

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

**MINUTES OF THE 22ND STEERING COMMITTEE MEETING OF
OFB JCM III LEVEL COUNCIL (11TH TERM) HELD
AT OFB HQRS. ON 12-10-2017**

The meeting was inaugurated by **Shri D. K. Shrivastava, Member/Personnel.**

The following were the participants:

Official Side	Staff Side
Shri Niraj Kela, DDG/IR was on chair	Shri C. Srikumar, Leader
Smt. Anupma Tripathi, DDG/NG	Shri R. Srinivasan, Secretary
Smt. Dr. Vani Anand Singh, Director/Admin	Shri Sadhu Singh, Member
Shri G. K. Chaudhary, Dir/HQrs.	Shri Suresh Kumar, Member (AIANGOs)
Shri K. Vijay Datt, Dir/G	Shri H. K. Agnihotri, Member (AIACEOF)
Shri S. K. Singh, Director/IR	Shri T. Panchaksharam, Member
Shri B. S. Reddy, Director/NG	Shri V. K. Tiwari, Member
Smt. Nidhi Tripathy, Dir/HRD	Shri B. R. Naresh Kumar, Member
Dr. S. K. Sachind, DDHS	Shri R. S. Reddy, Member
Shri S. R. Saha, LWC	
Shri Anindya Acharya, SO/Admin	
Shri Nabarun Dhar, JC of A(Fys)	
Shri S. K. Ghosh, AC of A(Fys.)	
Shri Debesh Roy, SAO	
Shri Saibal Ghosh, JWM/Per/I	
Shri P. K. Singha, JWM/NI	
Shri S. K. Behera, JWM/Per/Policy Matter	
Shri Dipon Banerjee, JWM/A/IR	
Shri Sanjeeb Banerjee, JWM/NG	

1.0 WELCOME ADDRESS BY SHRI S. K. SINGH, DIR/IR & SECY./ OFFICIAL SIDE.

1.1 Shri S. K. Singh, Director/IR & Secretary/Official Side welcomed Member/Per and thanked him for having consented to address the Steering Committee Meeting and to lay the path for deliberations of the day. He also welcomed DDG/IR on chair, Leader & Members of Staff Side and Officers of OFB & PC of A (Fys) in the 22nd Steering Committee Meeting of OFB JCM III Level Council.

2.0 OPENING REMARKS OF SHRI D. K. SHRIVASTAVA, MEMBER/PER

2.1 It is a great privilege and pleasure for me to inaugurate the 22nd Steering Committee Meeting of JCM IIIrd Level Council. I welcome Staff Side Members. I also welcome officers attending the meeting as members of the council, representative officers of PC of A (Fys) and other invitee officers.

- 2.2 JCM is a forum not only for discussing the service matters of the employees of the Organisation, but also regarding general atmosphere as well as challenges before the Organisation and brainstorm the available inputs for exchange of views and arriving at decisions intended towards growth and glory of the Organisation.
- 2.3 Organisation of late has been facing certain red flags regarding its performance on various fronts. But the key issues which need our immediate attention are the twin issues of quality and safety. Instances of accidents of various kinds have taken place in different Ordnance Factories quite regularly and these needs to be addressed immediately before it starts to tarnish the image of the Organisation. Human lives are precious and they need to be protected at all costs, in the form of safety measures for our workers and in the form of quality of our product which are used by the Armed Forces. This is a task which cannot be fulfilled by any single person in isolation but requires team work and systemic approach towards elimination of errors at all levels, human as well as technical.
- 2.4 While reviewing the points under consideration before the council, I could see various issues which are not being resolved despite considerable elapse of time. While it makes me sad to see the long pendency of these points, it has been an uphill task bringing the various agencies on a common platform and share a coherent view on the subject of consideration for easy resolution of the points. The following points remain a matter of concern :
- (i) Cadre Review Proposals - While other Cadre Review Proposals are under progress, three cadre review proposals were withdrawn in the wake of manpower rationalisation exercise being underway. While according manpower strength approval to OFB based on Manpower Rationalisation Committee Report, it was intimated by M of D that the cadre review proposals of JWMs, Clerical Staff and Stores Cadre may be submitted for approval of M of D after implementation of 7th CPC Report. The 7th CPC Report having got implemented, the proposals are being prepared for forwarding to M of D for approval.
 - (ii) PC of A(Fys.) has intimated that 3% increment cannot be accorded to persons who became CM from MCM, as the Recruitment Rules do not provide for the same. CGDA has endorsed the view taken by PC of A(Fys.). The matter has since been referred to M of D for taking up the issue with CGDA for compliance of M of D directives, issued in consultation with DOP&T. However, at the same time M of D has intimated that DOP&T has not agreed for promotion from MCM to CM in the same Grade Pay of 4200/-. OFB needs to find out the practice in other Departments in identical Cadres and draw clues therefrom for taking up the matter appropriately with M of D. However, Staff Side may come up with good proposal in this regard with example.
 - (iii) Various inputs have been received on the alterations in strengths of various categories during the process of Manpower Rationalisation wherein it is being intimated that functional problems such promotions etc. are being faced due to reduction in strength in various categories. Sufficient care has been taken that the promotions are affected to the barest minimum after the exercise of manpower rationalisation. However, the different inputs received in this regard are being examined on file to remedy the problems, wherever they exist.

- (iv) On the subject of NDA, a clarification has been received from M of D, which should be sufficient to resolve the issue of ceiling. The same has been taken up with PC of A(Fys.) before circulating it to all units for necessary implementation.
- (v) In the Escort Duty problem, Deptt. Of Exp has agreed with the fact that no voucher is required for claiming TA/DA. But still some issues are there to sort out the issue like, a Self Certificate is required mentioning the address and the telephone no. of the Hotel. I am of the opinion that this is valid information which the claimants must submit in their certified claims to the Factory/LAO.
- (vi) It has been intimated that the Committee constituted for recommending Transfer Policy for all factory-based posts, has submitted its report, which is under consideration at OFB. However, I am of the view that a copy of the Committee Report should be shared with all stakeholders and their views are invited before taking a final decision in the matter. Necessary instructions have already been issued in this regard.
- (vii) The matter of Incentive Scheme to Examiners is under active consideration of OFB/Finance. For remaining categories, the 2nd Part of the Committee Report constituted for the purpose is awaited.

