

MINUTES OF THE JCM-III LEVEL (DRDO) COUNCIL SCREENING COMMITTEE
MEETING HELD ON 22ND NOV 2013 AT NPOL, KOCHI UNDER
THE CHAIRMANSHIP OF CC R&D (HR & TM) & DS

Director, NPOL, Shri S Ananthanarayanan, welcomed all the official side and Staff Side representatives of JCM (III) Level Screening Committee meeting. He mentioned that it was a privilege for NPOL, Kochi for having been chosen to conduct the JCM (III) level screening committee meeting and hope that all the participants were having a comfortable stay and there would be fruitful deliberations at the meeting. Director NPOL mentioned a few points about his Lab stating that the Lab is having a work force of 600 people and specializes in SONARS etc. A few differences lie between the work-force and the management. JCM is the proper forum for resolving such issues. He hoped that the deliberations during the Screening Committee would find solution of various points raised by the Staff Side. He wished everybody for a successful meeting.

Dr. AK Singh, DOP, commenced the proceedings by welcoming the Chairman, DS&CC R&D (HR&TM), Director, NPOL, Leader Staff Side and all official Side and Staff Side members and invitees. He thanked Director, NPOL for hosting the meeting and making excellent arrangements for the meeting and stay of all the participants. He further stated that in all a total of 77 points have been received from the Staff Side for deciding the agenda-points for the main meeting to be held under the Chairmanship of SA to RM. To facilitate discussions, the points have been categorized broadly into 7 categories, viz. cadre review, recruitment rules, overtime allowance, PRIS, DPC, DRTC matters, transfer policy and miscellaneous. DOP further stated that the long pending demands of the Staff Side i.e. re-designation of MT Drivers and payment of OT arrears have been met. He also congratulated, Leader Staff Side Shri EK Hassan Rawther for continuation as Leader Staff Side JCM-III Level (DRDO) Council.

Dr. AK Singh, DOP, thereafter requested the Chairman to give his opening remarks.

The Chairman, Dr. G Malakondaiah, DS & CC R&D (HR & TM) welcomed all the Staff and official Side members to the Screening Committee meeting. He thanked Director, NPOL for accepting his request to conduct the Screening Committee meeting at NPOL at a short notice. He appreciated the excellent arrangements made by NPOL for the meeting. He mentioned that many developments have taken place after the last main meeting held at Bangalore. Our task in the meeting is to see that maximum issues are sorted out here. He hoped that the issues raised by the Staff Side will be addressed in a best possible manner. He mentioned that the sanction obtained for payment of OT arrears to the employees was a great achievement and DOP will brief about main developments in detail.

The DOP requested the Leader, Staff Side to give his opening remarks.

Shri EK Hassan Rawther, Leader, Staff Side in his opening remarks welcomed all and thanked the Director, NPOL for hosting this meeting and for excellent arrangements done. He mentioned the following points:

(i) He appreciated the letter issued by DHRD regarding charter of duties of Sr. Admin Assistant and Sr. Stores Assistant. These categories can now participate in the Works Committee and JCM scheme. It is also requested that the letter issued to ITR Balasore in this regard by DMS, be cancelled.

(ACTION – DMS)

(ii) He mentioned that since the Govt. has decided to appoint 7th CPC and the terms of reference of the commission are to be announced, DRDO must complete all the pending cadre review cases without any further delay. The file of cadre review of Security Assistants is still pending with Finance Ministry since last one year. Level should be raised preferably to SA to RM level to get this case cleared at the earliest.

(iii) Cadre review case of DEOs is still pending with DOP&T. It is understood that the file has been sent back by DOP&T with some remarks for clarifications and he requested DHRD to resubmit the file with more details. He also asked for the reasons for sending back the file by DOP&T.

(iv) The Leader, Staff Side stated that, though the Cadre reviews of Personal Assistants are over, the promotions could not be effected, for want of amended Recruitment Rules. The file is still pending with DOP&T and he requested the authorities to speed up the case, before the formal announcement of 7th CPC.

(v) He mentioned that the cadre review of AMS cadre is still pending and there should be vigorous action in this matter. The merger of AMS and ALS cadre is also proposed to be expedited.

