

**ORDNANCE FACTORY BOARD
10A, Shaheed Khudiram Bose Road
Kolkata – 700 001.**

**ACTION TAKEN REPORT
ON THE ISSUES RAISED DURING THE 16TH STEERING COMMITTEE MEETING OF
OFB JCM III LEVEL COUNCIL (11TH TERM) HELD AT OFB HQRS. ON 13-08-2014**

4.0 SHRI C. SRIKUMAR, LEADER/STAFF SIDE

- 4.3 He expressed his serious concern about the decision of the Govt. to allow 49% FDI in Defence. The AIDEF has protested against this decision of the Govt. and subsequently the three Federations have jointly represented to the Hon'ble RM to reconsider the decision of allowing FDI in Defence..... the official side in the OFB may take all proactive steps for establishing our importance and our strength to the Govt.

ACTION TAKEN/PRESENT STATUS

The point pertains to General policy of Govt. of India. OFB has communicated its concern to DDP and necessary feedback is provided from time to time during interactions at different levels.

- 4.4. As per MoD Lt. dtd. 6/2/2014 Artisan Staff holding the 2nd ACP pay scale of Rs.5000 - 8000 (pre-revised) as on 31/12/2005 are eligible for 3rd MACP GP Rs.4600/-, however LAOs in many Factories including VFJ are not allowing 3rd MACP GP Rs.4600/- on the plea that the MoD Letter mention about the HS and MCM. This is not justified. the above benefit is equally applicable to a skilled worker holding 2nd ACP Rs.5000 - 8000 as on 31/12/2005.

ACTION TAKEN/PRESENT STATUS

A reference was received from M of D in this regard seeking clarification how Industrial Employees are not getting any promotion even after 30 years of service. The query has since been replied stating that there are many smaller Trades in the Industrial Cadre where promotions are not possible till the employees in the higher Grade retire. Therefore, there are several employees who have remained in the Skilled Grade even after 30 years of service and need to be extended the benefit of ACP at par with HS and MCM Grades upto 31-12-2005 as per M of D directives. Reply from M of D is awaited.

- 4.5 The AIDEF and other Federations have submitted their memorandums to the 7th CPC and the copies of the same has already been forwarded to the MoD and OFB. It is requested that the OFB before forwarding their memorandum to 7th CPC, the draft may be shared with the staff-side/Federations and a meeting may also be held in this regard.

ACTION TAKEN/PRESENT STATUS

The OFB Memorandum/ proposal has already been submitted to 7th CPC. In the last meeting it was requested to the Staff Side to collect the copies from OFB. If any Staff Side Member has not so far collected it, they can get it from 7th CPC Cell/OFB.

- 4.6 After the strike negotiation meeting held with the MoD, on 6th Feb. 2014, govt. orders are issued only on 2 demands i.e. Grant of 3rd MACP in GP- Rs.4600 and Correlation of PW Rates. However these two orders are also incomplete for which the Federations have represented separately. Since the other accepted demands like Revision of NDA Rates, DOT to piece workers, Grant of MACP in promotional hierarchy, NIE Cadre Review proposals, CSD Canteen facilities to the retired employees, Revision of risk Allowance rates etc., are still pending..... notice to the MoD giving an ultimatum upto 15th of Sept. 2014 for settlement of the demands..... OFB may take up the matter with MoD for settlement of all these issues at the earliest.

ACTION TAKEN/PRESENT STATUS

Among the demands pointed out by the Hon'ble staff side members, following comments are offered :-

- a) Revision of NDA rates is presently being considered by DOP&T.
 - b) Correlation of piece work has been settled by virtue of issue of OFB instruction No.834/PWCR/A/A dated 22/04/2014. Only the issue of giving effect w.e.f. 01/01/2006 is pending with MOD.
 - c) The demand for grant of MACP in the promotional hierarchy has been stayed by the Hon'ble High Court, Delhi as well as Supreme Court in an analogous matter.
 - d) DOT to piece workers has been referred to MoD with the views of official as well as staff side.
 - e) Reg CSD facilities to retired employees, the matter has been referred to DDGCS of Army Headquarters, New Delhi for consideration and comments. Last reminder has been sent on 04-12-2014.
 - f) Order connected with revision of Risk Allowance has been issued vide OFB instruction No.01/6th CPC/2014/PCC(Per/PM) dated 01/01/2014.
- 4.7 In spite of DOP&T instructions and clarification by PC of A(Fys.) and OFB the HVF Accounts authorities are adamant and not granting ACP/MACP benefits to the erstwhile Group-D NIEs who subsequently become Labourer and Tradesman. In their case the movement from Rs.1800/- to Rs.1900/- GP i.e. Semi skilled to skilled should be ignored and accordingly ACP/MACP benefits to be regularized. Non-settlement of this issue of low paid employees is creating an IR problem at HVF Avadi. He requested that PC of A(Fys.) to intervene in the matter and arrange to issue necessary instructions once again to LAO/HVF Avadi. **(HVF)**

ACTION TAKEN/PRESENT STATUS

A clarification on this subject has been forwarded to OFB by PC of A(Fys.) vide Letter No.Pay/Tech.II/04 dated 09-09-2014. However, the issue is being highlighted to CFA(Fys.) and HVF, Avadi. **(PC of A(Fys.))**

- 4.8 CGDA and PC of A(Fys.) have issued instructions that employees who got two promotions between 1/1/2006 and 31/8/2008 should be allowed to switch over to the 6th CPC pay scale after availing 2nd promotion in the pre-revised pay scale, however the RFI, LAO is not accepting this and due to this many employees are subjected to undue financial hardship. PC of A(Fys.) may kindly instruct the RFI/LAO to settle the problem. **(RFI)**

ACTION TAKEN/PRESENT STATUS

The issue was referred to RFI for examination and comments thereupon. In reply it has been informed that RFI has not received any such complaints from any corner that LAO/RFI is denying switch over option to the Industrial Employees appointed prior to 01-01-2006 and received two quick promotions in between 01-01-2006 and 31-08-2008. Govt. Orders are being followed in this regard.

However, those Industrial Employees who are appointed in the Tradesman Semi-Skilled post on or after 01-01-2006 and if got two successive promotions in between 01-01-2006 and 31-08-2008, they are not being allowed this switch over option in terms of 2nd provision of Rules of CDS(RP) Rules and the explanation 2 below.

That our action is in order has been confirmed as per the clarification issued by PC of A(Fys.) to GM/RFI vide L. No. Pay/Tech-II/04 dated 11-09-2014, copy to AO/RFI. .

- 4.9 In the past especially during Chinese aggression, to meet the exigencies of Defence Production, candidates who are less than 18 yrs, of age are recruited and subsequently regularized. However, the Audit authorities after a period of more than 40 yrs of service of some of the employees, who are due for superannuation have now raised objection and asked the Factory at OF Khamaria to get Govt. sanction for regularizing their service. The same audit authorities have audited the service record of the concerned employees several times in the past. After 40 yrs, raising such objections is not acceptable. Moreover as per Govt. orders any service rendered prior to attaining 18 yrs., of age has to be ignored and the service after 18 yrs., of age has to be taken into account for all purpose. OFB may arrange to settle this matter at the earliest.

ACTION TAKEN/PRESENT STATUS

OFK has been advised to take up the matter with Audit Authorities how this anomaly has not been detected by the Audit during the service period of the employees. Such observations towards the fag-end of their service when they are about to retire would cause delay in getting terminal benefits to the employees causing undue hardships. The observations must therefore be settled forthwith.

- 4.10 The staff side has jointly given a proposal to divert unfilled DR quota vacancies of Ch'man(T) to the store stream as a temporary measure for giving stagnation relief to the Supervisor (Store) and Store Keepers. OFB has not yet considered this proposal, The same may be settled at the earliest.

ACTION TAKEN/PRESENT STATUS

The proposal of transferring available vacancies of CM (T) to CM (NT/S) has been duly considered by the competent Authority in the light of views/comments submitted by various OF Units along with relevant RRs and other Govt Orders. Nearly all the Factories have stated that diversion of vacancies within their factories may not be resorted to as the same would have an impact on the functional requirements in the Factory. Also, change /modification in the SS of CM (T) and CM (NT/S) by virtue of proposed transfer would have the net effect of altering

the specific ratios prescribed by 5th CPC and implemented accordingly by GOI/MOD. Consequent of any such transfer of strength / vacancies/post, the prescribed inter-grade ratio between CM (T/NT) and JWM (T/NT) would stand distorted. If this proposal is to be processed further, it may also require deviation / departure from the provisions stipulated in the relevant Govt Orders and RRS/SRO. However, to neutralize the stagnation of Supervisor (Stores), feasibility of implementation of provision of GFR-254 is under consideration of competent authority. (Per/NG)

- 4.11 Election Commission has issued instructions to pay TA/DA to the Govt. employees who are deputed for election duty, in addition to the honorarium given to them. OFB may kindly examine this and issue necessary instructions to all the Ordnance Factories.

ACTION TAKEN/PRESENT STATUS

The matter is being examined. (Per/PM)

- 4.12 At present the various payments of the employees are directly deposited by the LAO in their bank accounts through NEFT system. Due to this the employees are not aware about the details of the amount deposited in their account. Therefore the LAO should intimate the employees about the details of the payment deposited in their account.

ACTION TAKEN/PRESENT STATUS

PC of A(Fys.) : Due to implementation of payments through NEFT system, the amount gets credited to individual's Bank Account. However, a circular is under issue emphasizing the Branch Offices to ensure that the cheque-slips reach the beneficiaries in time.

- 4.13 Undue delay has taken place in finalizing the Ch'man Seniority list and due to this promotions in the NG Cadre is delayed. It is requested that by end of August the seniority list may be finalized and published.

ACTION TAKEN/PRESENT STATUS

In pursuance of circular no.3255/CH/TECH/SNTY/2013/PER/NG dated 25-11-2014, Seniority list of Chargeman (Tech& Non-Tech) as on 01-01-2009 onwards, up to 01-01-2013 has been published.

- 4.16 In the Steering Committee meeting of the Departmental Council(JCM) held on 01/08/2014 JS(P&C) assured that OFB would be instructed to release vacancies for recruitment, since there is no ban on recruitment. However till date OFB has not issued manpower sanction both in IEs and NIEs. The same may please be done without further delay.

ACTION TAKEN/PRESENT STATUS

The competent authority has approved **1163** Nos. Direct recruitment sanction for different posts of NIE categories and **1568** Nos. of DR sanction for different posts of IEs Categories to various Factories.

- 4.17 The Pharmacist who are in the GP of Rs.4200/- are Gr. 'B' employees. Accordingly Rs.60 has to be recovered from their salary for CGEIGS. However Factories are recovering only Rs.30/- towards CGEIGS treating them as Gr. 'C' Employees. OFB may kindly arrange to issue necessary instructions in this regard.

ACTION TAKEN/PRESENT STATUS

Necessary Instructions have already been issued vide OFB Ins No. 3338/A/A dated 10-10-2012 (Per/PM).

- 4.18 The issue of self certification of food bill etc, by the concerned employee while claiming TA/DA as per the instructions issued by C&AG was raised in the previous JCM meetings and PC of A(Fys.) has agreed to consider the demand. The issue may be expedited.

ACTION TAKEN/PRESENT STATUS

PC of A(Fys.) : The case has been referred to the HQrs (CGDA) of PC of A(Fys.) vide Letter Sl. No.Pay/Tech-I/0195 dated 26-03-2014. Reminders have also been issued on 22-08-2014 and 26-11-2014.

- 4.19 The issue of sanction of FED post to OEF Kanpur was raised several times in the JCM meetings. However the post is not yet sanctioned to OEF Kanpur. OFB may kindly look into this matter.

ACTION TAKEN/PRESENT STATUS

A/NI: Due to ADRP vide OFB I.S.Note No.039(6)/ADRP -08-09/A/A dated 15.07.2010, the sanctioned strength was reduced to 111 for the post of FED Grade-A. Further, as on date Sanctioned strength & Existing strength of FED Grade -A are 111 & 143 respectively. Accordingly, no DR is recommended for the post of FED Grade- A.

- 4.20 Some of the Factories are not accepting Degree obtained through Distance Education Mode after 10th Std. Qualification for the purpose of Ch'man (LDCE). Similarly Diploma/Equivalent qualification in Engg. obtained through Distance Education is also not recognized. This decision of the OFB may be reviewed, since in any case the employees are placed in Chageman post only after the Departmental Examination which is tougher than the Examination for Direct Recruittees.

ACTION TAKEN/PRESENT STATUS

As per SRO 66 dated 27.05.2003, the essential educational qualification to the post of Chageman (Tech) through DR/LDCE is "three years Diploma or equivalent qualification in the relevant field duly affiliated by AICTE" only. However, AICTE has clarified that Engg / technology disciplines Diploma / Degree certificate obtained through distant mode is not recognised by them. (Per/NG)

- 4.21 In the past the Recognized Associations of OFB Hqrs, were participating in the OFB JCM III Level. However, subsequently OFB has decided to constitute separate Office Council(JCM) for

OFB Hqrs. employees. Accordingly the office council was constituted with DDG/Hqrs, as Chairman. However the office council is not regularly functioning and monthly meetings as per the constitution is not taking place. Hqrs, division may please be given necessary instruction in this regard.

ACTION TAKEN/PRESENT STATUS

It has been informed by the HQrs. division that during the last one year two Meetings of Office Council have been convened on 16-01-2014 and 14-11-2014. (HQrs.)

5.0 SHRI R. SRINIVASAN, SECRETARY/STAFF SIDE

- 5.2 While refereeing to Member/Per Inaugural speech, he mentioned that the necessity to face the challenges due to increase of FDI cap from 26% to 49%, the Federations will prepare the employees and motivate them for the survival and to satisfy the customers.

ACTION TAKEN/PRESENT STATUS

The point pertains to General policy of Govt. of India. OFB has communicated its concern to DDP and necessary feedback is provided from time to time during interactions at different levels.

- 5.4 Whenever the judgements have been given in favour of petitioners for granting Night Duty Allowance w.e.f. 01-01-1996 and where no appeals have not been preferred the judgements may be implemented by granting the NDA to avoid contempt action particularly in respect of Karmachari Union, OF AJ Vs. Union of India in OA No.2017/2014 dt. 17-01-2014 is not implemented.