2.3 I wish fruitful discussion on various issues which the staff side may bring up for discussion and appropriate response from the official side.

3.0 REMARKS OF SHRI NIRAJ KELA, DDG/IR

At the outset, I would like to welcome and convey special thanks to Member/Personnel Shri D. K. Shrivastava Sir for inaugurating this 22nd Steering Committee Meeting of OFB JCM III Level Council of 11th Term.

I welcome all other Officers of OFB and PC of A(Fys.) present in the meeting as well as the Leader and Secretary and other Staff Side Members of the Forum.

I find it my proud privilege to chair and address this august Forum for the first time, being participated by matured leadership from the staff side members. Before starting the deliberations on the Agenda Points a few words are offered from my side :

- ✓ While studying the Action Taken Report on the 21st Steering Committee Meeting and the Set of New Agenda points submitted by the Staff Side, I find that there are many points which are pending at M of D, Defence/Finance etc. Divisional Officers are constantly expediting those issues. Some of the points are quite out of purview of OFB and are already being discussed in the National Council (JCM) and Departmental Council (JCM). Also some points were discussed in this forum earlier and were not found feasible to be implemented and were turned down in this Forum on various occasions. Hence, raising the same points again & again only increases the paperwork and time, without meaning fully contributing to deliberations of this forum.
- ✓ For screening Agenda Points for the next Main JCM Meeting a number of points have been submitted by the Staff Side. I would request the Staff Side Members to restrict their speech points on those issues which are not mentioned in Action Taken Report or in Agenda List, so

that a better appreciation can be made on the issues raised. After discussing all these points, any additional points can be mentioned by the Staff Side, wherever required.

- ✓ The following are the issues which remain in focus in the JCM Forum :
 - Incremental Pay during DOT hours.
 - Escort Duty Related Matters.
 - 3% Increment on movement from MCM to Chargeman
 - Piece Work Correlation
 - The matter of Incentive Scheme for all categories of employees
 - The ceiling issue in grant of NDA
 - Cadre Review Proposals
 - Transfer Policy of factory based posts

- ✓ This time an Official Side Agenda is placed for having discussion on it. This is regarding “**Proposal for revision of SRO in respect of Chargeman (Technical & NT) (Gr B post) in the Indian Ordnance factories**”. Respected Member/Personnel has desired to have discussion on the issue by all the stake holders. Hence, the issue has been added here for deliberation. This, along with other issues will be deliberated during discussion on various Agenda and Speech points.

- ✓ I hope that the meeting will help us to find amicable solutions on points of concern, within the limited capacity of the Forum.

4.0 SHRI C. SRIKUMAR, LEADER/STAFF SIDE

- 4.1 At the outset the Leader / Staff Side thanked the Member (Per.) for informing the house about the latest developments and the challenges before the Ordnance Factories. He appreciated the concern expressed by Member (Per.) and stated that the Management and the Unions at the local level and the OFB and the Federations at the Apex Level should work like a team so as to overcome the present crisis and to save the Ordnance Factories from the attacks coming from different corners.
- 4.2 He welcomed Shri. Niraj Kela, DDG/IR and other officers who are attending the meeting for the first time and expressed confidence that all of them will contribute positively for resolving the issues which are being discussed in the JCM Steering Committee Meetings.
- 4.3 He then informed the house about the following developments which has taken place, its impact on the Ordnance Factories and its employees and the steps taken by the AIDEF to resolve these issues.
- a) Outsourcing of 143 products being manufactured by the Ordnance Factories.
 - b) Proposal of Army HQ. to further declare 39 more products of OEF Group as “Non Core” and to outsource the same.
 - c) Future workload of VFJ and PPP Model in the Small Arms Group of Factories.
 - d) Withdrawal of Sunday OT in lieu of holidays. (**Agenda Pt. No. 7**)
 - e) Criticism against the Ordnance Factories with regard to the barrel bursting of the imported M777 Guns.

- f) Handing over of the BMC Technology jointly developed by Ordnance Factories and DRDO to the private sector by DRDO.
 - g) Handing over of Bullet Proof Technology developed by DRDO to the private sector.
- 4.4 The AIDEF observed 37 days Relay Hunger Strike at Delhi and on the 36th day the Secretary (DP) held a meeting with the AIDEF representatives wherein we have protested against the decision taken by the Government to declare Ordnance Factory products as "Non Core" and requested to reconsider the decision taken by MoD and also protested against the proposed PPP model and demanded for sufficient workload for VFJ. Subsequent to the meeting MoD issued a Letter to the AIDEF stating that with regard to 39 items of OEF Group of Factories suggested by Army, MoD has not taken any action on the proposal of Army Headquarters. AIDEF has represented to the Hon'ble RM against the decision of DRDO to handover the Technology of different products to private sector. AIDEF has also represented to the DDP to reconsider its decision on working OT on Sunday which is going to have serious impact on the completion of target as well as heavy loss in the wages of the Employees. AIDEF has also issued protest against various Media reports published against OFs. OFB from their side may also pursue all the above issues so that the 216 years old industrial Organization is saved and protected.
- 4.5 For the past few months major accidents have taken place in few of the Ordnance Factories which is matter of very serious concern. He pointed out the accidents at AFK, HVF and other Factories. He also pointed out that in Building No. 747 of CFA fire accident has taken place thrice. A special Cell may be constituted to monitor the safety and modernization of A&E Group of Factories. He also demanded that representation of the Federations should be there at the OFB level Safety Council and instructions may be issued to invite the APC Members of the respective Zones to attend the Central Safety Committees of the respective Factories as being done in the case of LPC so that they can also contribute for maintaining the safety in the Factories.
- 4.6 He then raised the following issues pertaining to PC of A (Fys.) which are remaining unsettled in spite of the repeated efforts by the Federations and OFB.
- a) Even after repeated clarifications by MoD and OFB that there should not be any ceiling limit of Basic Pay for payment of NDA to the employees who are deployed on Night Shift is not yet settled. Based on the representation of AIDEF, MoD vide its ID dated 22nd September, 2017 have issued strict instructions to CGDA to follow their instructions dated 07.07.2017. (**Agenda Pt. No.9(n)**)
 - b) In spite of clear Government Orders for grant of one increment (3%) for the MCM on promotion to Chargeman the Accounts Authorities are not honoring the Government order and Employees are denied their due benefits. (**Agenda Pt. No.38**)
 - c) The TA/DA final claim of employees of OF Chanda who were deputed on Escort Duty and other Duty to far off places, remote locations, border area during 2013-2014 was not yet passed by LAO of OF Chanda on the plea that the Hotel Bill submitted by the employees is not carrying registration number. This issue was taken up in the JCM-III Level Council Meeting held on 29.12.2014 demanding that the cases may be settled by paying the DA equivalent to 5th CPC and settle the cases since employees are not in a position to submit Hotel Bills with registration number. Instead of settling the matter at present the Account Authorities have issued notice for recovering the entire amount with cumulative interest thereby subjecting the

