

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

**MINUTES OF THE 17TH STEERING COMMITTEE MEETING OF
OFB JCM III LEVEL COUNCIL (11TH TERM HELD AT OFB HQRS. ON 29-12-2014**

The following were the participants:

Official Side	Staff Side
Shri S. K. Sinha, DDG/IR was on chair	Shri C. Srikumar, Leader
Shri S. K. Jha, Director/HQrs. & A/W	Shri R. Srinivasan, Secretary
Shri Manoj Kumar, Director/NI & NG	Shri Sadhu Singh, Member
Smt. Dr. Vani Anand Singh, Director/Admin	Shri T. Panchaksharam, Member
Shri A. S. Bhatnagar, Director/NG	Shri R. S. Reddy, Member
Shri A. N. Satpathy, Director/NG(S)	Shri Vinod Kumar Tiwari, Member
Shri D. K. Mukhopadhyay, Director/COS	Shri V. L. Nawade, Member
Shri S. K. Singh, Director/IR	Shri Suresh Kumar, Member
Dr. S. K. Sachind, DDHS	Shri V. K. Dubey, Member
Shri Z. Ngachan, Jt. Director/Admin	
Shri Debesh Roy, Sr. Account Officer	
Shri Anindya Sen, SO/A/A	
Shri S. Chowdhury, ASO/IR	
Shri Dipon Banerjee, JWM/A/IR	

1.0 WELCOME ADDRESS BY SHRI S. K. SINGH, DIRECTOR/IR & SECRETARY/ OFFICIAL SIDE.

- 1.1 Shri S. K. Singh, Director/IR & Secretary/Official Side welcomed DDG/IR on chair, Leader, Secretary & Members/Staff Side and Officers of OFB & PC of A (Fys) in the 16th Steering Committee Meeting of OFB JCM III Level Council.
- 1.2 He stated that full details of certain points raised by several Staff Side Members have not been received. In such circumstances it becomes very difficult to examine any point without necessary inputs.
- 1.3 He requested the Staff Side to be brief in their deliberations and to avoid repetition of points so that the issues are easily documented without making the minutes voluminous. He stated that effective minutizing leads to easy monitoring and redressal of issues involved.

2.0 REMARKS OF SHRI S. K. SINHA, DDG/IR

- 2.1 He welcomed the Official Side and Staff Side Members of OFB JCM III Level Council.
- 2.2 To envisage the role of Ordnance Factories in a new India, it is important to align the Organisation with the current thought process of the Government and direction in which the Country is heading. While there are uncomfortable Reports regarding the functioning of the Organisation in media, it must be appreciated that the general awareness regarding our Organisation is relatively low and needs to be highlighted at all possible fora for creating right image for the Organisation. However, it is still felt that Organisation is faced with certain real issues which needs to sort out for the sake of continued relevance.
- 2.3 He emphasized that it is important for future progress of OF Organisation that cost effectiveness, improvement of existing products, and development of new product as per requirement of customers are given due cognizance. He stated that we should put efforts to come to terms with the customer requirements and improve our functioning accordingly.

- 2.4 He stated that the commitment of Ordnance Factories towards being a model employer and high cost involved towards it is known. But still there is ample scope for improvement in various areas. In the process, new dimension of production, newer technologies and relevant methodology are important to be decided and implemented.
- 2.5 He expressed his satisfaction in recounting achievements made by OFB during last session in respect of the Personnel division.

Achievements :-

- (i) Early publication of the minutes both last Steering Committee and Ordinary Meeting by IR Section could be made.
 - (ii) Issue of notification for Union membership verification of OFs.
 - (iii) DR sanctions issued for IE and NIE categories.
 - (iv) The ZBB has been reviewed in respect of the Canteen Staff.
 - (v) Issue related to post of Leather Mechanic is settled.
 - (vi) Process for inclusion of the posts of Rubber Mechanic, Gunner and Proof Test in SRO is under examination at OFB.
 - (vii) Seniority list of Ch'man is published. Specific data is required from various factories to address anomalies.
 - (viii) Direct Recruitment process of Chargeman category has started.
 - (ix) Result of LDCE Examination for JWM has been published but pass out percentage is disappointing.
- 2.6 In due consultation with the Members of the staff side, the restructuring of the minutes of this meeting has been done so as to eliminate duplication of the points of different members, as well as common agenda and speech points.

3.0 SHRI C. SRIKUMAR, LEADER/STAFF SIDE

- 3.1 He welcomed DDG/IR Chairman of the meeting, DDG/G, All Officers and Members of the Staff Side and expressed hope that the meeting will take important decisions on the issues represented in the forum.
- 3.2 Common point mentioned in para 1 of Annexure.
- 3.3 Common point mentioned in para 2 of Annexure.
- 3.4 Point mentioned at Point No. 3 in the Annexure.
- 3.5 In the special meeting held with MOD on 12-11-2014, the three Federations have jointly given proposal with regard to the Cadre Restructuring and promotional prospects of MCM. MoD have now asked all the Directorates including OFB to offer their views for further processing the case. Considering the fact that MCM should not become a dead-end post and also the anomaly in granting MACP to MCM, OFB may kindly offer its favourable recommendation to MOD.
- 3.6 A Widow was appointed on compassionate ground at EFA in the post of washer/bearer. However, she has not been given PB-I + GP Rs. 1800/- as per DOP&T Instructions. EFA has made a reference to OFB and AIDEF has also referred the same to OFB. The case may be considered as per DOP&T guidelines and necessary instructions may please be issued.
- 3.7 Common point mentioned in para 3 of Annexure.
- 3.8 Common point mentioned in para 4 of Annexure-1.
- 3.9 62 Casual Labourers of GSF Cossipore were given temporary status based on CAT Judgement. They have completed three years and hence as per DOP&T Instructions they all should be given permanency. OFB may kindly Instruct GSF accordingly.

- 3.10 The candidates who appeared in LDCE for Chargeman have complained that the question paper was very tough and that questions outside the syllabus were also asked. Moreover, OFB has not compiled the question papers with answers of previous years for the benefit of the candidates. The same should be done before the next LDCE.
- 3.11 Common point mentioned in para 5 of Annexure -1.
- 3.12 After publishing the result of written examination for recruitment to various Semi Skilled posts in SAF, the candidates were not called for practical test. This may please be looked into.
- 3.13 The proposal for grant of OT wages under Factories Act, 1948 for Barber, Dhobi, Mali, Masalchi, Cook is still pending with MOD. The last date given by the CAT in this regard is also getting lapsed. Therefore OFB may expedite the proposal for issuing necessary orders in this regard.
- 3.14 Common Point as mentioned in para 9 of Annexure-I
- 3.15 Common point as mentioned in para 6 of Annexure-1
- 3.16 In AFK in the Employment Advertisement published for the post of DBW, PH quota is not given. The Factory has trained PH candidates in the Trade of AOCP. Therefore, AFK may be advised to allot PH quota for the post of DBW.
- 3.17 Common point as mentioned in para 7 of Annexure-1.
- 3.18 Common point as mentioned in para 8 of Annexure -1.
- 3.19 QMG Branch has issued instructions to revise the pay scale and allowances of URC employees. Since OFB has not circulated the same Factories are not revising the pay scales of URC employees. OFB may kindly circulate the same.
- 3.20 The proposal for merger of Durwan and Jamadar Durwan with Subedar Durwan is pending with MOD. The same may please be expedited.

4.0 SHRI R. SRINIVASAN, SECRETARY/STAFF SIDE

- 4.1 Common point mentioned in para 1 of Annexure.
- 4.2 He requested to distribute the Folders on JCM Meetings with the name of the Organisation printed on it in bilingual. He also requested to provide Swamy's Handbook and diary to all participants of JCM Meeting.

Remarks of DDG/IR : The same may be provided during the 17th Ordinary Meeting of OFB JCM III Level Council in the month of January, 2015.

- 4.3 Waival of Revenue Stamp. As per OFB Circular (A/A) dated 04-01-2012, revenue stamps may not be insisted upon transaction made through ECS. EFA has intimated that the matter has been referred to LAO. Factory may be clarified by OFB in this regard.
- 4.4 Regarding recruitment of Casual Employees against regular vacancies, he stated that as per DOP&T Instructions dated 09-07-2013, all such cases in HVF and EFA may be regularised.
- 4.5 As per Judgement of Hon'ble Madras High Court, persons who become mentally disabled due to an accident on duty, should be allowed to continue in the job.

- 4.6 Common point as mentioned in para 8 of Annexure -1.
- 4.7 As per decision taken in the last JCM Meeting , a conference may be held at NADP at an early date to resolve the ACP/MACP issues.
- 4.8 Common Point as mentioned in para 9 of Annexure-I
- 4.9 The number of Contract Employees are increasing in various functional areas in the Ordnance Factories. Factories are not recruiting the Labourers. But Contract Employees are not being monitored and handled properly by the Factory management. There should be some guidelines to deal with the situation such as :
- (a) Attendance – They may be issued I-Cards for presentation for various purposes such as material collection etc.
 - (b) Payment – It should be at the prescribed rates and through bank.
 - (c) Safety Equipments – Should be provided for working at height and during hazardous operations.

Remarks of DDG/IR : The above considerations are liability of the principle employer. The Role of Safety Officer is important in this regard. The Office of COS/OFB may issue suitable instructions.

- 4.10 Common Point as mentioned in para 10 of Annexure-I

5.0 SHRI SADHU SINGH, MEMBER/STAFF SIDE

- 5.1 Common point mentioned in para 1 of Annexure.
- 5.2 OPF Kanpur has been given only 25 posts of Industrial Employees for direct recruitment. The same may be reconsidered and number of DR posts may be increased appropriately.
- 5.3 Common point as mentioned in para 11 of Annexure -1.
- 5.4 Common Point as mentioned in para 12 of Annexure-I
- 5.5 Retiring Industrial Employees in FGK are being granted EL encashment upto 300 days. Those of the Industrial Employees who got PW profits as per Factories Act, are being given recovery notice. This is being done despite there being instructions from M of D that those employees who opted for Leave under the Factories Act, should be accorded Leave encashment to the extent of 300 days.
- 5.6 Those of the Industrial Employees who subsequently are promoted to the post of Ch'man, their Earned Leave should be encashed based on their last pay drawn at the time of retirement.
- 5.7 Common Point as mentioned in para 13 of Annexure-I
- 5.8 The Advertisement of recruitment of Trade Apprentices for the year 2014-15, has not been done so far. This should be done expeditiously.
- 5.9 OEF Hz is having too few posts of Ch'man (CT), because of which the production is suffering. Therefore, the number of posts of Ch'man(CT) in OEF Hz may be increased.
- 5.10 DOP&T issued instructions on CCL to Female employees vide 13018/6/2013-Estt.(L) dated 05-06-2014. However, the same has not been circulated by OFB. The same may be done immediately.
- 5.11 There is an instruction from DOP&T, issued by AB 14017/16/2002-Est.(RR) dated 13-03-2002, directing to post Physically Handicapped employees in their home district or in proximity thereof. The instruction may be circulated by OFB.

5.12 25 widows have been appointed in VFJ on compassionate grounds in Trades other than MTS. However, as per DOP&T's latest Instructions, compassionate appointments are to be made in MTS category only. As a result, these widow employees are not getting the relaxation in Educational Qualification as per DOP&T instructions. The Factory may be instructed suitably to resolve the problem.

6.0 T. PANCHAKSHARAM, MEMBER/STAFF SIDE

6.1 All the issues raised by Shri Panchaksharam, Staff Side Members, are mentioned in the Annexure to this Minutes at Point No. 68-70.

7.0 Shri R. S. Reddy, Member/Staff Side

7.1 Common point mentioned in para 3 of Annexure.

7.2 Common Point as mentioned in para 14 of Annexure-I .

7.3 All other points are mentioned in Annexure to the document.

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

8.1 Common point as mentioned in para 8 of Annexure -1.

8.2 Common Point as mentioned in para 11 of Annexure-I

8.3 In some Factories like OFC, FGK etc., despite issuing necessary instructions by OFB, and Office of CVO, rotation of Staff and Officers is not done by the Factory.

8.4 As per the instructions of 6th CPC, the employees having GP of `1800/- to `2800/- are eligible for traveling by AC-III during the LTC journey. But the same is not being given in some Factories like OFC. Necessary directives may please be issued in this regard.

8.5 The New Pay Slip is not being provided. Necessary action may be taken to provide this as per the directives of 6th CPC.

8.6 A decision was taken in the Meeting of OFB JCM III Level Council to construct a new building for Market in the Armapore Estate. No work for the same has yet been initiated.

8.7 Common Point as mentioned in para 15 of Annexure-I

8.8 As per the Instruction No.614/Per/PM/A/A date 23-06-2014, an amount is sanctioned for purchasing Brief Case/Hand Bags to the Officers like JWMS, PSs etc having a GP of `4600/-. The employees having the same GP may also be provided the same facility.

8.9 An option is filled up by the MCM employees during the DPC. In case of non-availability of eligible candidates in MCM Grade, HS-I employees fill up the same option to be considered for promotion to Ch'man. But OFB has issued instruction to fill up option for promotion by the HS-I employees either to MCM or to Ch'man. In the circumstances, the Junior HS I employees are getting promotion to MCM while their seniors are not getting any promotion either to MCM or to Ch'man.

8.10 In OFC, no competency Test for wireman was conducted from 1997-2008. The result of 2007 Competency Test were published in 2009 because of which ACP and MACP of employees got delayed. The anomaly should be corrected.

8.11 The PGT Teachers of OFs are not being given the benefit of the Selection Grade even after completion of 24 years of service.

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

9.1 Though there is no guideline of OFB, some Factories like AFK, IEs and NIEs have been asked to fill up the formats regarding the Property Details as per Lokpal Bills. Factories may be instructed accordingly.

Remarks of DDG/IR : Section Per/PM will issue the necessary instructions to all Factories.

9.2 In some OFs, doctors are hired based on the minimum rates quoted by the applicants without giving priority to the merit. This may be looked into.

Remarks of DDHS : The applicants with requisite merit are given due preference and priority. However, the payment is made based on qualification.

10.0 SHRI SURESH KUMAR, MEMBER/STAFF SIDE

10.1 Representation of CDRA in the committee constituted by OFB for Incentive Scheme :

OFB vide Order 754/A/A(Pt.) Dated: 21-10-2014 has constituted a committee for formulate an incentive scheme for all employees of Ordnance factories. But unfortunately there is no representation of CDRA has been mentioned. As the said scheme will be for all categories of employees so there must be a representative from CDRA in the above said committee.

10.2 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): -

Strength of Office Superintendent is not included with the strength of Chargeman (NT/OTS) in total strength for calculation of Inter Grade Ratio and vacancies for promotion but they (OS) are getting promotion to the post of JWM (NT-OTS) side by side with CM-NT (OTS). This way, those Office Superintendents who gets promotion to the post of JWM (NT-OTS) occupies the vacancies of JWM-NT which are supposed to be filled rightfully by the promotion from the post of Chargeman (NT/OTS) only. It has resulted as injustice with the Chargeman (NT/OTS) by loss in promotion.