ACTION TAKEN/PRESENT STATUS

The entire issue of payment of NDA under revised rates is presently being considered by DOP&T. Decision is awaited.

- 5.5 Armoured Fighting Vehicle Mechanic(AFV Mechanic) posts which does not exists in the SRO 185 of 1994 of IEs. But the posts were created in HVF which is having similar Trade Test specifications on Fitter Armoured Fighting Vehicle), while creating the posts during the year 1995, the sanction was given 95 posts, suddenly the sanction was reduced to 55 w.e.f. 19-05-2003 just before one day prior to re-structuring of IEs Cadre.

It is therefore requested that:

- (a) The Trade AFV Mechanic be merged with other similar Trades who are performing the jobs as per SRO 185 of 1994.
- (b) The Trade strength may be sanctioned by restoring to 95 since load of Tank including overhaul has increased.
- (c) If so, the trade be included in the SRO to create better promotional opportunities.

ACTION TAKEN/PRESENT STATUS

OFB in reply dated 23/02/2012 stated that AFV Mechanic is not one of the SRO trades and there is no designated trade as AFV Mechanic in the Schedule-I of the Apprenticeship Rules of 1992. OFB also requested the factory for justification of Direct Recruitment in a SRO trade suitable for filling the post. (Fitter AFV trade also has similar Trade Test Specification of AFV Mechanic and is also a SRO Trade).

However, HVF vide letter dated 04/05/2012 had once again taken up with OFB for making suitable amendments in the SRO along with the Trade Test Specifications prepared during the recruitment of 1996-1997. OFB was also requested to increase the overall requirement of AFV Mechanic to 116 based on the overhaul capacity of T-72 tanks for the year 2012-2013.

Meanwhile, Shri. R. Srinivasan JCM Level-III Member met AGM/PER in March 2014 and discussed the proposal of merger of AFV Mechanic with Fitter AFV (SRO Trade). An exercise was carried out merging AFV Mechanic and Fitter AFV and promotions to MCM and HS I was worked out. It was observed that the promotion date of Fitter AFV would be postponed if AFV Mechanics are merged with Fitter AFV. AGM/PER directed that once JCM is reactivated, the proposal may be given to a sub-committee for making recommendations.

- 5.6 IR Problem in HEF Fy. Khadki.

ACTION TAKEN/PRESENT STATUS

The matter may be discussed in the meeting.

- 5.7 Works Committee election in OF Badmal : Works committee elections held on 28-06-2014 at OF Badmal. It was reported by the Unions that the Returning Officer had printed the ballot paper consisting of 27 candidates in 2 pages which is not in practice. Normally ballot paper is always printed in each paper. Due to printing of front and back, employees confused and many employees could not see the second page and vote. Therefore, the matter was represented to OFB on 02-07-2014 but no action was taken which may be inquired and re-election may be ordered.

ACTION TAKEN/PRESENT STATUS

GM/OF Bolangir has been requested to look into the matter and send Comments thereon vide OFB Letter No.11/19/2011/A/IR (II) dated 18-08-2014. No response has yet been received.

- 5.8 Allowing Distance Education/Open University Degree holders for appearing in the LDCE for Ch'man(NT) : Departmental employees who passed Degree in various disciplines through open Universities/Distance education have also applied for Limited departmental Examination against 25% Quota. But factories have not allowed and the degree obtained through Distance Education is not eligible as they have not passed 10+2 Exams. This may be reviewed and the Distance education degree be recognised equal to regular degrees.

ACTION TAKEN/PRESENT STATUS

In this regard, relevant instructions/guideline has already been issued vide OFB L dated 18-11-2014 which has been uploaded on comnet for wide circulation.

- 5.9 Transfer requests of all Industrial Employees to the working place of their spouse.

ACTION TAKEN/PRESENT STATUS

A decision has been taken that Industrial Employees being unit-based posts, the request for transfers in Industrial Category will be considered by respective Factories in consultation with Factories to which the transfers are being sought.

- 5.10 Admin Audit: OFB decided to Audit the personnel matters in all the OFs. This Admin Audit is carried out by appointing the officers to verify the service matters such as reservations, promotions, recruitments etc. But after the Audit, the results are to be made known to JCM Forum. Indicators to be fixed according to the assessment/achievements made by the factories and best achieved fys should be awarded.

ACTION TAKEN/PRESENT STATUS

OFB has introduced 3 Tier Admin Audit. Tier I relates with self assessment of factories. Tier II relates with constitute of region wise audit of the factories of that region. Tier III is related with selection of factories who will be given higher marks for introducing best practices by the audit team during region-wise audit. The name of the factory to be declared best is to be notified through OFB circular. (Per/PM)

- 5.11 The deficiency in the sanctioned strength of Durwans and CMDs at OFCH may be granted to meet the present targets.

ACTION TAKEN/PRESENT STATUS

A/NI: 7 Nos. of CMD(OG) & 20 Nos. Durwan have approved by competent authority for OFCH. Further, the sanctioned strength of CMD (OG) for OFCH has been revised from 14 to 21 vide OFB letter No. 06/2/DR/Abolition/A/NI dated 09.10.2014.

- 5.12 OFCH was granted 142 posts of Tradesmen DBW for Direct Recruitment but of which 82 posts were filled from Ex-Trade Apprentices. Remaining 60 posts are yet to be filled. Now 51 AOCPC candidates may be recruited for which necessary instructions may be issued to OFCH.

ACTION TAKEN/PRESENT STATUS

Recruitment of Industrial Employees is to be arranged and scheduled by the Factories concerned based on their requirement. However, feedback is taken from Factories from time to time to ascertain the position.

- 5.13 As per D(Estt), MOD letter dt. 27-03-2014, Labour may be granted 3rd MACP be exempting from Trade Test.

ACTION TAKEN/PRESENT STATUS

The matter is under consideration of Ministry of Defence. During a recent Meeting with Federations on 12-11-2014, Ministry intimated that a proposal has been forwarded to DOP&T with necessary recommendations.

- 5.14 EL for the employees of NIE category when re-categorised to Labourer (IE) are encashed. Since, both are now eligible for accumulation upto 300 days, these encashment may be stopped.

ACTION TAKEN/PRESENT STATUS

The matter will be examined and will be taken up with M of D for necessary approval on the matter. **(Per/PM)**

- 5.15 HQrs. Office council which was separately constituted for the employees of OFB Hqrs. the council meeting is not held for a long period which may be held for them.

ACTION TAKEN/PRESENT STATUS

It has been informed by the HQrs. division that during the last one year two Meetings of Office Council have been convened on 16-01-2014 and 14-11-2014.

- 5.16 OFB Hqrs granted ACP/MACP for 109 employees vide DO Part No. 20 dt. 17-1-2013. The benefit has not been extended to the beneficiaries. This may be given to them.

ACTION TAKEN/PRESENT STATUS

The issue of grant of ACP/MACP to the MTS employees of OFB HQrs. has been taken up with MOD and MOD in turn has referred the matter to DOP&T. Decision is awaited.**(Per/PM)**

- 5.17 APC Meetings: Apex Productivity Council meeting are not held regularly. Last meeting was held in the month of February, 2013. This meeting may be held regularly and next meeting may be called in the month of October, 2014.

ACTION TAKEN/PRESENT STATUS

In the 16th Ordinary Meeting of OFB JCM III Level Council the matter was discussed and it has been directed by DGOF & Chairman to issue Instructions for holding the Meetings of Local Productivity Council, functioning at all the OFs, regularly. After compilation of the Action Taken Reports thereon, the next meeting of Apex Productivity Council may be convened.

6.0 SHRI SADHU SINGH, MEMBER/STAFF SIDE

- 6.1 It was decided in this Forum to train the candidates of Supervisory Competency Test before commencement of their exam. In some of the Factories, the FTIs are not maintaining this. Necessary instructions may be issued to maintain uniformity in the system.

ACTION TAKEN/PRESENT STATUS

Factories concerned may be intimated for issuing necessary instructions.

- 6.2 As per the amended SRO of the Clerical Staff, the qualifying service has been increased for promotion of LDC to UDC and UDC to OS. There is provision for one time relaxation in both the cases also. But it has been informed that the proposal for one time relaxation for UDC to OS promotion only has been sent to M of D. The proposal for one time relaxation for LDC to UDC promotion may also be sent to M of D for consideration.

ACTION TAKEN/PRESENT STATUS

After due consultation with DOP&T, M of D has regretted to grant one time relaxation from UDC to OS.

- 6.3 Initiative may be taken for amendment of SRO of the IEs so that Industrial Workers may be recruited directly in the Skilled Grade. In all other departments under M of D, the same is already in vogue.

ACTION TAKEN/PRESENT STATUS

The proposal will be given due consideration at the time of forwarding revised SRO proposal in respect of Industrial Employees to M of D.

- 6.4 As per the recommendation of 6th CPC, the GP of Durwan, Jamadar Durwan and Subedar Durwan has been merged at `1800/-. Hence they may be sanctioned ACP/MACP benefit w.e.f. 01-01-2006. The Blue Printers and Record Suppliers may also be given ACP/MACP vide same logic. Necessary instructions may be issued in this regard.

ACTION TAKEN/PRESENT STATUS

The proposal for Merger of the posts of Durwan/Female Searcher and Jamadar Durwan with Subedar Durwan w.e.f.01.01.2006 has already been forwarded to MOD vide I.D.No.340/Mer.Durwan/Per/NI dt.13.11.2014 for consideration.

PC of A vide its letter No.Pay/Tech -I/01(6th CPC) ACP dt. 17.11.2014 has intimated that not to forward further such cases on account of ACP/Upgradation in relation of Durwan/Jamadar Durwan/Subedar Durwan after 01.01.2006 till the finalization of revised RR. In cases where the benefit of pay fixation has already been granted as a consequence of grant of financial up gradation under ACP, the same may be withheld still further order. **(Per/NI)**

- 6.5 As per the Rules of MOD, OFB and PC of A(Fys.) have issued instruction to hold DPC for promotion of the MCMs twice in a year. But the same is not followed in Kanpur Group of Factories. This may be looked into.

ACTION TAKEN/PRESENT STATUS

As per feedback received from the Federations, the instructions are being followed now. Any specific cases of non-compliance may be cited for issuing necessary instructions.

- 6.6 Despite issuing of necessary circular regarding Revised Pay Slip, the same has not yet been implemented.

ACTION TAKEN/PRESENT STATUS

P.C. of A (Fys), Kolkata has issued circular No.Pay/Tech-1/0195/2013/14 dated 03/05/2013 to all LAOs to generate pay slip in the new format.(Per/PM)

- 6.7 Promotion in the Rajbhasha Cadre is not taking place for the last few years. In some OFs, no Hindi Officer is posted.

ACTION TAKEN/PRESENT STATUS

Promotions from SHTs to the post of Hindi Officers are required to be granted in accordance with the provisions prescribed under the relevant Recruitment Rules which came into force w.e.f. 13th October 2009. In the subject SRO, 20% post in the grade of Hindi Officer are to be filled through promotion and remaining 80% through Deputation. The present strength of promotee Hindi Officers are in excess of such prescribed percentage of RRs. DOP&T has since uploaded on 19-09-2013 the revised model Recruitment Rules for Rajbhasha Cadre for sub-ordinate offices, the proposal for amendment/ revision of RRs has been made realigned with the model RRs and submitted to MoD vide OFB I.D note dated 13.01.2014 for further processing. Method of recruitment to the post of Hindi Officers has been proposed therein as *“By promotion, failing which by deputation, failing both by Direct Recruitment.”* The proposal is in consideration of MoD as on date. **(Per/NG)**

- 6.8 OF Recruitment Board may start functioning actively so that the recruitment process may be accelerated.

ACTION TAKEN/PRESENT STATUS

As suggested by M of D, a fresh proposal for constitution of Ordnance Factories Recruitment Centre (OFRC) has been taken up with MOD and decision is awaited. **(Per/PM)**

- 6.9 Leather Machinist in OEF are treated for Promotion to Ch'man (Mech). Since their prime Trade is Leather, their promotion may be treated for Ch'man(Leather) only. Necessary amendment may be made in the SRO for the purpose.

ACTION TAKEN/PRESENT STATUS

Necessary instructions have been issued to OEFC for promotion of Industrial Employees belonging to Leather Machinist Trade to Ch'man (Leather).

- 6.10 Two employees have joined at OPF on transfer from CFA on reversion from HS II to Skilled Grade. Their seniority is not maintained by OPF management as per OFB Circular No.429/Policy/OFB/63/A/I/238 dated 19-05-2008. This may be looked into.

ACTION TAKEN/PRESENT STATUS

The details of the cases may be submitted for taking it up with OPF.

- 6.11 Membership Verification of Unions may be done at an early date for which the recognition matter of the Unions is held up.

ACTION TAKEN/PRESENT STATUS

Necessary Instruction has been circulated vide OFB No.12/12/Verification/2014/A/IR dated 17-12-2014 with the schedule and modalities for verifying the Membership of Unions and Associations functioning in all Ordnance Factories.

A Meeting of DDG/IR with the representatives of the recognized Federations has also been scheduled to be held on 30-12-2014 to have an elaborate discussion on the matter.

- 6.13 GM/GCF is harassing the leader of the Unions affiliated to BPMS. One of the Leaders, who is MCM has been given Chargesheet. When the same was challenged, penalty has been imposed on another HS II employee. All these action have been taken in wrong manner. This should be looked into.

ACTION TAKEN/PRESENT STATUS

The matter will be discussed in the next Steering Committee Meeting of OFB JCM III Level Council.

- 6.14 In OFK, an employee has died because of heart-attack due to the work-pressure. The same was protested but ban has been imposed on such protest.

ACTION TAKEN/PRESENT STATUS

The Factory has replied that no employee of OFK has died because of heart-attack due to work-pressure.

- 6.15 Money lending business may be stopped in all the OFs.

ACTION TAKEN/PRESENT STATUS

This is a point pertaining to factories concerned. If a need is felt, the point may be raised in respective JCM IV for effective redressal.