employees to undue financial hardship for no mistake of theirs. This issue may be settled urgently.

- d) In spite of instructions the LAOs are not informing the employees about the reasons for disallowing the Medical Claims submitted by the Factory Employees. **(Agenda Pt. No.14)**
- e) As per Ministry of Finance Letter dated 12.05.2017 HoD can grant relaxation for payment through cash to the willing Employees with the approval of Financial Advisor. General Manager / OCF Avadi recommended for cash payment of Bonus to the willing employees as a special case. However, the Account Authorities have not accepted the recommendation of the HoD.
- f) In spite of Government orders the Officers of Local Accounts are not attending the JCM-IV Level Meetings. Some time a lower level official like Auditors are asked to attend the JCM Meetings and due to which Accounts related issues at the Factory level are remaining unsettled which creates IR problems.
- g) OT wages have been frozen by the LAOs in the rate prevailing as on 30th of June, 2016 on the plea that OT wages in 7th CPC are not revised. Pending the same Employees are eligible for OT wages by including the 6th CPC DA, Annual Increments, Promotional Fixation Benefits etc. LAOs are of the view that even though employees are eligible for the payment since the PC of A (Fys.) have not revised the wage package they are not in a position to make the payment. All the above issues pertaining to the PC of A (Fys.) may be settled in a time bound manner to avoid industrial unrest in the Factories.

4.7 Based on the demand raised in the Standing Committee Meeting of the National Council (JCM) held on 03.05.2017 DOP&T have asked MoD to forward the cases where the Employees have purchased Air Tickets from other than authorized agents for availing LTC 80 so that the cases can be examined and if the employees have actually travelled to restrict the payment to the limit of the actual Air India LTC 80 fare on the date of the journey performed by employee. MoD have issued instructions which was circulated by OFB. However, the Factory Management instead of forwarding the cases to OFB for taking up with DOP&T have started recovering the LTC amount from the employees. At present DOP&T has given the above relaxation to an employee of DRDO vide DOP&T ID dated 19.09.2017. Since, the affected employees of Ordnance Factories are similarly placed OFB may obtain the same relaxation for its employees and pending the same Factories should be instructed not to recover the LTC amount paid to the employees. **(Agenda Pt. Nos. 12 & 41)**

4.8 Factories and OFB Headquarters are not granting promotions to the eligible candidates in spite of availability of vacancies on the plea of the DOP&T instructions based on the judgment of the Honorable Supreme Court. Employees are retiring without getting their due promotion and serving employees are affected since no retrospective promotion is given to them subsequently. Recently, on 10.10.2017 OFB have issued promotion orders to its staff. On the same analogy OFB may issue instructions to the Factories to immediately operate the promotions. **(Agenda Pt. No.3)**

4.9 During the process of rationalization of manpower OFB has reduced a large number of posts in the NIE categories including promotional post. Due to this the employees who are waiting for more than 10 years for promotion to higher post like OS, Chargeman etc. are subjected to hardship since the vacancies are reduced. Many Factories have sent proposals in this regard to OFB. OFB may reconsider the matter and Factories may be permitted to promote eligible employees in case of availability of vacancies as on the sanctioned strength prior to

rationalization by OFB. Similarly, the four posts of Vendor / Bearer reduced from HAPP may also be restored back to implement in the judgment of Honøble Supreme Court to regularize the casual employees.

- 4.10 DRDO is issuing Rs. 3,000/- as Brief Case Allowance to the employees upto the Grade Pay of Rs. 4,200/-. On the same analogy OFB may issue instructions to grant Rs. 3,000/- as Brief Case Allowance once in three years to MCM, Chargeman and other employees who are in the Grade Pay of Rs. 4,200/-.
- 4.11 The lady Gynecologist of HVF, Avadi is transferred out by OFB. Considering the large number of women employees working in OCF, HVF and EFA and also the strength of family members of the employees the lady Gynecologist may be retained at HVF for the benefit of women patients.
- 4.12 Considering the hot climate of the places where Ordnance Factories are situated and the requirement of the patients to be kept in a reasonably cool temperature OFB may issue instructions for Air Conditioning of all the wards the Factories Hospitals.
- 4.13 The outstanding demand of the Staff Side for payment of OT wages to the employees deputed on escort duty and other repairing work etc. and also to CMDs during tours is still remaining unsettled. The same may be settled at the earliest considering the financial loss of the employees.
- 4.14 Factories are not implementing the provisions of DOP&T OM dated 27th July, 2017 for extending the benefit of FR 22(1)(a)(1) to the employees who are promoted / granted MACP on the plea that the order has not specified about the date of implementation. This stand of the Factories is incorrect since DOP&T has issued only a clarification that FR 22(1)(a)(1) holds good even after the implementation of 7th CPC with regard to availability of option clause for pay fixation on promotion / MACP. OFB may arrange to issue necessary instructions to all the Factories to implement the above direction of DOP&T OM dated 27th July, 2017 w.e.f. 01-01-2016.
- 4.15 OFB has not yet taken a decision for implementing the Transfer Policy of IEs, NIEs and NGOs jointly given by the Staff Side. This may be immediately accepted and the Transfer Policy may be issued without further delay.
- 4.16 While implementing the 7th CPC recommendations with regard to grant of higher grades of JWMs, since the same is effective from 01.01.2016 the sanctioned strength of JWMs should be worked out on the basis of 01.01.2016 and not on the basis of the reduced strength of JWMs. In case the proposal has already gone to the MoD for approval the same may be amended so that maximum number of JWMs are benefited out of the Pay Commissions recommendations.
- 4.17 OFB may arrange to issue instructions for payment of 7th CPC Risk Allowance to Fire Fighting Staff and Patient Care Allowance to the Hospital Staff immediately.
- 4.18 OFRC has not yet published the result of the written examination held for selection of candidates to various Posts in the Ordnance Factories. The same may be published immediately since Factories are suffering due to shortage of Manpower.

