. In response, the office of the Cantonment Board Chakrata received the following objections:



Sl	Objection dated	Received from	Summary of the objections
1.	05/08/2024	Shri Anil Chandna, Nominated Member, Cantonment Board Chakrata	In the representation, objection has been made against the rates proposed in the serial No. 03 (Commercial establishments, shops, eating places) of Chapter X, First Schedule i.e. User Fee for Solid Waste Management.
2.	05.08.2024	Shri Monit Duseja resident of 173, New Market Chakrata	In the representation, it is stated that the user collection fee is illegal, and the Cantonment Board should take responsibility for the collection itself. Collecting a fee for this is unlawful, and the burden should not be placed on the public.
3	06.08.2024	Resident of Chakra Cantonment	In the combined representation, it is stated that it is unfair to impose any kind of fee. It is further stated that the Cantonment Board should maintain the cleaning and disposal system as before and should not impose any additional charges on the public.

All the objections received, have to be examined in light of the Solid Waste Management Rules, 2016. The relevant rules are reproduced below:

**“ Rule 4. Duties of Waste generators -**

*(2) No waste generator shall throw, burn or bury the solid waste generated by him, on streets, open public spaces outside his premises or in the drain or water bodies.*

*(3) All waste generators shall pay such user fee for solid waste management, as specified in the bylaws of the local bodies. ”*

**Rule 15. Duties and responsibilities of local authorities and village Panchayats of census towns and urban agglomerations. – The local authorities and Panchayats shall, -**

*(f) Prescribe from time to time user fee and deem appropriate and collect the fee from the waster generators on its own or through authorised agency;*

*(zg)(ix) Pay monthly user fee or charges to waste collectors or local bodies or any other person authorised by the local body for sustainability of solid waste management.”*

After careful examination of the representation in the light of the above rules of The Solid Waste Management Rules 2016, it is found that there is no merit in the objections raised in the serial No 2 and 3 and are liable to be rejected. However, objection raised by the nominated member about exorbitant rate in serial No. 03 (Commercial establishments, shops, eating places) of Chapter X, First Schedule i.e. User Fee for Solid Waste Management, matter is put up before the board for taking a suitable decision.

Accordingly, all the objections are put up before the Board for disposal and for final approval of the Chakrata Cantonment Board Solid Waste Management Bye-Laws 2024 for onward submission through PDDECC.

**Resolution:07** All objections were considered and discussed at length. After examining all the facts and rules, it is found that there is no merit in the objections mentioned at Serial Nos. 2 and 3 of the agenda. Therefore, it is resolved to reject them. However, regarding the objection raised at Serial No. 3 by the nominated member, it is resolved that, based on local circumstances, the user fee for solid waste management mentioned in Schedule-I, Serial No. 3, should be revised from Rs. 500 to Rs. 250. The Board further resolved that, after making the necessary corrections, the final Solid Waste Management Bye-laws for Chakrata Cantonment be sent for publication in the Gazette.

**08 FINALIZATION LAND FOR CONSTRUCTION OF MULTI STOREY PARKING.**

Reference CBR No. 14 dated 28/07/2023.



### **Office report:**

During a recent visit to the Office of the Cantonment Board Chakrata, Shri Satpal Maharaj, the Hon'ble Minister for Tourism, Government of Uttarakhand, dedicated significant time to discussing the development of Chakrata Cantonment with the aim of enhancing tourist flow and boosting the region's economy.

During the discussion, the issue of inadequate parking facilities was raised. In response, the Hon'ble Minister agreed to construct a multi-storey parking facility in Chakrata Cantonment under the State Government's initiative. However, he directed the Cantonment Board to first identify a suitable site and then submit a formal proposal for consideration.

Following these discussions, a comprehensive proposal, along with the identified site and requisition for the development of the multi-storey parking facility, is to be submitted to the Hon'ble Tourism Minister of Uttarakhand.

In this regard, the Board has already conducted several surveys. After scrutinizing all available sites, it has been determined that the most suitable location for the multi-storey parking facility is a group of adjacent sites, comprising Sy. No. 245-1, 245-5, and 245-6, with a total area of 0.349 acres (15,200 sqft), classified as Class 'C' land.