- 6.16 In OF Dun and HAPP, notional promotions have been given after 1 or 2 year from the due date. No arrears have also been given.

ACTION TAKEN/PRESENT STATUS

Details of the cases may be submitted for examination at OFB.

- 6.17 The Bunching Increment was given to the MCMs. Those are now being recovered from their pay. This should be stopped.

ACTION TAKEN/PRESENT STATUS

Details of the cases may be submitted for examination at OFB.

7.0 SHRI T. PANCHAKSHARAM, MEMBER/STAFF SIDE

- 7.2 Arrears of implementing the Hon'ble High Court Judgment of Madras regarding the Casual Service employees at HVF: This was raised on 18-09-2013 with 11th term of JCM III Level Council (Point No. 20) and the official side stated that there is a doubt arise in this issue whether the payment should be under charged expenditure of part of pay and allowance. Since after 11 months the issue not yet settled. Early order may be insisted to PC of A (Fy) are amicable settlement.

ACTION TAKEN/PRESENT STATUS

PC of A(Fys.) : Suitable instruction has already been furnished to AO, HVF, Avadi vide this Office Letter No.Pay/Tech-II/04 dated 16-10-2014.

- 7.3 Proper implementation of 45:55 ratio at HVF, Avadi : Point 64 of 13-08-2014. This point also a long pending issue in the JCM. Hence, earlier order may be obtained from PC of A (Fys) for implementation.

ACTION TAKEN/PRESENT STATUS

OFB letter on cadre restructure dated 12/07/2003 envisages 45% of posts to Skilled grade and 55% posts in HS grade including 25% of MCM i.e., the strength of HS+MCM should be 55%. In the light of OFB letters dated 15/01/2004 and 14/10/2004, the promotion from Skilled to Highly Skilled after conducting Trade Test was given w.e.f., 07/03/2005. However, while promoting skilled to HS, the vacancies in MCM grade were not considered. After lapse of more than 8 years demand has arised to fill up these unfilled vacancies of year 2005. OFB vide letter dated 06/08/2012 had directed to examine the issue and if there are any beneficiaries, the same may be provided by factory.

HVF reviewed the case and observed that around 180 IEs will be benefited as their date of promotion to Highly Skilled gets pre-poned if MCM vacancies are considered for promotion from Skilled to HS. HVF vide letter dated 18/04/2013 and 04/06/2013 had requested OFB to accord permission/approval to grant promotion in eligible cases with retrospective date (from pre-poned date) in relaxation of trade test as few IEs have not passed trade test on the revised date of promotion.

OFB vide letter dated 29/11/2013 forwarded PCA (Fys) letter dated 26/11/2013 and directed HVF to draw up a specific action plan as suggested by PCA (Fys) and forward the case to OFB for examination and for getting approval of PCA (Fys). The position was reviewed and the pay fixation proposals in respect of 180 IEs was prepared.

HVF vide letter dated 05/06/2014 had requested OFB to accord approval for promotion of 180 employees retrospectively along with benefits such as notional seniority as well as notional pay fixation. Since PCA (Fys) vide letter dated 26/11/2013 had stated that actual financial benefits would be given from prospective date, OFB was also asked to obtain concurrence of PCA (Fys) before conveying approval.

As the case involves proposal for waiver of Trade Test, which is not within the powers of OFB, the case is being examined at OFB for forwarding to PC of A (Fys).

- 7.4 Discrimination among the erstwhile 'CHECKERS' of OF's for the benefit of ACP/MACP : Point No. 65 of 13-08-2014. He comes to know that as per the OFB circular No.04/MACP/PER/NI dt. 30-04-2014, all OFs are sent the details. Hence, early action may be initiated.

ACTION TAKEN/PRESENT STATUS

A committee has been constituted under the Chairmanship of Shri A. K. Nayak, DDG/A with other Members vis., Shri Manoj Kumar, Dir/NI and Smt. Dr. Vani A. Singh, Dir/A, to examine the grant of financial up-gradation (ACP/MACP) in respect of erstwhile Checkers in the OF organisation. (Per/NI)

- 7.5 Anomaly of FITTER Seniority at HVF: Point No. 66 of 13-08-2014. These seniority affected employees are already represented the grievances to the HVF management. But it has been rejected. Hence he raised in the JCM III. This matter may be sorted out immediately.

ACTION TAKEN/PRESENT STATUS

Representations from IEs who are in Fitter HS-I and HS-II grade at present have stated that their seniority in Skilled has undergone change during the year 2004 and hence requested to review from 01/01/2005 onwards. In this regard it is stated that the seniority in Skilled grade has been fixed based on OFB letter dated 24/12/2002. Accordingly all the representations were disposed off.

The individuals have again taken up the matter with JCM level-III, where the official side has questioned that "whether the problem has been brought to the knowledge of HVF management".

The seniority in Skilled grade has been fixed based on OFB letter dated 24/12/2002 which states that entry in Skilled grade is to be considered for fixing seniority and Semi-Skilled grade posts are only for training. As such the seniority is in order. The request of the individuals to re-fix the seniority was hence not acceded to.

- 7.6 Ambulance to be procured for HVF Hospital: Point No. 68 of 13-08-2014. Official side reply not satisfactory. Since HVF Hospital is responsible for more than 15,000 of employees and their Wards of HVF, EFA, OCF, CQA, Accounts etc depending Private Ambulance service is unjustified. The HVF is in the position of more than 5 Ambulance Drivers and as a model employer that their legitimate due to have own Ambulance at least 2. Hence, he request to take necessary action please.

ACTION TAKEN/PRESENT STATUS

Sanctioned strength of Ambulance Drivers for HVF is 5, existing strength is 5. One AMD is performing duties as a Crane Driver inside Factory, 02 AMD's work as LDC in the reception counter while 02 AMD's perform duties of Medical Assistant.

HVF (Factory and Hospital) management are satisfied with outsourced Ambulances and do not want to procure departmental Ambulances. (A/M)

- 7.7 Enhancing of sanctioned strength at HVF..... recommended to OFB. In turn it was submitted to Shri Saurabh Kumar Committee and that committee also accepted the JCM III level proposal of sanctioned strength for HVF.....

ACTION TAKEN/PRESENT STATUS

It is not possible to increase the sanctioned strength of HVF without affecting a corresponding decrease in sanctioned strength of other Factories. Since this will adversely affect the promotional prospects of Industrial Employees in those Factories, the same has not been done so far.

- 7.8 Monetary Loss of TD going employees for Tank repairs in various requirement to be compensated : Point No. 62 of 13-08-2014.....

ACTION TAKEN/PRESENT STATUS

A committee was constituted with Shri V. P. Munghate, AGM/Aj and Shri Rajkumar Sharma, AGM/Bolangir for the purpose. It has not yet submitted its report.

Regarding food bill receipt, it is stated that the matter was taken up with P.C. of A (fys) enclosing the CAG guidelines on the issue. P.C. of A in turn has referred the matter to CGDA seeking decision on the issue. Decision is awaited.

8.0 SHRI R. S. REDDY, MEMBER/STAFF SIDE

- 8.2 Provision of separate stream for Fitter Electronics Trade: OFB has notified about 20 posts for DR Recruitment in the Ch'man Electronics Stream. As per the existing OFB guidelines 50% have to be considered for Dept. Promotions and 25% for LDCE and 25% direct recruitment. Since OFB has introduced a separate stream for electronics it is requested that the Fitter Electronics may be considered as feeder grade for Promotion to Ch'man Electronics rather than promoting in the Ch'man Mechanical stream.

ACTION TAKEN/PRESENT STATUS

In the Industrial Cadre, there exists a trade of Fitter (Electronics). Other trades can be introduced in the SRO if there is a need to do so. The same can be examined before finalizing and forwarding SRO for IEs. The point however appears to be regarding creation of Electronics discipline in the Chargeman (Mechanical). This arrangement has been made since promotion to Chargeman (Electrical) has mandatory requirement of Supervisory Competency Test. However, a person with 3 years Diploma in Electronics stream from a AICTE recognised institute can get entry in the Ch'man (Electrical) stream through DR. The proposal therefore, appears to propose creation of promotional prospects for Fitter (Electronics) stream. In this connection it is found pertinent to mention that very small cadres in the distinct stream cannot be created to benefit a select group of employees. Such cadre will not be viable on different functional parameters.

It is also pertinent to mention that no proposal on the above matter was received either from the factories or from the Federations when the draft was circulated for feedback. Therefore, as explained above, it is neither feasible nor desirable to create a functionally unviable stream.

- 8.3 Re-imburement of Dental treatment at CGHS Hospitals: Some hospitals have been empanelled in the CGHS list for treatment of dental problems. For those employees who are referred to such hospitals by the AMA's the LAOs are not accepting the claims on the plea that for dental treatment the patients have to compulsorily approach the civil general hospital.

Since the Hospital is empanelled for dental treatment only, compelling the patients to get treatment from the Civil Hospitals defeats the purpose of availing specialist treatment. Necessary instructions may be issued to LAO's to permit treatment at CGHS empanelled Hospitals.

ACTION TAKEN/PRESENT STATUS

As per existing provisions under CS (MA) Rules, 1944, all kinds of Dental treatments should be availed only from the Govt. recognized Hospitals. (A/M)

- 8.4 Denial of Bunching Benefit to employees of OFDC: It is learnt that the employees of OFDC have still not been granted the bunching benefit for want of certain clarifications from PC of A(Fys). The OFDC management vide letter No.01/06/PF/IE/ESTT dated 08-07-2013 and letter No.01/06/PF/IE/ESTT dt. 05-05-2014 have requested for necessary clarification from OFB. The matter may be expedited and necessary clarifications issued to OFDC as the eligible employees are put to unnecessary financial hardships.

ACTION TAKEN/PRESENT STATUS

The bunching benefits are applicable to MCM category where the scales have been revised from 4500-7000 to 5000-8000, and as per PC of A (Fys) Circular, has to be given upto Basic of 5300/-. However, in OFDC, nobody is there in this range of scale. As such bunching benefit has not been given to such employees.

- 8.5 Delay in granting fixation benefit to HS-I Employees of OFDC & VFJ: About 75 cases of OFDC & 39 cases of VFJ are being kept pending by the LAOs even though the necessary

factory orders are being published by the respective factories. In the case of both the factories the matter has been referred to OFB. The matter may be expedited and necessary clarifications issued to OFDC and VFJ factories as the eligible employees are put to unnecessary financial hardships.

ACTION TAKEN/PRESENT STATUS

The matter was taken up with PC of A(Fys.) for issuing necessary clarifications. PC of A (Fys) have intimated that (i) The Trade Test for HS-II and HS-I cannot be common. (ii) Trade Test cannot be considered w.e.f. 01-01-2006 when it has actually been taken much later, i.e. in 2011 and 2012.

9.0 SHRI V. K. TIWARI, MEMBER/STAFF SIDE

9.1 The medicines prescribed by the doctors are not provided in the OPD of Armapore Hospital. CMO of the Hospital stated that budget allocated for the purpose has been exhausted. This may be looked into.

ACTION TAKEN/PRESENT STATUS

It has been intimated that these are mere allegations without any basis. Budget can never be a constraint for procurement of Medical Stores. All medicines prescribed by Medical Officers/Visiting Specialists of OF Hospital, Kanpur are invariably supplied to the patients within the frame work of OFB guidelines on the subject matter. (A/M)

9.2 The local Accounts are denying to give GP of Rs.2400/- and Rs.2800/- to 640 employees of OF Kanpur, though there exist the clear instructions on the same issued by OFB.

ACTION TAKEN/PRESENT STATUS

The point is not clear. However, the same has been referred to OFC for examination and comments.

9.3 Benefit of Promotion to the Handicapped employees at 3% quota is not being given by OF Bhusawal and OF Kanpur. The same may be looked into.

ACTION TAKEN/PRESENT STATUS

OFB had issued relevant instruction on the subject on receipt of Govt. orders issue by DOP&T from time to time. Comments from factories are being obtained.

9.4 Sr. GM/HEF, Pune is not cooperating with the employees. Various difficulties are being faced by the employees.

ACTION TAKEN/PRESENT STATUS

The matter may be discusse4d in the meeting.

9.5 In 2008, no Trade Test was taken for 67 workers. Now, ACP/MACP benefit is not given to those employees by Local Accounts of AFK on the plea that their Trade Test had not been taken in time. This should be looked into.

ACTION TAKEN/PRESENT STATUS

The factory had taken up the case with LAO, wherein trade test with retrospective effect was required due to cadre restructuring. It is being insisted by LAO that Trade Test is a mandatory requirement for granting ACP.

- 9.6 Despite issuance of the necessary circular by OFB, no meeting of OFC Estate Advisory Committee is being convened at Armapore Estate.
The result of the Written Test for Direct Recruitment of 100 Labourers has been declared, But, the result has not been published yet.

ACTION TAKEN/PRESENT STATUS

The matter has been referred to OFC for comments vide OFB Fax No.20/14/16(11)/A/IR dated 05-12-2014 and OFB No.1240/JCM POINTS/Per/W dated 04-12-2014. Reply is awaited.

10.0 SHRI V. L. NAWADE, MEMBER/STAFF SIDE

- 10.1 The Instructions of MACP are implemented in different ways in different Factories. It was decided to constitute a Committee to maintain uniformity in implementation of MACP in all the Factories. This has not yet been done. This should be looked into.

ACTION TAKEN/PRESENT STATUS

Govt. orders on MACP and subsequent clarifications on the subject were duly circulated to all factories for implementation. The guidelines contained therein are clear and all O.F.s/Units have implemented the same. The point is required to be made with a comparative analysis in between two or more factories. (Per/PM)

A letter has also been issued by OFB to NADP to convene a conference on the subject to discuss and clarify the issues involving ACP/MACP.

- 10.2 OFB Circular No.04/MACP/PER/NI dated 30-04-2014 was issued in regard to give MACP to Checkers. Many Factories have not yet sent the required data to OFB, as was asked.

ACTION TAKEN/PRESENT STATUS

A committee has been constituted to examine the grant of financial up-gradation (ACP/MACP) in respect of erstwhile Checkers in the OF Organisation.(Per/NI)

- 10.3 The Messenger Boys and Orderly posts which have become LDC, may not be considered as promotion and they may be given ACP like Checkers.