4.19 Results for LDCE of Chageman is not yet published on the plea of a Court Case. The matter may be legally examined and steps may be taken to publish the results at the earliest. The issue of permitting employees who have obtained Diploma through Distance Education Mode to become Chageman through LDCE may also be considered favourably.

5.0 SHRI R. SRINIVASAN, SECRETARY/STAFF SIDE

5.1 At the outset he mentioned that providing accommodation for the Leaders of Federations and the JCM Members during the official visit to Kolkata despite sending communication and with proper advance intimation to GSF by OFB HQrs. GSF is imposing restrictions about the time and date and creating inconvenience to the Guests. This need to be settled by OFB with GSF Management to avoid such inconveniences to the Leaders on their arrival. Appreciated the viewers placed by Member/Per in his opening remarks about the issue.

5.2 Overtime rates are paid on the pay scale of 6th CPC since it is not revised. But when individual employees are promoted to next GP/Pay scale the OT rates are still paid on the old grade pay and not on promoted pay/GP. Further, old pay is not taken for calculation by adding Annual increment rationally for OT Pay. This is leading to loss in this OT wages. This needs to be clarified by issuing necessary instructions with the approval of PC of a Fys.

5.3 OF Board issued revised sanction of IEs for some Fys and were informed to operate promotions as per the revised sanction by 01.06.2017. some Fys have completed the process and published the promotion orders. Whereas some Fys have refused to operate on the reasons that due to pending clarifications on DoPT orders on reservations and maintaining SC/ST roasters. This need to be clarified and to operate promotions.

5.4 As per the Existing SRO of IEs, Annexure -B Trades are to be filled by 100% by promotion from Labourers. Since Labourers strength are reduced and no induction in Labourer, no candidates are available for promotions to Annexure -B Trade. Particularly, Rigger, OMHE , sand & shot Blaster etc which are essential and having very much shortage in Fys. To maintain activities, contract workers are engaged due to which accidents are taking place. To maintain production activities, contract workers are engaged due to which accidents are taking place. Since there is no trained /ITI people are not available, necessary decision may be taken by fixing qualification for Dr in Fys to meet the production requirements.

5.5 Transfer policy of Gr. -C employees by OFB was discussed in JCM III. Suggestion/views were submitted by Federations. Committee was formed by OFB. Till date it is not finalized. This needs to be finalized at the earliest.

5.6 Night duty allowance case of removing of ceiling in respect of officials who are at present getting this benefit as per existing order. As per DOP&T OM dated 04.10.1989 OFB and other Defence establishments are being advice to issue one ótime office order, specifying definite terms, the designation, the designates/categories/Levels of non-gazetted employees IEs&NIEs who were getting this benefit of NDA is accordance with extant instructions i.e DOP&T OM dated 04.10. 1989 so as to ensure that seamless deployment at night shifts and payment of NDA based on current pay. CGDA was also requested to issue necessary directives to their lower

formation to deal with the cases of NDA accordingly. This issue is pending and needs to decide at the earliest.

- 5.7 In HVF, around 20 employees have been offered deployment against the regular work like examiner, drawing officer in grade of HS II & HS I trades for a period of 18 months through outsourcing. This is very objectionable. This should be stopped. If this continues, there will be services industrial problems OFB should intervene.
- 5.8 Ministry of Finance Dept of Expenditure through its resolution dt. 06.07.2017 published the revised allowances as per 7th CPC and subsequently some allowances were revised. Till date, this is not circulated by OFB to Fys to implement this same. This needs to be followed.
- 5.9 Ministry of Finance (Dept of Expenditure OM No. 1(13)/EV/2017 dt. 26. 07.2017 directed to furnish the information on pension revision made available by CPAO/PCDAE(Pension) and those number of cases where appropriate action for pension revision has been completed including payment of revised pension to retired employees along with arrears. On this to revised the program, M of D under Additional Secretary (BM) held a meeting with the officials of Directorates on 03.08.2017 at South Block. It is requested that the total no of pensioners and cases sent to PCDA(P) till date may be informed to this forum. At the same time probable date of completion may be intimated.
- 5.10 M of D vide their letter No. 11(1)/2013-D(Civ-II) dt. 18.07.2017 directed to all the line directorates to examine each case on certain para meters/criteria and re-submit the proposal in the prescribed pro-forma for granting relaxation in respect of employees for booking journey tickets on LTC through Private Travel Agency as per DOPT ID note 43020/2/2017-Estt(A-IV) dt 03.07.2017 for taking up with DOP&T. Progress needs to be known.
- 5.11 Cadre review & SRO proposals submitted to MoD and pending with MoD may please be given the details to the forum.
- 5.12 The employees of OFCh when deputed on duty to Siliguri ,Panagarh etc. submitted their final food bills for Hotel accommodation, food bill setc but 2012 onwards bills are not cleared due to want of authentication. Amount is recovered in respect retiring of employees and for others it is pending needs be settled.
- 5.13 Compassionate appointments is OFCh is not given from 2012 due to pending finalization of seniority of cases. The needs it be settled.
- 5.14 OT working on Holidays and Sundays in Ord. Fys have been stopped from September 2014 with further instruction that Fys will have to restrict only 9 hours a day. This has re-settled increase of absentism and may be difficult to meet the targets. Fys should be given this liberty to detail OT on certain para meters considering the available wad, deficiency in SMH and control this expenditure ect. Otherwise Fys with suffer this may taken up with MOD for review.
- 5.15 Engine Fy stated introducing the payment of wages Act provisions to recover the Trade union membership subscription when the issue is under discussion with MOD. Therefore, how EFA has not implemented when there is no instruction EFA on its own.

