
Puducherry, the 04 SEP 2015

**DIRECTIONS ISSUED UNDER SECTION 81 OF THE PUDUCHERRY CO-OPERATIVE
SOCIETIES ACT, 1972**

Present: Dr. A.S. SIVAKUMAR

Registrar of Co-operative Societies,
Puducherry.

Sub: Co-operative Department – Consumers – Pondicherry State
Co-operative Consumers Federation – Revision of pay scales to
Packing Women Employees – Modification – Ordered.

Read: 1. RCS Direction No. 12/2/16/RCS/Plg/M/2001/23, dt. 28-02-2006
2. RCS Note No. 5/4/2/24/RCS/Cons/E/2005/PF-I/20, dt. 12-10-2006
3. RCS Direction No. 5/11/1/26/RCS/PLG/M/2009/152, dt. 11-04-2012
4. Letter No. PSCCF/Estt/A/1541/2009, dt. 01-08-2015 received from
the Managing Director, Confed, Puducherry.

ORDER

WHEREAS, a direction was issued by the undersigned vide reference 1st cited for the implementation of revised pay scales for the employees of Co-operative Societies, based on the IV pay committee's report, wherein, the post of packing Women and the scale of pay there for was not included as there was no such post at that time in the Pondicherry State Co-operative Consumers Federation (herein after 'Confed') or in any other Consumer Co-operative Stores;

AND WHEREAS, the management of Confed after the implementation of IV pay committee report created the post of packing women and fixed a separate scale of Rs. 2400-40-3200-50-5000 and got the approval of the Registrar vide reference 2nd cited;

AND WHEREAS, the packing women after a period of time went on urging the management and the Registrar for revising the scale of pay from Rs. 2400-40-3200-50-5000 to Rs. 3600-70-5000-80-8200 as applicable to the post of baggage keeper in Amudhasurabi as per the IV pay committee report. But, their requests were turned down stating that the nature of work of baggage keeper in Amudhasurabi and packing women in the Confed are not identical in the sense that the duties and responsibilities of baggage keeper is more risky than that of packing women in Confed;

AND WHEREAS, since the packing women had been constantly raising their demand for revising their scale of pay on par with the baggage keeper in Amudhasurabi, it was referred to the V pay committee. In the V pay committee, the scale of pay of Rs. 4300-110-5950-150-8200-200-11200 was recommended for the post of packing women in Confed while the scale of pay of baggage keeper in Amudhasurabi was fixed as Rs. 6500-160-8900-220-12200-300-16700 vide reference 3rd cited;

AND WHEREAS, the management of the Confed had come up with a proposal vide reference 4th cited requesting the Registrar to revise the pay scale of packing women from Rs. 4300-110-5950-150-8200-200-11200 on par with the scale of pay of Rs. 6500-160-8900-220-12200-300-16700 as applicable to the post of Baggage Keeper in Amudhasurabi since the packing women in the Confed persisting for the scale pay of Rs. 6500-160-8900-220-12200-300-16700;

AND WHEREAS, considering the lengthy service rendered by the packing women and the scale of pay of packing women is considered low when compared to the post of Peon, Watchman, Helper, Pump Operator in the Confed, it has been decided by the undersigned to revise the existing scale of pay of packing women on par with the Peon, Watchman, Pump Operator in the Confed;

NOW, THEREFORE, in exercise of the powers conferred on me under sub-section (1) of section 81 of the Puducherry Co-operative Societies Act, 1972, I hereby modify the direction on the following pay scale prescribed to the packing women employees of confed mentioned below;

Sl. No. 1	Name of the Post 2	Existing pay scale (as per V pay committee) 3	Revised pay scale 4
1.	Packing Women	4300-110-5950-150-8200-200-11200	6500-160-8900-220-12200-300-16700

It is ordered that the revision of pay scales and allowances shall be worked out in strict accordance with this direction and paid to the employees. The management shall be responsible for the correctness of the workings of pay fixation of the Packing Women of the Confed. This order will take effect from 01-09-2015.


(Dr. A.S. SIVAKUMAR)
REGISTRAR OF CO-OP. SOCIETIES

To

The Managing Director,
The Pondicherry State Co-operative Consumers Federation Ltd., P-429
A-38 & A-39, Industrial Estate,
Thattanchavady,
Puducherry - 605 009

Copy to:-

- ✓ 1. The Deputy Registrar (Audit / Planning),
Co-operative Department, Puducherry.
2. Stock file - 2015.