ACTION TAKEN/PRESENT STATUS

The matter is pending with MOD.

- 10.4 In some OFs, there is no Rajbhasha Officer and hence the activities of Rajbhasha Section is held up. Hindi Officers may be posted in those Factories.

ACTION TAKEN/PRESENT STATUS

The present strength of Hindi Officers is in short in comparison to the requirement of OF Organisation. Due to constraints in the existing RRS for the post of Hindi Officer further promotion also could not be granted. The proposal for amendment/ revision of RRs has been made and submitted to MoD vide OFB I.D note dated 13.01.2014 for further processing. The proposal is under consideration of MoD.

- 10.5 As per the Instruction of DOP&T, issued in 2012, the married sons and daughters would not be considered as dependent of the deceased employees. The pending cases of prior to 2012 may be considered for Comp. Appointment.

ACTION TAKEN/PRESENT STATUS

DOP&T had issued consolidated instruction/ guidelines on compassionate appointment on 16/01/2013. The said guidelines as well as FAQs on compassionate appointment were circulated vide OFB instruction dated 14/08/2013. Consideration of compassionate appointment is strictly guided as per the guidelines available in the above Govt. order. All the present cases under consideration are to be examined based on extant Instructions and cannot be given retrospective effect.

- 10.6 The dismissed employees of OF Bhusawal are allowed to enter in the Unit Canteen. But the employees are not allowed in the Unit Canteen on the days allotted for NIEs. This may create an industrial unrest. OF Bhusawal may be instructed not to allow the dismissed employees in the Factory Estate.

ACTION TAKEN/PRESENT STATUS

This is a factory specific point and may be raised in the JCM IV Level Council.

11.0 SHRI SURESH KUMAR, MEMBER/STAFF SIDE

- 11.1 Publication of Seniority list of Chageman(T&NT) as on 01-01-2014 : It was most burning and effective issue related to the Ch'man cadres future. Since it was assured by your honour during discussion on 18-06-14 in your office that the seniority of Ch'man will be published through OFB COMNET by 1st July-2014, but the above issue is still not finalized due to unknown reason hence the DPC of Ch'man for JWM for the year 2014-15 & review DPC for the year 2013-14 is not conducted in near future in the absence of above seniority list. It is therefore requested that seniority of Ch'man must be published immediately and review DPC for the year 2013-14 & DPC for the promotion of Ch'man to JWM for the year 2014-15 should be conducted.

ACTION TAKEN/PRESENT STATUS

In pursuance of circular no.3255/CH/TECH/SNTY/2013/PER/NG dated 25-11-2014, Seniority list of Chageman (Tech& Non-Tech) as on 01-01-2009 onwards, up to 01-01-2013 has been published. However, It has been observed that a large number of representation have been

received on the subject seniority list and therefore after due examination / consideration the same is required to be amended/rectified accordingly. The modification of the list is in process and DPC would be conducted as and when settled seniority list is prepared and circulated. **(Per/NG)**

- 11.2 DPC for Promotion from CM to JWM for the year 2014-15 & review DPC for Promotion from CM to JWM for the year 2013-14.

ACTION TAKEN/PRESENT STATUS

In pursuance of circular no.3255/CH/TECH/SNTY/2013/PER/NG dated 25-11-2014, Seniority list of Chargeman (Tech& Non-Tech) as on 01-01-2009 onwards, up to 01-01-2013 has been published. It has been observed that the subject seniority list has considerable quantum of discrepancies in it and therefore and required to be amended/rectified accordingly. The modification of the list is in process and DPC would be conducted as an when settled seniority list is prepared and circulated. **(Per/NG)**

- 11.4 Fixation of pay with one additional increment on promotion to a post (MCM to CM, CM-II to CM-I, AF to JWM) carrying higher duties and responsibilities but carrying the same GP.... to protect the Higher pay of erstwhile Promotional Grade....

Instructions for granting of one increment to the individuals who were promoted between 01/01/2006 to 29/08/2008 and both feeder & promotional posts were merged by 6th CPC, is also issued by CGDA **Letter number: No.LC/AN/XIV/14142/OA-489/2011/S.V.K.Naidu dated 08/07/2014**, and Central Board of Direct Tax- Ministry of Finance **OM vide-F.No.HRD/CM/Misc/221/1/2013-14/2727 dated 16/07/2014**. As per these recent orders all those Ch'man (Now) who were promoted to the post of Ch'man Grade-I before Merger of CM-II & CM-I and those JWM(NOW) who were promoted to the post of JWM before Merger of Assistant foreman(AF)/Foreman(FM)/Store Holder(SH) with Junior Works Manager(JWM) should be given benefit of additional one increment w.e.f. from their date of promotion.

ACTION TAKEN/PRESENT STATUS

The matter had been taken up with the Office of PC of A(Fys.) who did not agree to the proposal. Subsequently, the same has been taken up with M of D vide OFB ID 100/MISC/PF/ADM/Per/NG dated 27-10-2014 and 04-12-2014 with due recommendations. Response from M of D is still awaited.

- 11.5 LDCE of JWM should be on regular Basis.

ACTION TAKEN/PRESENT STATUS

Consequent of publication of circular for LDCE for promotion to the post of JWM in the month of June 2014, the Departmental Examination has duly been conducted against the vacancy year of 2014-15 on October 2014 and list of successful candidates is under process. **(Per/NG)**

- 11.6 Implementation of JCM-III decision in respect of Escort duty related issues like OT, exemption of food bills receipt.

ACTION TAKEN/PRESENT STATUS

A committee was constituted with Shri V. P. Munghate, AGM/Aj and Shri Rajkumr Sharma, AGM/Bolangir to study over the issue of escort duty. The committee has not yet submitted its report before the OFB. Decision on the issue of escort duty will be taken on receipt of the said report.

Regarding food bill receipt, it is stated that the matter was taken up with P.C. of A (fys) enclosing the CAG guidelines on the issue. P.C. of A in turn has referred the matter to CGDA seeking decision on the issue. Decision is awaited.

- 11.7 On-line rotation system for escort duty: here should be a transparent & on-line rotation system for escort duty is required to be maintained in all factories in the line of HEF.

ACTION TAKEN/PRESENT STATUS

A committee was constituted to study over the issue of escort duty. The committee has not yet submitted its report before the OFB. Decision on the issue of escort duty will be taken on receipt of the said report.

Regarding food bill receipt, it is stated that the matter was taken up with P.C. of A (fys) enclosing the CAG guidelines on the issue. P.C. of A in turn has referred the matter to CGDA seeking decision on the issue. Decision awaited.

- 11.9 Renaming of Chargeman:

Existing Name	Proposed Name
Chargeman Technical	Junior Engineer
Chargeman Non-Technical (OTS)	Junior Executive Officer
Chargeman Non-Technical (Stores)	Junior Stores Officer

ACTION TAKEN/PRESENT STATUS

The subject proposal had been duly considered by OF Board in the year 2013 and was finally dropped through decision in Board Meeting because consensus could not be arrived at by all stake-holders. Any further suggestion on the subject may be submitted with OFB (**Per/NG**).

- 11.10 Providing of workload in Small Arms group of factories.

ACTION TAKEN/PRESENT STATUS

The four small arms manufacturing factories viz Rifle factory, Ishajpore(RFI), small Arms Factory (SAF), Ordnance factory Tiruchirapalli (OFT) & Ordnance factory Project, Korwa(OFPKR) are established primarily to cater the requirement of Defense Forces.

User is looking for induction of new technology weapons, OFB has sensitized the factories about this transition stage. New weapons can be inducted after fructification of RFPs and resultant absorption of ToT to meet the user aspiration.

Considering this situation, OFB has proposed the AHQ, to consider for working out a five year indicative requirement of Rifle and its spares for the interim period. Considering the annual wastages of Rifle INSAS, to sustain the small arms production line and manufacturing skill.

Future load scenario :

1. **Development of MRAR :** DAC for procurement of 1,87,825 nos Assault Rifle was taken on 20.11.2009 as BUY and MAKE' designating OFB as Nodal Production Agency (NPA). RFP issued on 19.11.2011. User trials conducted at Leh and Bakloh Cantt. RFI is the nodal factory for absorption of ToT and productionization along with OFT.
2. **Development of CQB carbine :** DAC decision was taken in Feb 2006 for procurement of 1,60,082 nos of CQB carbine as BUY and MAKE designating OFB as nodal Production Agency (NPA), RFP was issued in 2010 . Confirmatory Trials completed in August 2014. Gs evaluation is under process. OFPKR has been identified for absorption of ToT and production. However, SAF is also equipped to provide support to OFPKR.
3. **Development of 12.7 mm SRCG :** DAC accorded approval for procurement of 747 nos SRCG. RFP issued in October, 2013, TEC concluded in June,2014. Field evaluation trial expected from December, 2014 to February, 2014. This will provide workload to OFT.
4. **Development of 7.62 mm LMG :** DAC decision was taken in 2013 for procurement of 44,559 nos of 7.62 mm LMG as BUY and MAKE designating OFB as Nodal Production agency (NPA). RFP issued in 2014. TEC concluded on 21.11.2014. this will provide workload for SAF.
5. **Development of JVPC :** Carbine 5.56mm was taken up for development by ARDE in 1982 along with INSAS Rifle & LMG. First prototype (single trigger) was made ready in 1987 for User trial. Subsequently, double trigger was demonstrated in 1988. However, Army issued GSQR No. 880 for Modern Sun-Machine Carbine in 2001. DAC accorded AON in 2006 for 2, 18,320 as MAKE by OFB. In April 2009 OFB started development in association with ARDE for development for JVPC. 20 nos weapons manufactured in August 2011. User assisted technical trials conducted with two weapons in August, 2013 and both the weapons have met requirement of GSQR No. 880. Trial directive issued on 05.09.2014. User trial expected from Jan 2015. SAF is the nodal factory.
6. **Development of MCIWS :** OFB in association with ARDE has taken up the project as per GSQR No. 1379. ARDE has placed SWOD on RFI for barrels. 5.56mm and 7.67mm barrels are under manufacture and to be supplied by Dec, 2014. Designing of 6.83mm barrel is under finalisation with ARDE.

Parallely OFB has undertaken following IRD projects to obtain workload from users:

RFI

- i. **12 Bore PAG :** Sale to nationalized Bands.

- ii. **5.56mm Ex-Calibur Rifle** : This weapon has the potential to replace INSAS Rifles developed by RFI. PMS allocation received for 1454 nos.
- iii. **7.62mm Assault Rifle (Ghaatak)** : RFI, SAF has developed this weapon and successfully trial evaluated by BoO of MHA. PMS allocation received for 3007 nos.

SAF

- i. **Anamika 9mm Carbine** : SAF is developing this weapon by reverse engineering process. MHA is regularly enquired for this project. Successful development will provide sustained workload for SAF.
- ii. **Amogh 5.56mm Carbine** : There is substantial workload from Navy and various SPOs for this weapon.

OFT

- i. **40mm MGL** : Army has placed an indent for supply of 1670 nos of 40mm MGL. OFT will supply after successful validation trial by Army & MHA.
- ii. **38mm MSL** : BoD of MHA has concluded the User trial in Nov,2013 and recommended for induction of 38mm MSL in Law enforcing Agencies of the country. Later on MHA has projected requirement of 815 nos of 38mm MSL.
- iii. **AGS-30**: Army is regularly enquiring about the project. 5 prototypes have been developed with indigenized components and are ready for in-house trials. After successful trial evaluation, workload may be obtained.
- iv. **PKTM Gun** : Presently the development of PKTM gun is under progress with the help of trade sources and also within the sources of OFT. Army has been expedited for placement of indent for supply of spares of PKTM gun

11.11 Non holding of Estate Co-ordination & Hospital Welfare Committee Meeting by OFC/OHA management: It is seen that the OFC administration is not initiating to hold meetings of Estate Co-ordination Committee even after the clear instruction through OFB vide their letter no. 732/ECC/A/W Dated: 7/04/2014 & Instruction No. 01 and Hospital Welfare Committee meeting is also not holding by OFC for last two years, therefore the resident of Armapur Estate are facing lot of relevant problems.

ACTION TAKEN/PRESENT STATUS

The matter has been referred to OFC for comments vide OFB Fax No.20/14/16(11)/A/IR dated 05-12-2014 and OFB No.1240/JCM POINTS/Per/W dated 04-12-2014. Reply is awaited.

11.12 Regularization of Final TA, LTC, Medical bills etc. of staff (NIE's , NGO's , GO's) in Local Account Office.

ACTION TAKEN/PRESENT STATUS

The matter was discussed in the last Meeting of JCM III. It was intimated by PC of A(Fys.) that final TA, LTC and Medical Bills are passed by PC of A(Fys.) in a time-bound manner. As such no need is felt to delegate the powers to LAOs.

- 11.13 Proposed Cadre review proposal for CM & JWM by OFB should be incorporated with the amendment in the GP of Ch'man as Rs. 4600, in place of 4200 and GP of JWM 5400 (PB-II), in place of 4600..... So far Chageman and JWM of OFB is concerned, this cadre is bearing higher responsibilities to discharge the targeted production/productivity activities. OFB must formulate a cadre structure which can give at least four promotions / financial up gradations either functional or non functional to the CM, to recruit them in the Grade Pay Rs. 4600/- PB-2 i.e. first promotion from GP 4600/- to 5400/- PB-2, Second promotion from GP 5400/ PB-2- to 5400/-PB-3 , third promotion from GP 5400/-PB-3 to 6600/- PB-3 and forth promotion from Grade Pay 6600/-PB-3 to 7600/- PB-3. the inter graded ratio between the Ch'man(T&NT) & JWM (T&NT) to be equal.

