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रक्षा अनुसंधान तथा विकास संगठन,
कार्मिक निदेशालय,
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DOP/03/37150/JCM-MOD/M/08

Dated : 09 Feb 2021

To,

The President – AIDEF, INDWF, BPMS, CDRA

The General Secretary – AIDEF, INDWF, BPMS, CDRA

**MINUTES OF 2ND MEETING WITH FEDERATIONS (AIDEF, INDWF & BPMS)
AND CDRA UNDER A NEW MECHANISM TO PROVIDE ADDITIONAL MEETING
OPPORTUNITIES TO THE STAFF SIDE HELD UNDER THE CHAIRMANSHIP
OF DG(HR) ON 04 DEC 2020 AT DRDO BHAWAN**

Copies of the minutes of 2nd Meeting with Federations (AIDEF, INDWF & BPMS) and CDRA under a new mechanism to provide additional meeting opportunities to the Staff Side held on 04 Dec 2020 at DRDO Bhawan (through Video Conferencing) under the Chairmanship of DG(HR), are forwarded herewith.

2. Hindi version will follow in due course.

(Himanshu Dwivedi)
Dy Dir (Pers)

Encl :- **As stated**

Copy to:-

SO to DG(HR)

SO to DG(R&M)

PPS to DOP

Dir (CEPTAM)

DMS

DHRD

Assoc Dir (Pers-AA)

US(R&D)

DP&C

RAC

DOP/Pers-Q&IT (for uploading on DRONA)

Leader, Staff Side

Secretary, Staff Side

**MINUTES OF 2ND MEETING WITH FEDERATIONS (AIDEF, INDWF & BPMS)
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OPPORTUNITIES TO THE STAFF SIDE HELD UNDER THE CHAIRMANSHIP
OF DG(HR) ON 04 DEC 2020 AT DRDO BHAWAN**

The second meeting with Federations (AIDEF, INDWF & BPMS) and CDRA under a new Mechanism to provide Additional Meeting opportunities to the Staff Side was held under the Chairmanship of Shri KS Varaprasad, DG(HR) on 04 Dec 2020 at DRDO HQ through Video Conferencing. **The meeting was also addressed by Secretary DD R&D and Chairman DRDO.** The following were present in the meeting:-

Official Side Members

Shri KS Varaprasad, DG(HR)	- Chairperson
Dr Chitra Rajagopal, DG(R&M) (through VC)	- Co- Chairperson
Shri GS Gupta, DOP	- Member Secretary
Shri Alok Mall, DHRD	- Member
Dr Alok Jain, Director CEPTAM	- Member

Staff Side Members

AIDEF

Shri SN Pathak, President, AIDEF	- Member
Shri C Srikumar, General Secretary, AIDEF	- Member
Shri GT Gopal Rao, Joint Secretary, AIDEF	- Member

INDWF

Shri Ashok Singh, President, INDWF	- Member
Shri R Srinivasan, General Secretary, INDWF	- Member

BPMS

Shri Sadhu Singh, Vice-President, BPMS	- Member
Shri MA Qader Subhani, Vice-President, BPMS	- Member
Shri Mukesh Singh, General Secretary, BPMS	- Member

CDRA

Shri BB Mohanty, President, CDRA	- Member
Shri Vijay P Dhyani, General Secretary, CDRA	- Member
Shri Narender Kumar, Representative, CDRA	- Member

Invitees

Official Side:-

Shri SS Sinha, Assoc Director (Pers)
Shri Abhinavjeet Ojha, Assoc Director (Pers)
Shri Vijay Shankar V, Assoc Director (DHRD)
Shri VK Malviya, Addl Dir, DMS
Shri Himanshu Dwivedi, Dy Director (Pers)
Shri Rajesh Kumar, Dy Director (DHRD)
Shri Puneet Kumar, Asstt Director (Pers)

Staff Side:-

Shri RN Nagaraj, Leader Staff Side, JCM-III Council
Shri UC Lenka, Secretary Staff Side, JCM-III Council

Shri GS Gupta, DOP and Member Secretary welcomed Secretary DD R&D and Chairman DRDO who also joined the meeting through VC for some time. He also welcomed Chairperson of the meeting Shri KS Varaprasad, DG(HR), Smt. Chitra Rajagopal, DG(R&M), leaders from Staff Side and fellow officers from Official Side. He remembered the 1st meeting of this mechanism, held on 11 Jul 2019, which he attended only two days after taking charge of DOP. He stated that it had been a satisfying journey and thanked the Staff Side for their cooperation. He stated that the 2nd meeting was being conducted in unusual times, in the midst of an ongoing global pandemic. He intimated that DRDO was prepared to hold this meeting both ways- a physical meeting as well through Video conferencing. However, as per request of Staff Side, the meeting was held through Video Conferencing. He stated that although the ongoing pandemic situation had imposed restrictions in smooth working of every workplace including DRDO, under the able guidance of Chairman DRDO and DG(HR), like other activities, the activities of the HR Cluster also continued unhindered. Further, he stated that the DRDO HQ had been making a conscious effort towards having a regular dialogue with the Staff Side. He drew their attention towards the number of meetings/interactions held with the Staff Side during the last 2-3 years and these meetings continued even during the pandemic period, resulting in one of the best record in holding these meetings. He apprised the Staff Side about the progress related to DPCs for promotions in Admin & Allied Cadre and expressed the confidence that all the self-imposed timelines in this regard will be met. He also expressed happiness that cases related to medical issues were being dealt on priority and the labs were being provided necessary support proactively in managing the pandemic situation prevailing in their labs. Cases had been taken up with MoH&FW to simplify the procedures, which were duly approved by them and the labs were apprised about the same. He concluded by apprising the Staff Side about the structure of the Powerpoint presentation to be given in the meeting.