(vi) He appreciated the re-designation of MT Drivers and requested for early cadre review with proper merging. He requested to release higher posts of MTD-'D' to promote senior most Drivers who are stagnated and at the verge of retirement.

(ACTION – DHRD)

Shri EK Hassan Rawther mentioned that the statement, that there is no stagnation in accounts cadre, is not correct and stated that cadre review should be taken up so that these section of employees will be benefited once the Pay Commission is announced. He also requested to amend the SRO immediately to promote SAO II to SAO I against unfilled vacancies. One year relaxation in residency period may be obtained as one time measure as per DOPT guidelines.

He also thanked the HQrs for releasing the overtime arrears, but in some establishments it is still pending, which should be looked into for early payment.

Mentioning about the local issues, Shri EK Hassan Rawther stated that the funds allotted to NPOL for grass cutting and maintenance of residential area is very meager. Due to heavy rains for about 8 months in a year, there is heavy wild grass growth in the residential area. Action should be taken to cut the grass every month, for which sufficient funds are to be allotted. He also suggested for a separate EMU for NPOL for smooth maintenance of the area.

He also requested to expand the present NGO transit facilities at NPOL.

DOP was of the view that an EMU unit should be located at Kochi.

(ACTION – DCWE)

DOP Dr AK Singh thanked the leader Staff Side and mentioned that the long pending demand of re-designation of MT drivers has been successfully implemented, for which DHRD should be appreciated. After payment of 25% of OT arrears, there was a small confusion about further payment and due to timely intervention of CC R&D (HR&TM), the matter was settled amicably and full payment was released. He also mentioned that DRDO was having a very responsible official and Staff Side members. He mentioned that there are altogether 77 points in the agenda of screening committee. These have been clubbed subject wise to facilitate the proper discussion thereon. Two points, which were discussed in the last main meeting, have again come up as points for this Screening Committee, which need not be discussed. He requested DHRD, Dr. Hina Gokhale to offer views on the points of cadre review and RRs of all categories in DRDO.

CADRE REVIEW (Points 1 to 17, 29 & 30)

DHRD thanked Director, NPOL for the excellent hospitality. She also thanked CC R&D (HR&TM), DOP and other official and Staff Side members for their cooperation. She also thanked for the support from Staff and officers at HQrs and JCM members in her learning process in the current assignment. She further explained the progress made in various cadre review cases:

Security Staff: Much progress has not been made in this case. The file is still pending with Min of Finance. They raised certain objections, which have been cleared by our office for further processing of the case. The case has been discussed personally with Ministry of Finance. Level will be raised for early finalization.

(ACTION – DHRD)

AMS Cadre: With respect to AMS cadre, the file is pending with internal finance, being pursued on weekly basis. We are trying our level best to resolve the issue.

(ACTION – DHRD)

Data Entry Operator Cadre: The file is successfully cleared from Joint Secretary (RR) due to personal intervention. The case is on fast track mode. Our efforts are to align them with the Stores and Admin Side. Some observations have been raised by DOPT which are being replied. We are hopeful of positive results in the near future.

(ACTION – DHRD)

Personal Assistants Cadre: The case regarding RR amendment has been approved in-principle and the file had been received back by HRD, with some minor observations, which have already been replied. We expect the approval of RR amendment by DOP&T within two weeks. After that the file will be submitted to UPSC and other concerned authorities for publication.

Accounts Cadre: DOPT is not convinced about the stagnation in accounts cadre. However, we will put up the file once again to DOPT. The RR amendment is under process, efforts will be made to obtain one year relaxation wherever needed.

(ACTION – DHRD/DOP)

Leader, Staff Side intervened and mentioned that the cadre review of DEO should be speeded up and also aligned with Admin and Stores. There is no other way but to accept this proposal. DOP stated that the point is valid.

Shri Qader Subhani thanked the Director, NPOL and DRDO Officials for arranging this meeting. He expressed his sincere thanks to HQrs for distributing the OT arrears. He supported Leader Staff Side on the issues raised. He expressed his concern about the transfer policy in DRTC and also on delay in cadre review of Security Staff, DEOs and AMS cadre, as they are facing problems at Lab level. With regard to AMS cadre he wanted to know about the merging policy of the existing attendants. Shri Qader Subhani also expressed his concern about the withdrawal of the Grade Pay of 5400 in PA cadre and demanded parity with Central Secretariat Stenos Cadre. He expressed his concerns for early finalization of the pending cadre reviews.