5.16 Inter Fy Transfer in respect of Tradesman should not be lesser than Skilled grade since posts are sanctioned in skilled grade. Some factories are accepting for skilled grade employees in semi skilled grades. Some times in skilled grade necessary instructions may be issued to follow in skilled grade.

6.0 SHRI SADHU SINGH, MEMBER/STAFF SIDE

- 6.1 New vendor base may be developed at OPF to tackle the issues related to the production and attempt may be made for better coherence with DRDO.
- 6.2 Attempt may be made for production of Bullet Proof Jacket and for this purpose better consonance is required with DRDO.
- 6.3 Reports of the committees formed for Core--Non-Core issue may please be shared with the Federations.
- 6.4 People having Trade Apprenticeship from Ord. Fys. may be recruited in fys. and 60% seats may be kept reserved for the same as Navy. Accordingly SRO may be amended.
- 6.5 NDA up to Chargeman, without any ceiling may be pay off without further delay as accorded by MoD.
- 6.6 Long pending Issue of OTA of 3 ¼ hrs may please be resolved at earliest please.
- 6.7 JCM-III level members may be included in local Safety Committee and representation may also be granted in Board Level Safety Committee.
- 6.8 Decision may please be taken at the earliest regarding the incentive to the examiners issue.
- 6.9 Cadre Review of all categories may be expedited at OFB level.
- 6.10 The issue of Inter Grade Ratio of IEs at par with railways is still pending despite several discussions in previous meetings, the matter may be resolved as soon as possible.
- 6.11 Working Hrs. should be increased up to 10 Hrs. in holiday weeks to reach completion of production target.

7.0 SHRI SURESH KUMAR, MEMBER/STAFF SIDE

- 7.1 Promotion for the year 2016-17 & 2017-18 from CM(T&NT) to JWM(T&NT) and JWM to AWM is not done till now. Notification for LDCE ó JWM not published till now and filling the 846 posts of CM(T&NT) through DR not notified till now. As a result frustration amongst the cadre is generating and as well as they are demoralized.
- 7.1 Withdraw the decision of stoppage of Sundays/holidays OT in Ordnance Factories.
- 7.2 7th CPC recommendation for JWMs has to be implemented w.e.f. 01.01.2016 as per the Gazette of India Dt: 15/06/2017. OFB has initiated action for revision of hierarchy w.e.f. 01.01.2016 but the current sanctioned strength of JWM, CM & OS has been taken for

calculation of 10% posts in Level-8 which is not correct and result in loss to the cadre. Calculation on the basis of strength as on 01.01.2016 can help at least place 100 more JWMs in level-8. OFB itself has proposed the revision of hierarchy as per its letter submitted to MoD for revision of hierarchy of Group-B (G&NG) cadre as per 7th CPC recommendation after publication of CCS(RP) Rules-2016 Dt: 25/07/2016 is based on the sanctioned strength of JWM, CM & OS as on 01.01.2016, but time of the processing for revision of hierarchy OFB is taking another revised strength which can be applicable only from the date of revision.

In view of the above it is requested that revision of hierarchy as per the Gazette of India Dtd: 15/06/2017 i.e. calculation of 10% posts of (sanctioned strength of JWM+CM+OS) to be placed in level-8 must be done as per the sanctioned strength of JWM,CM & OS as on 01.01.2016.

- 7.4 Strength of JWM-T has been reduced by 438 post by MoD and strength of JWM-NT(OTS) has been increased by 431 and strength of OS has been reduced by 651 and the strength of CM (T) reduced by revision committee of OFB, due to this, inter grade ratio between CM:JWM has been disturbed. The criteria applied for revision of strength is not understood and anomaly has been created by this revision.

Once the strength of OS has been reduced from 1857 to 1206, this reduction of 651 posts of OS was sufficient to increase 431 posts of JWM-NT(OTS) and there was no need to reduce any post from JWM-T cadre. But OFB has reduced 438 posts from JWM-T cadre which cannot be justified. It can be understood that strength of JWM-NT(OTS) would have been increased to ensure proportionate strength in the post of JWM-NT keeping in view the promotional prospect of CM-NT(OTS) & OS to the post of JWM-NT(OTS).

- 7.5 MoD vide ID No. 17(4)/2012/D-(Civ-II) dated 07/07/2017 has clarified the confusion of PC of A (Fys) over the ceiling of pay for entitlement/eligibility of employees for grant of NDA. As clarified by MoD all categories of employees of Ordnance Factories (excepting Nurses) are eligible for grant of NDA based on the based on the revised pay and allowances as per 6th CPC pay scales without any ceiling.

- 7.6 In many cases JWMs who already got 3 MACPs and no promotion is due are compelled to exist in same grade due to no vacancies in hierarchy. In order to overcome such problem non-functional up-gradation may be given to such individuals on par with the system existing in Group-A cadre.

- 7.7 After implementation of 7th CPC, OT allowance is being pay on 01/01/2016 (6th CPC rate). The increments & promotion/MACP attained by the individuals after 01/01/2016 are not being taken into account for calculation.

- 7.8 An individual who appeared in LDCE in the year 2007 for the vacancy of the year 2006 is being reckoned from 2007 for seniority. Whereas, the individual who came as DR for the vacancy year 2006 is being reckoned from 2006 itself. Due to this discrepancy LDCEs are becoming junior to DR Chargeman. Therefore the year of vacancy may be considered for reckoning the seniority.

8.0 SHRI H.K. AGNIHOTRI, MEMBER/STAFF SIDE

- 8.1 LDC and UDC who have been promoted in the post of UDC and OS respectively after completing the residency period of 8 yrs and 10 yrs respectively may please given notional seniority from back date.