The Chairperson of the meeting, DG(HR) welcomed Secretary DD R&D and Chairman DRDO, Presidents, General Secretaries, representatives of the Federations and CDRA, Leader Staff Side and Secretary Staff Side in the meeting. He then requested Secretary DD R&D and Chairman DRDO to address the meeting.

Secretary DD R&D and Chairman DRDO welcomed DG(HR), DG(R&M), DOP, DHRD, leaders of Federations and CDRA and the JCM members from the DRDO. He expressed his pleasure to be able to interact with the Staff Side leaders. He recalled that in very first address to the DRDO family, he had stated that problem of every DRDO employee was his problem. This statement was from heart. He stated that everyone, whether from Official or Staff Side was working for one cause, to make our nation stronger. He expressed confidence that every problem can be resolved together. Coming to the issues waiting resolution such as Cadre Reviews of various cadres, he stated that every effort was being made to get the cases cleared, every door was being knocked. He pointed towards the recent achievements of DRDO and stated that DRDO name was being appreciated across globe, renowned magazines were writing articles about them. He stated that this has been possible due to the courage displayed and services rendered by DRDO employees in the midst of the ongoing global pandemic. He shared in detail how DRDO had played a leading role in the fight against the pandemic by setting up of hospitals, ICUs, facilitating manufacturing of masks, sanitizers, PPEs etc. He stated that DRDO is ready for every challenge, whether it is at the borders or in tackling pandemic and this can be achieved only with teamwork. He expressed confidence that DRDO flag would continue to run high and would be playing a very important role in fulfilling the thrust of the Government in achieving 'Atmanirbhar Bharat'. He asked the Staff Side to discuss and resolve issues together.

Shri SN Pathak, President, AIDEF welcomed Secretary DD R&D and Chairman DRDO, DG(HR), DG(R&M), leaders of the three Federations & CDRA and Official Side members. He lauded the achievements of DRDO and stated that working of DRDO was appreciated by everyone in the country. This had been made possible with the contribution of employees who were giving their maximum and working selflessly but they were not getting their due. For the past 10 years, the employees had been fighting for DRTC Cadre Review. Meetings on the matter had been held regularly but there was no outcome. He mentioned the recent decisions taken by the Government in the Defence sector such as FDI, outsourcing of manpower, privatization of labs, merger of labs, IR Code 2020 etc and requested DRDO to raise their voice against these decisions. He wondered how can DRDO be not an 'Industry'. He requested everyone to be united in opposing these policy decisions of the Government. He expressed his opposition to privatization of labs. He also stated that technologies developed by DRDO should not be handed over to private entities but to Government organisations such as Ordnance Factories and other PSUs. He appreciated the intent shown by Secretary DD R&D and Chairman DRDO in his opening remarks regarding the issues concerning employees' welfare. He requested Secretary DD R&D and Chairman DRDO to personally look into after DRTC and other Cadre reviews which are pending since long. He requested that DRTC and LTC issues to be resolved on priority, JCM meetings to be held regularly and employees' welfare be given priority personally. He referred to the Strike Notice given by the Federations and requested that steps be taken to meet the demands given in the notice.

Shri C Srikumar, General Secretary, AIDEF welcomed Secretary DD R&D and Chairman DRDO, DG(HR), DG(R&M), leaders of the Federations & CDRA and other officers present in the meeting. He appreciated the role of DRDO in the 'Atmanirbhar Bharat' mission and in the COVID-19 pandemic situation. He referred to the recommendations of Prof Rama Rao Committee and stated that number of labs in DRDO were being reduced which was not acceptable to Federations. He suggested that labs should be expanded and strengthened by recruiting young and talented

scientists and technicians. He requested that time taken in the recruitment process should be reduced. He stated that the requirements of our Armed Forces change every player and no private player can survive in the defence industry for long. Therefore, in sharing the new technologies developed by DRDO, priority should be given to the Ordnance factories and Defence PSUs, as stated by Shri SN Pathak also. He stated that there is lack of congeniality and victimization in some of the labs. This sort of atmosphere affects performance and requested for issuing a general instruction to the labs for maintaining harmonious relations with Federations/Unions. He also requested for expediting pending Cadre Reviews and recognition of unions.

Shri Sadhu Singh, Vice-president, BPMS welcomed Secretary DD R&D and Chairman DRDO, DG(HR), DG(R&M), other official side members and leaders of Federations & CDRA. He thanked everyone for holding the meeting in the midst of a pandemic and giving the Federations the opportunity to interact with DRDO management. He appreciated the role played by DRDO in combating COVID pandemic and felt proud of DRDO. He stated that it needs to be realized that merger of labs will create difficulties but they could be resolved by discussion with Federations. He stated that his Federation will oppose privatization of DRDO. He raised the issue of regularization of contractual workers and also requested for early resolution of the issue of PRIS. He stated that recently, some defence products had started to be produced within the country and DRDO had played a big part in these achievements. However, he supported the views expressed by earlier speakers from AIDEF leaders that Ordnance Factories and other Defence PSUs should be given priority in sharing new technologies developed by DRDO.