OFB has been referred Cadre review proposal for clerical cadre to MoD vide OFB letter Dt 13.02.2014 in which the proposed post OS is 1600. Whereas the sanctioned post of Ch'man-NT-OTS is 1062 & JWM (NT-OTS) is 480+466 = 946 which is equal 25.51% only. As per the demand of AIANGOs the above post of JWM(T) & JWM (NT) to be equal according to the inter-grade ratio. As per the OFB proposal it is less about 497 i.e. 14.5% of the post of JWM (NT-OTS).

It has also come to the notice of this association from reliable sources that the enhancement proposal in the JWM vacancies by 480 Nos by OFB has been withdrawn at the time of resubmission of cadre review proposals. In view of the above, it is requested to again look in to the matter and do the enhancement in the vacancies of JWM against OS sanctioned strength or otherwise stop the promotions of OS in the post of JWM and formulate another separate mechanism for them.

10.3 Publication of LDCE-2014 result of Chargeman before 01/01/2015 : Common point as mentioned in para 5 of Annexure -1.

10.4 Three federation proposal regarding MCM promotion directly to JWM: Three recognized federations proposed MCM & Chargeman can be feeder category for the foreman/JWM. Federations demanded that MCM promotion in next grade pay. Leader Staff Side Shri C. Srikumar stated in his speech that at present MCM is feeder post for Chargeman.

No objection for promotion of MCM to next grade pay but this association clear view that hierarchy should be maintain between MCM & Chargeman after then MCM can be promoted to CM/JWM. Apart from above, vacancies of JWM against sanctioned post of MCM must be sanctioned.

10.5 Utilization of total product of RDX of OF Bhandara :

It has come to the knowledge of the undersigned that O.F. Bhandara has increased RDX production more than the target. It is therefore requested in the interest of organization that the total product of the said store may be utilized as per nation requirement as well as utilization through export.

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

11.1 All the issues raised by Shri Dubey, Staff Side Members, are mentioned in the **Annexure** to this Minutes at Point No.22-38.

BUSINESS SESSION

DDG/IR stated that many points get discussed in the Meetings of Steering Committee and Ordinary Meeting of OFB JCM III Level Council with repetition of points and issues and there are identical points raised by more than one JCM Members also. He suggested to firm up '**Terms of Business**' to avoid repetition of points so that the main thrust may be given towards settlement of the issues rather than making repeated statements regarding them.

- (i) All the Agenda Points of all the Staff Side Members may be routed through respective floor-leader of the Federations. Points of CDRA representatives will be scrutinized by Secretary/Official Side before including the same in the Agenda Points.
- (ii) If there is a point raised by a Staff Side Member is included in the Agenda, the same will not find mention in the Speech Point against the same Speaker.
- (iii) Repeated Speech Points by several Leaders will be clubbed at one place, mentioning names of all the speakers who raised the points.
- (iv) Any Agenda Point, if found not feasible to be implemented and is therefore dropped, will not be included in the next Meetings of the Council until and unless the facts and circumstances of the point raised get materially changed to warrant its inclusion in the Agenda.

Besides the issues deliberated by the Staff Side in their Speeches, a total number of **108 points** had been submitted by the Staff Side for discussion. The points along with the Official Side Brief and the decision taken after deliberations have been indicated in the Annexure to these Minutes. During the deliberation, 1 (One) No. of issues/demands were considered for the Agenda items for discussion in the next Ordinary Meeting of JCM III.

The meeting ended with Vote of thanks of the Chair.

(S. K. Singh)
Director/IR &
Secretary/ Official Side
OFB JCM III Level Council (11th Term)
Dated, the 23rd January, 2015

No. 20/14/17(11)/A/IR

Distribution :

1. The Chairman, OFB JCM III Level Council
2. Member/Personnel
3. DDG/Admin
4. All Staff Side Members/OFB JCM III Level Council
5. All Directors concerned
6. All Section concerned

**Annexure to the MINUTES OF THE 17TH STEERING COMMITTEE MEETING
OF OFB JCM III LEVEL COUNCIL (11TH TERM) HELD ON 29-12-2014.**

1. **Grant of parity in pay scale to the Assistants and Stenographers of Ordnance Factories and OFB Hqrs., by implementing the Judgement of Hon'ble High Court of Delhi in WP (c) 4606/2013. CM No.10601/2014, dtd. 14/10/2014.**

- CS/AIDEF

Common Point as mentioned in para 12 of Annexure-I

2. **OPD Treatment facilities for retired Ordnance Factory Employees.**

- CS/AIDEF

OFB vide Lt. No.026/OFMR/Per/M, Dt: 12th Sept. 2014 have issued instructions to all the Factories for extending OPD treatment for retired Ordnance Factory Employees. It is mentioned that they shall be treated as non-entitled persons on payment basis. However the procedure to be followed by the retired employees and the hospitals for extending this benefits is not mentioned in the above OFB Letter. Therefore detailed instructions with regard to the procedure for the retired employees to approach Ordnance Factory hospitals, and the methodology of payment etc., have to be made clear, so that the employees can get the above benefits.

Apart from the above it is proposed as in the case of Railways, the retired employees may be given an option to give a onetime contribution of lump sum amount, so that the pensioners and his dependents get the benefit of both OPD & In-patient treatment in the Factory hospitals . This will be an additional benefit other than CGHS.

OFFICIAL SIDE VIEWS

OPD Treatment facilities for retired OFs employees were circulated vide No. 026/OFMR/Per/M dated 10/12th September, 2014. Detailed clarifications on extending OPD treatment to retired OF employees were conveyed to all MO I/C OF Hospitals as well as Sr. GM/GM of OFs.

It may be noted that OPD treatment procedures of retired OF employees will be exactly the same as of serving employees and their dependents, but charges for OPD treatment and investigations will have to be paid by the retired employees as per existing rates.(as done by all NE patients)

In as far as dual benefit is concerned the matter has been considered at OFB and MOD and it is concluded that dual benefit cannot be extended. (A/M)

DECISION

Necessary Instructions will be issued by OFB (Per/M) with detailed guideline regarding providing facilities to non-entitled patients.

3. **Technical Qualification required for appointment to Chargeman(T) through LDCE**

- CS/AIDEF

Common Point as mentioned in para 16 of Annexure-I

4. **Issue of Pensioner CGHS Card to Central Govt. servants before retirement.**

- CS/AIDEF

Ministry of Health vide their OM No.37-1/2009-C&P/CGHS(P) dtd. 23rd Feb. 2011 have issued instructions for simplifying the procedure for issue of pensioner CGHS Cards, so that the Central Govt. Employees are in a position to get the Pensioner CGHS Cards a day after their retirement from service. In this connection the Departments are directed to arrange CGHS Cards to the officials 3 months before the due date for retirement of the officials. In this regard it was demanded in the last steering committee meeting that OFB may issue a general instructions to all the Factories for arranging CGHS cards to the retiring employees well before their retirement as being done at OCF

Avadi. However such instruction is not yet issued. It is requested that a general instructions in this regard may be issued to all the Factories.

OFFICIAL SIDE VIEWS

Attention is invited to Para – 3 of the Ministry of Health and Family Welfare O.M. where it has been clearly mentioned that the application for CGHS Card is to be processed along with pension papers. The same needs to be circulated for information of all concerned.

DECISION

Necessary Instruction will be circulated by OFB (Per/W) to process the CGHS applications etc. alongwith the Pension Papers simultaneously.

5. Home Town LTC to the employees of Ordnance Factory Medak.

- CS/AIDEF

CGDA Vide their Lt. No.AN/XIV/14162/TA/DA/LTC, Dt: 28/05/2013, has given the following clarification to the PC of A(Fys.). After taking into consideration of views and opinion of different Controllers, the matter has been examined at this Hqrs, office and the undersigned has been directed to inform Home Town LTC may be admitted to employees whose Hqrs's and Home Town are within the same district provided they do not come within the purview of same station as has been defined under SR-116 of FRSR part-II TA Rules.

As per SR - 116 of FRSR Part-II TA Rules the same station has been defined as "for the purpose of this order, the term "same station" will be interpreted to mean the area falling within the jurisdiction of municipality or corporation, including such of suburban municipalities, notified areas or cantonments as are contiguous to the name municipality etc."

In view of the above the OF, Medak, Yedumailaram falls under the jurisdiction of Yedumailaram Gram Panchayat for the definition of same station. however the audit authorities have taken a stand that the District of Medak, Hyderabad and Rangareddy Districts falls under the Hyderabad Urban Agglomeration and hence the employees of OF Medak are not entitled for Home Town LTC. This is not justified. Therefore the OFB may kindly take up the matter with audit authorities to settle the problem.

OFFICIAL SIDE VIEWS

PC of A(Fys.) As per GOI MOD ID No.6(6)/2005 D(Viv) dt.16-05-2007, OF Yeddumailaram, Medak is part of Hyderabad UA. Hence the employees of OF Medak whose home town falls under Greater Hyderabad Municipal Corporation (UA) are not entitled for Home Town LTC. Regarding Ranga Reddy district, it is submitted that Home Town LTC is not admissible to the area falling under Hyderabad UA. Hence the claims were admitted by the office of PC of A(Fys.) correctly as per the order on the subject.

(A/A) : Pursuant to clarification given by CGDA vide its letter dated 28/05/2013, a further clarification was issued by CGDA on 04/03/2014 stating that – “Areas falling within urban agglomeration of a city but within different district may be termed as ‘same Station’ for the purposes of LTC rules.” The said clarification was addressed to PC of a (Fys), Kolkata in response to letter No.Pay/Tech-1/LTC dated 25/11/2013.

DECISION

The matter will be taken up with M of D in respect of all similarly placed employees in various Factories. (Per/PM)

6. Creation of Rubber Technician Trade at OF Medak.

- CS/AIDEF

Considering the new project at OF Medak, the Factory has proposed for creation for Rubber Technician Trade and also for inclusion of the same in the SRO. The proposal is still pending with OFB. The OFB may kindly consider the proposal favourably

OFFICIAL SIDE BRIEF

The matter is under process. OFMK has been asked to constitute a committee to frame a draft SRO for the Trade.

DECISION

The position was noted by the Staff Side.

7. Selection procedure for Direct Recruitment of Tradesman in Semi skilled Grade.

- CS/AIDEF

OFB Vide Lt. No.570/A/I(PT)/54/VOL.IV/294, DT:15/06/2012, have issued the selection procedure for direct recruitment of Tradesman in Semi skilled Grade. Para-(3.v) of OFB letter cited above states that on the basis of merit list based on marks obtained in written test, candidates 1.25 times the number of vacancies shall be called for trade test (practical) . By falling this guideline it is experienced in many factories, that the candidates appear for the examination in all the factories and prefer to choose the factory which is nearest to their native place in the event of their selection which resulted in unfilling of the posts against the authorised quota of 1.25 times. It is therefore proposed that the ratio may be enhanced to 1.50 times, the number of vacancies, such that all the vacancies sanctioned through direct recruitment quota can be filled up.

OFFICIAL SIDE BRIEF

Factories are being contacted for necessary feed back. (A/I)

DECISION

After compilation of the Feedback received from the Factories, the matter will be put up. (Per/I)

8. Approval for sanction of 227 semi skilled posts for direct recruitment to OCF Avadi.

- CS/AIDEF

Considering the workload situation and the retirement profile, OCF Avadi has recommended for sanction of 227 semi skilled post for direct recruitment, however OFB has not yet issued the sanction for the same. OFB may kindly consider the recommendation of OCF Avadi, favourably.

OFFICIAL SIDE BRIEF

Approval of 50 Nos of post has been intimated to OCF Avadi.

DECISION

The point is closed.

9. Withdrawal of OFB instruction No.584/strength/A/I Dt: 29/9/2012.

- CS/AIDEF

OFB vide above instruction has directed the Factories to refer the matter to OFB for conversion of indirect workers to direct workers for obtaining their permission. This is causing difficulties to the factory for filling up of vacancies in direct trades. Therefore OFB may withdraw this instruction.

OFFICIAL SIDE BRIEF

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.

10. Undue delay in settling the demand of granting daily allowance/food bill based on self certification.

- CS/AIDEF

Common Point as mentioned in para 14 of Annexure-I.

11. Grant of time wages to Industrial Workers deployed on Piece Work system in Ord. Factories.

- CS/AIDEF

Common point mentioned in para 2 of Annexure.

12. Arbitrary recovery of Piece Work earnings on earned leave from the Industrial Workers of OF Medak by Audit Authorities.

- CS/AIDEF

The Industrial Employees of OF Medak were given EL under the provisions of Factories Act., 1948 i.e. their leave wages were calculated based on the piece works earning of previous months. Subsequently MOD / OFB issued instructions for giving an option to the employees for switching over to CDS(IE) Leave Rules 1954. Based on that the employees gave their option to switch over to CDS(IE) Leave Rules 1954. This option was notified by OFPM Management on 25-10-2005. The option to switch over to CDS(IE) Leave Rules is from the day it is notified and not from a retrospective date i.e. 20/07/1998. However, the Internal Audit Authorities have taken a stand that the option is to be treated from retrospective date and hence the piece work earnings on EL granted for the period between 20-07-1998 to 25-10-2005 should be recovered from the employees. This is illegal and unjustified. OFPM has already made a reference to OFB in this regard. OFB may kindly arranged to clarify the position to OF Medak and Audit Authorities.

OFFICIAL SIDE VIEWS

The matter is under examination. (Per/PM)

DECISION

It was intimated by the Staff Side that in various Factories like OF Mk, OFC, FGK etc, the recovery is being done. The matter is under examination of OFB (Per/PM).

13. Introduction of AADHAR Enabled Bio-Metric Attendance System.

-CS/AIDEF

OFB is circulated DOP&T OM dated 21-11-2014 on the above subject for implementation in all Ordnance Factories. It is seen from the DOP&T OM that the AADHAR Enabled Bio-Metric Attendance System is to be introduced only in Central Govt. Offices and not for Industrial Establishment. Ordnance Factories have already implemented EARS System in all the OFs suiting the requirement of each factories. At present many factories have already taken action to replace the existing EARS and replace by latest one. Now suddenly if the factories are asked them to replace the existing system with AADHAR Enabled Bio-Metric Attendance System, it will create unnecessary Audit Objection and disturbance in the factories. Therefore OFB may review its decision to introduce Bio-Metric Attendance System in the factories.

OFFICIAL SIDE BRIEF

The Govt. order issued by DOP&T indicates that AADHAR enabled bio-metric attendance system is to be introduced in Central Govt. Offices and its attached/subordinate offices. Accordingly the Govt order was decided to be circulated. Question of review will be considered if it is decided further. (Per/PM)

DECISION

Reference has already been made by HQ Division to M of D whether to include the Industrial Establishments in the above stated system.

14. To formulate policy to recruit trained Trade Apprentices of Ordnance Factories as per the Amended provision of Section 22 of Apprentice Act. 1961.

CS/AIDEF

Common Point as mentioned in para 13 of Annexure-I.