The matter, along with all relevant documents, is now placed before the Board for approval of the identified site, which will then be included in the proposal to the Hon'ble Tourism Minister of Uttarakhand for further action.

**Res.08** Board considered and pended the matter till next Board meeting.

### **09 ENHANCEMENT OF HONORARIUM OF TEACHERS ON GROUND OF THEIR TEACHING EXPERIENCE AT CANTONMENT BOARD CHAKRATA.**

Reference Cantonment Board Chakrata CBR No. 03 dated 13/06/2024.

The Cantonment Board, vide the aforementioned CBR, proposed an agenda for the enhancement of honorarium for teachers based on their teaching experience. After detailed discussion, the Board directed the submission of clear recommendations with justifications.

#### **Current Honorarium for Teachers:**

The following are the details of the current honorarium payable to teachers engaged at schools managed by the Cantonment Board Chakrata:

Sl. No.	Description	Current Honorarium Payable
1	Lecturer	Rs. 18,000/-
2	Assistant Teacher (CIC)	Rs. 16,000/-
3	Assistant Teacher (Cantt Primary)	Rs. 15,000/-

#### **Previous Re-Evaluation of Outsourced Staff Salaries:**

Attention is also invited to Cantonment Board Chakrata CBR No. 05 dated 29/03/2023, wherein the salary of outsourced staff was re-evaluated as per the Sub Labour Commissioner's order and the Ministry of Labour & Employment Memorandum No. D-26/MWA-Rates/2022-dylc dated 04/10/2022. The revised pay details are as follows:



Sl. No.	Post	Revised Pay (per day)	Revised Pay (per month)
1	Junior Clerk	Rs. 557/-	Rs. 16,710/-
2	Junior Engineer	Rs. 788/-	Rs. 23,640/-
3	Sanitary Inspector	Rs. 671/-	Rs. 20,130/-
4	Chowkidar	Rs. 477/-	Rs. 14,310/-
5	Peon	Rs. 477/-	Rs. 14,310/-
6	Fitter	Rs. 557/-	Rs. 16,710/-
7	Lineman	Rs. 557/-	Rs. 16,710/-
8	Driver	Rs. 557/-	Rs. 16,710/-
9	Safaiwala	Rs. 447/-	Rs. 14,310/-

Since no minimum wage guidelines were available for teaching staff, the Board opted for an honorarium model, with a previous hike of Rs. 2000/- on the existing honorarium. The details of honorarium before and after the hike are as follows:

Sl. No.	Description	Honorarium Before Hike	Honorarium After Hike
1	Lecturer	Rs. 16,000/-	Rs. 18,000/-
2	Assistant Teacher (CIC)	Rs. 14,000/-	Rs. 16,000/-
3	Assistant Teacher (Cantt Primary)	Rs. 13,000/-	Rs. 15,000/-

#### Comparison with Other Skilled Labor:

A comparison reveals that the honorarium of an Assistant Teacher (Cantt Primary) is lower than that of skilled labor such as linemen, fitters, and drivers engaged by the Cantonment Board Chakrata:

Sl. No.	Description	Monthly Salary
1	Assistant Teacher (Cantt Primary)	Rs. 15,000/-
2	Fitter	Rs. 16,710/-
3	Lineman	Rs. 16,710/-
4	Driver	Rs. 16,710/-

This discrepancy in pay within the same organization, where teachers are receiving less than skilled labor, has been a matter of concern. Several requests have also been received from the teaching staff regarding an enhancement of their honorarium.

#### Proposed Enhancement Based on Teaching Experience:

In light of these concerns and considering the natural tendency of employees to request periodic salary increments, it is suggested that reasonable hikes be granted based on the teachers' years of experience. This approach will help maintain pay hierarchy and reward experienced teachers for their dedication to the Board.