Shri Mukesh Singh, General Secretary, BPMS thanked Secretary DD R&D and Chairman DRDO for taking time out of his busy schedule to be present in the meeting. He appreciated DRDO, both for their recent successes in the field of missile technology and for the role played in the fight against COVID pandemic. He expressed happiness that media had been carrying positive coverage of the missile tests which was a matter of pride for everyone including DRDO employees and congratulated DRDO family for the milestones. He stated that he realizes that there was pressure from the Government to re-organize various organizations, however only financial considerations should not be there behind merger or revamping of labs. The fact that the labs have social and economic effects also on the adjoining areas also needs to be recognized. He raised the issue of transfer of three members of ADRDE Karmachari Union in ADRDE, Agra and requested DRDO management to be large hearted. He stated that it was a matter concerning not only the employees but also their families.

Shri Ashok Singh, President, INDWF thanked Secretary DD R&D and Chairman DRDO and other senior officers of DRDO for holding the meeting. He stated that DRDO played a very crucial role in fighting COVID pandemic and this was valued by everyone. He stressed the importance of DRDO in the Defence sector. He praised the scientists of DRDO and stated that scientists never failed, only experiments failed. He stated that the country is passing through tough times and DRDO is playing an important role. He stated that the entire nation is with DRDO and the Defence sector as a whole. Referring to the recent policy decisions taken by the Government, he stated that policies have to be formulated for betterment of the nation and its citizens and if any policy is not in favour the country, citizens, employees, Armed Forces, it needs to be opposed. He stated that DRDO should be independent as it impacts the security of the country and therefore, DRDO should show firmness in dealing with such decisions. He referred to the issue of Cadre Reviews and stated many of these are pending since long. He

suggested that instead of merging the labs, new labs should be created. The name of DRDO on the global stage is due to its labs and therefore, labs should be given due importance.

Shri R Srinivasan, General Secretary, INDWF welcomed Secretary DD R & D and Chairman DRDO, Official Side members, leaders from Federations and INDWF President Shri Ashok Singh to the meeting. He recalled how the Additional Mechanism came into existence in MoD, to discuss issues which could not be discussed in the JCM forum. He expressed happiness that DRDO had been giving due importance to the new Mechanism and holding its meetings regularly. He appreciated the feeling expressed by Chairman DRDO that teamwork had been responsible for DRDO success and lauded his leadership for the recent achievements. He stated that media coverage of DRDO had been very good and DRDO had played a significant role during the ongoing pandemic. He expressed confidence that DRDO would be able to achieve the goals expected of it by the Armed forces. He suggested that everyone should try not to create any unpleasant situation in DRDO so that scientists and technicians can do their jobs without any disturbance. He stated that development of the organization should be given importance instead of shrinking and merger. He also mentioned the issue of outsourcing of staff in labs and requested that it should be restricted in R&D activities. He stated that various Cadre Reviews were pending but expressed hope that these issues would be resolved soon. He stated that both the Federations and the employees are together with DRDO in bringing more success to DRDO.

Shri BB Mohanty, President, CDRA thanked Secretary DD R&D and Chairman DRDO and other Official Side members for holding the meeting. He agreed with DOP that DRDO has been holding interaction with the Staff Side regularly and expressed his appreciation for the same. He raised the issue of non-deduction of association membership from pay bills as per CCS(RSA) rules, 1993 and hoped that it would be resolved soon. He wished for a successful meeting.

Shri VP Dhyani, General Secretary, CDRA welcomed everyone and thanked Secretary DD R&D and Chairman DRDO and DRDO employees for the role played by DRDO in fighting the COVID-19 pandemic. He shared the present status of Cadre Review cases of Admin & Allied and hoped that they would be finalized in a few days. He also thanked Official Side for holding regular interactions with Staff Side.

Then, Dr Chitra Rajagopal, DG(R&M) welcomed Secretary, DD R&D and Chairman DRDO, all Official Side and Federation leaders to the meeting. She described the meeting as an excellent opportunity to listen to the views of the Federation leaders. She then shared some highlights of some of the steps taken by Directorates under her for employees' welfare. She intimated that 1,088 new memberships had been issued and a total of ₹2,17,50,000/- had been disbursed from the Benevolent fund as compensation amount to 42 sanctioned cases. She referred to the IR Code 2020 which was recently promulgated by the Parliament. She shared the updated status of membership verification of IRDE Karamchari Sangh. She hoped that the session would be very fruitful and constructive.

Shri RN Nagaraj, Leader Staff Side, JCM-III level (DRDO) Council welcomed Secretary, DD R&D and Chairman DRDO, leaders of Federations & CDRA and Official Side members. He stated that it was a privilege working in DRDO under the leadership of the present Chairman DRDO. He referred to the recent successful execution of various trials and the eminent role played by DRDO in fighting pandemic. He thanked

DG(HR) and DOP for holding regular meetings with the Staff Side. Regarding various Cadre Reviews, he appreciated the efforts by the organization but stated that sadly, these efforts had not borne any fruit. He stated that many employees had retired without getting their promotion. As representative of employees, the Staff Side leaders were finding it very hard to face the employees. He requested that efforts to resolve DRTC be increased so that the matter can be resolved at least 2-3 months before the next Assessment Boards are held. He also stated that fax and other facilities had not been provided to JCM-III Staff Side members even though an assurance to this effect was given in the last Main Meeting of JCM-III level (DRDO) Council held on 13 Feb 2020 at LASTEC, Delhi.

Shri UC Lenka, Secretary Staff Side, JCM-III level (DRDO) Council welcomed Secretary, DD R&D and Chairman DRDO, leaders of the Federations & CDRA and official side members. He stated that while the Cadre Reviews of different cadres in Admin & Allied cadre were progressing satisfactorily, DRTC Cadre Review was getting delayed which was a matter of concern. He also raised the issue of casual workers working in the labs and asked if there was any SOP regarding their working.