15. Granting of IIIrd MACP to the Skilled Employees awarded Rs. 5000-8000 as ACP - II.

RS/INDWF

With reference to OFB letter No.01/CR/A/A/658 dt. 17-02-2014 some of the Industrial employees in the Skilled grade were granted ACP II in the pre-revised scale of Rs.5000-8000 on completion of 24 years and were granted MACP III in the pay scale of PB – 2 Rs.9300-34800 GP Rs.4600/- on completion of 30 years of service. However, consequent upon receipt of MOD order vide ID No.11(5)/2009-D(Civ-I) dt. 23-07-2013. Their pay was re-fixed accordingly to the GP of Rs. 4200/-. Later on, on receipt of MOD ID dt. 06-02-2014 received under OFB letter No.01/CR/A/I/658 dt. 17-02-2014 the proposal of re-fixation according to the GP of Rs.4600/- was submitted to LAO of Fys. But it was returned back stating that as per MOD ID No. 11(5)/2009-D(Civ-I) dt. 06-02-2014 and PCA(Fys) letter No.Pay/Tech-II/04/2014/32 dt.11-02-2014 that since the post of MCM was not in the hierarchy of Artisan Staff Cadre upto 31-02-2005 the HS/MCM who were already drawing the pay scale of Ch'man (Rs.5000-8000) viz the promotion post upto 31-12-2005 under ACPs may be considered for further financial upgradations, if due in the next GP (Rs. 46000/-) in the hierarchy of GP.

In the M of D letter Dated 06.02.2014 only HS/MCM was mentioned, the benefit of III MACP on completion of 30 years of regular service having got the benefit of II ACP, only they were considered for III MACP to Rs.4600/- but Skilled employees who got ACP-II and were drawing Rs.5000-8000 on or before 31.12.2005 were denied the benefit. It is therefore, requested to kindly take necessary action to include the skilled grade in the said M of D letter Dated 06.02.2014 or at OFB level with the approval of PC of A Fys, the skilled employees who were drawing Rs.5000-8000 may also be granted Rs.4600/- on completion of 30 years of regular service w.e.f.01.01.2006.

OFFICIAL SIDE BRIEF

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.

DECISION

The position was noted by the Staff Side.

16. Implementation of Judgements on revision of NDA

RS/INDWF

Common point as mentioned in para 7 of Annexure -1.

17. Increasing of sanction strength of AFV Mechanic in HVF Avadi :

RS/INDWF

Armoured Fighting Vehicle Mechanic (AFV Mechanic) posts which does not exist in the SRO 185 of 1994 of Industrial Employees. 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 1994, 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 industrial Employees 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 work load of Tanks including overhaul has increased.

If so, the trade be included in the SRO to create better promotional opportunities

OFFICIAL SIDE BRIEF

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.

DECISION

The matter was discussed in the meeting and it was decided to make suitable amendments in the SRO along with the Trade Test Specifications prepared during the recruitment of 1996-1997.

18. The issue of considering the transfer requests of all the categories of employees to their place of spouse working.

RS/INDWF

As per DOP&T instructions, applications were called for by OFB from the employees of all categories of employees seeking transfers to the nearest place of their spouse working. After finalising the list of such requests, Group 'A', 'B' and NIE's of Group 'C' were considered and necessary orders were issued whereas in respect of Industrial Employees though list of requests were finalised but no approval has been sent to respective Factories. This may be approved and necessary orders may be issued to the respective Factories for their transfers.

OFFICIAL SIDE BRIEF

Per/NI : All the cases of posting of NIEs husband & Wife at same station, have been settled.

Per/I : 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.

Per/NG : The requests received from Group 'B' NG and Group 'A' employees/officers had been duly considered by the Competent Authority in light of the applicable Govt. orders duly juxtapose with the functional requirements of the organization. Several of the cases involved have already been ordered for transfer.

DECISION

The position was noted by the Staff Side.

19. Recruitment of DBW(SS) in OF Chanda.

RS/INDWF

OF Chanda was granted 142 posts of Tradesmen DBW for Direct Recruitment out 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 OF Chanda.

OFFICIAL SIDE BRIEF

New Direct Recruitment for Semi-Skilled Grade of different Trades has recently been sanctioned by OFB. However, no post has been sanctioned for OFCH since sanction has been worked out taking into account the following aspects i) Projected requirement (ii) existing vacancies (iii) DR in Pipe Line (iv) Anticipated wastage of next two years.

DECISION

Feedback will be taken from OF Chanda and the matter will be examined. (Per/I)

20. Encashment of Earned Leave:

RS/INDWF

Common Point as mentioned in para 17 of Annexure-I

21. Payment of Wages for Overtime worked under Departmental Rules for Piece Workers.

RS/INDWF

Common point mentioned in para 2 of Annexure

22. Removal of Stagnation of Supervisors :

- VKD/IOFNTSSA(CDRA)

Common point in para 4 of Annexure -1.

23. Chageman (NT/OTS) SRO Amendment of (Revision by OFB) & implementation thereof:

- VKD/IOFNTSSA(CDRA)

Regarding SRO for Ch'man which has been published through OFB Comnet, it is suggested that the proposed amendment as brought out during the 16th Steering Committee may be incorporated in the SRO and orders for subsequent implementation of the same may be issued.

OFFICIAL SIDE BRIEF

Regarding SRO of CM (T/NT): In context of the Draft SRO for Chageman Views/Inputs received from various stake-holders have also been duly considered and as per approval of the competent authority the proposal has been re-submitted to MOD as per advice of DOP&T for further processing

DECISION

The position was noted by the Staff Side.

24. Equality in Pay Scale & GP of Supervisors for DR & Promotee Quota :

- VKD/IOFNTSSA(CDRA)

On promotion to Supervisors those employees who are inducted through DR Quota are being fixed at a Basic Pay of Rs. 7510 with GP Rs.2400 and on the contrary the promotees promoted & appointed through LDCE from Store Keeper to Supervisor(Store Stream) are being fixed at the BP of Rs. 6800/6900 which is unjust 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 OFs. Hence it is requested to provide Equal Basic & GP for DR & promotee supervisors.

OFFICIAL SIDE BRIEF

The matter may be conditionally implemented on the basis of MOD ID N0.11(4)/2008/D(Civ-I) dt. 06-05-2011 circulated vide OFB Instruction No.92/2011/PC of A(Fys.) (OFB L. No.01/6th CPC/2008/PC of A(Fys.)/A/A dt.12-07-2011.)

DECISION

The position was noted by the Staff Side.

25. MACP in next promotional Hierarchical Grade Pay as per the outcome of Decisions of various Hon'ble Courts :

- VKD/IOFNTSSA(CDRA)

The sixth pay commission recommended the MACP to the employees, where it was directed by the Govt. to provide MACP in the next immediate GP. Our members of CDRA have sought legal remedy and the judgment directing to provide MACP in the hierarchy of promotional GP. It is requested that OFB to recommend providing MACP in the promotional GP. This has also been decided by Hon'ble CAT Principal Bench, New Delhi vide order No.904/2012, dt. 26-11-2012, Chandigarh High Court vide order No. CWP No. 19387/2011, dt. 19-10-2011, Chandigarh Tribunal Branch OA No.1038/CH/2010, Dt. 31-05-2011 and Supreme Court SLP 7467/2013, dt 15-04-2013. Hon'ble CAT

Jabalpur has given identical decision to VFJ vide OA No.645 Jabalpur CAT, dt. 30-04-2014 and GCF vide OA No. 525 Jabalpur CAT dt. 01-05-2014 also. OFB is requested to take cognizance of the same.

OFFICIAL SIDE BRIEF

In the instant issue, the Hon'ble High court Delhi has proclaimed stay of operation on the order of CAT, PB. Further the Hon'ble Supreme Court has granted stay against the order of Kerela High Court and CAT Kerela Bench. The issue was brought to the notice of all O.F.s through OFB circular. (A/A)

DECISION

The position was noted by the Staff Side.

26. Cadre Review Pending with MOD (Finance):

- VKD/IOFNTSSA(CDRA)

Common point as mentioned in para 6 of Annexure-1

The position was noted by the Staff Side.

27. Recruitment in NIE (Store Keeper) Cadre:

DECISION

DDG/IR : The Cadre Controlling authority may ask for feedback on sanctions already given to various Factories. After monitoring the recruitment on the given sanctions, further necessary action may be taken in this regard,

28. Sanction of Vacancies for NIE and IE for the year 2014-15 :

- VKD/IOFNTSSA(CDRA)

OFB has conveyed sanction after deriving vacancies of various posts of Supervisors (OTS), Store Keeper and LDC for respective factories. OFB is requested to impress upon factories to fill up the vacancies as all OFs are facing acute scarcity in NIE Cadre and facing extreme difficulties in carrying out normal routine work smoothly.

OFFICIAL SIDE BRIEF

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.

DECISION

DDG/IR : After considering the amendment of SRO, the sanction for the post of Photographer may be considered as per the functional requirement.

29. Grant of Financial upgradation in respect of Erstwhile Checkers :

- VKD/IOFNTSSA(CDRA)

OFB vide letter No.04/MACP/PER/NI dt.30-04-2014 has given circular to Sr. GM/GMs of all Ord. & Ord. Equipment factories seeking various information regarding checkers in OFs. OFB after seeking the requisite information from various OFs, may take an early action in this regard to settle the matter at the earliest. Moreover their case may be treated in line as has been considered merger of the AF with JWM, Ch'man Gr. I & II to only Ch'man, PA Gr-I & II to only PA, Fireman Gr-I & II to only Fireman in the 6th CPC without affecting their parent posts for the grant of ACP & MACP. There is recommendation of Shri OP Bahl, the then Member/Per, OFB dt. 17-01-1980 alongwith recommendations of different committees on upgradation of posts of Checkers to LDCs/ASKs. As the matter is a very long pending issue over the years and nearly 95% of the affected employees have superannuated from service hence a sympathetic view may be taken in this matter with utmost priority to finalize and provide natural justice to these aggrieved employees.

OFFICIAL SIDE BRIEF

A committee has been constituted under the Chairmanship of 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)

DECISION

The committee has submitted its Report which is under consideration of OFB.(Per/NI)

30. Delay in granting GP of Rs. 2800/- to the Supervisors of Fire Brigade:

- VKD/IOFNTSSA(CDRA)

Inspite of clear instruction of the MOD that the Supervisors of Fire Brigade sections are to be given the GP of Rs.2800/-. This has not been implemented by the factories. Hence the factories may be advised to honour the MOD letter in its true spirit. (MOD letter No.2 (1)/2009-D(CIV-I) dt. 26-07-2010)

OFFICIAL SIDE BRIEF

M of D vide its Letter No.2(1)/2009-D(Civ.I) dated 26-07-2010 conveyed for grant of up-graded pay-scale to the Fire Fighting Staff in HQrs./Deptt. The same was incorporated in Fir Fighting Cadre review proposal and the subject Cadre Review is pending with M of D.

DECISION

The competent Authority may further examine the matter. (Dir/NI)

31. Delay in granting GP of Rs.2800/- to the Supervisors of Telephone & Telephone Gr-I :

- VKD/IOFNTSSA(CDRA)

Inspite of clear instructions of the MOD that the Supervisors of Telephone Exchange sections are to be given the GP Rs. 4200/-. This has not been implemented by the factories. Hence the Factories may be advised to honour the MOD letter in its true spirit

OFFICIAL SIDE BRIEF

The matter is under examination.

DECISION

The competent Authority may further examine the matter. (Dir/NI)

32. Delay in granting GP of Rs.2000/- to the Telephone operators GR-II :

- VKD/IOFNTSSA(CDRA)

Inspite of clear instructions of the MOD that the Telephone operators of Telephone Exchange sections are to be given the GP Rs. 2000/-. This has not been implemented by the factories. Hence the Factories may be advised to honour the MOD letter in its true spirit.

OFFICIAL SIDE BRIEF

The matter is under examination.

DECISION

The competent Authority may further examine the matter. (Dir/NI)

33. Review of ZBB strength of Supervisor (OTS):

- VKD/IOFNTSSA(CDRA)

In various factories the feeder grade for the promotion to the post of Supervisors (OTS) are stagnating for a considerable period but are unable to get their promotion to Supervisor (OTS) due to limited number of vacancies. On

the contrary in some factories the posts of Supervisors are lying vacant due to non-availability of employees in the feeder grade. For instance in OF Dun the sanctioned strength of Supervisor (OTS) is only 03 hence those Telephone Operators of 1991 are stagnated and unable to get their further promotion inspite of fulfilling the eligibility criteria. Hence it is requested to review the ZBB strength to provide an opportunity to remove the stagnation in the feeder grade for promotion.

OFFICIAL SIDE BRIEF

The matter is under examination.

DECISION

The competent Authority may further examine the matter. (Dir/NI)

34. Providing NOC for outside employment :

- VKD/IOFNTSSA(CDRA)

In some fys it has been observed that employees are not been given NOC for outside employment for their better prospects without any valid reasons. For e.g. Shri Ausat Kumar Trivedi, SK/Store of FGK has not been issued NOC for outside employments vide FGK letter No.1277/Stapna/Staphna Vibhag, dt. 11-06-2013. OFB is requested to issue suitable instructions for issuing NOC for employees who are applying for outside employment for their better prospects for the higher posts.

OFFICIAL SIDE BRIEF

The matter of granting NOC to respective cadres is to be done by the respective Heads of Department, based on merit of each case. As such NOC is being granted upto four occasions for employment notices advertised by UPSC and SSC.

DECISION

(To be examined whether SSC is there or not).

35. Grant of material handling Allowance to Store Keeping Staff :

- VKD/IOFNTSSA(CDRA)

The store keeping staff handles very high value items which are important and valuable stores in their godowns are ensuring its safe custody of the same, maintaining proper LIFO & FIFO systems viz. Rubber items, Chemical items, Explosive items, Leather items, various types of Tools, Inserts, Tips, Clothing, etc and also involves great risks and threats. OFB is requested to explore the possibilities of granting Material Handling Allowance to the Store Keeping Staff also as is being given Cash Allowances to the Cashiers for handling Cash and Risk Allowance to the employees who are working in hazardous conditions.

OFFICIAL SIDE BRIEF

There are no provisions for grant of Material Handling allowance for Store Keeping Staff.

DECISION

The position was noted by the Staff Side.

36. 7th CPC Meeting Points Inclusion of :

- VKD/IOFNTSSA(CDRA)

A meeting on 7th CPC was held under the Chairmanship of Member/Personnel on 19th July, 2014, where in during presentation of Gr. II it was agreed to recommend that the Supervisor Post(Store & OTS) in the orgn. to be abolished. But the recommendation sent by OFB to the 7th CPC has no mention of the subject. OFB is requested to take up the matter and recommendation may be sent to 7th CPC immediately as was done in the case of Supervisor(Tech) during 4th CPC.

