



A/90643/XII(9)/Sub-Comm/Merger/DGQA/ADM/JCM

MINISTRY OF DEFENCE  
(DGQA/ADM/JCM)

REPORT OF THE JCM SUB-COMMITTEE FOR MERGER OF TECHNICAL,  
SCIENTIFIC AND DRAWING OFFICE STAFF.

Background

By Order bearing No. A/90643/XII(9)/Sub-Comm/Merger/DGQA/ADM/JCM dt. 15 Jul 10, a Committee was constituted with the approval of DGQA to study the feasibility for the merger of Technical/Scientific and Drawing Office staff and to make it as one common cadre. The Committee comprised of 06 Staff Side Members and 04 Official Side Members, the Chairman and the Secretary of the Committee being from the Official Side.

2. The Staff Side Members were requested to make specific suggestions with regard to the modus operandi of such merger to put the deliberations of the Committee on the fast track. The suggestions were duly made. In pursuance of the demand of the Staff Side to associate representatives of NGOs and Scientific Associations with the Committee, it was decided by the competent authority that if the Chairman of the Sub-Committee considers it appropriate, opinion/views/suggestions from other recognized Associations of DGQA (other than whose rep is already member in JCM Sub-Committees) may be invited through Leader and Secretary Staff Side and taken into consideration while finalizing the report of the ibid JCM Sub-Committee. This was agreed to by the Chairman. Subsequently, the Scientific Workers Association made available its views through the Secretary Staff Side for consideration of the Sub-Committee.

3. **Cadre Structure of the Technical, Scientific and Drawing Office Staff.**

Sl. No.	PAY BAND & GRADE PAY	TECHNICAL SUPERVISORY CADRE	SCIENTIFIC CADRE	DRAWING OFFICE CADRE
1	PB-2 9300-34800 GP 4600	JUNIOR TECHNICAL OFFICER since redesignated ASSISTANT ENGINEER (QA) (66.67% by Promotion & 33.33% by DR)	JUNIOR TECHNICAL OFFICER(S) (100% by Promotion)	JUNIOR TECHNICAL OFFICER(D) (100% by Promotion)
2	PB-2 9300-34800 GP 4200	CHARGEMAN since redesignated as JUNIOR ENGINEER(QA) (100% by DR)	SCIENTIFIC ASSISTANT (100% by DR)	SENIOR DRAUGHTSMAN (50% Promotion & 50% DR)
3	PB-2 5200-20200 GP 2400	Nil	Nil	DRAUGHTSMAN (100% by DR)

....2/-

## 4 Educational Qualifications:

Sl. No.	TECHNICAL SUPERVISORY CADRE	SCIENTIFIC CADRE	DRAWING OFFICE CADRE
1	JTO since redesignated as AE(QA) For DR M.Sc. or B.E. with two years experience.	JTO(S) Not relevant as induction is by Promotion.	JTO(D) Not relevant as induction is by Promotion.
2	C'MAN since redesignated as JE(QA) For DR - B.Sc. or Diploma in Engineering with one year experience.	SA For DR- B.Sc. or Diploma in Engineering with two years experience.	Sr. D'MAN For DR- Diploma in Engineering.
3	Nil	Nil	D'MAN For DR Matriculation along with Certificate Course or Diploma in Draughtsmanship of not less than two years duration (including six months practical training).

5 **Observations of the Committee:** The Committee noted that the number of grades have been considerably reduced consequent to the recommendations of the VI Central Pay Commission. Study of the cadre structures of the Technical, Scientific and Drawing Office Staff reveals that the Technical and Scientific Cadres have been reduced to two-grades in the Grade pay of Rs 4600 and Rs 4200 whereas the Drawing Office Staff has three grades with Grade Pay Rs 4600, Rs 4200 and Rs 2400. The first two grades in the three streams have same grade pay and comparable educational qualifications/qualitative requirements for appointment to the grades as shown tables at paras 4 and 5 above. It is accepted that the merger of posts with same grade pay in the three cadres into single cadre would greatly enhance the functional utilization of manpower and also better management of a single unified cadre instead of three. Merger of these equivalent grades in the three streams into one common cadre does not involve any administrative or procedural problem. After merger, the grades would require a common designation and the question of inter se seniority in the merged grade would be dealt with by application of the principle of continuous officiation in the respective grades prior to merger.

6 Consequent to merger of JTO(D) (GP Rs 4600) and Sr D'Men (GP Rs 4200) with equivalent grades in Technical and Scientific Cadre posts there is a lower grade of D'Men-III in the grade pay of Rs 2400 in the Draughtsmen cadre. As against the authorization of 119 posts of D'Men-III there are only 12 incumbents in the grade. It is considered that these individuals may be inducted into the higher grade depending on their educational qualification and service in the grade.

.....3/-

7. The committee, therefore, recommends that the posts of AE(QA), JTO(S) and JTO(D) in the grade pay of Rs 4600 be merged and redesignated AE(QA) and the posts JE(QA), Scientific Assistant and Sr Draughtsman in the grade pay of Rs 4200 be merged and redesignated as JE(QA). The inter-se seniority be fixed as DOP&T guidelines regarding continuous officiation in equivalent grades. The incumbents in residual category of D'Man-III in the grade pay of Rs 2400 be inducted into the higher grade and the post of D'Man-III be abolished.

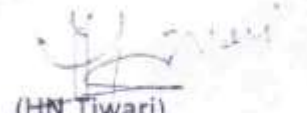
8. This has been adopted in the last meeting of the Sub-Committee on 26.09.'13



(MKR Pillai)  
Leader, Staff Side, JCM III Level



(Brig MD Singh)  
DDG(Stores)  
Member



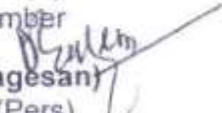
(HN Tiwari)  
Secretary, Staff Side, JCM III Level



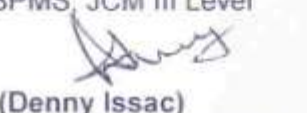
(A Anbarsan)  
DDG(A)  
Member



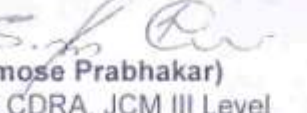
(P Mohan Rao)  
Rep BPMS, JCM III Level



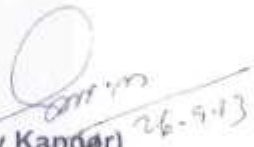
(S Alagesan)  
Dir (Pers)  
Member Secretary



(Denny Issac)  
Rep of AIDEF, JCM III Level



(Amose Prabhakar)  
Rep of CDRA, JCM III Level



(Sanjeev Kapoor)  
ADGQA(S), Chairman