At this stage, DG(HR) agreed with the contention of the Staff Side that no positive result had been possible so far even though DRDO HQ was making all efforts at every possible level and would continue to do so. He apprised that the case had reached culmination point in Ministry of Finance and good news could be expected any time. With regard to constitution of an Expert Committee for revision of 'Charter of Duties' of labs, he mentioned that Staff Side members had already been apprised the about matter in the Screening Committee Meeting of JCM-III level (DRDO) Council held on 08 Oct 2020 and had also been requested to share their inputs on it.

After this, discussion on the points started.

POLICY ISSUES

1. Stop outsourcing of Research, Design and Prototype Development of various projects undertaken by DRDO. Young, talented and qualified youth should be recruited

(Raised by AIDEF and discussed as Point No-1 in last meeting)

2. Stop large scale deployment of casual workers and regularize their services

(Raised by AIDEF and discussed as Point No-2 in last meeting)

DG(HR) explained that as on date there was no outsourcing in DRDO for research, design and prototype development. However, with the approval of the Government, a concept of DCPD (Development, cum Production Partner) was being followed, through which the Production Partner was identified in the beginning itself, resulting in better and efficient development of products.

On DCPD, Shri C Srikumar stated that unfortunately private companies were given preference instead of Ordnance Factories and Defence PSUs. He suggested that DRDO, Ordnance Factories/PSUs and Armed Forces should be collaborating to meet defence requirements. He also requested for setting up of a time limit for CEPTAM recruitment between the filling of application and selection of candidates. He requested to ensure that the strength of the workforce does not decrease in DRDO.

Shri GT Gopal Rao gave figures of Technical, AA Cadre and outsourced workers in various Hyderabad based labs of DRDO and stated that the strength of outsourced employees had been increasing over the years whereas the strength of permanent employees had been decreasing. He also requested for priority to be given to Ordnance Factories and Defence PSUs. He stated that outsourcing was being undertaken in every field of activity including R&D. In this connection, he quoted an article published in English daily 'The Hindu'.

It was explained that the manpower was only being taken through Manpower Contracts, to meet general purpose requirements. The matter of regularization of outsourced workers against the advertisement related to direct recruitment of MTS was still sub-judice. The Hon'ble Court had directed that the existing employees should not be disturbed and this direction has been complied with.

Action : DP&C, RAC, CEPTAM and DOP

3. Withdraw the decision of 74% FDI and 100% privatization in DRDO

(Forwarded as a Fresh Discussion Point by AIDEF)

It was explained to the Staff Side that this was a decision of the Government of India and therefore, was beyond the purview of DRDO.

Shri SN Pathak suggested that DRDO should oppose the decision of Government.

Shri C Srikumar supported him and stated that all Federations were opposing the decision.

After discussion, it was decided that the point be closed.

4. Merger/Revamping of DRDO labs.

(a) Expert committee should listen to the views of Federations regarding revamping of DRDO and its Charter in the interest of future of DRDO and its workforce.

(Forwarded as a Fresh Discussion Point by AIDEF)

(b) Adjust employees of Admin & Allied Cadre upto the level of Gp 'B' in their respective cities, in the neighboring labs, in the proposed revamping of DRDO labs.

(Forwarded as a Fresh Discussion Point by CDRA)

With regard to point (a), it was explained that the ongoing exercise was a regular organizational review process for performance enhancement. It was also apprised that views of Federation/JCM leaders were taken, wherever necessary. Shri C Srikumar stated that employees were being subjected to unnecessary hardships. These considerations had not been understood. He complained that the Staff Side leaders had not been consulted on this issue. He reminded that no private company had come forward to fight Corona pandemic except government organisations like DRDO. He suggested to expand the labs instead of merging.

Shri SN Pathak stated that the authorities who had set up various labs in the past were also competent and it would not be prudent to question their wisdom. He also asked the need for restructuring of DRDO labs. He requested for consistency in such decisions. He expressed the view of his Federation (AIDEF) that they would oppose the decision of merger of labs.

Action : DHRD

With regard to point (b), DG(HR) apprised that it was being considered to extent possible, while trying to create a balance between considering requests of Gp 'C' employees in these Cadre of these labs and organizational interest.

Shri BB Mohanty requested that Gp 'B' employees of Admin & Allied Cadre should also be adjusted in the neighboring labs.

DG (HR) replied that the point had been noted.

Action : DOP

5. Exclusion of DRDO from the purview of definition of 'Industry' in the new Labour Codes i.e. IR Code 2020, Occupational Safety, Health and Working conditions Code 2020

(Forwarded as a Fresh Discussion Point by AIDEF)

The Staff Side was apprised that after the passage of IR Code 2020 by the Parliament and its notification on 29 Sep 20, DRDO would be covered under the above code, notwithstanding other rules/regulations in this regard. Any decision in this regard can only be taken by the Government of India and the point is beyond the purview of DRDO HQ. Hence, the issue of retaining DRDO under the definition of 'Industry' in IR Code 2020 should be raised before the Government in other forums.

Shri C Srikumar stated that the existing provisions should continue. He requested for placing the opposition of his Federation (AIDEF) towards IR Code 2020 on record. Shri BB Mohanty gave a brief background about the new IR Code 2020 came into existence. He stated that while CDRA had reservations about some of the provisions in the new Code but they supported the definition of 'Industry' given in the new Code and requested for implementation of the decision taken by the Government on the matter.

