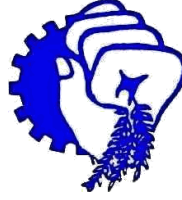


BHARATIYA PRATIRAKSHA MAZDOOR SANGH

(An All INDIA Federation of Defence Workers & Recognized by Ministry of Defence, Govt. of India)

(Affiliated to **BMS**)



Central Office:

2 NAVIN MARKET
KANPUR – 208 001

B.R.NARESH KUMAR

ORG. SECRETARY

BPMS

REGIONAL COUNCIL
MEMBER (JCM-III) OFB

H.NO.9-4-1, Keshava Basthi, Champapet, HYDERABAD – 500 079. Phone No. : 040-23283996 (o), 040-24076394 ® Mobile: 94406 17277, 96523 69187

Ref. No : BPMS/JCM/ MM

Date:27-01-2015

POINTS FOR DISCUSSION IN 16th ORDINARY JCM-III MEETING SHUEDULED ON 27th & 28th January 2015, AT OFB, KOLKATTA

1. SEEKING VIEWS ON PROPOSED CORPORITASATION OF ORDNANCE FACTORY's: BRNK / BPMS

It is brought to the notice that the online news on 12.1.2015 in Gun Shell Factory, Cossipur views from factory employees regarding the Corporation of Ordnance Factories were asked. Whether this is being done at the directives of MoD/OFB to GCF or with what authentication GCF is asking the views on corporation of OF's. Such news/activities will only demoralize the employees in turn the productivity of Ordnance Factories will be drastically effected and efficiency will go down. Hence please clarify officially what are the directives received in this regard to avoid rumor/sabotage to OFB productivity and to inform the employees of OFB units about the ground reality.

2. IMPLEMENT THE SRI. SAURABH KUMAR COMMITTEE PROMOTION POLICY : BRNK/BPMS

JCM – III 16th main meeting held on 25th & 26th August 2014 point No. 13.1 (3) implementation of the Shri. Saurabh Kumar committee report on promotion policy to Industrial Employees should made dovetail seniority from skilled grade (induction stage) instead of Highly Skilled Grade – I. This issue was discussed in this meeting and taken decision first DRY RUN will done in three factories i.e. HVF Avadi, AFK Pune and OF Ambajari to study for advantages/disadvantages while on implementation. But till date OFB has not issued the circular.

In this regard it is feared the management is adopting DELAY tactics is spite of our repeated reminders, this delay may lead to bring down the Good effects of the suggestions slowly become ineffective and ultimately the persons will be financially put to loss. Further lead to demoralization of work force which will affect the efficiency of the organization.

Hence, I request the Chairman to instruct the concerned authorities to issue the circular to concerned factories for DRY RUN on Shri. Sarubh Kumar committee report for Industrial employee's promotional policy please.

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3. ENCHASHMENT OF EL's WHILE RETIREMENT & LTC ENCHASHMENT CALCULATION SHOULD DONE AS PER IE's WAGES CALCULATION: BRNK/BPMS

Industrial employees are working on Day wage basis and wages are being calculated minute to minute. Monthly wages of IE's are paid only for the days worked by them.

Whereas, the Encashment of EL's at time of retirement and LTC payment are calculating on monthly (30 days) basis. Industrial Employees are working 297 days (excluding 52 Sundays & 16 holidays) in a year.

Present calculation EL encashment

	Yearly Days	Average monthly days	Present Monthly Wages(Pay in PB + GP)	Per day (3/2)	No. of days	Encashment Amount (2*5)
LTC	365	30	16800	560	10	5600
RETIREMENT	365	30	16800	560	300	168000

EL ENCASHMENT AS PER IE's WAGES SYSTEM

	1	2	3	4	5	6	7	8	9	10
	Yearly Days	Sundays + holidays	Yearly working days of IE's (1-2)	January 2015 working days	Present Monthly Wages (Pay in PB + GP)	Per day wages Rs. (5/4)	No. of days	Encashment Amount Rs. (6*7)	Encashment Amount as per monthly wages	Difference of paid amount (8-9)
LTC	365	52+16=68	297	25	16800	672	10	6720	5600	1120
RETIREMENT	365	52+16=68	297	25	16800	672	300	201600	168000	33600

Hence, Encashment of EL's calculation should be done and paid as per Industrial Employees wages calculation (i.e. number of working days) please.