OFFICIAL SIDE BRIEF

A Meeting of 7th CPC was held under the Chairmanship of Member/Personnel on 19-06-2014 and not on 19-07-2014. Followed by formal introduction of members attended and intimating of the intention of conducting the said meeting, 3 groups were formed to present views/recommendations of related cadres/categories of post existing in

OFB. Later, the above 3 groups presented their views on their respective cadres/categories. Subsequently, the official Memorandum of OFB was prepared after examining and considering the suggestions made by the above 3 groups as well as suggestions received through different Memoranda of various Federations/Associations, Factories / individual officers apart from keeping in view the proposals for Cadre Reviews forwarded by OFB and pending with M of D at the instant time. Finally, the above official Memorandum has been perused and approved by the Competent Authority and forwarded to the 7th CPC vide OFB Letter No.02/7th CPC/Q/PC of A(Fys.) dated 06-08-2014. Any queries received on the same will be replied accordingly.

DECISION

The position was noted by the Staff Side.

37. Opening of New Promotional Avenues for Canteen Staff :

- VKD/IOFNTSSA(CDRA)

OFB has recently given the sanction of various posts for the Canteen Staff. But the existing canteen are unable to get any promotion due to absence of clear guidelines on how to promote the staff viz eligibility, feeder post for the hierarchical post. OFB is requested to issue proper guidelines to the fys so the canteen staff are benefited by getting their promotions in line with their hierarchy as the Vendors & Cooks are serving in the same post since their appointment in the year 1980.

OFFICIAL SIDE BRIEF

It is pertinent to mention that regarding Canteen Cadre there are many proposals pending with M of D i.e., SRO, Cadre Review and Cook where promotional Avenues are included.

DECISION

The issue will be considered by the competent Authority regarding amendment of SRO of the respective cadre. (Per/NI)

38. Gainful Utilisation of newly recruited Storekeepers:

- VKD/IOFNTSSA(CDRA)

In some fys the services of the newly recruited Storekeepers are being utilized by posting them in Administration, Planning, Personal Assistance by Gr-A Officers, Clerical works and even in Material Management. OFB is requested to instruct the factories to post the newly recruited Storekeepers to Stores and Godowns only for which they have been recruited.

OFFICIAL SIDE BRIEF

The utilization of factory level staff has to be decided by respective Heads of Departments.

DECISION

Necessary Circular will be issued by the competent authority. (Per/NI)

39. Appointment of Chargeman(T) LDCE – 2013 :

DHU/AIDEF

Common Point as mentioned in para 16 of Annexure-I

40. Reimbursement of Lodging Charges while performing escorting duty through explosive Van :

DHU/AIDEF

Common Point as mentioned in para 14 of Annexure-I

41. Payment of overtime allowance for performing Overtime while on temporary duty :

DHU/AIDEF

Good number of employees are being deputed on temporary duty for various purposes like revalidation of fuzes, escorting, proof witnessing, rectification work etc. The employees of OFCH are not being paid overtime allowance while on temporary duty.

In specific RTI query, HEF Kirkee confirmed that Overtime is being paid to escort engaged during escorting as per the working hours for that particular period. In support of this RTI HEFK provided authority of DGOF letter No.20/15/2(10)/A/IR dated 25-03-2003.

Apart from the above, a clarification given by Principal Controller of accounts(Fys) Kolkata letter No.Pay/Tech-II/07(A) dt. 27-07-2007 that Defence Civilian employees at outstation may be admitted overtime under Departmental rule(Single rate).

Common Point as mentioned in para 14 of Annexure-I

42. Leave encashment on movement from Industrial to Non-Industrial category :

DHU/AIDEF

Common Point as mentioned in para 17 of Annexure-I

43. Posting of Addl. GM and Works Manager from Admin Stream in OF Chanda :

DHU/AIDEF

It has observed in OFCH that the court cases has increased in past few years. Numerous outside person as well factory employees has challenged the decision of OFCH in various court of law. As a result Jt. GM/ Admin in OFCH most of time engaged himself to defend the decision of management in court and non available in factory.

Resultant 2000 IEs of OFCH facing problems like delay in distribution of pay slip, delay in pay fixation on promotion, delay in distribution of arrears, delay in constitution of promotion committee, delay in reimbursement of various allowances, delay in shorting disciplinary cases etc.

These pending vital issues affecting the motivation of employees of OFCH also frustration among the concerned employees. Recent developments of Industrial relation in OFCH have not been healthy and Individual office bearers of recognized unions/association are being targeted, which is not a healthy trend too.

To uplift the real spirit of joint consultation in respect to short out industrial grievances there is need of immediate posting of Addl General Manager and Works Manager from Admin Stream in OFCH.

OFFICIAL SIDE BRIEF

The factory has Jt General Manager from Admin Stream in OFCH.

44. Eliminating Trade Test to Industrial Employees moving from (Semi Skilled to Skilled) :

DHU/AIDEF

The Industrial employees those who appointed in semi skilled grade have to undergo trade test for placement to the post of Skilled grade after completion of two years of service in semi skilled grade.

Referring the context of 6th CPC it is understood that movement of industrial employees from SS to SK is placement and it is not a promotion. The employees in semi skilled grade detained for two year as training period. Even though promotion aspects of Industrial category i.e. four grade structure start from SK to MCM. Therefore there is no need of trade test for Industrial Employees moving from SS to SK and need to be eliminated.

OFFICIAL SIDE BRIEF

In an organization which primarily thrives on its skill, a Trade Test is a must to ascertain movement from Semi-skilled to Skilled grade.

DECISION

Trade Test to continue for movement from SS to SK Grade.

45. Disparity in payment of Final Claim of Travelling Allowances of Industrial Worker & Staff :

DHU/AIDEF

OFCH a team consisting two Ch'man and 15-20 IEs are deputed frequently to various armed depots for revalidation work. The approximate period of such deputation is of one month.

During these temporary duty employees of OFCH performs their duty in hectic condition in the interest of nation, despite financial loss of piece work and other allowances.

While submitting final TA Claim of said duty both staff and IEs it is observed that submitted Bills of staff are cleared of PCA(Fy) Kolkata but same TA final bill of IEs are not clear by Local accounts and adopting adamant attitude. This situation discouraging the high motivated level of employees of OFCH.

It is absolute injustice for not sanctioning of TA Final Claim of IEs. Therefore it is should be expedited for immediate sanction of TA Final Claim with similar nature of staff.

OFFICIAL SIDE BRIEF

The matter has already been taken with the AO, OFCH and is being pursued. A final report on the issue will be provided on receipt of desired action taken report from the Accounts Office.

DECISION

The matter will be expedited.

46. OFB 7th CPC Proposal should be amended and re-submit :

- BRNK/BPMS

OFB 7th CPC proposals are studied and all cadres are demoralised, same issue raised in front of Chairman at the time of OF Medak visiting. Chairman says within short period taken meeting with all Federations and Associations.

Hence, I request the Chairman arrange a meeting with Federations/Associations for 7th CPC OFB proposals please.

OFFICIAL SIDE BRIEF

In continuation to the comments referred at Point No.36 above, it is intimated that at present there is no intimation / information from higher authority for conducting any meeting on 7th CPC Matter.

DECISION

The meeting of 7th CPC with representations of Federations/CDRA was arranged on 11.01.15.

47. Extend the facilities of CGEGIS, LTC & CSD to those who are got GP of Rs.4200/- in ACP/MACP to NIE's at par with IEs:

- BRNK/BPMS

As per DOPT order GP of Rs.4200/- is Gr. 'B' whether individual got by promotion or ACP/MACP. Facilities are not extended the facilities to those who are got ACP/MACP to NIEs.

In view of the above, it is requested that the individuals those are get GP of Rs.4200/- by virtue of ACP/MACP NIE's should also be extended the benefit of CGEGIS, LTC and increase the purchasing limit of CSD etc. at par with IE's pl.

OFFICIAL SIDE BRIEF

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

DECISION

The issue is to be linked with the existing Circular stating the GP of 4200/- in ACP are is not to be extended the facility.

48. Provide the prime product to HAPP :

- BRNK/BPMS

HAPP prime product is FSAPDS but last five years this factory is running on IFD's only. This year i.e. 2014-2015 work load is available but raw material is not supplying from nodal factory OF Ambajhari.

Hence, I request you to kindly instruct the nodal factory supply the raw material or give permission to purchase the material from outside please.

OFFICIAL SIDE BRIEF

OF Aj supplies 81 mm Bomb Body Forgings & 155 mm BT Forgings to HAPP.

For 81 mm Bomb Body Forgings : OF Aj has supplied **50430** Nos. of 81 m Bomb Body Forging (Front Part) against commitment of **54000 Nos.** & **45435** Nos. of 81 mm Bomb Body Forging (Rear Part) against commitment of **54000 Nos.** upto Nov., 2014. OF Aj will make up the shortfall within a month or two.

For 155 mm BT Forgings : OF Aj has committed to supply at the following rate :

Cumulative Supplies made upto Oct, 2014		Nov, 14	Dec, 14	Jan, 15	Feb, 15	Mar, 15
36540	Cumm	39540	46040	52540	59040	59540
	Monthly	3000	6500	6500	6500	3000

49. Count the Pension at time of Quarter Allotment to Ex-Serviceman :

- BRNK/BPMS

In 5th CPC Ex. Serviceman pension is taken count for the purpose of Quarter allotment and allotted the quarter. After 6th CPC implementation Ex. Serviceman pension is not taken count at time of quarter allotment, in this Ex. Servicemen's are loosing higher type quarter. Hence, I request the Chairman look into the matter please.

OFFICIAL SIDE BRIEF

Allotment of Govt. quarters at all OF Estates in respect of the civilian Employees working at the Factories and their allied Establishments are regulated only under the Statutory Rules and Orders issued by M of D vide the existing SRO-149 dated 23-09-2004 circulated to all OFs through OFB Letter No.1001/Qr/SRO/A/W dated 23-12-2004. There is no such provision in the said SRO for taking into account the past service, if any, rendered by an employee for the Govt. quarter at a new station of posting or change of the existing Govt. quarter held by such an employee.

Furthermore, the existing seniority rule provisions/guidelines laid down in the SRO-149 dated 23-09-2004 are applicable in conjunction with the revised criteria based on 6th CPC- introduced GP (in lieu of pre-revised/5th CPC Basic Pay based range) for different Type-wise quarter entitlements, as notified vide OFB Circular No.1001/Qr//SRO/A/W dated 11-05-2012. **(Per/W)**.

DECISION

The position was noted by the Staff Side.

50. Disbursement of TA to SC/ST Candidates :

- BRNK/BPMS

SC/ST candidates are eligible for conveyance allowance/TA while attending the written test/interviews in all Central Govt departments. HVF Avadi from 2011 onwards not paying the conveyance allowance to individuals. HVF officials are taken signature from SC/ST candidates on same day for TA claim and said we will send amount by money order to your address but till date none of them received the amount. Some of the candidates are selected and joined the duty also. Hence, I request the Chairman look into the on top priority and justify please.

OFFICIAL SIDE BRIEF

Matter has been forwarded to the factory for comments.

DECISION

Instructions to all the Factories will be sent for spot payment of the same. For HVF, the payment may be made through crossed Demand Draft. (Per/PM)

- 51. The promotion of the Ch'man to JWM is held up from March, 2011 in OF Bolangir and OF Ambarnath. The proposal is pending at OF Board. An instruction may be issued immediately on the issue.**

- VLN/BPMS

OFFICIAL SIDE BRIEF

The point is not clear. Further and specific details pertaining to the point would be required to examine the same.

DECISION

Staff side will submit the details for examination of the same at OFB.

- 52. 3% reservation has been effected in all Central Govt. Offices as per the Instructions on Handicapped Employees issued by DOP&T. But no roster has yet been made for them in most of the factories. An Instruction may be issued immediately to the factories concerned, to make the Roster for Handicapped Employees.**

- VLN/BPMS

OFFICIAL SIDE BRIEF

Govt. Order on the subject has been issued by DOP&T and the same has been circulated vide OFB Instructions No.3075/A/A dated 15-06-2006. However, name of specific factories who are not maintaining roster for Handicapped employees (PWD) is required to be indicated to enable OFB to issue guideline in the matter. (A/A)

DECISION

Instructions may be issued to the Factories like OF Bh, OF Bol, AFK, OFC etc. for maintaining the Roster in Identified Trade.

- 53. As per the instructions issued for deduction to be made under CGEGIS for all employees having different G.P. Directives may be issued to the factories concerned to follow the Instruction properly.**

- VLN/BPMS

OFFICIAL SIDE BRIEF

Govt. Order on the subject was issued through OFB instruction. However, the name of concerned Factories may be indicated to enable OFB to issue further guidelines in the matter. (A/A)

DECISION

OF Bolangir is not following the subject order. The Factory will be advised suitably. (Per/PM)

- 54. All the Rosters may be prepared as per the Instructions given by OF Board.**

- VLN/BPMS

OFFICIAL SIDE BRIEF

Rosters are prepared by the Factories/Cadre Controlling Sections as per the extant Rules. Any deviation, if noticed, may be cited for rectification.

- 55. Filling up of vacancies in Lower Level of Clerical Cadre in Ordnance Factories.**

- SCN/INDWF

Huge Nos. of vacancies in the grade of L.D.C. are lying vacant since long in Ordnance Factories, Resulting which administrative work as well as other clerical work are being hampered badly. it is strongly proposed that immediate action for filling up of vacancies by Direct Recruitment is need of the hour. The vacancies may also be filled up by transfer from other Ministry/Department.

OFFICIAL SIDE BRIEF

Following direct recruitment Sanction of LDC has been issued during the last three years :

Financial Year	Nos. of DR Sanction
2012 - 2013	619
2013 - 2014	87
2014 - 2015	74 (Proposed)
Total	780

DR actions are being taken by the concerned Fys/Units and are at different stages. Proposal for the current year will be intimated shortly.

56. Promotional avenues for Sweeper, Durwan, Orderly, Record Supplier:

- SCN/INDWF

Common point as mentioned in para 6 of Annexure-1.

57. Direct recruitment of Labourer in O.F. Organisation:

- SCN/INDWF

As on date huge Nos. of vacancies in the Labourer Grade are lying in most of the Ordnance Factories, In this situation, it is proposed that these vacancies may be filled up immediately through direct recruitment.

OFFICIAL SIDE BRIEF

As and when proposal from factories for recruitment in relevant categories is received, the same is given due consideration at OFB. (A/I)

58. Providing Uniforms to the Employees of O.F. Organisation.

- SCN/INDWF

Common Point as mentioned in para 15 of Annexure-I

59. Grant of Incremental Benefit.

- SCN/INDWF

It is proposed to grant incremental benefit under MACP III in respect of workers who were placed to the post of MCM prior to 01-01-2006 and now have completed 30 years of service.

OFFICIAL SIDE BRIEF

A copy of the MOD ID No. 11(5)/2009-D(Civ-I) dated 6th Feb 2014 has been circulated to all Fys wherein MOD has directed to grant 3rd MACP in GP of Rs 4600/ to all HS/MCM drawing salary in the pay scale of Rs 5000-8000 up to 31/12/2005.

60. Granting of up-gradation under 3rd MACP

- SCN/INDWF

The workmen who were granted up-gradation under 2nd ACP in the pay scale of Chargeman (5000-8000) between 01-01-2006 to 31-08-2008 they should not be affected by 4 grade structure before granting of up-gradation under ACP II.