- 8.2 Promotion of LDC to UDC and UDC to OS are being affected because of this rationalization. In OCF Avadi 01 UDC was die to be promoted in the post of OS in the month of July,2017, but he has been deprive from promotion as sanction strength of OS has been reduced in OCF. Promotion of MTS to LDC has also been stopped in all factories because of this rationalization. Hence, this rationalization may please be reconsidered.
- 8.3 Promotion in r/o OS & CM(NT) to JWM(NT).
- 8.4 Promotion of OS and CM (NT) against DPC of 2016-17 and 2017-18 may please do.
- 8.5 The cause for non-admissibility of Financial up gradation to erstwhile checkers may be intimated.
- 8.6 All correspondence with PC of A done by OFB may please be made available.
- 8.7 Special pay of Rs. 140/- to 10% UDC post may be granted.
- 8.8 Copy of the MOD letter through which ministry has regretted the point may pleased be given.
- 8.9 Renewal of recognized service associations is pending since last 2 years. It is requested that a Sr. Officer may kindly be deputed to MOD to get the matter solved and renewal of recognition may be done.
- 9.0 SHRI T. PANCHAKSHARAM, MEMBER/STAFF SIDE**
- 9.1 Ignoring of δCHECKERøPost for the purpose of MACP : The subject matter was implemented and the benefits were given to the concern employees in some Ordnance Factories. But some other factories like HVF, it is not implemented. This was raised in many meetings even in the last JCM Meeting. It was replied that the proposal was not accepted by the committee formed by OFB. He requested to give the copy of the Committeeø report to know the reasons for not accepting. But so far OFB has not given any details about the matter. It is requested to provide a -Speaking Orderøin this matter.
- 10.0 SHRI V.K. TIWARI, MEMBER/STAFF SIDE**
- 10.1 IEs Payment slip: - The printer is under breakdown since last 12 months due to which the payment slip of IEs is being delayed even after the matter has been raised in JCM-IV & JCM-III meetings. Sometimes the payment slip is given after 10th of the month but the date is printed as 8th only. Due to this a great unrest is there among the IEs.
- 10.2 The arrears of the employees who have been promoted since 2016, has not yet been released with the excuse that software for calculation of arrears has not been received by LAO from PC of A.
- 10.3 The DA payment to Industrial Employees has also not been released till date.
- 10.4 Swachh Bharat Abhiyan: Due to the negative view of JCFA, the tenders of cleaning toilets and etc are being delayed due to which the situation in the factory is intolerable. The toilets & workshops are in the worst condition since last 25 days.

11.0 SHRI B. R. NARESH KUMAR, MEMBER/STAFF SIDE

- 11.1 HVF management has not given OT to new recruits even after completing the one year service and Piece Work also not giving even after 200% production completed.
- 11.2 OF Varangaon has given advertisement of vacancies on 30-05-2015 but till date recruitment has not been done. It should be done at the earliest.
- 11.3 Early clearance of NDA.
- 11.4 Payment of Risk Allowances to Fire-Fighting staff as per the recommendations of Allowances Committee in 7th CPC Gazette Notification.
- 11.5 Boiler Attendant, Electrician and Wireman should also granted Risk Allowance.
- 11.6 Factory Hospitals are not giving treatment to retired employees, it should be included in OFMR.
- 11.7 Notional DA of 6th CPC should be paid on allowances OT & TA upto June, 2017.
- 11.8 Residency period should be counted for promotion of JWM at the time of Transfer of JWM.
- 11.9 Working hours should be increased upto 10 hrs per day in Holiday Weeks to reach and complete the production target.
- 11.10 Long Pending issues not closed till date it should be cleared early.
 - (a) Examiners Incentive.
 - (b) 3 ¼ hours overtime allowance for Piece Workers.
 - (c) Cadre Review for NIE's Cadre.
- 11.11 Introduce the promotional channel to Fitter Electronics in Electronics channel as well as Chageman Electronics.

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

- 12.1 The PC of A vide their letter dated 10/09/2014 has issued clarification for Re-fixation of Pay in r/o Ex-servicemen who either retired prior to 01/01/2006 or were re-employed subsequently after 01/01/2006. In spite of clear clarification, OFs are yet to extend the benefit to the ex-servicemen.
- 12.2 The Residents residing at AFK Range Hills Estate are facing problems as they are not able to communicate with their families and friends as there is no Mobile tower in the estate. Engineering Division of AFK has confirmed that all formalities which are mandatory have completed and the same has to be approved by OFB for further action. However a letter has been received by OFB dated 14/09/2017 through which Director welfare & HRD has again asked for certain documentation which seems to be already forwarded. The delay in approving the proposal is creating unrest amongst the workers and residents as they are deprived of basic facility. OFB may kindly look into the matter and treat the same as a priority case.

- 12.3 Progress in formulating the transfer policy for IEs may please be intimated.
- 12.4 It is learnt that a committee has been formed under the chairmanship of GM/Ambajari and other GM and senior officials as members to study and recommend the feasibility of maintaining our Hospitals, School and Yard and Estate offices. As the concerned departments are very closely related to the safety and welfare aspect of the employees, the Staff Side members of JCM IIIrd council are being kept in the dark about this development. The details may be communicated to the Members so as to understand the motive behind the formation of such a committee.

BUSINESS SESSION

Besides the issues deliberated by the Staff Side in their Speeches, a total number of **84 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.

The meeting ended with Vote of thanks to the Chair.

-sd/-
(S. K. Singh)
Director/IR &
Secretary/ Official Side
OFB JCM III Level Council (11th Term)
Dated, the 15th December, 2017

No. 20/14/20(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

**ANNEXTURE TO THE MINUTES OF 22ND STEERING COMMITTEE MEETING OF OFB
JCM III LEVEL COUNCIL (11TH TERM) HELD ON 12-10-2017 AT OFB HQrs., KOLKATA.**

A. OFFICIAL SIDE AGENDA

Proposal for revision of SRO in respect of Chargeman (Gr B post) in the Indian Ordnance factories. Per/NG

This is in context with the communication on the above subject vide MOD ID no 41(8)/2011/D (Estt/NG) dated 18-07-2016 through which specific observations of MoD and/or DOP&T on the draft proposal of revision of recruitment rules for the post of Chargeman (Technical) and Chargeman (Non-Technical), has been conveyed. In view of such queries/observations, it has been directed by Member/Per to discuss with all the stake-holders on the provisions proposed in the draft RRs and necessary modification/incorporation, if required, may be made in the subject RRs prior to resubmit the same to MoD.