The proposed honorarium structure is as follows:



Sl. No.	Description	Less than 5 Years Experience	5-10 Years Experience	10 Years and Above
1	Lecturer	Rs. 18,000/-	Rs. 19,500/-	Rs. 21,000/-
2	Assistant Teacher (CIC)	Rs. 16,000/-	Rs. 17,500/-	Rs. 19,000/-
3	Assistant Teacher (Cantt Primary)	Rs. 15,000/-	Rs. 16,500/-	Rs. 18,000/-

Since most of the teachers engaged at Cantonment Board Chakrata schools have more than four years of experience, this proposed honorarium structure will maintain the hierarchy within the pay matrix. Any additional adjustments can be made through suitable yearly hikes.

#### **Conclusion:**

All connected documents are placed before the Board for kind perusal and necessary action in this matter

**Res.09** Considered and approved the honorariums proposed in the agenda side with effect from 01.09.2024.

#### **10 ENHANCEMENT OF PAY IN RESPECT OF JUNIOR ENGINEER ENGAGED AT CANTONMENT BOARD CHAKRATA.**

Reference Application of Shri Deepak Jugran, Junior Engineer (Outsource), Cantonment Board Chakrata dated 27/08/2024.

#### **Office report:**

To consider the request application of Shri Deepak Jugran, Junior Engineer (Outsourced), Cantonment Board Chakrata, dated 27/08/2024, for an enhancement of pay.

As per records, Shri Deepak Jugran has been working with the Cantonment Board Chakrata as an outsourced Junior Engineer on a monthly salary of Rs. 25,000/-. He has expressed that his current salary is insufficient to meet his family's needs, and as a result, he applied to various organizations offering better compensation. He has now received offers from a few organizations in Dehradun, offering him Rs. 30,000/- per month. Before accepting any new position, Shri Jugran has requested the CEO to consider increasing his salary to Rs. 30,000/- per month.

Considering Shri Jugran is a skilled and capable engineer, it is difficult to find an equally qualified replacement at a salary of Rs. 25,000/-. Additionally, the Cantonment Board is not in a position to handle the sudden change of a new engineer, as it typically takes 3 to 5 months for a new incumbent to fully adapt to the Board's work.

In the best interest of the Board, it is advisable that Shri Jugran's request be accepted.

In this regard, the request application of Shri Deepak Jugran, Junior Engineer (Outsourced), is placed before the Board for kind consideration

**Res.10** The Board considered the request application of Shri Deepak Jugran, Junior Engineer (Outsource) and approved the monthly salary of Rs. 30,000/- per month to the Junior Engineer with effect from 01.09.2024.



**11. PROPOSAL FOR GRANT OF 1<sup>ST</sup>, 2<sup>ND</sup> AND 3<sup>RD</sup> BENEFITS UNDER ACP/MACP SCHEME TO ELIGIBLE GROUP "D" EMPLOYEES (FOREST GUARD) OF CANTT BOARD, CHAKRATA ON COMPLETION OF 10, 16 AND 26 YEARS OF CONTINUOUS AND GOOD SERVICE.**

It is submitted that State of Uttarakhand vide GO No. 872/XXVII(7) dated 08.03.2011, 589/XXVII(7)40(IX)/201 dated 01.07.2013 and 11 XXVII (7)30 (14) 2017 dated 17.02.2017 has introduced ACP/MACP Scheme to the eligible employees. As per Memorandum of Settlement (MOS) 1969, Cantt Board employees are entitled to pay and allowances at par with Govt. employees of the State in which Cantt Board is situated. As Cantonment Board, Chakrata is situated in the State of Uttarakhand, Orders of UK State Govt. are applicable to the employees of Cantt Board, Chakrata.

**Equation :-**

SI. No.	Name of post in Cantonment Board	Name of equated post of State Govt. (Uttarakhand)
1.	Forest Guard	Forest Guard

The following employee(s) are eligible to get the 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> benefits under ACP/MACP Scheme on completion of 26 years of good service as under:-