OFFICIAL SIDE BRIEF

It is gathered from D/Civ section of MOD that matter has been taken up with DOPT.

61. Maintaining of ratio of IEs for direct recruitment & departmental promotion :

- BBM/AIDEF

As per the instructions of OFB trades in Industrial Establishment have been categorized in Annexure A & B for DR & departmental promotion. The trades in Annexure A 80% posts are filled through DR & 20% by departmental promotion. The posts at Annexure B are required to be filled by departmentally 100% promotion. Last 5 years the above instructions are not implemented at OFAJ. This matter was raised in the JCM IV Level Council but no decision has been taken. Due to non implemented of the above of the above instructions, quote good number of eligible employees are deprived of their promotion.

OFFICIAL SIDE BRIEF

The requirement of the factories for affecting conversions have to be decided by respective General Managers.

DECISION

The point is being examined at OFB for issuing suitable instructions.

62. Upgrading the existing departmental school at OFAJ with all facilities upto Jr. College :

- BBM/AIDEF

At present O. F. School run by department is having upto 5th standard only. The children of employees are facing financial hardship apart from admission problems in the school for higher classes at Nagpur. It is suggested that the school may be upgraded upto Jr. College with Science, Commerce & Arts stream providing all the modern facilities. This will help the employees to impart high standard education to their children with less expenditure. This point is put up for consideration for upgrading the school from next academic year.

OFFICIAL SIDE BRIEF

OFB needs to intervene and act in non-core activities strictly based on requirement. Under the current scenario, there is no justification for the above proposal, especially in Nagpur, which is an educational hub.

DECISION

The point may be **closed**.

63. Placement of tradesmen for the job of examiner – losing of Piece Work and other incentive comparing to their counter parts :

- BBM/AIDEF

About 59 tradesmen belonging to Machinist, Turner and Fitter etc. are working at QC Sections and performing the duty of inspection alongwith the Examiners. Due to their posting in inspection section, they are losing near about Rs.5000/- per month, compared to what they will be getting if they are posted in production section. Their counter part recruited and working in production sections are getting more earning than the individuals working in QC Sections. This anomaly needs to be sorted out to avoid discontentment amongst the individuals working in QC Section.

OFFICIAL SIDE BRIEF

To dispel the anomaly in respect of the employees who are working in QC Sections, a high powered committee for incentive to all has been constituted to examine the issue of payment of incentive. The committee has not yet submitted its report.(A/A)

64. Widening of road from Main Gate to 6th Mile Gate of OFAJ:

- BBM/AIDEF

The road leading from Main Gate to 6th Mile Gate of OFAJ are very narrow and due to this accidents are taking place. Majority of the employees are staying in and around 6th Mile area. During factory hours (muster IN and OUT) heavy traffic movement prevailing on this road. Further all the buses are entering through 6th Mile Gate. It is suggested that this road may be widened making one way entry to avoid accident and smooth flow of traffic.

OFFICIAL SIDE BRIEF

Majority of the Factory employees use this road for commuting to OF Aj and to their residence. The road from Main Gate to 6th Mile Gate of OF Aj is very narrow for the quantum of traffic movement during mustering IN and OUT and market days. A proposal having C. A. No.CE(Fy)/HYD/AMB/51 of 2011-12 (NM-0812) for widening of this road at an estimated cost of ₹274.17 lakhs has been forwarded to OFB for approval in ADP 2014-15. The ADP 2014-15 is yet to get approved from OFB, Kolkata. (OFAj)

DECISION

The position was noted by the Staff Side.

65. Engaging of Contract Labour for critical inspection work in QC Section at OFAJ :

- BBM/AIDEF

At QC Section of OFAJ, Contract Labourer are engaged for critical inspection work which is affecting the quality of the product. Apart from not able to fix the responsibility in case of rejection of product. This point was raised in various forum but assurance was given and till date not implemented. This is to be done immediately.

OFFICIAL SIDE BRIEF

The matter is being examined. (OF Aj)

DECISION

The matter has been referred to OF Aj.

66. Delay in processing the family pension cases of Un-married/widowed daughter :

- BBM/AIDEF

As per the Govt orders dependent un-married/widowed daughters and physically handicapped children are eligible for family pension in the event of death of the pensioners. The processing of cases of the above nature are unduly delayed in the factory rather last priority is given for such cases. Since the above categories are facing financial hardship, the factories to be instructed to follow certain stipulated time limit to process the cases to avoid hardship to the affected individuals.

OFFICIAL SIDE BRIEF

Name of specific Factories are required to be mentioned where delay in processing the family pension cases of unmarried daughters are found. (A/A)

67. Review of compassionate ground appointment cases more than 3 occasions as per DOP&T Instructions

- BBM/AIDEF

DOP&T has issued instructions not to limit review of the compassionate appointment cases upto 3 occasions. This is not followed and old cases are not reviewed by OFAJ. This is required to be done. It is also understood that recently CAT Mumbai Nagpur Bench has given award for considering one of the case which was restricted for 3 occasions and appointment offered below bench mark point. This need to be looked into to avoid further litigation.

OFFICIAL SIDE BRIEF

Para 8 of DOP&T OM dt.16-01-2014 and point No.38 to 41 of FAQs dated 30-05-2014 are clear. Also, further clarification received from MOD has been circulated vide OFB instructions dated 16-12-2014. (A/A)

68. Incentive for the Maintenance Section at HVF :

- TP/AIDEF

In all the OFs wherever piece work system is exist, the maintenance workers working inside and estate area is getting incentive bonus. But in HVF so far the administration is not providing incentive bonus to the employees working in HVF Estate in the electrical and civil. In this connection, Labour – methods of payment and allocation of office manual page Nos. 59, 62, 94 and 689 are enclosed herewith for your ready reference, but the LAO/HVF is showing factory accounting rules (Far) page no. 36 (enclosed) and refusing incentive bonus, which is provided in other ordnance factories, this injustice may be removed immediately through PC of A(Fys) by directing to LAO/HVF.

OFFICIAL SIDE BRIEF

Comments from HVF has been sought. Reply is awaited. (A/A)

69. Clarification sought by LAO/HVF to PC of A regarding MACP to the erstwhile group D employees : - TP/AIDEF

This issue is continually deliberated in the JCM III Level Council for the past three years. After several clarifications issued by OFB/PC of A finally LAO/HVF agreed to ignore Rs.1900/- GP to the tradesman of erstwhile group D employees for the purpose of MACP and accordingly files are under process. But LAO/HVF is having another doubt “whether a person who was tradesman semiskilled till 01-09-2008 and under MACP scheme he had been put Rs.1900/- GP and ultimately promoted tradesman “skilled” without any benefit for him also the Rs. 1900/- is to be ignored for the purpose of MACP ? Asking this clarification a letter has been sent to PC of A by LAO/HVF under reference letter No.L/1GEN/CORR/Vol-IX, AO, HVF dt. 18-11-2014. The administration requested to LAO/HVF showing PC of A letter Pay Tech II/04/2010-11/07 dated 29-06-2010, which has released after the implementation of MACP to the erstwhile Group D employees and insisted according PC of A order upto Rs.1900/- GP to be ignored for the purpose of MACP. However LAO/HVF expecting PCof A’s clarification in this regard as per the above mentioned letter. Hence the clarification may be issued immediately to clear all cases which is pending for the past three years.

OFFICIAL SIDE BRIEF

In this connection following clarification is given based on discussion with PC of A

- i) Wherever an employee from Group D (NIE cadre) actually moves to labour (GP Rs 1800/) and then to trades man i.e (SK) with a grade pay (Rs 1900/), his MACP will progress as per following

MACP-I : Rs 2000

MACP-II: Rs 2400

MACP-III: Rs 2800/

- ii) Whenever an employee from Group D (NIE cadre) (GP Rs 1800/) actually moves to labour (GP of Rs 1800) and he remains labour and does not moves further to hierarchy, his MACP will progress as follows:

MACP-I : Rs 1900

MACP-II: Rs 2000

MACP-III: Rs 2400/

In other words, wherever an erstwhile Group D employee from NIE category has not become a trades man, ignoring movement from GP of 1800 to 1900 and progress of MACP indicated at (i) is ruled out.

DECISION

Individual MACP to be reviewed from the date when he became Skilled Grade.

70. CMO, HVF Hospital authority to be accepted by LAO/HVF :

- TP/AIDEF

In OF Hospital’s CMO in-charge is empowered for cash purchase of urgent medicines up to Rs.10,000 per day. For this process as per the rule there is no need of any daily approval from LAO/HVF. But LAO/HVF is not accepting CMO in-charges case purchasing bills. Hence, due to this problem there is a abnormal delay to get the emergency medicines to the patients and thus the workers wards are very much frustrated this problem to be sorted out immediately.

OFFICIAL SIDE BRIEF

No such problem pertaining to Cash purchase has been reported to OFB till date either from Hospital side or factory side. However since the matter has been raised in JCM, specific instances may be quoted for better appreciation & required action in this regard.(A/M)

DECISION

The issue stands settled.

71. Timely filling up of vacancies in all the posts:

- RPS/BPMS

Common Point as mentioned in para 10 of Annexure-I

72. Sanction of DR vacancies against requirement placed by factories without any curtailing : It has been observed that vacancies are not being sanctioned for DR as per the requirement placed by the factories after assessing the functional requirement of the factories but the sanction is granted after curtailing the projected vacancies without any suitable justification.

- RPS/BPMS

This disturbs the whole planning and flow of the functioning of units.

Example of GCF

Name of post	Requirement placed for DR sanction	Sanction granted for DR
CMD (OG)	0	02
JHT	01	Nil
LDC	10	07
Steno	02	01
Storekeeper	05	Nil
Supr(NT/OTS)	05	Nil
Teacher(Primary)	02	01

OFFICIAL SIDE BRIEF

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.

73. Waiving off the Indemnity Bond in r/o DR Ch'man(T/NT) : The Indemnity Bond, which is being obtained from DR Ch'man is to be Waived off as there is no such provision for any other post in OF Organization. Also there is no rule or instruction of any ministry for doing so.

- RPS/BPMS

Common Point as mentioned in para 19 of Annexure-I

74. The placement of Pharmacist in the Pay Scal4 of Rs.9300-34800 with GP Rs.4200/- after completion of two years service should not be treated as one upgradation for the purpose of ACP/MACP. No promotional benefits were given at the time of such non functional upgradation and accordingly it should not be treated as promotion or counted against first MACP.

- RPS/BPMS

OFFICIAL SIDE BRIEF

The matter has already been settled and is beyond the domain of OFB.

75. Gross irregularity in Seniority List of Ch'man (N&NT) :

- RPS/BPMS

Common Point as mentioned in para 18 of Annexure-I

76. Exemption from producing of Hotel & Food Bills for re-imbusement

- RPS/BPMS

Common Point as mentioned in para 14 of Annexure-I

77. Final Claims of TA/DA/Medical/LTC for NGOs/NIEs should be passed by LAO :

- RPS/BPMS

Final claims settlement bills of TA/DA/Medical/LTC for NGOs/NIEs takes very long time i.e., 3-6 months to get passed by PC of A(Fys.). Therefore, LAO should be delegated the power to pass such bills.

OFFICIAL SIDE BRIEF

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.

78. Exemption of DGOF Electrical Competency Test for NCTVT passed candidates

- RPS/BPMS

The candidates who are having NCTVT Certificate in Electrical discipline should be exempted from undergoing DGOF Electrical Competency Test.

OFFICIAL SIDE BRIEF

Considering electrical safety aspect, exempting DGOF competency test is not advisable. In this connection OFB circular no. 01/CR/A/I/658 (Para 4 /vi) circulated in Dec 2010 is relevant.

DECISION

The competent authority would examine the issue further taking the views of CEI into consideration.

79. Creation of separate discipline for Information Tech and Electronics in the post of Ch'man

- RPS/BPMS

Ch'man (Info. Tech) and Ch'man (Electronics) should be created as a separate discipline with its own ZBB Sanction Strength.

OFFICIAL SIDE BRIEF

Creating separates and independent disciplines/streams for these two categories may not be viable because of limited strength available for them.

DECISION

The position was noted by the Staff Side.

80. Raising of Medical Advance limit upto 80% of the estimated cost of all type of treatment

- RPS/BPMS

The limit of Medical Advances for all type of Indoor Treatment should be raised upto 80% of the estimated cost given by Hospital. As an advance amount is paid directly to concerned Hospitals by cheque and not to employees so there is no chances for misuse of amount.

OFFICIAL SIDE BRIEF

As per Rules in vogue 90% of the cast of treatment (as per CGHS rates) is given as advance. OFB is not empowered to revise the limit.

DECISION

The issue has been taken up with National Council (JCM) for decision. Hence the issue may be dropped in the OFB JCM III Level Council.

81. Procedure for filling up of vacancies of LDC from 5% (Promotion Quota) should be published immediately.

- RPS/BPMS

As per SRO 43 of 2013 for LDC, in the point (iii) of Column 10 meant for filling up the vacancies by promotion method of LDC. Due to the absence of adequate instructions and detailed procedure, the 5% vacancies are lying

vacant in promotion quota for more than a year. The vacancies are to be filled up from Durwans, Female Searchers, MTS, Bearers, Washerman, Vendors and Sr. Gestetner Operator.

OFFICIAL SIDE BRIEF

The point will be examined.

DECISION

Necessary Instruction to be issues by OFB. (Per/NI)

82. It is often observed that the Instructions issued by OFB is not followed by various Ordnance Factories. There is an Instruction not to post any staff/officer in any sensitive section for more than 3 years. OF Khamaria is not following the same. OF Khamaria may be directed suitably The Security Section may be considered as the most sensitive section of the factory.

- VLN/BPMS

OFFICIAL SIDE BRIEF

There is an extreme shortage of competent staff in most factories to make such rotations practically possible. However, OFK is being asked to offer comments, in special reference to staff posted in the Security Section.

83. Permanent mechanism for Direct Recruitment & LDCE at OFB level

- SK/CDRA (AIANGOs)

The strength of supervisory cadre (Chargeman) is decreasing rapidly in OFB organization and on the other hand vacancies of Ch'man against Direct Recruitment & Limited Departmental Competitive Examination (LDCE) quota are lying vacant without any appropriate action for a prolong period, which is affecting production activities in the organization. This situation also demoralizing the eligible individuals. In order to overcome this, a permanent mechanism at OFB level to be set for in timely completion of above tasks.

OFFICIAL SIDE BRIEF

Examinations for DR and LDCE to the post of Ch'man in the Organisation have been held recently. (Per/NG)

84. Holding of review DPC for the year 2013-14 & DPC for the year 2014-15 for promotion of Chargeman to JWM:

- SK/CDRA (AIANGOs)

30% vacancies are lying vacant for promotion from CM(T&NT) to JWM(T&NT) for the year 2013-14, due to not publication of seniority list timely. On the other hand DPC for the year 2014-15 is also pending. Now as the seniority list of Chargeman (T&NT) has been published, so necessary action may be taken immediately for promotion of JWM (T&NT) from CM (T&NT) for both the above mentioned tenure.