Leader, Staff Side mentioned that before finalizing the merging of inter-se seniority of AMS cadre, all inputs from different Labs should be obtained and taken into consideration. In reply, DOP assured that all steps would be taken to protect the interest of the existing attendants. CC R&D (HR&TM) expressed his view that this issue is long pending and efforts should be made to resolve this. He directed DHRD to take necessary action expeditiously in time bound manner.

(ACTION – DHRD)

Shri B Narahari, thanked the Director NPOL for the hospitality. He expressed his gratitude for the speedy payment of OT arrears. He further demanded release of Supervisor (GD) vacancy at Hyderabad zone for DPC-II 2014. DHRD replied that the matter will be examined.

Shri Qader Subhani mentioned that the cadre review for the re-designated Vehicle Operator should be initiated separately. In reply DHRD agreed to take up the case.

(ACTION – DHRD)

The Chairman expressed his views that Drivers should be encouraged to improve their services. Also, attempt should be made to take advantage of new designation of Drivers.

RECRUITMENT RULES: (Point No. 22, 23, 24, 27, 41, 42)

DHRD mentioned that with regard to RR of PA cadre, the PS and SPS levels are cleared by DOPT with minor observations, and the file is ready to be sent to UPSC. With regard to PA 'A' and PA 'C' we have asked for 100 percent promotion, for which DOPT has raised some observations. Deliberations are going on and the RR file for PA 'A' and PA 'C' is expected to be cleared soon.

(ACTION – DHRD)

Leader, Staff Side mentioned that the Cadre of PAs should exist and further recruitment in this cadre should be done, for which vacancies must be released for recruitment in various Labs. DOP assured to progress the case.

Shri UC Lenka thanked all present and supported the issues raised by the Leader, Staff Side.

Shri Vijay P Dhyani mentioned that in LDCE for Store Assistant B, only Store Assistants 'A' are eligible, whereas for Admin Assistant 'B', all group 'C' employees are eligible. He suggested that only Admin Assistants 'A' should be considered for LDCE for Admin Asst 'B' posts as in the case of Store Assistants 'B'. DHRD agreed to amend the SRO to this extent. The Staff Side demanded a letter to all DPC-II Sectts not to conduct LDCE from Adm Asstt 'A' to Adm Asstt 'B' till the necessary amendment made in the SRO.

(ACTION – DHRD)

The Leader Staff Side mentioned that the residency period for promotion to all Admin and Allied cadres should be brought down to 5 years as a one time measure to facilitate the employees for consideration in the DPC.

DHRD mentioned that it is not possible to get sanction for each and every case for reduction in residency period.

OVERTIME ALLOWANCE : (Point No. 70 to 72)

DOP mentioned that overtime allowance arrears issue has been settled. The case of overtime payment for MACP beneficiaries has also been referred to Min of Defence for further clarification, since MACP is only a financial upgradation and not promotion. The MACP beneficiaries of GP Rs. 4600/- and Rs. 4800/- should also get OTA. The matter will be clarified.

PRIS: (Point No. 54)

Shri Qader Subhani mentioned that the status of PRIS may be brought to the notice of the council.

In reply CC R&D (HR&TM) mentioned that SA to RM is personally pursuing the case with higher authorities. Our efforts are on to get DRDO treated on par with Deptt. of Atomic Energy and Deptt. of Space.

Leader, Staff Side mentioned that meeting with all Federation leaders should be conducted on regular intervals. He also suggested a Pay Commission Cell should be constituted at HQrs level for interaction regarding 7th CPC.

DPC : (Point No. 25, 26, 40)

Shri Vijay P Dhyani mentioned that all unfilled vacancies of SAO-II/SSO-II after the DPC of 2014 may be filled by relaxing the residency period by one year, as a special case from the feeder grade i.e. AO/SO.

In reply DOP mentioned that if there is any provision, DRDO may consider it.