SI. No	Name & Designation of employee	Date of Appointment	Date of promotion, if any	Grant of 1 <sup>st</sup> ACP on completion of 10 years good service	Grant of 2 <sup>nd</sup> ACP on completion of 16 years good service	Grant of 3 <sup>rd</sup> MACP on completion of 10/26 years of continuous and good service.	Existing pay scale and Grade Pay	Proposal Pay scale and Grade Pay on Grant of 1 <sup>st</sup> , 2 <sup>nd</sup> and 3 <sup>rd</sup> ACP	Effective Date as per G.O.
1	Shri Hari Lal, Forest Guard	12.05.1997	N.A.	--	--	--	(5200-20200 + G.P. 1800)	5200-20200 + G.P. 1900 (w.e.f. 01.09.2008)	Grant of 1 <sup>st</sup> ACP w.e.f. 01.09.2008
								5200-20200 + G.P. 2400 (w.e.f. 12.05.2013)	Grant of 2 <sup>nd</sup> ACP/MACP w.e.f. 12.05.2013
								5200-20200 + G.P. 2800 (w.e.f. 12.05.2023)	3 <sup>rd</sup> MACP w.e.f. 12.05.2023

It is certified that services of above mentioned Group 'D' employees of Cantonment Board Chakrata are good. No disciplinary proceedings are pending/contemplated in respect of these employees.

**Sanctioning Authority along with relevant Rules-**

GOC-in-C, Central Command through Principal Director, Defence Estates, Central Command Lucknow under Rule 89 read with Rule 32 (b) of Cantt Board Account Rules, 2020.



Board may consider and approve grant of 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> benefits under ACP/MACP Scheme on completion of 10 years of continuous and good service under ACP scheme, 06 year good service from the date of grant of 1<sup>st</sup> financial upgradation and 10 years of good service from the date of grant of second financial upgradation. A comprehensive proposal shall be submitted to the Competent Authority for seeking appropriate sanction.

All connected documents are placed on table.

**Res.11** Considered and approved.

**12. PROPOSAL FOR GRANT OF 2<sup>nd</sup> AND 3<sup>rd</sup> BENEFITS UNDER ACP/MACP SCHEME TO ELIGIBLE GROUP "D" EMPLOYEES (FOREST GUARD) OF CANTT BOARD, CHAKRATA ON COMPLETION OF 16 AND 26 YEARS OF CONTINUOUS AND GOOD SERVICE.**

It is submitted that State of Uttarakhand vide GO No. 872/XXVII(7) dated 08.03.2011 and 589/XXVII(7)40(IX)/2011 dated has introduced ACP/MACP Scheme to the eligible employees. As per Memorandum of Settlement (MOS) 1969, Cantt Board employees are entitled to pay and allowances at par with Govt. employees of the State in which Cantt Board is situated. As Cantonment Board, Chakrata is situated in the State of Uttarakhand. Therefore Orders of UK State Govt. are applicable to the employees of Cantt Board, Chakrata.

**Equation :-**

SI. No.	Name of post in Cantonment Board	Name of equated post of State Govt. (Uttarakhand)
1.	Forest Guard	Forest Guard

The following employee(s) are eligible to get the 2<sup>nd</sup> and 3<sup>rd</sup> benefits under ACP/MACP Scheme on completion of 16 and 26 years of good service:-

SI. No	Name & Designation of employee	Date of Appointment	Date of promotion, if any	Grant of 1 <sup>st</sup> financial upgradation on completion of 14 years good service	Grant of 2 <sup>nd</sup> ACP on completion of 16 years good service	Grant of 3 <sup>rd</sup> ACP/MACP on completion of 26 years of continuous and good service.	Existing pay scale and Grade Pay	Proposal Pay scale and Grade Pay on Grant of 2 <sup>nd</sup> and 3 <sup>rd</sup> ACP/MACP	Effective Date as per G.O.
1	Shri Vikram Singh, Forest Guard	19.01.1990	N.A.	(5200-20200+1900) w.e.f 19.01.2005	--	--	5200-20200 + G.P. 1900	5200-20200 + G.P. 2400 (w.e.f 01.09.2008)	Grant of 2 <sup>nd</sup> ACP w.e.f. 01.09.2008
								5200-20200+ G.P. 2800 (w.e.f. 19.01.2016)	3 <sup>rd</sup> ACP/MACP w.e.f 19.01.2016

It is certified that services of above mentioned Group 'D' employees of Cantonment Board Chakrata are good. No disciplinary proceedings are pending/contemplated in respect of these employees.