Shri SN Pathak opposed Shri BB Mohanty and stated that the IR Code 2020 was against the interests of employees. He stated that every Central Trade Union was opposing this decision of the Government.

Shri Ashok Singh supported him and stated that his Federation (NDWF) was also in opposition to the IR Code 2020 as it was not in the interest of employees.

Shri Mukesh Singh also expressed opposition of his Federation (BPMS) and requested that the views of the Federations should be forwarded to appropriate authorities.

DG(HR) remarked that the views expressed by every Federation and CDRA were respected and the new IR Code 2020 was not something which DRDO had asked for.

After discussion, it was decided that the point be closed.

6. Premature retirement under FR 56(j) should not be carried out in DRDO as all cadres are involved and contributes in various prestigious projects for national security

(Forwarded as a Fresh Discussion Point by AIDEF)

It was explained to the Staff Side that the provisions of FR 56(j) are equally applicable to all the Government Ministries/Departments/Organisations and hence, the issue was beyond the purview of DRDO HQ.

Shri C Srikumar stated that the rule had been brought by the British to victimize the employees. He requested that the labs be suitably instructed to use this Rule in a fair manner.

DG (HR) replied that no person had been removed in DRDO using this Rule.

After discussion, it was decided that the point be closed.

After completion of discussion on all the Policy issues, Secretary DD R&D and Chairman DRDO who had joined the meeting for a limited time intervened to clarify all the points raised by the Staff Side leaders. He stated that lots of concerns had been raised by the Staff Side regarding merger/revamping of labs, Cadre Reviews, policies etc. He stated that he aware about the apprehensions of the Staff Side and due to this reason, he had decided to attend this meeting. He expressed happiness that the leaders had raised their concerns in a frank manner and all the concerns would be clarified. He remarked that if this sort of dialogue is not there between the Official Side and Staff Side, gap would increase between which was not in anyone's interest. He clarified the following points :-

Prof Rama Rao Committee: He stated that it needs to be realized that Science and Technology keep on changing with times, Technologies keep on developing or evolving. If our country did not adapt to the changing times, we would remain backward as compared to other countries. The Committee would be looking purely to redefine 'Charter of Duties' of labs, many of which were decided about 50 years ago. The Committee has scientists, academicians, DRDO officers. There were overlaps in the work done by different labs. The 'Charter of Duties' of the labs were being reviewed and redefined as per advanced and current technologies so that the labs could meet the present and future challenges. He cited examples of technologies where Research and Development needs to be strengthened in our country such as in the fields of high power lasers, cyber security, drone weapons, missiles etc.

Merger/revamping of labs: He stated that it needs to be appreciated that any organization would not grow or die if it remained static. Organizations like DRDO have to evolve, break new boundaries and discard old technologies. He stated that number of laboratories would not be reduced, only work related to old technologies related work would be stopped. He also assured that the number of labs would keep on increasing as per the statement of Hon'ble Prime Minister of India. He referred to the opening of five new Young Scientists labs last year and stated that each year new labs would be opened in the fields of advanced technologies. He gave examples where many labs were doing work of similar nature and this sort of overlap created many problems.. He apprised the Staff Side about the latest projects being undertaken by the labs and potential to increase it further. He explained that the country is importing so many defence products and DRDO had to play a very important role in reducing imports and increasing exports of these products. He assured that DRDO was being entrusted new work. He stated that 150 advance technology areas had already been identified by DRDO and also, 500 PhD students were being hired to work on various DRDO projects. He remarked that the ongoing exercises within DRDO were part of evolution process. He stated that DRDO was ready to share new technologies with the Ordnance Factories and other Defence PSUs wherever feasible but they also certain limitations due to which other players also had to be involved as it was a question of national security.

Cadre Reviews/Strength of employees: He stated that there was no question of the strength of the employees reduced due to merger/revamping of labs. Even though some of the labs were being closed, the employees would continue working in other/new labs. He shared the number of posts sanctioned by the Government in Scientific and Technical cadres. He intimated that DRDO was already in the process of recruiting employees in DRTC and Admin & Allied cadres in large numbers. The pandemic had delayed the process somewhat. With regard to DRTC issue, he agreed with the view expressed by the Staff Side leaders that till date, no result had been achieved inspite of best efforts at all level. He stated that decision was not within the powers of DRDO but had to be taken by Ministry of Finance. He apprised that the case was at a very advanced stage of consideration there and he was very hopeful of an early decision on the matter. Other Cadre Reviews would also be finalized soon.

After giving these comments, the Secretary DD R&D and Chairman DRDO exhorted everyone to work for achieving National Goals. He then left the meeting and discussion on the remaining points continued.

CADRE RELATED POINTS

1. Issues related to DRTC Cadre

a) Finalize DRTC Cadre Review. Timetable for comprehensive review and implementation of DRTC Rules during the current year 2020 and conduct of Assessment before 31 Dec 20.

(Raised by AIDEF, INDWF, BPMS & CDRA, and discussed as Point No-3 in the last meeting. Forwarded again as a Fresh Discussion Point by AIDEF and INDWF)

Federation leaders were apprised that Cadre Review of DRTC could be considered after the decision regarding TO 'D' was received from Ministry of Finance.

Shri C Srikumar asked about the expected timeline for a decision on the matter.

DG (HR) replied that he was very hopeful about an early decision on the matter of TO 'D' issue by Ministry of Finance.

Action : DHRD

b) Change in procedure of Assessment of DRTC without discussing it with the Staff Side.