ACTION TAKEN/PRESENT STATUS

In accordance with the norms of MoF (DoE) OM dated 07/01/1999, creation of higher Scales /grade and increase in overall strength in a cadre has been restricted. In view of such constraints, the cadre restructuring proposal for GR.B cadre in OF Organisation has been framed with partial up gradation from the level of JWM(T/NT) to neutralize the stagnation in the subject level. Higher grade of Senior Section Manager (T/NT) and Section Manager (T/NT) has been proposed with relevant justification to maintain the erstwhile 4-tier hierarchy . It would also be pertinent to place here that in context of DOPT norms applicable for Gr.A organized Cadre /posts, to create a structure apparently in parallel to the existing Gr.A organized service (IOFS) which can be a dedicated promotional channel available to Chageman and JWM may not be viable /workable and hence to neutralize the stagnation in the present supervisory level, upgraded post of SSM classified as 'GR.B' could only be proposed. The revised Cadre Review Proposal has been sent to M of D on 12-12-2014. (**Per/NG**)

- 11.14 SRO of Ch'man & JWM should be finalized immediately. Distance mode education & technical education from a recognized institution to be included as eligibility criteria.

Gazette Notification No. 44 dated: 01/03/1995. published by Ministry of HRD... "All qualification awarded through Distance Education by the University established by an Act of Parliament or State legislature, institutions deemed to be universities under an Sec-3 of the UGC act 1956 and institutions of national importance declared under an Act of Parliament should automatically recognized for the purpose of employment to post and services under Central govt. provided it has been approved by Distance Education Council, Indira Gandhi Open University."

ACTION TAKEN/PRESENT STATUS

(i) **Regarding SRO of CM (T/NT):** DOP&T raised specific points on the proposal. . Views/Inputs received from various stake-holders have also been duly considered and the proposal has been re-submitted to MoD as per advice of DOP&T wherein educational qualification for DR in CM(T) has been prescribed as "Must possess three years Diploma in the respective field duly approved by AICTE". The same has been proposed for LDCE also.

(ii) **Regarding SRO of JWM (T):** Draft SRO had been circulated on 04-06-2012 to all Units / Federations & Associations for study and comments / consent. The views thus received have been compiled and forwarded to MoD vide ID dated 27-11-2013. Latest queries / observations of MoD has been received on the educational qualification prescribed for LDCE. Reply to the same has been submitted to MoD on 12-12-2014.

(iii) **Regarding SRO of JWM (NT):** Draft SRO had been circulated on 04-06-2012 to all Units / Federations & Associations for study and comments / consent. The views thus received have been compiled and forwarded to MoD vide ID dated 06-12-2013.

11.15 Introduction of comprehensive Incentive Scheme in Ordnance Factories.

ACTION TAKEN/PRESENT STATUS

Regarding introduction of comprehensive incentive scheme, a committee has been constituted to study the issue. In the said committee representatives of the Federations have been associated as Members.

11.16 MoD proposal for framing of recruitment rules for MCM & Ch'man for Granting equal GP 4200 and their further promotion will be directly in JWM is highly objectionable, therefore it should be insured by OFB that next promotion of MCM will be Ch'man and CM upgraded in the Grade Pay of Rs. 4600 : With reference to the MoD proposal communicated vide MoD letter ID No. 11(5)/2009-D(Civ-I) Dated: 23rd January 2014 in respect of framing recruitment rules for the post of MCM and Chargeman both in the same grade pay of Rs. 4200, The AIANGOs disagree with the MoD proposal and suggest the following proposals for further processing –

Since the percentage strength of JWM (T) and Chargeman (T) is as follows:

Sl.	Name of the Post	Existing ratio	Operating Strength
1	JWM (Tech.)	40%	6911
2	Chargeman (Tech.)	60%	10320

In view of the above existing ratio & strength of JWM-T (6911), CM-T (10320) & MCM (12675) = 29906. The 40% of the above strength including all cadre will be **11962** for which sanction post of JWM(T) will be required. Whereas the existing JWM(T) sanction post is 6911, which is less 5051 than the present sanction post of JWM(T).

In addition to above, as per the recommendation of 5th CPC The Chargeman-B (Gr.-II) was proposed in the pre-revised pay scale (4th CPC) of Rs. 1600-2660 (5500 – 9000) in place of 1400-2300 BP(5000 – 8000), while the MCM was in the scale of Rs. 4500-7000 (5th CPC) i.e. lower to the scale of Ch'man-B, which was partly accepted by govt. as Ch'man-B remain in the scale of 5000-8000 and MCM was 4500-7000.

Again as per the recommendation 6th CPC the Ch'man Gr.-II (5000-8000) was placed in PB-2 in the scale of 9300-34800 with GP of Rs. 4200 merging with the higher scale of Ch'man Gr.-I of Rs. 5500-9000 and Astd. Foreman 6500-10500 was placed in the higher scale of JWM

7450-11500. Where as the MCM was recommended in the scale of PB-I, 5200-20400 with the GP of Rs. 2800. After restructuring of artisan staff, MCM was placed in the scale of 9300-34800 PB-2 with the GP of Rs. 4200

In the light of the above recommendation of 5th & 6th CPC, it is very much clear that the post of MCM was considered as artisan staff and lower than the supervisory staff i.e. Ch'man. It is further very much clear that the MCM is not having the appropriate knowledge/experience of carry out the production work as supervisory staff. Where as the post of JWM involves much higher responsibilities than the post of Ch'man such as production planning, productivity, procurement, maintenance planning, coordination with internal & External agencies and other administrative work. In addition to above the post of JWM is suppose to carry out the work of middle management in the area of NOTING, DRAFTING, preparation of official documents and important correspondence. In the absence of above ability, how the MCM would be deserved for directly promotion in the post of JWM as Gr.-B gazetted officer.

In view of the above, It is proposed that the Ch'man should be placed in PB-2 with GP of Rs 4600 and further JWM Gr.-B Gazetted to be considered in PB-2 with GP of Rs. 5400 and MCM should be promoted through Ch'man (T) and there after JWM (T).

ACTION TAKEN/PRESENT STATUS

The views of OFB in this regard have already been submitted to MoD expressing that it is a functional necessity to have a grade of Chargeman between Mastercraftsman and JWM , and to address the problem of MCM and Chargeman being in same grade pay of Rs. 4200/-, a possible solution lies in upgrading of Chargeman to Rs. 4600/-. Nothing further has been received in the matter from MoD.

- 11.17 All those operations where IEs are getting risk allowance should be extended to at the level of workshop supervisory staff.

ACTION TAKEN/PRESENT STATUS

The proposal for grant of Risk Allowance to the Group A & B Officers/NGOs is under consideration and the matter will be taken up with MOD for approval.

- 11.18 Uniform date for LDCE.

ACTION TAKEN/PRESENT STATUS

Relevant action/initiation has already been taken and in the present dispensation, the date of notification of advertisement is being taken into account to maintain uniformity.

12.0 SHRI V. K. DUBEY, MEMBER/STAFF SIDE

- 12.3 **Chargeman(NT/OTS) SRO Amendment of (Revision by OFB) & Implementation thereof** : The SRO FOR Ch'man(NT/OTS) has been published in OFB Comnet. It is suggested that the following amendment may be incorporated in the SRO and subsequent implementation thereof.

Amendment No. (I) Point. 12 (Chargeman/OTS) : Cent Percent from supervisor (Non-Technical) OTS in the PB-1 pay band of Rs.5200-20200 and GP of Rs.2400/- after completion of 10 yrs. regular service in the post failing which total service of at least 18 years continuously in the post of LDC/Photographer/Telephone Operation, Gr-II/Subedar Durwan/Leading Hand Fire and Supervisor(NT) combined out of which at least 5 years should be in Supervisor(NT) grade.

Amendment No. (II) Coloumn No. 11 : Promotion quota to be 66% and DR & LDC to be 17% each. SRO Amendment of Recruitment Rules for the post of Chargeman(Tech) & Chargeman(Non-Tech) vide OFB ID No.100/Misc/SRO/Tracers/A/NG dt. 24-06-2011 is still pending. The promotional avenue for the Supervisory Staff of OTS is being abnormally delayed. It is requested to take immediate action for the Amendment of this SRO.

ACTION TAKEN/PRESENT STATUS

Proposal for revision of RRs for the post of CM(T/NT) have been submitted to MoD wherein In case of appointment by promotion in the post of CM(OTS) the following is proposed:-

By promotion :

Chargeman (Non-Technical/ Other than Stores) - Cent per cent from Supervisor (Non-Technical) in the PB-I pay-band of Rs. 5200 – 20200/- and Grade-pay Rs. 2400/-, after completion of 10 years regular service in the post failing which total service of at least 18 years continuously in the post of Photographer/Telephone Operator.Gr-II/Subedar Durwan /Leading Hand Fire and Supervisor (NT) combined out of which at least 5 years should be in Supervisor (NT) grade.

Method of Recruitment for both CM(T/NT) has been proposed as :

(a) 50% of the vacancies by promotion; (b) 25% of the vacancies by Limited Departmental Competitive Examination from amongst persons in the grade of Lower Division Clerk or equivalent and/or above with three years experience in the grade having educational qualification same as essential educational qualification required for Direct recruits, failing which by Direct Recruitment ; and (c) 25% of the vacancies by Direct Recruitment.

- 12.4 **Unequal Stepping of Pay for DR and Promotee Quota** : Pay stepping-up on same cadre by promotion should be implemented as DR. Employees inducted through DR are being fixed at a Basic Pay of Rs. 7510 with GP Rs.2400 and on the contrary the promotees promoted and appointed through LDCE from Store Keeper to Supervisor (Store Stream) are being fixed at the BP of Rs. 6800/6900 which is injustice to these categories of persons getting low BP & GP who are more experienced than the new recruits in the same cadre and have served for a considerable period for the OF. Hence it is requested to provide Equal Basic for DR & promotee Supervisors.

ACTION TAKEN/PRESENT STATUS

Necessary clarification has already been issued to all Factories vide Instruction No.92/2011/(PCC). Dated 12-07-2011, forwarding M of D ID No.11(4)/2008/D(Civ.I) dated 06-05-2011, copy endorsed to all Members of OFB JCM III Level Council. **(Per/PM)**

- 12.6 **Cadre Review:** Cadre review proposals for Store Keeping Staff are pending with MOD(Finance) for quite some time. Cadre Review pertaining to Security, Fire Fighting Staff, Canteen Staff and MTS are pending with MOD. These proposals of Cadre Review are to be expedited for early disposal and the status may be given and action for its implementation may be done at the earliest.

ACTION TAKEN/PRESENT STATUS

The present status of the Cadre Review Proposals are placed as **Annexure**.

- 12.7 **Recruitment in NIE Cadre:** Nearly in all OFs there is acute scarcity in NIE Cadre and Factories are facing extreme difficulties in carrying out normal routine work smoothly. As per SRO 30 fys. have already derived out vacancies of various posts of Supervisors(OTS), Store Keeper and LDC and submitted to OFB. It is requested to kindly convey sanction of the vacancies as submitted by the respective fys. so that immediate recruitment action can be processed by them.

ACTION TAKEN/PRESENT STATUS

Necessary Sanctions have since been issued.

- 12.8 **Construction of Indoor Stadium at VFJ.**

ACTION TAKEN/PRESENT STATUS

OFSPB : Ordnance Factories Sports Promotion Board (OFSPB) in its last Annual General Body Meeting held at OF Muradnagar on 3rd February, 2014 agreed (by the house) to the request of Central Zone Sports Council (CZSC) for dropping the proposal for constructing a basketball stadium in VFJ, on the grounds that there were sufficient open air basketball courts in the Jabalpur group of factories.

**ANNEXURE TO THE MINUTES OF THE 16TH STEERING COMMITTEE MEETING OF
OFB JCM III LEVEL COUNCIL (11TH TERM) HELD ON 13-08-2014**

1. **Grant of 2nd MACP in GP Rs. 4200/- to those employees who are placed in HS Gr-I as on 1/1/2006 by implementing the Judgment of Hon'ble CAT Kolkata Bench in OA No. 172 of 2012.** - CS/AIDEF

DECISION

The Court judgement of RFI would be studied for appropriate action in the matter.

ACTION TAKEN/PRESENT STATUS

The matter is presently sub-judice in Hon'ble High Court of Kolkata.(A/I)

2. **Implementation of correlation of hourly rates in the 6th CPC pay scales w.e.f. 1/1/2006 for the piece workers of Ordnance Factories** - CS/AIDEF

ACTION TAKEN/PRESENT STATUS

Correlation of piece work has been settled by virtue of issue of OFB instruction No. No.834/PWCR/A/A dated 22/04/2014. Only the issue of giving effect w.e.f. 01/01/2006 is pending with MOD.

3. **Grant of time wages (DOT) to the piece workers of Ordnance Factories w.e.f. 1/4/2006 as discussed in the strike negotiation meeting with MoD on 6/2/2014.** - CS/AIDEF

ACTION TAKEN/PRESENT STATUS

The matter has been forwarded to MoD incorporating views of both official side as well as staff side for appropriate consideration.

4. **Withdrawal of para 3 of OFB letter no.800/SRO/A/I/245, dtd. 17/10/2013.** - CS/AIDEF

DECISION

This will be studied and revised, if found necessary.

ACTION TAKEN/PRESENT STATUS

Verbal feedback has been taken from several Factories. They have expressed their reservation with regard to difficulties in document management and multiple entries, stating that the proposal is impractical.

6. **Determination of the height of Candidates for recruitment to industrial establishments.**
- CS/AIDEF

OFFICIAL SIDE VIEWS / POSITION

A/HRD : The standard of Physical Fitness for Trade Apprentice, as described in the Trade Apprentice Act. 1961, the minimum Height of the Trade Apprentice is required to be 137 Cms. Hence, during Medical Fitness exam by factory units such provision is adhered to.

A/M : Relevant portion of the Apprentice Training Manual may be forwarded for better understanding of the issue at this end. It may further be clarified whether the Apprentice Training manual is specific to our organization or is a general one.

The Apprentice Act 1961 as available in the Internet has been perused. It may be noted that Trade Apprentices usually join after class 10 and accordingly the Apprentice Act prescribes as follows (Chapter II, Clause 3) Minimum Age - 14 years, Minimum Height - 137 Cms, Minimum Weight - 25.4 Kgs, Chest expansion - Not less than 3.8 Cms.

It may be appreciated that boys & girls grow actively from the age of 12-13 to 18-21. Thus by the time these Trained Trade Apprentices become eligible to apply for Govt. jobs, their physical parameters are also expected to change. Thus the minimum Height, Weight etc. also change and the same has been aptly fixed as per the age (18 and above.)