4. EARLY CLEARENCE OF ALL CADRE REVIEW PROPOSALS : BRNK/BPMS

From the last three years all cadre review proposals are in pending. It is requested to see that to clear all the cadre review proposals before 7th CPC implementation, then only respective cadre employees will be benefited. MOST URGENT.

**5. CRITERIA OF DEPENDENT PARENT UNDER CGHS & CS(MA):
BRNK/BPMS**

As per medical attendant rules swamy's book, the term Dependency is: The income limit for dependency of the family members (other than spouse) is Rs. 3500/- plus the amount of Dearness Relief admissible on Rs. 3500/- on the date of consideration of the claim.

But OFB issued a circular in comment on 16-01-2015 regarding criteria of dependent for eligible under CGHS & CS(MA) rules given as " members of family (other than spouse) whose income is less than Rs. 3500/- per month (i.e. up to Rs. 3499/- p.m.) plus amount of dearness relief thereon as on the date of consideration.

Hence, I request withdraw the above circular please.

6. RECRUIT THE LABOURS IMMEDIATELY IN ALL OF's : BRNK/BPMS

OFB has sanctioned for recruit of the labours in many factories long back i.e. 3 years. Some factories are given advertisement and taken applications near about 2 years back. But till date Interviews are not conducted and posts not filled timely. It is for information that the applications received are in 1: 800 to 1000.

Hence, I request conduct the test same day in all factories to labour recruitment please.

**7. TRANSFER POLICY, SENIORITY & FIXATION OF PAY OF IE's :
BRNK/BPMS**

A) Those who are newly recruited in Ammunition/Chemical factories management is giving DBW/CPW trades instead of their parent trade(ITI certificate). In Other than Ammunition/Chemical factories these trades are not there.

Hence, while transferring these employees to other factories please instruct to change the trades to parent trade to transferees.

B) When Industrial employees are transferred to other factories in mutual/compassionate grounds, Seniority & Fixation of Pay is different in different factories.

Hence, please issue the guide lines to follow uniform rules in all factories.

8. DEO CADRE SHOLD BE MARGE IN CLERICAL CADRE: BRNK/BPMS

DEO's are recruited in clerical vacancies, seniority list will be shown in separate and placed in technical cadre. DEO's completed more than 25 years of service but not got single promotion yet, but those who are joined as clerical vacancies got promotions in Clerical cadre.

Hence, I request DEO's should clubbed in Clerical cadre and be given due promotions as one time relaxation to resolve the issue permanently please.

9. APEX PRODUCTIVE COUNCIL MEETING : BRNK/BPMS

All factories Sr. GM/GM's are saying that every factory targets have been increased by MoD. But most of the Sr. GM/GM's are unable to explain/show the OFB/MoD placed indents in the contrary they are saying labour cost should be decreased.

Most of the factories are procuring huge machines and big lots of materials. Factory level LPC members are not getting satisfactory replies in the LPC meetings, as many of the machines are idling..

Even the OFB level APEX Productive Council meeting is also not conducted from the last 2 years to discuss these matters and suggest how to fulfill our targets and issue the quality products to our customers.

Hence, it is requested to conduct the APEX Productive Council meeting immediately.

10. PROTECT THE PAY TO SENIOR LAB TECHNICIANS WHILE UP-GRADATION OF GRADE PAY: BRNK/BPMS

Lab. Technicians Grade Pay is up-graded from Rs. 2800/- to Rs. 4200/- from 01-01-2006. This grade pay is eligible to those who are having qualification B.Sc Biochemistry/ Microbiology. Those who are recruited on or before 31-12-2005 with qualification of Intermediate with Lab. Technician Diploma employees are not getting the Grade Pay of Rs. 4200/-. Like their Junior Lab. Technicians.

Hence, it is requested to protect the pay of Senior Lab. Technicians joined before 1.1.2006 and give them the Grade pay as given to their juniors as one time relaxation as they were recruited earlier.

11. FILLING OF BACKLOG VACANCIES IN ENGINE FACTORY AVADI: BRNK/BPMS

18 Chageman (T) posts are vacated since about last 3 years in Engine Factory, Avadi. Implement the promotion policy immediately to eligible candidates.

12. AFV MECH. TRADE SHOULD BE MARGED IN FITTER AFV: BRNK/BPMS

AFV trade mechanic trade is not SRO but HVF & OFMK has recruited/re-designated some Fitter trade employees. In this trade very limited employees are there. So in this trade employees are not getting promotions even they seniors in parent trade i.e. Fitter AFV.

Hence, I request this trade should be merged in parent trade i.e. Fitter AFV please.