(i) For Chargeman (Technical) :

Observation 1

Col No of RR---(10)

Head of Draft RR :

Method of recruitment, whether by direct -recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods.

Content in Draft RR proposed by OFB :

ã(a) 50% of the vacancies in a year by promotion;

(b) 25% by Limited Departmental Competitive Examination from amongst persons fulfilling the following the eligibility conditions: -

(i) Industrial employees holding òSkilledö Grade, or higher Grades, in all categories, with three yearsøexperience in the Grade, and possessing educational qualifications same as the prescribed essential qualification required for Direct recruits, or

(ii) Employees in the NIE category in the Pay Band and Grade Pay similar to skilled industrial employees, or higher Grade, with three yearsø experience in the Grade, and possessing educational qualifications same as the prescribed essential qualification required for Direct recruits, failing which by Direct Recruitment;

(c) 25% by Direct Recruitment after adjustment of surplus / transfer from equivalent post(s).ö

Observation made by DOP&T on Draft RRs :

As per DOP&T guidelines, number of feeder posts should be 3-5 times the number of promotion post for the method of recruitment. Therefore, number of feeder posts is required to submit. For LDCE, DOP&T prescribes more than half of the number of years prescribed for normal promotion from the feeder grade. OFB is advised to consider the methods of recruitment as ‘50% by LDCE, 25% by promotion and 25% by DR.’

Observation 2

Col No of RR---(11)

Head of Draft RR :

In case of appointment by promotion/deputation/absorption, grades from which promotion / deputation / absorption to be made.

Content in Draft RR proposed by OFB :

•The promotion vacancies in all trades/disciplines of Chargeman (Technical), other than Mechanical trade, will be filled up by transfer from Master- Craftsman in the PB-II pay-band of Rs. 9300-34800 and Grade-pay of Rs. 4200/-, failing which by promotion from Highly Skilled Gd-I in the PB-I pay-band of Rs. 5200-20200/- and Grade-pay of Rs. 2800/-, with eligibility of **Residency Period:** 6 years of regular service in the grade of Highly Skilled Gd-I, or Highly Skilled Gd-I and Master-Craftsman (combined).

The promotion vacancies in trade/discipline of Chargeman (Tech/Mechanical) will be filled up as follows:

(i)(a) **By Promotion:** Promotion vacancies will be filled by transfer from Master- Craftsman in the PB-II pay-band of Rs. 9300-34800 and Grade-pay of Rs. 4200/-, failing which by promotion from Highly Skilled Gd-I in the PB-I pay-band of Rs. 5200-20200/- and Grade-pay of Rs. 2800/-. -----ö.

Observation made by DOP&T on Draft RR :

Provision for promotion from the same pay scale is not agreed to.

(ii) For Chargeman (Non-Technical)

Observation 1

Col No of RR-- (10)

Head of Draft RR :

Method of recruitment, whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods.

Content in Draft RR proposed by OFB :

•(a) 50% by promotion;

(b) 25% by Limited Departmental Competitive Examination, failing which by Direct Recruitment;
and

(c) 25% by Direct Recruitment. •

Observation made by DOP&T on Draft RR:

As per DOP&T guidelines, number of feeder posts should be 3-5 times the number of promotion post for the method of recruitment. Therefore, the proposed percentage has to be justified.

Observation 2

Col No of RR-- (11)

Head of Draft RR :

In case of appointment by promotion/deputation/absorption, grades from which promotion / deputation / absorption to be made.

Content in Draft RR proposed by OFB :

“By promotion:

Chargeman (Non-Technical / Stores) - From Supervisor (Stores) in the Pay-Band-I of Rs. 5200 ó 20200/- and Grade-pay Rs. 2400/-, with eligibility of 10 years of regular service in the grade and have successfully completed the training of 04 weeks in the relevant area.

Chargeman (Non-Technical/ Other than Stores) - From Supervisor (Non-Technical) in the Pay-Band-I of Rs. 5200 ó 20200/- and Grade-pay Rs. 2400/-, with eligibility of 10 years of regular service in the grade and have successfully completed the training of 04 weeks in the relevant area.

By LDCE:

From amongst persons in the grade of Lower Division Clerk or equivalent and/or above with three yearsø experience in the grade having educational qualification same as essential educational qualification required for Direct recruits. -----ö.

Observation made by DOP&T on Draft RRs :

For LDCE, the posts in the immediate feeder grade is made eligible with certain period of eligibility service which should be more than half of the number of years prescribed for normal promotion from the feeder grade. Also, equivalent should be replaced with specific name of post eligible for LDCE.

DECISION

The Staff Side unanimously stated the following :

- (i) The existing percentage of promotion, DA & LDCE should continue as this percentage was fixed based on 5th CPC recommendation and subsequent agreement with the staff side.
- (ii) Since Deptt. of Expenditure has already approved for granting 3% increment shile on promotion of MCM to CM in spite of the fact that both posts are carrying same Grade Pay (same level after 7th CPC) and M of D has already issued Instructions in this regard.
- (iii) Alternatively MCM should be made feeder category at par with CM for promotion to JWM.
- (iv) Residency period/qualifying service for LDCE should continue as it is now continuing.

However, it was decided that the observations of DOP&T will be studied for appropriateness and will be replied suitably.

B. STAFF SIDE AGENDA

1. **Non implementation of DOP&T OM No. 13/02/2017-Estt (Pay-I) dated 27.07.2017 forwarded vide OFB instruction No. 18/7CPCC/OFB dated 01.08.2017.**

Dir/Admin

CS/AIDEF

After the implementation of the 7th CPC recommendations w.e.f. 01.01.2016, the employees who were promoted after 01.01.2016 were not allowed to opt for pay fixation on promotion / MACP under FR-22 (1) (a) (1). The issue was taken up by the Staff Side in the National Council (JCM) and thereafter DOP&T vide OM referred above have issued clarification stating that FR 22(1)(a)(1) holds good with regard to availability of option clause for pay fixation. OFB vide Instructions dated 01.08.2017 have circulated the above instruction to all the Factories.

however, none of the Ordnance Factories have implemented the same on the plea that they wanted clarification that from which date the above DOP&T OM takes effect from and also whether fresh option can be given to the employees who are promoted after 01.01.2016. It is also understood that many Factories including OF Chanda has referred the matter to OFB.