OFFICIAL SIDE BRIEF

Seniority lists for CM(T &NT) have been circulated recently and a good number of representations have been received. These representations are presently under examination/consideration. The modification of the list is thus in process and DPC would be conducted as and when settled seniority list is prepared and circulated. (Per/NG)

85. Implementation of concept of Advance DPC for promotion from CM to JWM w.e.f. 01.04.2015 for the year 2015-16 & onward:

- SK/CDRA (AIANGOs)

For timely promotion of JWM from Chargeman necessary action may be taken for holding of advance DPC for the year 2015-16.

OFFICIAL SIDE BRIEF

This may be done after conducting the required review DPCs and DPC for the available vacancies for 2014-15. (Per/NG)

DECISION

The same may be done by 31-03-2015.

86. OFB's Proposal submitted to 7th CPC is not as per already discussed in Meeting at OFB with all recognized federations & associations. Hence it may please be withdrawn and revised accordingly because OFB has given the consent to the joint proposal prepared by the associations/ Federations. A revised proposal may please be submitted to 7th CPC with proposal that Chargeman should be given replacement pay scale of PB-2-GP-4800(after merging of GP 4600 & 4800), JWM should be given replacement pay scale of PB-3 GP-5400 and AWM should be given replacement pay scale of PB-3 GP-6600 (after merging the posts of AWM & WM) to ensure the functional improvement in the organization as well as to maintain a harmonic pyramid of hierarchical structure.

- SK/CDRA (AIANGOs)

OFFICIAL SIDE BRIEF

In this connection, it is indicated that a meeting regarding formalizing of the official Memorandum for 7th CPC was held under the Chairmanship of Member/Personnel on 19th Jun 2014. Followed by formal introduction of members attended and intimating of the intention of conducting the said meeting, 03 groups were formed to present views/recommendations of related cadres/categories of post existing in OFB. Later, the above 03 groups presented their views on their respective cadres/categories. Subsequently, the official memorandum of OFB was prepared after examining and considering the suggestions made by the above 03 groups as well as suggestions received through different Memoranda of various Federations/Associations, Factories/individual officers apart from keeping in view the proposals for Cadre Reviews forwarded by OFB and pending with MOD at the instant time. Finally, the above official Memorandum has been persused and approved by the Competent Authority and forwarded to 7th CPC vide OFB letter No. 02/7th CPC/Q/PCC dt.06-08-2014. Subsequently, an amendment to the above Memorandum proposing, inter-alia, Grade Pay of Rs. 4800/- for JWM & ASO has been forwarded to the 7th CPC vide OFB letter No. 02/7th CPC/Q/PCC dt. 11-09-2014. In view of the above, any further amendment at this stage is uncalled.

87. Redressal of anomalies in Seniority List of Chargeman:-

- SK/CDRA (AIANGOs)

Common Point as mentioned in para 18 of Annexure-I

88. Fixation of pay with one additional increment on promotion to a post (CM-II to CM-I, AF to JWM) carrying higher duties and Responsibilities but carrying the same grade pay:

- SK/CDRA (AIANGOs)

Under RTI Act reply, Ministry of Finance has intimated that the one additional increment to the erstwhile Chargeman-I & JWM, who got promotion between 01/01/2006 and 30/08/2008 can be granted. This is subject to the condition that posts, which were merged by the 6th CPC were feeder and promotional post and pay fixation has been done at the time of promotion under FR-22(I)(a)(1) prior to 6th CPC, considering the higher responsibilities, then only applicability of Rule 13(1) will be done on promotion to posts in the same Grade Pay after 01/01/2006.

In this regards, almost factories fixation of pay for Chargeman-I & JWM under FR-22(I)(a)(1) was carried out prior to 30/08/2008(date of acceptance of 6th CPC report). After declaration of 6th CPC, one additional increment was also granted to the individuals for the said promotions, but later on it was recovered. Chargeman Grade-I was the promotional post of Chargeman Grade-II and Chargeman Grade-II was the feeder post for Chargeman Grade-I. Similarly JWM was the promotional post of AF/SH/FM and AF/SH/FM was the feeder post for JWM. The same has also been communicated by the Ministry of Finance. Looking into the facts that different department like CGDA, Income Tax, DGQA etc. has implement the DOP&T O.M.No. 20020/4/2010 Estt.(D) Dated 13/09/2012, OFB should take up the matter with PC of A (Fys) and issue the appropriate order to implement in Ordnance Factories

Organization at earliest. If there is any problem in implementing the same, the matter may please be taken up with Ministry of Defence for issuance of an order with categorically extension of the benefits of promotional fixation to the posts which stands merged retrospectively w.e.f.01/01/2006 but where factual promotions with assumption of higher charge occurred till 29/08/2008 in the pre-revised pay.

OFFICIAL SIDE BRIEF

(Per/NG) : 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.

(Per/PM) : In the instant matter PC of A(Fys.) has already rejected the proposal of one additional increment vide its Letter dated 30-01-2014 which was addressed to all Group Controllers. However, OA No.381/2014 on the issue has been filed before the CAT, Mumbai Bench by NDGBGOA which is pending for decision.

DECISION

CAT, Mumbai Bench decision is to be awaited.

89. SRO of Chargeman (T&NT) : - SK/CDRA (AIANGOs)

SRO revision must have been completed much earlier just after implementation of 6th CPC report in 2008 or in the subsequent year-2009 but yet not done when 7th CPC has come in existence. Immediate necessary action may taken in this regard, so that new SRO for CM(T&NT) to be finalize.

For the purpose of appearing in Chargeman examination through LDCE, employees in possession of the relevant Degree/Diploma acquired through correspondence course/distance education mode from an Institution affiliated to a recognized University, Deemed University and the Certificate courses on Technical Stream declared equivalent to Diploma by AICTE/MHRD/UGC etc. to be considered as eligibility criteria for recruitment of Ch'man through LDCE/Direct mode.

OFFICIAL SIDE BRIEF

Revised proposal for amendment of SRO for CM(T) and CM(NT) has already been submitted to M of D for further transmission / submission to DOP&T. **(Per/NG)**

90. Compulsory BOND for Direct Recruited Chargeman (T&NT): - SK/CDRA (AIANGOs)

Common Point as mentioned in para 19 of Annexure-I

91. Implementation of JCM-III decision in respect of Escort duty related issues like OT, exemption of food bills receipt: - SK/CDRA (AIANGOs)

Common Point as mentioned in para 14 of Annexure-I

92. Exemption of registration/VAT No. of Hotel Bills for Escorting journey duty :Exemption of submission bills for temporary stay during Escort journey duty at the road side hotels in night hrs in remote area at road side DHABA/Hotels for which bills are not possible. Therefore this may kindly be treated accordingly. - SK/CDRA (AIANGOs)

OFFICIAL SIDE BRIEF

Common Point as mentioned in para 16 of Annexure-I

93. Circulation of DOP&T OM No. 22011/6/2013-Estt(D) Dated: 28th May 2014 - SK/CDRA (AIANGOs)

DOP&T OM No. 22011/6/2013-Estt(D) Dated: 28th May 2014, wherein a guideline regarding eligibility of officers to be considered for promotion by DPC-fixing of crucial date has been circulated by DOP&T, but it is still not

received by factories from OFB, as the content of the letter is directly related with employees' promotional aspect, it is therefore, requested to please forward the said letter to the factories immediately so that this may be implemented in ensuing DPCs to be hold for the year 2015-16 and employees may be benefited accordingly.

OFFICIAL SIDE BRIEF

The matter has already been circulated vide OFB Instruction No.134/2014/Per/Policy dated 15-12-2014. **(Per/PM)**

- 94. Showing of correct status on permanent identity card : In the present time permanent identity pass issued to NGO cadre has been printed as NON-GAZETTED STAFF it should be changed and to be printed as NON-GAZETTED OFFICER.**

- SK/CDRA (AIANGOs)

OFFICIAL SIDE BRIEF

The Blank Format of Permanent Identity Card is issued from Defence Stationery Depots. There are two types of Permanent Identity Cards. One is 'Civilian Gazetted Officer' and another is 'Civilian Non-Gazetted Staff'. The Cards are issued as per the Format only. The Printing of these Cards are done by Ministry of Defence. **(Per/Security)**

DECISION

Necessary change may be done in the Identity Card. Matter will be referred to Per/Security for necessary action.

- 95. Subsidiary Items: This Assn. is thankful to OFB for issuing the instructions vide order No:814/per/pm(A/A) Dtd:01/07/14 regarding the issue of subsidiary items viz., Furniture, Personal Computer, Towel, Soap, Pens etc., to Group-B officers & equivalent. The discretion power is given to concerned Sr.GM/GM/HOD's. Numerous complaints have received from factories that the GM's are interpreting the orders in such a way, by which NGOs are not covered in above order. Hence, clear instructions may be issued to the factories to issue above items & New Year's diary to all Chargemen as they are carrying out different types of duties viz., Scrap Loading duty, Gate duties, Canteen Duties and piece work booking every month.**

- SK/CDRA (AIANGOs)

OFFICIAL SIDE BRIEF

Names of the specific Factories are required to be mentioned so that necessary guidelines on the issue may be given. **(Per/PM)**

- 96. Forwarding of applications & issuing NOC for outside employment as per DOP&T-Guide Lines for better career prospects without hindrance within the specified time limit as advertised by the concerned employer. In this regard, uniform policy adopted like JWM for other employees.**

- SK/CDRA (AIANGOs)

OFB has issued policy regarding forwarding of application/NOC for out side employment for JWM but same has not properly maintained by the factories. On the other hand applications of other categories like: Chargeman are not being forwarded as per the said policy. OFB should issue similar policy for all categories of employees and to be implemented by all the factories accordingly.

OFFICIAL SIDE BRIEF

DOP&T guidelines OM No.28011/1/2013-Estt(C) dated 23-12-2013 on the subject is to be followed in the matter. **(Per/PM)**

(Per/NG) : As per existing Orders, applications /NOC for outside employment submitted by Ch'man, are to be decided by respective GM/HOU in accordance with Rules, after duly considering the functional needs of the Factory concerned.

97. Meeting should be conducted once in month in factories with Sr. GM/GM with a forum of Gr.-B officers (G&NG) for permanent redressal of grievances:

- SK/CDRA (AIANGOs)

It is observed that due to non-availability of appropriate forum, the problems of Gr.-B (G&NG) in the factories are not properly projected and as a result issues related to the cadre became unsolved/unsettled in prolonged period. So for proper redressal /settlement the grievances/problem a monthly meeting with Sr. GM/GM should be conducted. OFB may issue appropriate order in this regard.

OFFICIAL SIDE BRIEF

The meeting of Grp B officers is normally taken by General Managers of all factories. Points of concern may be raised there.

DECISION

The issue will be examined for issuing Instructions for having more interactions, as requested by the Staff Side.

98. Provision of Special Reservation Quota for the employees going on temporary duty:- Majority of Chageman & JWM are deputed in the eleventh hour for various type of temporary duties such as Inspection of raw material, proof witnessing, expediting the trade firms, capacity verification, revalidation/rectification/replacement of ammunitions/components etc and the reservation is a major problem. In the peak season it got very difficult to get reservations. Therefore it is requested that matter may please be taken up with Railways authority to create a special quota for Ordnance Factory Employees.

- SK/CDRA (AIANGOs)

OFFICIAL SIDE BRIEF

The matter has already been taken up with M of D. The decision is awaited. (Per/PM)

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

- SK/CDRA (AIANGOs)

To provide complete coverage to the individuals (including CM & JWM) involved working in risky and highly hazardous places in the factory along with industrial employee, a competent committee should be formed to Investigate to all those operations, where IES are getting risk allowance and association of Ch'man & JWM is also involved. Accordingly, the same benefits to be extended at the level of workshop supervisory staff also.

OFFICIAL SIDE BRIEF

The matter has been taken up with M of D. Decision is awaited. (Per/PM)

100. 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. LDCE of Ch'man & JWM to be conducted on regular basis:-

- SK/CDRA (AIANGOs)

Common Point as mentioned in para 16 of Annexure-I

101. Filling of BOND for witnessing of proof firing in Proof ranges and coverage of insurance policy for civilian employees as per military personnel :

- SK/CDRA (AIANGOs)

As per the present norms a BOND has to be filled up by every individuals who is deputed for witnessing of proof firing in proof ranges, whereas the civilian employees are covered only under CGEIS scheme while the para military

personnel are covered under insurance policy scheme which amounts a lot of financial differences between the CGEIS and insurance policy scheme. While both the group of employees are Defence employees covered under the Central Govt. rules and also covered the same circumstantial risk.

OFFICIAL SIDE BRIEF

The point is being examined. (Per/PM)

102. Publication of JWM LDCE-2014 result:- It has come to notice that the result of JWM LDCE-2014 has been approved by the competent authority but officially it has not been declared on Com-net. Due to this queries are raised from various members regarding status of the same. It is also pertinent to mention that mark list has also not been uploaded in the com-net. Therefore it is requested that mark list along-with selection list may please be uploaded immediately to settle the queries of the candidates.

- SK/CDRA (AIANGOs)

OFFICIAL SIDE BRIEF

The results are under process and shall be published shortly for information of all concerned. (Per/NG)

103. Non holding of Estate Co-ordination Committee Meeting by OFC management:

- SK/CDRA (AIANGOs)

Common Point as mentioned in para 11 of Annexure-I

104. Delay in issuing instructions w.r.t. promotion from HS-II to HS-I to all those employees who have been granted promotion to HS-II from 01/01/2006 due to implementation of 4 grade structure. However, after completion of 3 years as HS-II they are denied promotion to HS-I even though vacancies are available. The issue was deliberated in the last meeting. But till date no instruction has been issued in this regard.

- RSR/AIDEF

OFFICIAL SIDE BRIEF

A brief may be submitted on the issue for proper examination of the issue involved.

105. AOC trade to be considered for appointment as DBW and CPW trades in the semi skilled grade. In spite deliberating this issue in the JCM III council meetings and assurances from the Official side that the AOC tradesmen shall be given priority if applied for posts in the DBW and CPW trades. The recent advertisements published by Ammunition Factory, khadki have not incorporated this vital condition. Depriving the AOC tradesmen is gross injustice vented on them. OFB may immediately where these trades are required to compulsorily insert the clause safeguarding the interest of the AOC tradesmen.

- RSR/AIDEF

OFFICIAL SIDE BRIEF

There is no mechanism available in the SRO 185/1994 wherein any preference can be exercised in favour of a specific trade.

106. Disallowing of Dental treatment at CGHS empanelled hospitals. The LAO's are not accepting the medical claims of individuals who have availed treatment at CGHS empanelled Dental hospitals. OFB may issue appropriate instruction in this regard.

- RSR/AIDEF

OFFICIAL SIDE BRIEF

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)

DECISION

Permission from HOD to be taken for availing the facility. No TA will be provided for the same. The PC of A(Fys.) concurrence will be incorporated in the instruction available in COMNET on the subject.

