

7.56.6 Higher pay scales were, therefore, extended to the Accounts staff of Railways notionally w.e.f. 1.1.1996 being the date on which the higher pay scales were extended in respect of the ministerial posts in Railways subsequent to implementation of recommendations of Fifth CPC. Thereafter, vide O.M. dated 28.2.2003, such higher pay scales were extended notionally w.e.f. 1.1.1996 with actual payments being made prospectively to the analogous posts in all the organized Accounts cadres so as to maintain the traditional relativity which had always existed between these cadres. As a result of these orders, the posts of Senior Accountants/Senior Auditors in IA&AD came to be placed in the scale of Rs.5500-9000 identical to the then existing pay scale of Assistants in CSS. This, however, did not mean that the Government had conceded parity between the posts of Assistants in CSS and Senior Auditors/Senior Accountants in organized Accounts departments and the actual fact was that these posts happened to come to the identical scale on account of a totally unrelated development.

7.56.7 The demand for parity between these posts was subsequently considered in arbitration proceedings before the Board of Arbitration who observed that identical pay scales having already been given by the Government, the demand for parity between SAs and Assistants in CSS had to be conceded.

7.56.8 It is, therefore, observed that the Government has never conceded the principle of parity between Assistants of CSS and the Senior Auditors/Accountants in various organized Account Department including IA&AD. The demand for parity has again been raised because the pay scale of Assistants in CSS was subsequently revised to Rs.6500-10500. This has led to a similar dispensation being demanded by SAs in all organized accounts department including IA&AD. The Commission does not consider it necessary to go into the merit of the demand of parity between SAs and Assistants of CSS because it is recommending merger of the pre-revised pay scales of Rs.5500-9000 and Rs.6500-10500 which will automatically place Assistants in CSS and SAs in an identical revised pay band and grade pay.

7.56.9 Insofar as other posts are concerned, it is observed that a clear cut parity of these posts vis-à-vis those existing in the Central Secretariat Service has never been established in past and it is difficult to establish any parity even now. The proposed upgradations for the posts of SAO, AO will, therefore, have to be considered on merits. It is observed that the post of SAO constitutes a feeder cadre for induction into IA&AS. The entry grade for IA&AS is presently Rs.8000-13500 which is identical to the scale of