(ACTION – DOP)

DS & CC R&D (HR & TM) expressed his concern that recently a number of employees were promoted as Admin Officers. It is difficult to justify their immediate promotion to SAO-II/SSO-II by relaxing the provision of SRO.

DHRD mentioned that with regard to DPC-II and III, a meeting was conducted with all zonal DPC Secretaries and other functionaries and available vacancies were released to all zones.

DOP mentioned that with regard to DPC-I all DPCs of 2014 being completed in due course.

Shri EK Hassan Rawther requested for release of some additional vacancies in the grade of Sr. Security Assistant, Driver 'D' and DEO 'D'. In reply DHRD mentioned that CC R&D (HR&TM) has already agreed to look into the matter.

(ACTION – DHRD)

DRTC : (Point No. 18 to 21, 31, 32, 33, 35, 36, 43 to 46)

DHRD mentioned that the withdrawal of Rs. 4800/- GP of erstwhile TO'B' has been implemented. Special Review Assessment for TO-A prior to 1.1.2006 is over and they are regularized to TO 'B' for the year 2006, 07, 08, 09 and 2010. Promotion order will be issued by the DOP shortly. With regard to Review Assessment of TO'A' to TO'B' , procedure has been worked out by Director, CEPTAM and Chairman CEPTAM. The file has been sent for the approval of DG DRDO. Once the approval is received, schedule of assessment will be declared.

Dr. AK Gupta, CEPTAM mentioned that there are no hurdles in conducting the Review Assessments. Draft eligibility list is already published in DRONA. DHRD mentioned that there are few court cases pending at Hon'ble CAT Chandigarh and Hyderabad against withdrawal of Rs. 4800/- GP and action is in hand to get the stay vacated in these cases. The delay in conducting the Review Assessment is due to these court cases only.

DHRD mentioned that three boards will be conducted in one go. During one set of interview, board will organize three interviews, i.e. for 2011, 2012 and 2013. Candidates will be asked to make presentations for all three years, wherever applicable.

Shri B Narahari and Shri Qader Subhani mentioned that from the Grade Pay of Rs.4600/- to Rs.4800/- assessments have already been done previously and now there is no requirement of further assessment of TO-B. Based on the previous assessments of the GP of Rs.4800/- the eligible candidates may be placed in the Grade Pay of Rs.5400/- (TO 'B').

Shri Arun Kumar did not agree with the suggestions of Shri B Narahari and Shri Qader Subhani. He insisted that the review assessment should be conducted and modalities as mentioned by DHRD, i.e. three years assessment in one set of interview should be resorted to.

Leader, Staff Side supported the views of Shri B Narahari and Shri Qader Subhani and mentioned that while considering the views of both sides, we should come out with proper modalities. He requested to consult the Staff Side Sub

Committee for final decision. He also requested to complete all the formalities within next two months, i.e. well before constitution of 7th CPC.

Shri Arun Kumar mentioned that after completion of review assessments, the waiver of recovery process should be initiated.

DHRD and DOP mentioned that concerns of all the members are noted and review assessment will be conducted accordingly.

(ACTION – CEPTAM)

DS & CC R&D (HR & TM) mentioned that once we come out of the issue of removal of grade pay of Rs.4800/-, cadre review of DRTC can be considered.

Shri RN Nagaraj welcomed all the official and Staff Side members and thanked Director NPOL for hosting the Screening Committee meeting. He suggested that DRDO may organize more in-house courses for DRTC and Admin/Allied cadres. Proper in-house training may be given to the candidates appearing for STA 'B'/Tech 'A' through LDCE.

The Chairman observed that Lab Directors should hold such training programmes for DRTC personnel appearing in LDCE.

(ACTION – CEPTAM)

Shri RN Nagaraj also mentioned that for Patient Care allowance for MI Room Staff, a circular was issued on 31 July 2013, but no proper direction from DRDO HQrs seems to have been issued in this regard. He has requested HQrs to issue directions to this effect. He suggested that ALWCs may be posted to all Labs, where trade unions are working. He also suggested that the reservation roster system be strictly implemented in all Labs. He also mentioned that Reservation Roster should be accessible to all concerned. He thanked DRDO for overtime arrears payment and re-designation of MT Drivers and requested for early cadre review of drivers.