(Raised by INDWF and discussed as Point No-13 in last meeting)

It was explained to the Staff Side that review of assessment criteria for promotion was undertaken for compliance with Hon'ble CAT/ Court orders and Government instructions regarding discontinuation of interviews for junior level posts. Last 02 assessment cycles for promotion in DRR i.e. 2019 and 2020 had been smoothly and successfully completed and no grievances/representation had been recorded from any stakeholder. The leaders were also apprised that the issue was discussed with JCM-III Staff Side members in a meeting on 10 Jul 20, called specially to discuss this point.

After discussion, it was decided that the point be closed.

2. Finalization of Cadre Reviews of Admin & Allied Cadres

Fix timetable for comprehensive Cadre review of Admin and Allied Cadres and implement by 31 Dec 2020 by conducting review DPCs.

(Raised by AIDEF, INDWF & CDRA, and discussed as Point No-4 in the last meeting. Forwarded again as a Fresh Discussion Point by AIDEF, INDWF & CDRA)

The Federation leaders were apprised about the present status of various Cadre Reviews as under :-

- I. Admin & Store Cadre :- Case pending with MoF/DoE
- II. Stenographer Cadre :- Case pending with MoF/DoE
- III. Accounts Cadre :- Case was received back with some observations from MoF/DoE on 05 Aug 20 which were replied on 21 Oct 20. Case pending with MoF/DoE.
- IV. Vehicle Operator Cadre :- A revised proposal was being reviewed in consultation with JCM members.
- V. Fire Fighting Cadre :- Fresh meeting of CRC was held on 12 Oct 2020 to review the case in view of latest circular of MoF regarding ban on creation of posts. As decided in the meeting, proposal for creation of posts as per the SOP of CFEES would be taken up after the minutes had been signed by members and Chairman.
- VI. Hindi Cadre :- Last Cadre Review was undertaken in 2015, next would be due in 2021. A proposal for creation of 10 posts of Dy Dir (OL) was under submission for consideration of Competent Authority.
- VII. Security Cadre :- Last Cadre Review was undertaken in 2015, next would be due in 2021.
- VIII. Canteen Staff :- Being a 'Common Category' Cadre, any action on this matter could be taken only by DOP&T.
- IX. MTS :- Being standalone post, Cadre Review was not possible.
- X. Paramedical Staff :- As on date, there was no paramedical staff in DRDO.

Shri C Srikumar stated that there has been no change in the status since a long time.

DG (HR) replied that status at every step had been communicated to all JCM members. Cadre Reviews except those of Vehicle operator Cadre and Fire Fighting Cadres had reached final stages in Ministry of Finance.

Shri BB Mohanty requested for priority to be given Cadre Review of Vehicle operator as it had been pending since 1995.

DG(HR) replied that the delay was due to some suggestions from Staff Side and now the case was proceeding in right direction.

Action : DHRD

3. **Special Recruitment Drive and Filling up of vacancies**

a) **Recruitment for Admin & Allied Cadre to fill up vacancies created in years 2016 to 2019.**

(Raised by CDRA and discussed as Point No-22 in last meeting. Forwarded again as a Fresh Discussion Point by CDRA)

b) **Filling up of vacancies in non-gazetted posts.**

(Forwarded as a Fresh Discussion Point by AIDEF)

c) **Recruitment of MTS**

(Raised by BPMS and discussed as Point No-15 in last meeting)

DG (HR) gave the current status of recruitment of 3537 vacancies (in DRTC and Admin & Allied Cadre) and 1817 vacancies (in MTS Cadre) under DRDO entry Test 2019-20 and stated that all vacancies up to Dec 2019 would be filled up. He also intimated that JCM members were regularly updated on the matter.

Shri C Srikumar expressed his happiness that DRDO was recruiting in such large numbers and requested that the time gap between advertisement and selection should be minimized.

DG (HR) assured that this point was already being looked into and introduction of Computer Based Test (CBT) in the recruitment was done with this aim only.

Action : CEPTAM

d) **Despite new SRO with DR clause of 95% at the level of Stenographers-I, no single recruitment has been done in this grade since 2012 Cadre Review. The delay may create legal issues.**

(Forwarded as a Fresh Discussion Point by CDRA)

Shri BB Mohanty brought out the issue of deficiency in Steno-I grade and stated that the gap between the authorized and held strength in that grade had risen to almost 50%.

DG(HR) apprised that the number of vacancies would have to be reworked as per the Cadre Review and would be published in the advertisement for DRDO Entry Test 2019-20 recruitment cycle. The issue was discussed with JCM-III members in the meeting of the Screening Committee of JCM-III Level (DRDO) Council held on 08 Oct 2020.

After discussion, it was decided that the point be closed.

4. **Grant of 20% PRIS to DRDO employees at par with DAE/DOS (ISRO)**

(Raised by AIDEF & BPMS and discussed as Point No-5 in last meeting. Forwarded as Fresh Discussion Point by INDWF)

DG(HR) apprised that the case for grant of PRIS to all DRDO personnel had been submitted to the Competent Authority for consideration and would be put to Hon'ble Raksha Mantri for consideration.

Action : DHRD

5. **Career progression opportunities to departmental candidates**
(Raised by AIDEF & BPMS and discussed as Point No-6 in last meeting)

Shri C Srikumar requested for providing provide career progression opportunities to qualified ITI/Diploma holders Departmental candidates in various cadres/posts in Direct Recruitment. He requested that priority should be given to the Departmental candidates as they have to face age restrictions also.

DG (HR) clarified that provision for age relaxation for departmental candidates was already existing. He requested Staff Side to give their recommendations on the matter and assured that they would be considered.