107. OFB vide instruction No. 042 dated 17/10/2014 has issued orders for up-gradation of Grade Pay of Lab technicians from Rs. 2800/- to Rs. 4200/- However, the restriction of the upgraded Pay Scale to only those who possess required qualification as per SRO. 88 dated 03/08/2005 is highly discriminatory in nature. All incumbents in this post who were recruited against the RR & SRO prevailing prior to 03/08/2005, for whom the required qualification was 12th with DMLT (Diploma in Medical Laboratory technology), should be equally considered for up gradation. Denial of upgraded Pay Scale to similar post holder performing similar nature of job is totally discriminatory and unjustified. It is demanded that this discrepancy may be settled at the earliest.

- RSR/AIDEF

OFFICIAL SIDE BRIEF

The point may be discussed in the meeting.

108. Compulsory encashment of leave for NIES being re-designated as IE's should be stopped. At present both the IE's and NIE's are permitted to accumulate 300 days earned leave which can be encash while relieving service. However, the practice of compulsorily encashing leave for NIE's who are re-designated as IE's still continues, thereby putting these employees to unnecessary financial loss. The issue may be considered in light of the present services conditions and the encashment may be made optional rather than compulsory.

- RSR/AIDEF

Common Point as mentioned in para 17 of Annexure-I

**Annexure –I to
THE MINUTES OF THE 17TH STEERING COMMITTEE MEETING OF OFB JCM III LEVEL
COUNCIL (11TH TERM) HELD AT OFB HQRS. ON 29-12-2014**

**COMMON POINTS RAISED BY THE STAFF SIDE
IN 17TH STEERING COMMITTEE MEETING
OF OFB JCM III LEVEL COUNCIL (11TH TERM) HELD ON 29-12-2014**

<u>SL NO.</u>	<u>POINT</u>	<u>SPEAKERS/Categ ory</u>	
		<u>Speech</u>	<u>Agenda</u>
1	He expressed that the Federations are dissatisfied with the latest developments taking place at the MOD Level with regard to the future of OFB Organization. He made special reference of the recent meetings with the senior MOD Officials with the GMs of OEF and A&E Group of factories, wherein certain verbal directions were given with far reaching implications on the future of Ordnance Factories and Employees. Also, some adverse remarks have been passed against the OEF Grp., categorizing it as non-core group, which is incorrect. In this regard the Federations have already expressed their concern and views to the DGOF & Chairman on 01-12-2014. At present the three Federations have jointly decided to submit a representation to the Hon'ble RM in this regard. He requested the Chairman of the meeting to convey their feelings and sentiments to the DGOF & Chairman.	CS(3.2), RS(4.1), SS(5.1)	
2	The above demand is one of the Strike Demand of the Federations for which a settlement was reached on 06-02-2014 and there after another round of discussion was held with the MOD on 12-11-2014. Chairman/OFB constituted a committee to study the above demand. However, there was no unanimity between the Official Side and the Federations. Therefore, two separate reports were submitted by the Committee. It is understood that OFB has forwarded both the reports to the MOD without recommending for payment of time wages to the piece workers. For the period between normal working hours and 48 hours. It is also understood from MOD that OFB has stated in their letter that the piece workers are not eligible for the above payment as per MOD letter dated 13-02-1963. In fact as per 13-02-1963 letter piece workers are eligible for time wages in respect of Overtime upto 9 hours a day or 48 hours a week on the basis of P/200 per hour where P represents the monthly basic pay. The monthly basic pay means actual basis pay i.e. pay in the pay band plus Grade Pay. At present the piece work rate (P/200) is calculated on the basic pay of Rs. 7100/-. P/200 for remaining portion of actual basic pay minus Rs. 7100/- is also to be paid to the piece workers. Therefore it is amply clear P/200 for the piece workers cannot be	CS(3.3)	CS (11) RS (21)

	<p>restricted to Rs.7100/-, it should be on the actual basic pay of the piece workers. This position has to be told to the MOD by OFB and necessary clarification may please be obtained.</p> <p style="text-align: center;"><u>OFFICIAL SIDE VIEWS</u></p> <p>A Committee was constituted for the purpose examined the issue. The committee has submitted its report. The views of staff side and views of official side have been forwarded to MOD. Decision is awaited.(Per/PM)</p> <p style="text-align: center;"><u>DECISION</u></p> <p>The matter was deliberated in the meeting and it was decided that the views of Staff Side will be put up by OFB (Per/PM).</p>		
3	<p>OFB have issued sanction to fill up various NIEs categories through DR. However the post of Vendor has not been sanctioned. Industrial Canteens are being managed with Contract Labourers even though Vendor vacancies are available in factories. OFB may sanction the post of Vendors also to the factories.</p>	CS(3.4), RSR(7.1)	
4	<p>(a) This point has been raised several times in various forums in the past, besides giving clearance by the full house during the JCM Meetings by both official and staff side members the staff side has given a proposal to divert unfilled DR & LDCE quota vacancies of Ch'man(T) to the Store Stream as one time measure for removal of stagnation of the Supervisors. The matter is yet to be finalised and remains in A/NG Sections of OFB after seeking the requisite information from various OFs. This may be given utmost priority to finalize.</p> <p>(b) In addition to above these points may also be taken into consideration to work out for the removal of stagnation of Supervisors.</p> <p>(i) That MOD vide letter No.44(1)/2002/III/D(Fy-II), dt. 01-10-2002 has given the sanctioned strength of Ch'man Gr.-I & II have been merged and redesignated to Ch'man only and the sanctioned strength should have been 1826 whereas as per ZBB OFB has given only 703 nos and no say about the balance 1123 vacancies may be given to Store Stream in order to remove the stagnation immediately.</p> <p>(ii) Supposingly if the vacancies of Ch'man(Store) and Ch'man(OTS) are clubbed then the total vacancies will be 1765 (703 + 1062) whereas as per MOD sanction strength is already 1826 nos as shown in Annx-I but as per Annx-II OFB has not shown any where the vacancies may be given to Store Stream in order to remove the stagnation immediately.</p> <p>(iii) These 61 vacancies may be brought back which has been freezed by the ADRP on functional requirement basis. As per DOP&T, guidelines already exist to re-coup the vacancies freezed due to obvious reasons in the ADRP.</p> <p>(iv) It is observed that MOD vide OM No. 02(I) 2007 D(Fy-I) UOR-III, dt 01-06-2009 the sanction strength so provide is as per group wise and not as per cadre wise and OFB distributes the above vacancies as per functional requirement of the respective factories</p>	CS (3.8)	

	<p>hence some vacancies can be diverted from Ch'man (T) to Ch'man(NT/Stores) in order to remove the stagnation immediately.</p> <p>(v) As on date there are nearly 190 posts lying vacant of JWM(NT) due to non-finalisation of seniority list of Ch'man and subsequently the DPC is also unable to take place. Taking this into consideration and exercising the special provisions of GFR 254 "A Ministry or Department competent to make appointment to posts in any cadre may make appointments in a lower post in the cadre to the extent of vacancies left unfilled in the higher posts" by OFB these vacancies may be given to Store Stream in anticipation of vacancies to be fallen vacant on their promotion to JWM from Ch'man in order to remove the stagnation immediately and the excess Ch'man(NT) will be adjusted once their Seniority list is finalised.</p> <p>(vi) ZBB Revision for both Chageman/Store and Ch'man/OTS may be revised.</p> <p style="text-align: center;"><u>OFFICIAL SIDE BRIEF</u></p> <p>A proposal for exercising the provision of GFR – 254 is presently under consideration of the competent authority. (NG)</p> <p style="text-align: center;"><u>DECISION</u></p> <p>It was intimated by DDG/IR that endeavour is being made to seek some sort of relief to the affected employees.</p>		
5	<p>The date of effect for JWM, LDCE was given from 5th January, 2015. This will put them in incremental loss. Therefore, the date of effect should be from 31-12-2014 or 01-01-2015. The same may be adopted in the case of Chageman, LDCE also.</p>	CS(3.11), SK(10.3)	
6	<p>The various NIE Cadre Review proposals pending with MOD / Defence Finance may be expedited.</p> <p style="text-align: center;"><u>OFFICIAL SIDE BRIEF</u></p> <p>The current status of Cadre Review Proposals is furnished as Annexure-2.</p>	CS (3.15)	VKD (26,37) SCN (56)
7	<p>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 Ambajhari Vs Union of India in OA No.2017/2014 Dt 17.01.2014 and 16 Judgements of CAT, Madras.</p> <p style="text-align: center;"><u>OFFICIAL SIDE BRIEF</u></p> <p>Matter has been taken up with MOD seeking decision for implementation. MOD has intimated that DOP&T is actively considering the issue. Decision awaited. (A/A)</p>	CS (3.17)	RS (16)
8	<p>As per the APC Constitution two meetings of the APC should take place in a year. However, no meeting has taken place during the year 2014. This forum is very important forum and hence it should be activated by holding</p>	CS(3.18), RS(4.6), SS(5.4),	

	regular meetings.	VKT(8.1)																																																						
9	As per latest Circular by OFB, Wireman have been allowed to appear in Supervisory Competency Test with Electricians. The same is not in conformity with the earlier instruction of OFB on the subject. The Wireman who were the left out categories, may be the feeder category for CM(Mechanical).	CS (3.14), RS (4.8)																																																						
10	<p>All the vacancies in different posts should be filled up timely and regularly. It is needless to mention that the manpower strength of factories are getting reduced month after month and induction are not being made in that corresponding ratio. This is resulting in situation of crisis management to meet out the targeted goal.</p> <p>(a) Most of the units of OF Organisation are operating with the Existing Strength much below the ZBB Sanctioned Strength for e.g. as on 01-11-2014 the strength position in GCFs are as mentioned below :</p> <p>(b)</p> <table border="1"> <tr> <td>Factory</td> <td>ZBB Sanctioned Strength</td> <td>Existing Strength</td> </tr> <tr> <td>GCF</td> <td>7645</td> <td>3212</td> </tr> </table> <p>Break up of Strength position of Gun Carriage Factory as on 01-11-2014</p> <table border="1"> <thead> <tr> <th>Category</th> <th>Group</th> <th>ZBB Sanction</th> <th>Existing Strength</th> <th>Deficit</th> </tr> </thead> <tbody> <tr> <td rowspan="2">GOs</td> <td>A</td> <td>65</td> <td>56</td> <td>9</td> </tr> <tr> <td>B</td> <td>371</td> <td>181</td> <td>190</td> </tr> <tr> <td rowspan="2">NGO</td> <td>B</td> <td>724</td> <td>434</td> <td>290</td> </tr> <tr> <td>C</td> <td>1</td> <td>0</td> <td>1</td> </tr> <tr> <td rowspan="2">NIEs</td> <td>B</td> <td>23</td> <td>17</td> <td>6</td> </tr> <tr> <td>C</td> <td>833</td> <td>552</td> <td>281</td> </tr> <tr> <td>Total (GO+NGO=NI E)</td> <td></td> <td>2017</td> <td>569</td> <td>777</td> </tr> <tr> <td>IEs</td> <td>C</td> <td>5628</td> <td>1972</td> <td>3656</td> </tr> <tr> <td>Grand Total</td> <td></td> <td>7645</td> <td>3212</td> <td>4433</td> </tr> </tbody> </table> <p>Percentage of Operating Strength vis-à-vis ZBB Sanctioned Strength = $3212/7645 \times 100 = 42.01\%$.</p> <p style="text-align: center;"><u>OFFICIAL SIDE BRIEF</u></p> <p>Per/G : Manpower Inventory in IOFS as on 17-12-2014 is as follows :</p> <p>There is a shortfall of 253 Nos IOFS as on date. In this connection it is intimated that 80 offer of appointments for the post of AWM(P) has been issued and 126 Nos. of recruitment in the post of AWM(P) is in pipe-line which is yet not materialised by M of D/DOP&T.</p> <p>Per/NI & Per/I: The competent authority has approved 1163 Nos. Direct</p>	Factory	ZBB Sanctioned Strength	Existing Strength	GCF	7645	3212	Category	Group	ZBB Sanction	Existing Strength	Deficit	GOs	A	65	56	9	B	371	181	190	NGO	B	724	434	290	C	1	0	1	NIEs	B	23	17	6	C	833	552	281	Total (GO+NGO=NI E)		2017	569	777	IEs	C	5628	1972	3656	Grand Total		7645	3212	4433	RS (4.10)	RPS (71)
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	recruitment sanction for different posts of NIE categories and 1568 Nos. of DR sanction for different posts of IEs Categories to various Factories.		
11	<p>OFC and OEF are not conducting meetings of Estate Advisory Committee despite instructions from OFB. The Factory should be instructed to schedule an early meeting.</p> <p style="text-align: center;"><u>OFFICIAL SIDE BRIEF</u></p> <p>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.</p>	SS(5.3), VKT (8.2)	103 (SK)
12	<p>Grant of parity in pay scale to the Assistants and Stenographers of Ordnance Factories and OFB Hqrs., by implementing the Judgement of Hon'ble High Court of Delhi in WP (c) 4606/2013. CM No.10601/2014, dtd. 14/10/2014.</p> <p>The stenographers and Clerical Staff of Ordnance Factories and OFB Hqrs., were repeatedly representing to the Govt. to remove the disparity in the matter of pay scales and promotional prospects when compared to similar categories of Central Secretariat, Armed Forces Hqrs., etc. however the Govt. has never considered their demand. Aggrieved by this injustice and disparity, the DGOF Employees Association approached Court of Law for justice. At present the Hon'ble High Court of Delhi in the above mentioned Judgment has given its Judgment in favour of the affected employees of Ordnance Factories and OFB Hqrs.,. The relevant portion of the Judgment is given below:</p> <p><i>"The petitioners were treated historically as equals to CSS/CSSS employees and enjoyed equal pay and all benefits flowing from equal pay. This was based on the previous for instances of determinations by successive Pay Commissions that they performed equal work. No other evidence of complete identity of work was necessary in the circumstances of the case. The materials on the record do show that the sixth CPC stated in more than one place specifically that historical parity in pay scales ought not to be disturbed. such being the case, this court is of the opinion that the CAT fell into error in holding that differentiation was facially justified and could not be gone into given the nature of restricted judicial review. Consequently, a direction is issued to the respondents to fix the members of the petitioner Association and other similarly placed Assistants working in Ordnance Factories and in OFB in the same pay scale as was given to Assistants similarly placed in CSS/CSSS, Army hqrs., UPSC, CAT, MEA, Ministry of Parliamentary Affairs, Etc. with effect from the same date as was first given to them. Consequential pay fixation and fitment orders shall be issued within eight weeks from today. The writ petition is allowed in the above terms without any order as to costs."</i></p> <p>In view of the above it is requested that the benefit of above judgment may be extended to the Stenographers and Assistants of OFB HQrs. and all OFs</p>	SS(5.5)	CS(1)