**Sanctioning Authority along with relevant Rules-**

GOC-in-C, Central Command through Principal Director, Defence Estates, Central Command Lucknow under Rule 89 read with Rule 32 (b) of Cantt Board Account Rules, 2020.

Board may consider and approve grant of 2<sup>nd</sup> and 3<sup>rd</sup> benefits under ACP/MACP Scheme on completion of 16 and 26 years of good service. A comprehensive proposal shall be submitted to the Competent Authority for seeking appropriate sanction.

All connected documents are placed on table.

**Res.12** Considered and approved.

**13. PROPOSAL FOR GRANT OF 2<sup>nd</sup> AND 3<sup>rd</sup> BENEFITS UNDER ACP/MACP SCHEME TO ELIGIBLE GROUP "D" EMPLOYEES (FOREST GUARD) OF CANTT BOARD, CHAKRATA ON COMPLETION OF 16 AND 26 YEARS OF CONTINUOUS AND GOOD SERVICE.**

It is submitted that State of Uttarakhand vide GO No. 872/XXVII(7)न०प्रति०/2011 dated 08.03.2011 and 589/XXVII(7)40(IX)/2011 dated has introduced ACP/MACP Scheme to the eligible employees. As per Memorandum of Settlement (MOS) 1969, Cantt Board employees are entitled to pay and allowances at par with Govt. employees of the State in which Cantt Board is situated. As Cantonment Board, Chakrata is situated in the State of Uttarakhand. Therefore Orders of UK State Govt. are applicable to the employees of Cantt Board, Chakrata.

**Equation :-**

SI. No.	Name of post in Cantonment Board	Name of equated post of State Govt. (Uttarakhand)
1.	Forest Guard	Forest Guard

The following employee(s) are eligible to get the 2<sup>nd</sup> and 3<sup>rd</sup> benefits under MACP Scheme on completion of 16 and 26 years of good service:-

SI. No	Name & Designation of employee	Date of Appointment	Date of promotion, if any	Grant of 1 <sup>st</sup> financial upgradation on completion of 14 years good service	Grant of 2 <sup>nd</sup> ACP on completion of 16 years good service	Grant of 3 <sup>rd</sup> ACP/MACP on completion of 26 years of continuous and good service.	Existing pay scale and Grade Pay	Proposal Pay scale and Grade Pay on Grant of 2 <sup>nd</sup> and 3 <sup>rd</sup> ACP/MACP	Effective Date as per G.O.
1	Shri Inder Singh Chauhan, Forest Guard	07.08.1982	N.A.	3050-75-3950-80-4590 (w.e.f. 07.08.1996)	--	--	5200-20200 + G.P. 1900	5200-20200 + G.P. 2400 (w.e.f. 01.09.2008)	Grant of 2 <sup>nd</sup> ACP w.e.f. 01.09.2008
								5200-20200+ G.P. 2800 (w.e.f. 01.09.2008)	3 <sup>rd</sup> ACP/MACP w.e.f. 01.09.2008



It is certified that services of above mentioned Group 'D' employees of Cantonment Board Chakrata are good. No disciplinary proceedings are pending/contemplated in respect of these employees.

**Sanctioning Authority along with relevant Rules-**

GOC-in-C, Central Command through Principal Director, Defence Estates, Central Command Lucknow under Rule 89 read with Rule 32 (b) of Cantt Board Account Rules, 2020.

Board may consider and approve grant of 2<sup>nd</sup> and 3<sup>rd</sup> benefits under ACP/MACP Scheme on completion of 16 and 26 years of good service. A comprehensive proposal shall be submitted to the Competent Authority for seeking appropriate sanction.

All connected documents are placed on table.


**Res.13**            Considered and approved.

Sd/- xxx    xxx  
Chief Executive Officer  
Cantt. Board Chakrata

Sd/- xxx    xxx  
President,  
Cantt. Board Chakrata

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**True Copy**

  
(R. N. Mandal)  
Chief Executive Officer  
Cantonment Board, Chakrata