Action : DHRD, Staff Side

6. **Removal of 5% ceiling on appointment on compassionate grounds**
(Forwarded as a Fresh Discussion Point by AIDEF)

Shri C Srikumar requested for removal of the ceiling of 5% as large number of vacancies were pending with DRDO.

DG(HR) clarified that approx. 100 compassionate appointments were done last year which was a record. Besides, the ceiling has been fixed by Government and is common to all Government organizations.

Shri Mukesh Singh requested to ensure transparency in the compassionate appointments. He complained that queries forwarded by Federations and unions were not being answered.

DG (HR) replied that the process is fully transparent and queries raised by Unions/Associations/Federations were being replied to.

Shri Ashok Singh requested for considering some relaxation in the ceiling of 5%. He requested for some leniency to be shown by DRDO in this regard.

DG (HR) assured that HQ would try everything possible for benefit of its own employees, within the rules and guidelines on the matter.

Action : DOP

7. **DPCs**

a) **Regular holding of DPCs at All India level and allotment of promotional vacancies zone- wise**

(Raised by AIDEF and discussed as Agenda Point No-7 in last meeting)

DOP apprised Federation leaders that all the work related to DPCs had been progressing well as per timelines and self-imposed deadlines would be met. He further intimated that the allotment of vacancies was done as per the RRs.

After discussion, it was decided that the point be closed.

b) **Holding of Review DPCs in Admin & Allied cadres to fill up all the vacancies**

(Forwarded as a Fresh Discussion Point by INDWF)

DOP explained that review DPCs, wherever necessitated, in respect of Gazetted posts in Admin & Allied cadres had been completed.

After discussion, it was decided that the point be closed.

8. Filling up of vacancies in Admin & Allied cadres through LDCE amongst the eligible employees of MTS/ALS cadre

(Forwarded as a Fresh Discussion Point by AIDEF)

Shri GT Gopal Rao requested to fill up the vacancies in Admin & Allied cadres through LDCE amongst the eligible employees of MTS/ALS cadre.

DG(HR) explained that the issue was discussed in the meeting of the Screening committee of JCM-III level (DRDO) Council held on 08 Oct 2020 wherein it was decided to carry out promotions through LDCE/Seniority on All India basis.

After discussion, it was decided that the point be closed.

MISCELLANEOUS POINTS

1. Grant Old Pension Scheme for employees recruited after 01 Jan 2014 against the unfilled direct recruitment vacancies sanctioned prior to 01 Jan 2004

(Forwarded as a Fresh Discussion Point by INDWF)

Shri R Srinivasan requested that the cases should be considered at the earliest.

DG(HR) replied that the requests of the employees for consideration of their service in Old Pension Scheme under CCS(Pension) Rules – 1972, in accordance with the guidelines issued by DOP&T, were already under consideration in DRDO HQ. He requested the Staff Side to bring out any deviation to the notice of DRDO HQ.

After discussion, it was decided that the point be closed.

2. Scrap NPS and re-introduce Pension Scheme under CCS (Pension) Rules 1972

(Forwarded as a Fresh Discussion Point by INDWF)

It was intimated that the issue was beyond the purview of DRDO and hence, the point be closed.

3. Sharing copies of instructions with the Federations

(Raised by AIDEF and discussed as point No-10 in last meeting)

The Staff Side was apprised that the instructions/orders on service matters issued by this HQ were available/uploaded on DRONA and shared with JCM-III Council Staff Side members, who were representatives of Federations/CDRA.

Shri C Srikumar suggested that respective sections should e-mail these instructions/orders to Federations.

Shri RN Nagaraj stated that JCM-III members were not having access to DRONA.

DG(HR) assured that the matter would be reviewed.

Action : DOP, DHRD, CEPTAM



4. **Settlement of LTC-80 cases (2013-14)**
(Raised by AIDEF and discussed as point No-8 in last meeting)

DG (HR) explained that due to the efforts of DRDO HQ, DOP&T had issued revised guidelines on the matter by granting one-time relaxation to those DRDO employees who had availed LTC by air to visit J&K and NER during the period of Jan 2010-Jun 2014 and booked the tickets through unauthorized travel agents due to lack of awareness of rules. He intimated that the cases were being dealt with in light of these fresh instructions on relaxation.

Action : DOP

5. **Issues related to Federations/ Associations/ Unions**

a) **Membership verification/ recognition of Unions affiliated to BPMS functioning in IRDE, Dehradun & ADRDE, Agra**

(Raised by BPMS and discussed as Point No-14 in last meeting. Also forwarded as a Fresh Discussion Point)

Shri VK Malviya, Addl Dir (DMS) apprised the reps of BPMS about the status of recognition IRDE Karamchari Sangh and ADRDE Karamchari Union.

Shri Mukesh Singh thanked him for conduct of membership verification in IRDE.

C Srikumar raised the issue of pending case of its Union in DRDL.

DG (HR) clarified that the case was pending with the lab and suggested Staff Side to get it expedited.

Shri BB Mohanty raised the issue of dual membership and stated that it is illegal and while granting recognition, this aspect must be taken into consideration.

Shri R Srinivasan asked about the status of recognition of Defence Karmachari Sangh, Dehradun.

Shri VK Malviya replied that the recognition of the union has been cancelled by the Registrar, Trade Union, Dehradun.