	<p>under OFB.</p> <p style="text-align: center;"><u>OFFICIAL SIDE VIEWS</u></p> <p>The judgment of the Court Case was forwarded to MOD vide letter dated 02-12-2014 for their consideration. MoD in turn referred the matter to DOP&T, which in reply, advised that a common Counter Reply should be filed before a Court of Law on behalf of the Union of India by the Concerned administrative Ministry /Department where the petitioner is serving or last served. DOP&T vide their communication dated 09-12-2014 have also advised that M of D may examine the case in consultation with Deptt. Of Expenditure and also Deptt. Of Legal Affairs and assail the order of the Hon'ble of the High Court by filing SLP before the Hon'ble Supreme Court.</p> <p style="text-align: center;"><u>DECISION</u></p> <p>Reply from Ministry of Legal Affairs has not been received. The same may be awaited.</p>		
13	<p>To formulate policy to recruit trained Trade Apprentices of Ordnance Factories as per the Amended provision of Section 22 of Apprentice Act. 1961.</p> <p>In the past based on a JCM III Level decision trained Trade Apprentice of OFs were recruited based on batch wise seniority. This was implemented successfully in all the Ordnance Factories in a time bound manner without any complained of corruption etc. Subsequently this instruction was withdrawn due to the judgment of Hon'ble Supreme Court. The Trade Unions were demanding for amendment in the Apprentice Act. 1961 so as to enable the training factories to recruit ex-trade apprentices at the first instance on batch wise seniority basis. At present the Parliament has passed an amendment in Section 22 of Apprentice Act, 1961. This amended provision empowers the training factory to formulate its own policy for recruiting their trained apprentices. Accordingly OFB may restore the earlier policy of recruiting ex-trade apprentices of the respective factories based on batch wise seniority without going for open advertisement etc.</p> <p style="text-align: center;"><u>OFFICIAL SIDE BRIEF</u></p> <p>The matter was referred by MoD to OFB. OFB has responded with suitable and positive recommendations vide OFB ID No.20/12/90/SCM/A/IR dated 29-10-2014. (A/I)</p> <p style="text-align: center;"><u>DECISION</u></p> <p>Gazette Notification has already been issued. The matter to be studied and put up for issuing necessary instructions. (Per/I)</p>	SS(5.7),	CS(20)
14	<p>Implementation of JCM-III decision in respect of Escort duty related issues like OT, exemption of food bills receipt:</p> <p style="text-align: center;">-</p> <p>There was a clear decision taken by the chair in JCM-III meeting on dt: 7 June & 28 Nov- 2013 regarding the persons who are deputed on Escort</p>	RSR (7.2)	CS (10), RPS(76)) SK (91 &

	<p>Duty & rectification work will get OT allowances to compensate their financial loss and also to be exempted from submission of food bills & hotel receipts. On the ground that they are very much involved in the interest of organisational work. It is unfortunate to mentioned here that the above high forum decision is still awaited for its implements till date. Since the people are suffering lot. It was also intimated by the house that a committee under the Chairmanship of Shri Munghate AGM/OFAj has been constituted by till date no action has been taken by the committee. Neither any meeting has been called even after repeated requests nor have representations been asked from the affected communities. There should be a transparent & on-line rotation system for escort duty is required to be maintained in all factories in the line of HEF.</p> <p style="text-align: center;"><u>OFFICIAL SIDE BRIEF</u></p> <p>A committee was constituted with Shri V. P. Munghate, AGM/Aj and Shri Rajkumar Sharma, AGM/Bolangir to study 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.</p> <p>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. (Per/PM)</p>		92)
15	<p>Providing Uniforms to the Employees of O.F. Organisation.</p> <p>This issue is long pending. O.F. Board is requested to look into the issue and an immediate implementation may be made.</p> <p style="text-align: center;"><u>OFFICIAL SIDE BRIEF</u></p> <p>As desired by the Competent Authority, a detailed OFB Letter dated 30-06-2014 was issued to HAL, Bangalore, BEML/Bangalore and BEL/Karnataka seeking complete information on the issues of providing uniform in those respective units. Reply is still awaited. A Reminder has been issued.</p> <p style="text-align: center;"><u>DECISION</u></p> <p>The matter was deliberated and the point was treated as <u>closed</u>.</p>	VKT (8.7)	SCN(58)
16	<p>Technical Qualification required for appointment to Chargeman(T) through LDCE</p> <p style="text-align: right;">- CS/AIDEF</p> <p>OFB vide Lt. No.2982/LDCE/CM(T&NT)/Vig./Per/NG, Dt: 10/10/2014 took a decision to revert the employees who are appointed through LDCE as Chargeman on the plea that their certificates are not recognised by AICTE. The AIDEF vide its lt. dtd. 15th Oct. 2014 protested against the decision of OFB and requested Chairman to reconsider the decision of OFB in this regard. Subsequently OFB vide their lt. dtd. 21/10/2014 have withdrawn the</p>		CS(3), DHU (39) Sk(100)

above mentioned instructions dtd. 10/10/2014. Their after OFB vide Lt. dtd. 24/10/2014 have issued another instruction to revert the employees appointed through LDCE to the post of Chargeman(T) based on Diploma qualification acquired from the Institution "Janardhanan Vidyapith University". Due to this several Court cases have been filed by the affected employees. On the one side OFB has withdrawn the reversion letter and allowed candidates who have acquired Diploma Certificates from different institutions including IME, on the other side the Factory Managements have rejected the application of employees who applied for Chargeman LDCE by producing Diploma Certificate issued by IME. There is no clarity in this regard. In this regard the following is submitted for the consideration of OFB for arriving a permanent solution.

The SRO for Chargeman simply states the following for direct recruitment.

" Three years Diploma or equivalent exams in respective fields duly affiliated by AICTE".

Unfortunately, the SRO 191/1994 through which LDCE for Chargeman post was introduced in the organisation, does not at all mention any particular qualification for being eligible for LDCE. The only requirement is two years experience in skilled grade of Industrial Employees. It is pertinent to mention the following in this regard.

Even though the SRO mentions ""Three years Diploma or equivalent exams in respective fields duly affiliated by AICTE', the AICTE does not grant any affiliations to any courses/exams/institutes, as the same does not fall within its purview. The mandate of AICTE has been laid in the statue as follows:

"To provide for establishments of an All India Council for Technical Education with a view to the proper planning and coordinated development of the technical education system throughout the country, the promotion of qualitative improvement of such education in relation to planned quantitative growth and the regulation and proper maintenance of norms and standards in the technical education system and for matters connected therewith."

2. Even the criterion laid down by SRO had been correct, the same is not applicable to LDCE candidates, which is evident from the following:

"the SRO 191/1994 through which LDCE for Chargeman post was introduced in the organisation, does not at all mention any particular qualification for being eligible for LDCE. the only requirement is two years experience in skilled grade of industrial employees."

As such question of a course approved by AICTE does not all arise, thus putting a question mark on the decision of OFB to revert all Chargeman who are occupying the post without having a qualification approved by AICTE, which has been made a ground for their reversion. It is found pertinent to mention that from OFB to MoD, there are talks of reducing litigation on matters which can be addressed and resolved administratively. But such gross violations of the conditions laid down by statutory documents like SROs would only compound the issue by bringing in hundreds of Court cases, which can be avoided. Furthermore, the OFB order does not mention the norms which have been supposedly violated, the matter on which CVC clearance has been obtained and the reasons for the final action. the fact that

	<p>the OFB order is changing the service conditions of employees, the basic tenets of principles of natural justice need to be observed, as the employees must know where they stand, and what wrong has been committed by them which is bringing about this reversion which they have justly earned.</p> <p>In view of the above we propose the following for the consideration of OFB for allowing Departmental Candidates for LDCE for the post of Chargeman(T)</p> <p>a) Candidates who have obtained Technical Qualification from Institutions/courses/certificates which are recognised by Ministry of HRD, Distance Education Council, INOU & a University/Deemed University sanctioned an act of the parliament, UGC etc., may be permitted to appear for LDCE of Chargeman.</p> <p style="text-align: center;"><u>OFFICIAL SIDE BRIEF</u></p> <p>As per SRO 191 of 1994 through which the provision for filling up 25% vacancies for Chargeman through LDCE was introduced /incorporated ,while there is no age criteria applicable , it has been stipulated however that educational qualifications applicable DR will be applicable for LDCE also. Further, as per SRO 66 dated 27.05.2003, the essential educational qualification to the post of Chargeman (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.</p> <p style="text-align: center;"><u>DECISION</u></p> <p>The position was noted by the Staff Side.</p>		
17	<p>Compulsory encashment of leave for NIES being re-designated as IE’s should be stopped. At present both the IE’s and NIE’s are permitted to accumulate 300 days earned leave which can be encash while relieving service. However, the practice of compulsorily encashing leave for NIE’s who are re-designated as IE’s still continues, thereby putting these employees to unnecessary financial loss. The issue may be considered in light of the present services conditions and the encashment may be made optional rather than compulsory.</p> <p style="text-align: center;"><u>OFFICIAL SIDE BRIEF</u></p> <p>The point will be examined.</p> <p style="text-align: center;"><u>DECISION</u></p> <p>The matter will be taken up with M of D.(Per/PM)</p>		RS (20), Dhu(42) RSR (108)
18	<p>Redressal of anomalies in Seniority List of Chargeman:-</p> <p>Association has gone through the seniority list of Chargeman published through OFB letter No. 2365/CH/Tech/Snty/2013/Pe/NG dated 25-11-14 and meticulously discussed the methodology/modalities adopted by task force as well as observations received from almost all branches and found that the said seniority list contain plethora of discrepancies (and filled discontentment among the cadre. The gist of these observations is narrated</p>		RPS (75) SK(87)

below:-

A large number of cases have been found where Mode of recruitment of Chargeman is shown incorrect, Intra factory seniority got disturbed, columns have been left blank and names of Chargeman are missing almost in all trades. It has also been observed that some names are found in other trades than the original trade.

Clarification given at A(i) is not acceptable at all, it is ridiculous enough to mention that marks in respect of candidates appointed prior to 2010 are not available with factory even with OFB, how this blatant remark can be made by apex management level, whether such lame excuse is having any legality or can be corroborated in court of law, even when there are instances where marks of the candidates have been provided by OFB to the applicant(s) in response to RTI. In this case any unwanted person from outside can challenge the appointment of these Chargeman. Intra factory seniority of the candidates has also not been maintained. It has been observed that a candidate of the junior batch who has joined after the senior has been placed above to his senior though he is junior in the data provided by his factory. The year wise list as mentioned in Para A(iv) has also not been maintained.

As mentioned in para D(i), it is mentioned that the seniority list of Chargeman Grade-I has been taken as it is because it was circulated in all the factories and time was given to all the individuals to represent for the same gives "Settled Picture" is not acceptable because in that list neither the date of Chargeman Grade-II was not mentioned nor the basis of placement of the candidates of various factories who was promoted on the same date has been mentioned. Apart from this it has been observed that the correction made after the representations has been fully ignored. On this ground responsibility of correct implementation of Govt. orders cannot be denied by simply resorting to words. Except playing with words management should rearranged the seniority list from 01-01-06 in order to correct implementation of Govt. Orders and to ensure that no employee should suffer for the mistake committed by factory/OFB management.

Clarification given at D VI(d), it has been mentioned that the names of a large numbers of candidates are missing in the OFB seniority list, who have been promoted to Chargeman Grade-I and these names has been included without disturbing the inter-se seniority list of Chargeman Grade-I as notified in 2009. It is understood that inclusion of the names in the list, is a natural justice but during the scrutiny the list of Chargeman (Chemical), it has been observed that the name of Shri Devendra Prasad, P.No. 932258 of SAF, dob 18/10/63, Dt of ch-I dt 23/03/2004 who was having sl.no.53 in the Seniority list of Chargeman-I list as on 01/01/2009 is missing. The same mistakes may have been repeated in the other seniority lists also.

Clarification given at A(e) The rotation of 2:1:1 is also not justified in light of DOP&T guidelines which clearly indicated that rotation of DR, LDCE & Promotees will be according to recruitment rules, as far as recruitment rules for the post of chargeman is concerned, it clear that recruitment is to be made 25% by DR, 25% by LDCE and 50% by promotion, hence the order of rotation will be according to these recruitment rule i.e. 1:1: 2.

In addition to above, DOP&T OM No. F.No. 20011/1/2006-Estt.(D) dated 03-04-12 has also not been taken into account in the process of making seniority list &

	<p>DOP&T OM No. 20011/1/2012-Estt. (D) dated 04-03-2014 from the date of its implementation.</p> <p>In view of the above, following points are proposed for consideration prior to finalization of the seniority list:-</p> <ol style="list-style-type: none"> 1) Proper cross checking in respect of Promotee, LDCE and DR Chargeman should be carried out before preparation of seniority under rota-quota and to be mentioned clearly in the Seniority list. 2) The date of Chargeman –II should be mentioned to check the correctness of the Chargeman Grade-I list. 3) The category of the employees is also to be mentioned clearly. 4) The Recruitment Year in respect of DR Chargeman’s should be clearly exhibited and based on which seniority under rota-quota should be fixed in respect of DR Chagemans’. 5) In respect of Promotee & LDCE Chargeman (NT), the Date of DPC and Date of publication of result of LDCE should be clearly exhibited before preparation of seniority under rota-quota. 6) Since Recruitment for Chargeman Gr-II(T & NT) w.e.f 2004 has been conducted by OFB only, even if there is non-availability of marks, the overall merit list can be prepared. Since OFB has sent factory wise merit list without marks to each factory, the master list of merit list in respect of each Recruitment Exam should be there at OFB without which Factory wise merit list could not be prepared. 7) Since the Seniority list is being published during November 2014, the order of DOPT vide O.M No. 20011/1/2012-Estt. (D), Dated 04.03.2014 on Inter se seniority of direct recruits and promotes should be followed. As the above order was based on Supreme Court judgement, the seniority of Chageman should also be prepared in line with above mentioned DOPT instruction. <p>In the wake of above, it is felt that due to slackness of OFB, the seniority list could not be published in time and after lapse of years. When it has got published, it is carrying a lot of discrepancies and non implementation/violation of Govt. orders and resorted to lame excuses. Hence it is requested to look into the matter and take a serious note on the issue so that right, bestowed by Govt. of India can be safeguarded and promotions from CM to JWM can be ordered at the earliest. It is also noted that there are cases, where juniors of existing chargeman had been promoted to post of JWM, in previous orders, therefore, pl. ensure to issue promotion order in respect of those chargeman to the post of JWM from the date of promotion of their immediate juniors without delay.</p> <p style="text-align: center;"><u>OFFICIAL SIDE BRIEF</u></p> <p>The subject seniority lists have been prepared / compiled based on the data made available by the respective factories. The specific anomalies and alleged short comings that are being received through various representations are being examined /considered and the seniority-lists will be amended appropriately based on admissible contents of representations. (Per/NG)</p>		
19	<p>Compulsory BOND for Direct Recruited Chargeman (T&NT): As per the existing procedure direct recruited Chargeman & JWM has to submit compulsory BOND, for Rs. 1 Lakh/2 Lac in case they resign within stipulated time. Whereas for other direct recruitment post like : Store Keeper, LDC,AWM etc there is no provision of such kind of bond. So bond for DR Chargeman & JWM should be eliminated from the existing system.</p> <p style="text-align: center;"><u>OFFICIAL SIDE BRIEF</u></p>		RPS (73) SK(88)

	Point will be examined. (Per/NG)		
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