DD DMS in reply mentioned that 4 new posts of ALWC have been created, out of which three will be posted to Hyderabad and one to NPOL Kochi. The demand of LRDE will be considered on receipt of proposal from the concerned Lab.

With regard to reservation roster, DOP mentioned that reservation roster would be accessible on demand and total transparency will be maintained in DRDO. Labs will also be asked to maintain reservation roster properly.

Shri UC Lenka thanked everybody for OTA payment, and cadre reviews. He expressed his views that cases of cadre reviews should be completed in a time bound manner. Also frequent meetings should be held with Leader of Staff Side

member. He mentioned that LDCE for DRTC is not being conducted in ITR Balasore since last three years. DOP suggested that the issue may be taken up separately.

Leader, Staff Side mentioned that QR for LDCE as mentioned in SRO No. 296/2000 of DRTC should be strictly adhered to. In reply DOP mentioned that QR for DR and LDCE should be same and there should be no discrimination.

TRANSFER POLICY: (Point No. 48 & 49)

DOP stated that the point of transfer policy was in the agenda of the last main meeting and deliberated in details. Hence the point is skipped.

MISCELLANEOUS : (Point No. 28, 34, 37, 38, 39, 47, 50, 51, 52, 53, 55 to 9, 73 to 77)

DOP asked Leader Staff Side to raise the miscellaneous points.

Shri EK Hassan Rawther mentioned the issue of deployment of firemen on contract basis at ITR and PXE Balasore. He insisted that in place of contract appointment, these vacancies should be filled on regular appointment. Shri UC Lenka supported these views.

DHRD mentioned that after collecting the data from the Lab, the same will be looked into.

Shri Shiv Kumar Rep DMS informed that the Labs have certified that most of contract-workers are working under permanent Staff workers and that there was no security risk.

DOP stated that the deployment of fire and Security Staff on contract basis was inescapable due to the requirement of more Staff than the sanctioned strength. Recruitment is not possible due to non availability of regular posts. However, enhancement of authorization of manpower may be considered.

(ACTION – DMS / DHRD)

Shri Arun Kumar mentioned that LDCE for Scientist B should be conducted to fill the vacant posts of Sc. 'B'.

DOP did not agree to this point, as already excess recruitments were done under LDCE.

Shri Arun Kumar also mentioned about the QR for LDCE to Library qualified individuals. He mentioned that those with qualification with Library Science irrespective of basic degree may be considered.

DOP mentioned that, DRDO being a S&T organization, science as basic qualification is required for LDCE to Library cadre.

Shri Qader Subhani and Shri M. Srinivas mentioned that Apollo Hospital, Hyderabad is not providing sufficient facilities to DRDO employees. DS & CC R&D (HR & TM) directed that a communication be sent to DMS on this issue. DMS would examine the same and arrange a meeting with Reps from Labs and the Hospital to sort out all issues. DD DMS agreed to look into the matter in the next meeting with Apollo Hospital authorities.

(ACTION – DMS)

DOP requested Leader Staff Side to propose agenda points to be discussed in the next main meeting of JCM-III Level Council. Leader Staff Side suggested that the following issues may be included as Agenda Points for the main meeting:

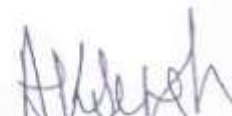
- i) DRTC review
- ii) Recruitment Rules
- iii) 7th CPC

Leader, Staff Side suggested for a small consultation meeting on Review Assessment of TO'A' to TO'B'.

DOP expressed that the meeting was highly productive. Some issues were deliberated upon in detail and settled. He assured the Staff Side for best efforts and all cooperation from official Side. He requested the Chairman for his concluding remarks.

Chairman, Screening Committee, CC R&D (HR & TM) concluded the meeting and thanked everyone for the detailed deliberations on every point and requested cooperation of all in resolving the pending issues. He also thanked NPOL for the smooth conduct of the Screening Committee meeting.

There being no other point, the meeting ended with a vote of thanks to the Chair.



(Dr. AK Singh)

Director of Personnel
Member Secretary

28 Jan 2014