Action :- DMS

b) **Victimization of Trade Union activists of ADRDE Karmachari Union in ADRDE, Agra**

(Raised by BPMS and discussed as Point No-14 in last meeting. Also forwarded as a Fresh Discussion Point by BPMS)

Shri Mukesh Singh raised the issue of transfer of three employees of ADRDE and requested for cancellation of their transfer orders. He stated that as per rules, elected works committee members and Union officers could not be transferred in their tenure.

DG (HR) stated that the issue had already been raised by him in front of Chairman DRDO. He also requested Shri Mukesh Singh to guide and counsel his Federation members that indiscipline could not be tolerated beyond a limit.

Shri Mukesh Singh requested for a separate meeting to be held on this matter.

Action : DMS, DOP

c) Restriction on dual membership of employees in Associations as well as in Unions

(Raised by CDRA and discussed as point No- 20 in last meeting)

CDRA leaders requested that membership of DRDO employees should be strictly restricted to Union or Association on the basis of classification of employees in RRs as Industrial or Non-industrial and to ensure that there was no dual membership.

DG (HR) assured that it would be ensured that there was no dual membership.

After discussion, it was decided that the point be closed.

d) Functioning of Union "Nasik Jila Civilian Employees Union, Ojhar" in ACEM Nasik.

(Discussed as point No-16 in last meeting and closed. Forwarded again as a Fresh Discussion point by BPMS)

Shri VK Malviya explained that the Union was registered but unrecognized one. Any decision regarding carrying out of Union activities could be taken only by the Head of Establishment.

Shri Mukesh Singh requested that the Establishment should be given appropriate directions by DRDO HQ.

Shri VK Malviya stated that the nature of work carried out in the Establishment have to be taken into consideration.

After discussion, it was decided that the point be closed.

e) Forwarding of Memorandum of registered/ recognized Unions to Higher Authorities.

(Forwarded as a Fresh Discussion Point by BPMS)

Shri Mukesh Singh complained that some of the labs were not receiving memorandum even from recognized Unions. He requested to issue necessary directions to labs in this regard.

DG (HR) assured him that appropriate instructions would be issued to all labs.

Action : DMS



f) Grant of recognition to the Union "DMRL Karmik Sangh" functioning in DMRL Hyderabad.

(Forwarded as a Fresh Discussion Point by BPMS)

Shri VK Malviya apprised that the case for grant of recognition of DMRL Karmik Sangh was being processed.

Action : DMS

g) Non-deduction of association membership from pay bills as per CCS(RSA) Rules, 1993 by July every year from all DDOs and non-reporting to DRDO HQ by month of September every year.

(Raised by CDRA and discussed as point No-18 in last meeting)

h) Non submission of Deduction Report by DRDO HQ to MoD for continuation of Recognized Associations in time, resulting in delay in continuation of their recognition.

(Raised by CDRA and discussed as point No- 19 in last meeting)

Shri VK Malviya intimated that action had already been completed.

Accordingly, it was decided that both points (g) & (h) be closed.

6. Payment of Overtime Allowance (OTA)

(Raised by AIDEF and discussed as point No-9 in last meeting)

The Federation leaders were apprised that detailed instructions had been issued to the labs vide DOP letter issued on 22 July 19 regarding payment of OTA to employees governed by Factories Act, 1948. Besides this, a Government Letter had also been issued on 18 Oct 18 for payment of OTA to the employees identified as 'Operational Staff'. Other clarifications have also been issued from time to time, as sought by the labs. Further action has to be taken by the labs in liaison with local audit authorities. Also, as requested in the last meeting, the learning from the workshop on Factories Act, 1948 held on 25 Jun 2019 had also been shared with the Federations and CDRA.

After discussion, it was decided that the point be closed.

7. Status of De-reservation cases

(Raised by CDRA and discussed as point No-21 in last meeting)

It was explained that MoD had not agreed to these proposals as per the recommendations of NCSC/NCST. The concerned labs had already been apprised about this.

After discussion, it was decided that the point be closed.

8. Holding of regular JCM-III level (DRDO) Council meeting

(Forwarded as a Fresh Discussion point by AIDEF)

Shri SN Pathak requested that JCM-III level meetings should be conducted once in 03 months to uphold the sanctity of the JCM scheme.

DG(HR) replied that DRDO HQ had maintained an excellent track record in holding JCM-III level Council meetings. It needs to be appreciated that the spirit behind JCM scheme was to maintain regular communication between Official and Staff Sides. He stated that this spirit had been fully maintained by DRDO HQ by holding many interactions with Federation/JCM leaders in all matters of interest to the employees, even before this mechanism came into existence. These meetings had been held in addition to JCM-III council meetings. He stated that this had been a conscious effort and assured that it would continue in future also.

After discussion, it was decided that the point be closed.

9. Implementation of judgment of Hon'ble High Court of Andhra Pradesh
INWP No. 930 OF 2020 dated 19 Feb 20

(Forwarded as a Fresh Discussion Point by AIDEF)

It was intimated the matter did not pertain to DRDO.

Shri C Srikumar requested to convey the matter to Secretary DD (R&D) and Chairman DRDO to issue instructions to the DG(ATVP) and project Director of SBC, Vishakapatnam to implement the judgment without further delay.


DG (HR) assured that the issue would be put up to Secretary DD (R&D) and Chairman DRDO.

After discussion, it was decided that the point be closed.

Conclusion

In his concluding address, the Chairman of the meeting, DG (HR) thanked the leaders of the Federations and CDRA for their participation in the meeting. He stated that he looked forward to similar positive discussions in future also.

The meeting ended with vote of thanks to the Chair.


(G S Gupta)
Director of Personnel &
Member Secretary
09 Feb 2021