Notwithstanding the above, the OFB guidelines also lay down certain situations where the minimum height is relaxable. Also borderline cases are considered in detail in the overall perspective and decided accordingly.

7. **One Arm affected candidate may be considered for appointment to the post of Tailor in the quota of PH category.**

- CS/AIDEF

DECISION / POSITION

Since there is no provision for allowing OA candidates for the post of Tailor, Factory may send a proposal for taking it up with M of D based on OFB Circular. **(Per/PM)**

8. **Grant of incentive bonus to the maintenance workers posted in the proof range of AFK**
- CS/AIDEF

DECISION

Factory may be asked regarding the nature of jobs where the above stated 30 employees are being deployed, and make a suitable recommendation justifying grant of Incentive Bonus to the employees concerned. After getting a Report from the factory, the issue may be examined.

(Per/Policy Matter)

ACTION TAKEN/PRESENT STATUS

The matter was taken up with AFK seeking comments on the points. Reply from the factory has not yet been received.

9. **Formation of a comprehensive incentive scheme for the employees at present not covered under any incentive scheme in the Ordnance Factories.**

- CS/AIDEF

ACTION TAKEN/PRESENT STATUS

A high power committee has been constituted vide Ref No.754/A/A(Pt.) dated 21-10-2014 and subsequent Corrigendum dated 18-12-2014 under the Chairmanship of Shri S. C. Bajpai, Sr. GM/OF Chanda to examine the proposal and render report. In the said committee representative of the staff side members have been included.

10. **Grant of Risk Allowance to the employees termed as Roller Man at OF Bhandara**

- CS/AIDEF

DECISION

Since the job in Rolling Section includes handling of chemicals which are reportedly hazardous, OFBa would be requested to furnish details on the matter for necessary examination at OFB. (Per/Policy Matter)

ACTION TAKEN/PRESENT STATUS

The matter was taken up with OFBA seeking comments on the points. Reply from the factory has not yet been received.

11. **Fire Supervisory course may be conducted at OFIL Ambajhari**

- CS/AIDEF

ACTION TAKEN/PRESENT STATUS

The matter has been studied. Creation of such huge infrastructure and consequent expenditure thereupon has not been found viable as per principles of cost and benefit.

A/HRD : The PD/OFIL Aj has been intimated vide OFB Letter No.10/05/2014-Per/HRD dated 17-12-2016 that it has been decided by the competent authority, necessary action for up-gradation of infrastructure of OFIL Aj as required for arranging above training course may be expedited at your end. However, mean time, you are also requested to explore the possibility for conducting the subject training course for Ordnance Factories employees only at CFEES so that the backlog due to non-availability of the sufficient seats for OF employees in the past at CFEES can be covered up.

12. **Undue delay in granting the benefit of 45:55 ratio to the industrial employees of HVF Avadi.**

- CS/AIDEF

ACTION TAKEN/PRESENT STATUS

Same as Point No.7.3 above.

13. **Man power sanction for the year 2014-15 may be issued to all the OFs.**

- CS/AIDEF

ACTION TAKEN/PRESENT STATUS

Necessary manpower sanctions have been issued for both Industrial as well as Non-Industrial categories.

15. **Extension of the benefit of the order dated 03.07.2013 passed in contempt petition No. 1678/2011 in WP No.7424/2005 to the similarly placed employees of OCF Avadi**
- CS/AIDEF

DECISION

Details to be called in respect of the Non-petitioners who have represented for getting the benefit to be called from OCF, Avadi. The matter has to be examined on File at OFB. (A/I)

ACTION TAKEN/PRESENT STATUS

The Factory has not recommended the case for forwarding to M of D.

17. **Undue delay in grant of higher pay scale of PB – I + GP Rs. 2800 to Supervisor (NT)/Fire as per 6th CPC recommendations and MOD order dated 26th July, 2010.**
- CS/AIDEF

ACTION TAKEN/PRESENT STATUS

A/NI : It is pertinent to mention that as per M of D vide letter No. 2(1)/2009-D(CIV-I) dt. 26/07/2010 conveyed sanction for grant of up-graded pay scale to the Fire Fighting Staff in Hqrs/Dtes , the proposed Fire Fighting cadre structure is summarised as follows :-

<i>Sl. No.</i>	<i>Post/Equivalent post</i>	<i>Pay Band & Grade Pay.</i>	<i>Existing Sanctioned Strength</i>	<i>Existing Strength.</i>	<i>Proposed Sanction Strength.</i>
1.	Fireman	PB-1, Rs. 5,200-20,200/- & G.P. Rs. 1,900/-	1503	1278	1,294
2.	Leading Fireman	PB-1, Rs. 5,200-20,200/- & G.P. Rs. 2,000/-	391	388	592
3.	Station Officer*	PB-1, Rs. 5,200-20,200/- & G.P. Rs. 2,800/-	277*	NA	277*
4.	Asstt. Division Fire Officer** Or Chageman(NT/OTS)	PB-2, Rs. 9,300-34,800/- & G.P. Rs. 4,200/-	110**	NA	110**
5.	Dy. Division Fire Officer*** Or JWM(NT/OTS)	PB-2, Rs. 9,300-34,800/- & G.P. Rs. 4,600/-	23***	NA	23***

* share of 64% of the promotional post of supervisor(NT) i.e. 64% of 433. The post of Station Officer will be created by dividing Supervisor(NT) into Station Officer and Supervisor(NT).

** exclusive share for Fire Fighting stream in promotion quota of Chageman(NT/OTS) to be incorporated in the proposed SRO. The post of Asstt. Division Fire Officer will not be created.

*** exclusive share for Fire Fighting stream in promotion quota of JWM(NT/OTS) to be incorporated in the proposed SRO. The post of Dy. Division Fire Officer will not be created.

Further, the subject cadre review is pending with Ministry of Defence.

18. **Implementation of Policy decision/Orders issued by OFB/Ministry.**

- RPS/BPMS

DECISION

Issuing Instructions for implementation of Policy decisions is meaningless in itself. However, Issues are sorted out on case to case basis.

20. **Out of Turn Promotion to Outstanding Sportsmen.**

- RPS/BPMS

OFFICIAL SIDE VIEWS / POSITION

OFSPB : In terms of the DOP&T instructions on the subject quoted above, the following performances are to be rewarded by out of turn promotion which is under :

The medal winning performance in sports events to be eligible for out of turn promotion will be restricted to regular disciplines of :

- (i) Olympic Games (ii) Commonwealth Games (iii) Asian Games
(iv) Record breaking medal winning performance in National Games conducted by Indian Olympic Association in the regular disciplines of Olympics, Commonwealth Games, Asian Games and World Championships.

21. **One time relaxation of qualifying service for promotion to the post of OS from UDC.**

- RPS/BPMS

ACTION TAKEN/PRESENT STATUS

The subject proposal has not been agreed to by DOP&T as the relaxation of eligibility sought is for more than 1 year as on 01.01.2014 as intimated by MOD vide ID No.50(29)/2013-D(Estt.NG) dated 26.09.2014.

22. **Filling of vacancies of Fire Fighting Staff in OFK.**

- RPS/BPMS

ACTION TAKEN/PRESENT STATUS

Direct recruitment sanction for Fireman has been issued. (Per/NI)

23. **Promotional Avenues should be generated for Gr.'C' Staff (like MTS & Sr. Gestetner Operators etc.)**

- RPS/BPMS

ACTION TAKEN/PRESENT STATUS

A/NI: The matter is pending with MOD and is being expedited.

25. **The Recruitment of the employees in all the OFs may be organised in two stages i.e. Preliminary and Main.**

-
PS/AIDEF

OFFICIAL SIDE VIEWS

The rationale behind the proposal has to be explained for examining the proposal and its perspectives. As such factories are finding difficulties in conducting exams in single stage also.

26. **The vacant post of Principal of Ordnance Factory Inter College at OF Dun, may be filled up immediately. The post of PTI of that College is also lying vacant for a long time. Posting may be made for the said post also.**

- PS/AIDEF

ACTION TAKEN/PRESENT STATUS

Direct recruitment for Principal –II through UPSC for 8 posts has been initiated. At present advertisement had already been published on 12-18 July in Employment News. After receipt of select list for Principal –II from UPSC the Principal-II may be posted to OFDUN. Regarding, PTI teacher, OFB may not interfere about distribution of Primary Teacher i.e. PTI, Music teacher, Crafts teacher. OFB only issue DR sanction for Teacher Primary. Factory may consider their distribution.

In the year 2013-14, Teacher Primary DR sanction issued to OFDUN for 2 posts.

27. **Nodal system for procurement of raw material is a hurdle in flow of availability of material as well as production this should be stopped & respective factories should be in powered to procure the material as per their requirement.**

However before final decision of withdrawal of nodal system, in crucial stage when workers become idle concern “GM” may be given relaxation to procure material at on for some period.

(a) Procurement of raw material through LPC to meeting emergent requirement & material should be through an uniform policy in r/o concurrence of AO representative because some fys are exempted to take AO concurrence on LPC cases but others have to take AO concurrence. It is better to exempt all fys. from taking AO concurrence in this regard.

- SKS/AIDEF

ACTION TAKEN/PRESENT STATUS

The Nodal system of procurement has been introduced because it provides uniformity of quality and a better assessment of material rates, besides reaping the benefit of economies of scale. However, certain problems have crept in on the issue of timely supply of materials to the Factories involved. The same is under observation and would be ironed out in due course of time.

28. **ACFA should be posted in all the factories for smooth functioning of LAO & especially quick decision in TPC cases some factories like OEF Hazratpur is not having ACFA & all the TPC cases are coming on Kanpur which resulted undue delay in procurement & an extra burden of TA/DA Bills on Govt.**

- SKS/AIDEF

ACTION TAKEN/PRESENT STATUS

PCA(Fys) :The matter of posting of IDAS Officers in the entire factory organization including AO, OEF, Hazratpur has been taken up with HQrs. Office vide this office DO letter No.159/AN-I/125 dt. 05-05-2014, 13-05-2014 and 22/05/2014. Reply from CGDA Office is awaited.

30. **The incentive employees (PWs) are not getting increment element despite of specific instruction issued by OFB.**

- VLN/BPMS

OFFICIAL SIDE VIEWS

A/A: The point is not clear. Details may be given.

31. **Several diseases are spreading due to unhygienic drinking water in some of the OFs and OF Estates. RO system of drinking water may please be installed in the affected area.**

- VLN/BPMS

ACTION TAKEN/PRESENT STATUS

- Status-quo is same.
- In case any proposal has been disapproved the same may be intimated.
- If cost of P&M item is significant w.r.t. building cost, proposal should be processed as P&M Item.

32. **Advertisements are published every year for recruitment of ITI/Non ITI candidates. Since no such advertisement has so far been published, it is requested to expedite the same.**

- VLN/BPMS

ACTION TAKEN/PRESENT STATUS

While finalizing Agency for outsourcing the job, the case was re-tendered thrice due to insufficient response. Presently it is under process at OFB.

33. **The seats reserved in the OF Kendriya Vidyalaya under Railway quota are more than OF quota. As a result the deserving children of OF employees are not getting admission in those schools. It is requested to consider the children of OF employees only in the Kendriya Vidyalayas situated in OFs.**

- VLN/BPMS

DECISION

Comment will be sought and examined by the Section Per/W of OFB.

ACTION TAKEN/PRESENT STATUS

The position will be explained in the Meeting.

34. **There are several complaints regarding maintaining the Pension Accounts under the new Pension Scheme. No action is being taken on the complaints made on telephones. The same may please be looked into.**

- VLN/BPMS

OFFICIAL SIDE VIEWS

A/A : Specific case may be cited. NSDL is the appropriate authority to take up the issue.

36. **Sanction the Additional strength to where excess strength in the factories from which 30% to 40% vacant posts as a whole OFB organization.**

- BRNK/BPMS

OFFICIAL SIDE BRIEF

It is understood that additional posts are being sought for considering promotion to IEs who were recruited against the overall vacancies of the organization. The matter has been studied and not found practically feasible, as withdrawing higher level vacancies from other factories would affect promotional prospects of IEs in those factories.

37. **Circulars/orders should be issued clear cut without any dilemma.**

- BRNK/BPMS

ACTION TAKEN/PRESENT STATUS

Same as Point No. 4.20

38. **Credit the next year ELs after the Accumulation maximum limit to Industrial Employees at par with staff.**

-BRNK/BPMS

OFFICIAL SIDE VIEWS

The issue is being guided in accordance with PC of A(Fys) circular/Instruction to all Branch A. O.s and re-circulated vide OFB circular No. 265/A/A dated 20-01-2014. The proposal for crediting the next year ELs after accumulation maximum limit, the proposal shall be taken up with MOD.(Per/Policy Matter)

ACTION TAKEN/PRESENT STATUS

The matter will be examined further.

39. **Payment of productivity linked bonus to Industrial Employees.**

- BRNK/BPMS

OFFICIAL SIDE VIEWS

The bonus is paid as per the formula adopted by MOD in consultation with Defence/Finance. The issue may be taken up at the appropriate forum. (Per/Policy Matter)

40. **The following points are raised in main and steering committee meeting but till date no result from your end.**

- BRNK/BPMS

- (a) Armour Welding Allowance should be given to MCM.
- (b) Re-Fixation should be done to those who are Expired/Retired Non Matric Gr. "D" employees.
- (c) IE's Promotional policy should be changed at par with DRDO, Atomic Energy & ISRO.

OFFICIAL SIDE VIEWS

- (a) A/A: The matter is still pending with MOD.
- (b) A/A: The matter has been settled by the Chief Internal Auditor. Factory should make liaison with the LAO and get the matter settled. A clarification has been issued by PC of A (Fys) in this regard to all LAOs.
- (c) The proposal for according promotions based on overall seniority has come up for discussion several times in the JCM. Separate meetings have been held with federation representatives. The repercussions of the proposal has not so far been fully understood, nor is the concept having universal acceptability. Matter needs to be discussed in greater detail with Federation representatives.

ACTION TAKEN/PRESENT STATUS

The official side views in (a) & (b) against the point are endorsed further. (Per/PM)

41. Validity of Competency Test for Wireman and Electrician.

- CS/AIDEF

ACTION TAKEN/PRESENT STATUS

The paperwork of OFB has been scrutinized to ascertain the rationale behind the instructions. The same has not been found. The matter will be referred to the Office of COS for deciding an appropriate period of validity for the Competency Test.

42. Grant of Higher Pay Scale and grade structure for the Cooks of OFs at par with the Cooks of Air Force.

- CS/AIDEF

ACTION TAKEN/PRESENT STATUS

Grant of Higher Pay Scale and grade structure for the Cooks of OFs at par with the Cooks of Air Force has forwarded to MOD vide OFB ID No. 340/Cadre –Review/Cook/Per/NI dt. 16.10.2014 for approval. (Per/NI)

43. Undue delay in settling the genuine grievances of Raj Bhasha Cadre.

- CS/AIDEF

ACTION TAKEN/PRESENT STATUS

- (i) Proposal for creation of full fledged Official Language cadre from JHT to Director (OL) (JAG level with Grade Pay Rs. 8700/-) in OF Organisation has already been forwarded to MoD vide OFB I.D. No. Rajbhasha/Cadre Review/A/GB/10 dated 08/08/2011 & re-submitted on 20/01/2012. Several rounds of observations from Def (Fin) had all been duly replied furnishing the details sought.
- (ii) Same as Point 6.7.
- (iii) No case of MACP is pending as on date.

44. **Competency Test for Electrician Trade holders are not being regularly held for the last 2/3 years at all OF. As a result individuals are not getting promotions to vacant posts and they are facing difficulties.**

- SCN/INDWF

ACTION TAKEN/PRESENT STATUS

The calendar for the year 2014-15 has been published. The Competency Test are being held as per schedule. Wherever difficulties are being faced, OFB is issuing necessary instructions.

45. **Individuals working at OF Hospitals as Barber, Dhobi, Masalchi, Mali etc. are converted to MTS and become eligible for OT working at the rate same as other MTS deployed at GSF. But after 3 months the enhanced rate has been withdrawn. This is a clear case of discrimination within the same cadre. It is requested to settle the discriminatory treatment at the earliest.**

- SCN/INDWF

OFFICIAL SIDE VIEWS

Matter is under consideration of MoD. (Per/Policy Matter)

47. **Violation of SRO 185 of 1994 while granting promotion from HS-I to MCM**

- RS/INDWF

DECISION

The matter will be examined and necessary clarification will be issued. (A/I)

ACTION TAKEN/PRESENT STATUS

The above position is not common in all Factories. Name of the Factories need to be intimated for making necessary correspondence and issuing clarifications.

48. **Grant of Night Duty Allowance to Defence Civilians.**

- RS/INDWF

ACTION TAKEN/PRESENT STATUS

PCA(Fys) : This office has already clarified vide this office circular No.Pay/Tech-II/01206 dt. 09-03-2007 to take notional DA as on 31-12-1995 i.e. 148% in calculation of NDA and the wage package has also amended accordingly. Hence, in absence of any Govt. Order, the question to taking 623% DA, in calculation of NDA does not arise.

A circular reiterated the position that notional DA AS ON 31-12-1995, I.E., 148% is taken in the calculation of NDA, is under issue to ensure existence of a uniform system of calculation available in all the factories and to initiate corrective action in the cases of any deviation therefrom.

A/A : The matter has been referred by MOD to Ministry of Finance and decision awaited.

49. **Seniority of newly recruited Tradesman in Industrial Establishments.**

- RS/INDWF

OFFICIAL SIDE VIEWS

The point will be examined at OFB and necessary clarification will be issued, if required. (A/I)

ACTION TAKEN/PRESENT STATUS

The current OFB Instructions were issued in the year 2002 as a follow up of a Court Case in Cordite Factory, Aruvankadu. CFA has been asked to provide the details of the Case so that the matter can be examined afresh.

50. **Admissibility of overtime allowance for work done entirely outside the factory premises under the factories act and under Departmental Rules by the Industrial and Non-Industrial employees of the Defence Establishments like Civilian Motor Drivers.**

- RS/INDWF

ACTION TAKEN/PRESENT STATUS

Regarding OT to CMDs, the matter has been taken up with MOD. Decision is awaited. Regarding OT allowance for work done outside the factory premises, committee constituted for the purpose has not yet submitted its Report.

51. **Provision of free service transport for conveyance of Dead Bodies of Defence Civilians and their dependant family members working under OFB Units from their place of duty to hometown and transport allowance to the retired employees may be extended to the deceased employees family members.**

- RS/INDWF

DECISION

The Rule position cited above will be examined. (Per/Policy Matter).

ACTION TAKEN/PRESENT STATUS

The matter is being examined.

52. **Considering Diploma obtained through Distance Education for LDCE to Chargeman.**

- RS/INDWF

DECISION

The matter will be examined on File at OFB. (A/NG)

ACTION TAKEN/PRESENT STATUS

Proposal for revision of RRs for the post of CM(T/NT) have been submitted to MoD wherein educational qualification for DR in CM(T) has been prescribed as "Must possess three years Diploma in the respective field duly approved by AICTE" and for DR in CM(NT) the same has been proposed as "A graduate Degree in Engineering Technical, Humanities, Science, Commerce, Law etc from a recognized University". Identical academic criteria has been proposed for LDCE also. (Per/NG)

53. **Employment opportunity in OFs for PASA (Programming and System Administrative Assistance) and COPA (Computer Operator and Programming Assistance) for Trade Apprentices trained in Ordnance Factory Units under Apprenticeship Act -1961.**

- RS/INDWF

DECISION

Factories to be instructed to take up the matter with RDAT during joint survey for making recruitment of Trade Apprentices in the relevant Trades only. (A/HRD)

ACTION TAKEN/PRESENT STATUS

All MDOs to identify the trades for their TA requirements from next 55th Batch onwards, including futuristic trades. Then OFB will take up the consolidated requirement for approval of DGET above, it is intimated that the requirement of trades for Trade Apprentices are decided at present by the Joint Survey of Factories and RDAT and accordingly OFB take necessary action for induction of Trade Apprentices through entrance exam, conducted by outsourced agencies. However, a HRD policy review Committee of the Organisation is expected to come up with their suggestion shortly regarding identifying trades for Ordnance Factories with reference to the changing needs and orientation of the organization.

54. **Introduction of new Trades like Laboratory Assistant Chemical Plant (LACP), Mechanical Maintenance Chemical Plant (MMCP) and Instrument Mechanic Chemical Plant(IMCP) in Ordnance Factory units under Apprenticeship Scheme in A& E Grp. of Fys.**

- RS/INDWF

DECISION

OFB will work out what Factory will train which Trade. (A/HRD)

ACTION TAKEN/PRESENT STATUS

The above issue has been studied by a Committee on Trade Rationalisation. The report of the Committee has been submitted and being examined at OFB for inclusion of recommended Trades in the new SRO being proposed.

55. **Granting of exemption from Trade Test for granting of Financial Upgradation under ACP Scheme for those who have become eligible after merger of erstwhile grades w.e.f. 01.01.2006 on account of VI CPC recommendations.**

- RS/INDWF

OFFICIAL SIDE VIEWS / DECISION

One proposal for granting exemption of trade test for Labourers for granting ACP where merger has taken place retrospectively is under consideration of MoD. It has been intimated by M of D in a recently held Meeting with Federations on 12-11-2014 that the matter has been referred to DOP&T with suitable recommendation.

56. **Provision of Creches/Day Care Centers in OFs as per Section 48 in the Fys. Act, 1949.**
- RS/INDWF

DECISION

OFB will study the matter and issue instructions thereon. (Per/W)

ACTION TAKEN/PRESENT STATUS

The position will be explained in the meeting.

57. **Grant of ACP after merger of NIE's Group 'D' on feeder and promotional grade in accordance with 6th CPC as per the Recruitment Rules SRO 14-E dt. 04.05.1989.**
- RS/INDWF

ACTION TAKEN/PRESENT STATUS

The matter is pending with MOD. (Per/NI)

60. **Granting of Pay Fixation on Promotion to HS II on Implementation on restructuring of Artisan Staff.**
- RS/INDWF

DECISION

In a case of OPF, the LAO clarified to deal with two promotions which were affected on same date. The copy of the same will be collected and be given to CFA. The issues stands settled.
(A/I)

61. **Granting of Pay Fixation on promotion to HS I after Re-Structuring of Artisan Staff w.e.f 01-01-2006.**
-RS/INDWF

ACTION TAKEN/PRESENT STATUS

Presently the point is sub-judice in Hon'ble High Court of Kolkata.

62. **Monetary loss of TD going employees for TANK repairs in various regiments to be compensated.**
- TP/AIDEF

ACTION TAKEN/PRESENT STATUS

A committee constituted for the purpose has not yet submitted its final report.

63. **Military service to be included for ACP/MACP benefits those who are not drawing Military Pension.**
- TP/AIDEF

OFFICIAL SIDE VIEWS / DECISION

A/A : CAT Principal Bench Judgment on the subject has not been enclosed and no details given. Staff side members may be requested to furnish details for examination at this end.

ACTION TAKEN/PRESENT STATUS

Details on the issue are required to furnish proper comments.

- 67. Implementation of Hon'ble Madras High Court Judgement, dated 18-10-2011** - TP/AIDEF

ACTION TAKEN/PRESENT STATUS

PC of A(Fys.) : Suitable instruction has already been furnished to AO, HVF, Avadi vide PC of A(Fys.) Letter No. Pay/Tech-II/04 dated 16-10-2014.

- 68. Ambulance to be procured for HVF Hospital** - TP/AIDEF

ACTION TAKEN/PRESENT STATUS

Sanctioned strength of Ambulance Drivers for HVF is 5, existing strength is 5. One AMD is performing duties as a Crane Driver inside Factory, 02 AMD's work as LDC in the reception counter while 02 AMD's perform duties of Medical Assistant.

HVF (Factory and Hospital) management are satisfied with outsourced Ambulances and do not want to procure departmental Ambulances. (A/M)

- 69. Labourers to be promoted as Semi Skilled Tradesman as per OFB Instructions wherever there are new appointments in Artisan Staff Cadre.** - RSR/AIDEF

ACTION TAKEN/PRESENT STATUS

The provision in the SRO is an enabling provision for the benefit of the labourer category. However, the factories have to assess their labour requirement before making such re-designations.

- 70. Denial of promotion to MCM to Chageman considering the option exercised as final.** - RSR/AIDEF

ACTION TAKEN/PRESENT STATUS

The concerned Factories need to be intimated for issuing necessary clarifications.

- 76. The meeting of medical committee and the Estate Advisory Committee are not being conducted despite the instructions of OFB.** -

VKT/INDWF

ACTION TAKEN/PRESENT STATUS

Specific Case of the Factory concerned may be cited for issuing necessary instructions. OFC has been referred the issue in respect of non-holding the meetings of the Estate Advisory Committee of KAnpur vide Letter dated 04-12-2014. (Per/W)

- 78. The employees with the Grade Pay from Rs.1800/- to Rs.2800/- are entitled for AC-III during the LTC. But OFC and other some OFs are not sanctioning AC-III while travelling by Rajdhani, Shatabdi, Duranto etc. The same may please be looked into.**

- VKT/INDWF

ACTION TAKEN/PRESENT STATUS

The matter has been taken up with concerned factories. Reply awaited.

80. **The proposal for building a new Market at Armapore Estate was sanctioned in the JCM III Level Meeting. The same has not yet been started.**

- VKT/INDWF

ACTION TAKEN/PRESENT STATUS

- Proposal was 'Approved In Principle' by Member/WV&E & conveyed on 03-09-2014.
- To process under delegated financial power of OFB (`345 Lakhs) documents were asked on 12-12-2013
- Proposal would be processed after receipt of documents.

81. **Progress may be intimated regarding providing of Uniforms to all employees of OFs.**

- VKT/INDWF

ACTION TAKEN/PRESENT STATUS

As desired by the competent authority, a self-contained OFB letter dated 30-06-2014 was issued to HAL/Bangalore, BEML/Bangalore and BEL/Karnataka seeking complete information on the issues of providing uniforms to the employees of their respective units. Reply is still awaited. A Reminder has been issued. (Per/W)

82. **The Rest Room for the employees may be modernised in the Ofcs.**

- VKT/INDWF

ACTION TAKEN/PRESENT STATUS

The position will be explained in the meeting.

84. **Giving One time relaxation for adding higher qualification.**

- DHU/AIDEF

ACTION TAKEN / DECISION

Necessary clarification on the matter would be issued to OF Chanda, (Per/Policy Matter)

85. **Sanction of Explosive Van driver.**

- DHU/AIDEF

ACTION TAKEN/PRESENT STATUS

The matter was carefully examined and the distribution is included in the proposed DR Sanction for NIEs for the post of CMD (OG) & Durwan for OFCH. Also the sanction strength of CMD (OG) for OFCH has been revised from 14 to 21 vide OFB letter No. 06/2/DR/Abolition/A/NI dated 09.10.2014.(Per/NI)

86. **Chargeman who has promoted from HS-I should get all the allowances at the G.P. `4200/- for deputation.**

- DHU/AIDEF

It is learnt that promoted NGO is not getting travelling allowances during deputation as per their entitlement and they are suffering huge financial loss. NGOs those who are being promoted from IE's to Chargeman are suffering with a huge financial loss due to delay in pay

fixation. The Pay Fixation of NGOs are getting delay for six to seven months or more. The promoted NGOs are drawing salaries at the same GP of Ies even after promotion to GP ` 4200/-.

The promoted NGOs are being deputed to various destination / stations for revalidation work, escorting duty, proof witnessing, material inspection etc. just after the factory order published through COMNET. As a result they are bound to avail TA/DA Claim as per their old GP only, which is very less than their entitlement. When an IE's HS-I (GP ` 2800/) are being promoted to Ch'man (GP ` 4200/-) it becomes **cause of financial loss for the individuals and there is no way to get arrear of the same.** Therefore, it is humbly requested to kindly direct the concern for not to depute promoted NGOs till their pay fixation to avoid the financial loss of individual else make necessary arrangement for payment of TA/DA claim as per their entitlement.

OFFICIAL SIDE VIEWS

A/NG : As per norms such benefits of TA/DA on higher pay are admissible only once formal orders of pay-fixation have been made/noticed.

89. **Corrective action on anomaly in promotion for CM-NT (OTS) & OS to JWM-NT(OTS) and Parity in promotion from CM (T&NT) to JWM (T&NT) and Increase the ratio 30% to 40% of JWM-NT (Store & OTS) at par JWM(T): -**

- SK/AIANGO(CDRA)

ACTION TAKEN/PRESENT STATUS

To bring parity in the inter-grade ratio of CM and JWM in both disciplines two separate cadre review proposals for JWM / Chageman and clerical cadre have been framed and submitted to MoD. Relevant incorporation / modifications has been made in the proposed strength of the subject Cadre Restructuring proposals and additional strength in the cadre of JWM (NT /OTS) exclusively for promotion for OS has been duly accounted while deriving the revised strength. (Per/NG)

96. **Immediate filling of all vacant posts of Ch'man (T&NT) through Direct Recruitment:-**

- **SK/AIANGO(CDRA)**

OFFICIAL SIDE VIEWS / POSITION

Vide OFB L.No. 75/CM/DR/2011-12/Per/NG dated 23-05-2014 it was intimated to NADP, Ambajhari that the draft advertisement for recruitment of DR-CM has been approved by the competent Authority. Accordingly, advertisement for Direct Recruitment of Chageman was published by NADP on 19/07/2014. The first phase examination for the discipline of Mechanical and Electrical has been conducted on 07/12/2014.

98. **DPC for promotion from Ch'man(T&NT) to JWM(T&NT) for the year 2014-15 & review DPC for the year 2013-14: -**

- **SK/AIANGO(CDRA)**

ACTION TAKEN/PRESENT STATUS

In pursuance of circular no.3255/CH/TECH/SNTY/2013/PER/NG dated 25-11-2014, Seniority list of Chageman (Tech& Non-Tech) as on 01-01-2009 onwards, up to 01-01-2013 has been published.. The modification /revision of the list is in process and DPC would be conducted as an when settled seniority list is prepared and circulated. . (Per/NG)

102. **Publication of promotion orders of those candidates who have qualified LDCE examination based on distance education/IME because distance education is well valid for government jobs as per Government of India Gazette Notification No. 44 dated F.No.18-15/93-TD.V/TS.IV dated:- 01/03/1995 and diploma from IME is also well valid as per Chennai CAT decision on OA 1416 &1539/2010 dated-27/11/2012:-**
- SK/AIANGO(CDRA)

ACTION TAKEN/PRESENT STATUS

In this regard, relevant instructions/guideline has already been issued vide OFB Letter dated 18-11-2014 which has been uploaded on comnet for wide circulation. . (Per/NG)

104. **Subsidiary items to Chargeman.** - SK/AIANGO(CDRA)

ACTION TAKEN/PRESENT STATUS

The point is under examination.(Per/PM)

107. **Non inviting of the member of Apex Productivity Council/JCM-III in LPC meeting in FGK:**
- SK/AIANGO(CDRA)

ACTION TAKEN/PRESENT STATUS

The matter was referred to FGK and it has been ascertained by the Factory that the local Member/JCM III is invited in the LPC Meeting of the Factory.

109. **Re-instatement of transfer order of JWMs cancelled recently:**
- SK/AIANGO(CDRA)

ACTION TAKEN/PRESENT STATUS

The relevant matter is under consideration of competent authority. (Per/NG)

114. **Cadre Review.** - VKD/IOFNTSSA(CDRA)

ACTION TAKEN/PRESENT STATUS

Position enclosed as ANNEXURE.

115. **Recruitment in NIE Cadre.** - VKD/IOFNTSSA(CDRA)

DECISION

The Action taken on the matter will be circulated by OFB. (Per/NI)

ACTION TAKEN/PRESENT STATUS

As per directives of competent authority the subject file was put up to all operative division Member for their opinion. Accordingly, all operative division Member had given their comments and the same was put to competent authority.(Per/NI)

119. Forceful Re-designation of Machinist, Turner, Fitter etc, as Examiner.

- BBM/AIDEF

ACTION TAKEN/PRESENT STATUS

OFAj has intimated that there are no complaints from any of the employees so far. Also the functional requirement and corresponding change of Trade has to be decided by General Manager of the Factory.

120. Procurement of Machinery items and keeping idle of the same.

- BBM/AIDEF

OFFICIAL SIDE VIEWS

The matter has been referred to OFAj.

122. Non issue of Pensioners Identity Card to those retired on compulsory retirement.

- BBM/AIDEF

ACTION TAKEN/PRESENT STATUS

The point is under examination.(Per/PM)

123. Issue of pensioner's Identity Card in the form of Smart Card

- BBM/AIDEF

OFFICIAL SIDE VIEWS

Matter will be examined at OFB for suitable action.

126. Regarding Direct Recruitment of CM(T) & CM(NT).

- SS/BPMS

OFFICIAL SIDE VIEWS

Vide OFB L.No. 75/CM/DR/2011-12/Per/NG dated 23-05-2014 it was intimated to NADP, Ambajhari that the draft advertisement for recruitment of DR-CM has been approved by the competent Authority. Accordingly, advertisement for Direct Recruitment of Chargeman was published by NADP on 19/07/2014. The first phase examination for the discipline of Mechanical and Electrical have been conducted on 07/12/2014. **(Per/NG)**

127. Sanction of Overtime Allowance for 3 ¼ hours on Saturdays to the Piece Workers :

- SS/BPMS

ACTION TAKEN/PRESENT STATUS

A brief on the issue has been forwarded to JS(P&C), M of D vide OFB ID No.834/A/A dated 26-11-2014 for consideration and necessary approval. **(Per/PM)**

130. Cadre Review :- The Cadre Review Proposals which have been sent to MOD and their present status may be intimated to this Forum.

- SS/BPMS

ACTION TAKEN/PRESENT STATUS

Status is enclosed as ANNEXURE.

131. As per the Order of CAT, Kolkata, the bifurcation of HS to HS - I may be considered as placement of this IEs may be sanctioned ACP/MACP as per their entitlement.

- SS/BPMS

OFFICIAL SIDE VIEWS / DECISION

OFB is taking appropriate action based on court judgements. Further, the matter has been brought to the notice of MoD for taking up with DOP&T. (A/I)

ACTION TAKEN/PRESENT STATUS

The matter is in sub-judice in High Court, Kolkata. (A/I)

- 132. The Incentive Bonus to the Maintenance workers may be calculated based on their Original Pay as was being done earlier.** - SS/BPMS

ACTION TAKEN/PRESENT STATUS

Maintenance staff are covered under MOD letter dated 31/07/1972 as was indicated in the minutes of the last steering committee against the instant point. However, regarding incentive bonus to all a high power committee has been constituted to examine the proposal and render report. In the said committee representative of the staff side members have been included.

- 133. The Highly Qualified IEs may be considered for getting NOC.**

- SS/BPMS

ACTION TAKEN/PRESENT STATUS

The matter is being examined. (Per/PM)

- 134. Recruitment of Sports Personnel : Since long the recruitment in the Sports Quota is not taking place. As a result, the sports Activity has gone down in the OF Organisation. This should be looked into.**

- SS/BPMS

ACTION TAKEN/PRESENT STATUS

Annual General Meeting of OFSPB is scheduled for 20-12-2014. Based on the position submitted, the Forum will be intimated accordingly in the meeting. (OFSPB)

- 135. Common ON-LINE system to be provided to Ordnance Factories and connected Accounts department : In OFs the Accounts department has coexisted as a separate entity with the factory. The procedures, database, system to facilitate several activities for the purpose of finance concurrence are audit requirement the factory have to print all the documents and sent in files to the accounts for signature. This is unnecessary wasting of manpower. It is resulted inordinate time delay to get concurrence from accounts. Further the employees are not getting their pay fixations in time due to delay accounts. Hence, a common ON-LINE facility may be activated at the earliest to avoid unnecessary delay in all respects.**

- TP/AIDEF

OFFICIAL SIDE VIEWS

The issues are under active deliberation at the highest level. The point has been discussed in the last three Synergy Conference held on 07-12-2012, 18-06-2013 and 04-02-2014. It was unanimously decided that a common database shall be used between the Factory Management and the LAO, however, data security and integrity requirements shall be ensured. A committee headed by Shri V. K. Vijay, CFA(Fys). Jabalpur and Shri Avra Ghosh, Addl. CFA(Fys) was constituted. In the third Synergy Conference held on 04-02-2014 the committee suggested some suggestions/solutions in this regard.

ANNEXURE

Status of Cadre Review as on 04.12.2014 is furnished below:

Sl. No.	Name of Cadre/post and Pay-scale/band and Group (No Cadre/Post should be left out)	Last Cadre review done in the year	Initial date of sending the current cadre review proposal to M of D	Present status of the proposal in details i.e. where it is pending and reason.	Special remarks, if any
1	Store Keeping Staff. (JWM/NT(S) PB-2&GP-4600(Gr.BGazetted), Chargeman/NT(S) PB-2& GP -4200(Gr. B),Supervisor(S) PB-1& GP -2400(Gr.C) and Storekeeper PB-1& GP -1900(Gr.C) .		29.06.2012	Observations has been received vide MOD ID No. 41(3)/2012/D(Estt./NG) dated 22.09.2014. The subject case file is forwarded to Finance division/ OFB for vetting the cadre review proposal. But reply is still awaited from Finance Division.	Pending with OFB (Per/NI Section)
2	Clerical Cadre review(JWM/NT(OTS) PB-2& GP -4600(Gr. B Gazetted), Office Superintendent PB-2& GP -4200(Gr. B), UDC PB-1& GP -2400(Gr.C) andLDC PB-1& GP -1900(Gr.C) .	06.10.2005	19.03.2014	There are so many rounds clarifications from Ministry of Defence had all been duly replied furnishing the details sought. Last reply submitted to MOD on 30.09.2014.	Pending with MOD
3	Cadre review of Statutory Canteen Staff in Ordnance Factories Organisation (Supervisor -I PB-2& GP -4200(Gr. B), Supervisor Grade -II PB-1& GP -2400(Gr.C) , Supervisor Grade -III PB-1& GP -1900 (Gr.C), Cook PB-1& GP -1900(Gr.C) and Kitchen Assistant, Server,Salesman,Washerman or Boy, Masalchi, Safaiwala PB-1& GP -1800(Gr.C)		11.09.2012.	There are so many rounds clarifications from Ministry of Defence had all been duly replied furnishing the details sought. Last reply submitted to MOD on 17.10.2014.	Pending with MOD
4	Multi-Tasking Staff, Gr.C,PB-1& GP Rs.1800		29.03.2011	Observations has been received vide MOD ID No. 41(6)/2011/D(FY-II) dated 07.08.2014. MOD asked to compared MTS structure in other organisations like AFHQ,MOD(Sectt) with the proposed structure of MTS in OF Organisations. Accordingly, information sought from AFHQ & MOD(Sectt.)videID dt. 08.08.2014 & subsequent reminder dt.19.09.2014. However, reply submitted to MOD on 17.11.2014.	Pending with MOD
5	Multi-Tasking Staff/ Security, Gr.C,PB-1& GP Rs.1800		21.09.2011	Observations has been received vide MOD ID No. 41(10)/2011/D(Estt./NG) dated 07.08.2014. MOD asked to compared MTS structure in other organisations like AFHQ,MOD(Sectt) with the proposed structure of MTS/Security in OF Organisations. Accordingly, information sought from AFHQ & MOD(Sectt.)dt. 08.08.2014& subsequent reminder dt.19.09.2014. However, reply submitted to MOD on 17.11.2014.	Pending with MOD
6	Fire Fighting Staff((JWM/NT(OTS) PB-2& GP -4600(Gr. B Gazetted), Chargeman/NT(OTS) PB-2& GP -4200(Gr. B), Supervisor (NT) PB -1& GP Rs.2400(Gr.C), Leading Fireman PB -1& GP Rs.2000(Gr.C) and Fireman PB -1& GP Rs.1900(Gr.C).		03.11.2011.	There are so many rounds clarifications from Ministry of Defence had all been duly replied furnishing the details sought. Last reply submitted to MOD on 21.11.2014.	Pending with MOD

Pt. No. 4.7 & 7.1

DOPT letter No.35034/3/2008-Estt(D) dt.16th Nov 2009 (Annexure-A) and para (3) of PC of A letter No. Pay/Tech-II/04/2010-2011/07 dated 29/06/2010 (Annexure-B) has directed that financial upgradation earned by Group 'D' employees to the grade pay of Rs.1900 shall be counted for the purpose of MACP.

Accordingly (i) ACP already given in grade pay of Rs.1900/- was taken as one financial upgradation. (ii) Also MACP-I was given to Labourers (Group 'D' employees) in the Grade Pay of Rs.1900 after completion of 10 years from the date of appointment.

Later, PC of A vide letter No. Pay/Tech-II/04 dt.08/11/2013 (Annexure-C) clarified that Para (3) PC of A letter No. Pat/Tech-II/04/2010-2011/07 dated 29/06/2010 is applicable to erstwhile non-industrial Group 'D' employees only. In other words, those Group 'D' employees who were re-designated as tradesman semi-skilled should be given the benefit of ignoring Grade Pay of Rs.1900/- received by them on account of ACP/MACP.

Moreover, OFB vide their letter No.20/15/12(11)/A/IR dt.29/11/2013 (Annexure-D) also confirmed that MACP/ACP already granted in GP of Rs.1900 shall be ignored. Hence MACP-I was granted in the grade pay of Rs.2000/- to eligible employees from 13/12/2010(IV grade structure letter date) to 31/03/2014. The service records of these employees were forwarded to LAO for concurrence of pay fixation. Whereas, LAO vide letter dated 07/04/2014 had returned the service records without concurrence stating that, "ignoring MACP already granted in the grade pay of Rs.1900/- is not tenable in audit". The same was once again taken up vide letter dated 23/04/2014, with LAO by forwarding OFB Letter dated 29/11/2013 for concurrence of the pay fixation proposals. No reply received.