OFB may kindly issue clarification with the concurrence of PC of A (Fys.) that the above DOP&T OM is only a clarification stating that the provision of FR 22 (1) (a) (1) holds good even after the implementation of the 7th CPC w.e.f. 01.01.2016. Accordingly, Factories may be instructed to give fresh option to the employees who are promoted / given MACP after 01.01.2016.

ACTION TAKEN/PRESENT POSITION

Matter has already been referred to MOD for clarifications about MACP.

Dir/A

DECISION

After due deliberations, it emerged that provisions of FR 22(I)(a)(1), as incorporated in Rule 13 of CCS(RP) Rules, 2016, are applicable equally to cases of promotion as well as MACP, and need no clarification from MoD. However, Per/policy may put up file for decision and in case felt necessary, to seek necessary instructions from M of D in this regard. **(Per/PM)**

2. Reimbursement of Hotel charges to the employees upto Pay Level 8 in the Pay Matrix. Director/Admin CS/AIDEF

As per the provisions of Department of Expenditure OM 19030/3/2017-E.IV dated 10.07.2017 for levels 8 and below in the Pay Matrix, the amount of reimbursement for Hotel accommodation may be paid without production of vouchers against self certified claim only. The self certified claims should clearly indicate the period of stay, name of dwelling etc. however, the Factory Authorities and Accounts Authorities are insisting to give the full details of the hotel including address, Telephone No. etc. This is again to harass the employees who are forced to travel on Temporary Duty. Therefore, it is requested that such information as mentioned above may not be insisted from the employees while submitting their TA/DA claims.

OFFICIAL SIDE VIEWS

Ministry of finance (Deptt of Exp.) vide OM No.19030/3/2017-E.IV dated 10-07-2017 has instructed that reimbursement of hotel charges for levels 8 and below, the amount of claim (up to the ceiling) may be paid without production of vouchers against self certified claim only. The self certified claim should clearly indicate the period of stay, name of dwelling etc. Additionally, for stay in Class X cities, the ceiling for all employees up to level 8, would be Rs.1000/- per day, but it will only be in the form of reimbursement upon production of relevant vouchers. The same has already been circulated to all OFs/Units for compliance vide OFB instruction no.16/7CPCC/OFB dated 19-07-2017. However, names of the non-complying factories may please be indicated for taking up the matter with them.

DECISION

It was clarified by Member/Per that as per revised Rules on the subject, while the vouchers have been dispensed with, the self-certified claims with regard to name of dwelling, phone nos. etc. may be provided as sought by Factory Administration/LAO.

**3. Artificial stay of promotion being imposed in all the Ordnance Factories.
Director/IR**

CS/AIDEF

All the Factories have stopped giving promotions to the employees on the plea of want of clarification on DOP&T OM No. 36012/11/2016-Estt (Resolution) dated 30.09.2016 with regard to promotion of reserved category of employees to unreserved post. On the this plea stopping the promotion of the employees and depriving them from their due benefits is not justified. Therefore, it is requested that OFB may kindly issue instructions to grant promotions to the eligible employees wherever vacancies in the higher posts is available.

OFFICIAL SIDE VIEWS

The necessary go ahead for effecting promotions w.r.t. DOP&T OM No. 36012/11/2016-Estt (Resolution) dated 30.09.2016 must come from DOP&T itself. The issue has been taken up with DOP&T, but there is no favorable response till date.

DECISION

A Note will be put up for decision on the matter.

**4. Difficulties being faced by employees with regard to Dental Treatment.
Per/Medical**

CS/AIDEF

Ministry of Health and Family Welfare have clarified that the employees who are governed under CS(MA) Rules, 1944 can avail Medical Treatment including Dental Treatment by taking the permission of HOD in CGHS recognized Hospitals. In spite of this calcifications Accounts Authorities are insisting for Non availability certificate from Government Hospitals for admitting the claim which is no more required. OFB may kindly issue necessary calcifications in this regard. Similarly, for Root Canal Treatment the Dental Hospitals give a combined bill for 3 to 4 sittings. However, Accounts Authorities are insisting for separate bill / claim for each sittings for Root Canal Treatment. This is causing undue hardship to the employees. OFB may kindly arrange to issue necessary clarification in this regard.

OFFICIAL SIDE VIEWS/DECISION

Circular has already been put up on Comnet on 04-02-2016 vide which M of F, Health & Family Welfare O No.14025/41/2015-MS dated 16-12-2015 was circulated to all concerned. Perusal of the OM clearly states that Dental Treatment can be availed at recognized Dental Hospitals with the permission of HOD.

Per/M

**5. Reimbursement claim for delivery of child is rejected by Accounts Authorities on the plea that delivery is not an emergency treatment.
Per/Medical**

CS/AIDEF

In remote places like Chanda etc. since there is no facility available in the Factory Hospital for delivery of child, employees avail the facilities from the nearest private Hospitals for delivery of the child. However, in spite of emergency certificate issued by the concerned private Hospital, reimbursement claims are not passed on the plea that delivery is not an emergency one. Since, labour pain starts much before the prescribed date of delivery, such cases undergone

delivery of the child in Private Hospitals may be treated as a emergency case and medical claims may be reimbursement accordingly.

OFFICIAL SIDE VIEWS

Routine Normal delivery is not an emergency procedure. Individual cases have to be treated on merit/factual realities of each case. Instructions will be issued to Factories that in case the concerned hospitals Efforts are underway to post one O&G Spl to OF Chanda at the earliest.

Per/M

DECISION

Certification of the treating O&G Specialist regarding emergency should be taken into account while processing such claims.

6. Undue delay in finalizing the transfer policy proposed by the 3 Federations with regard to IEs, NIEs and NGOs.

Per/I

CS/AIDEF

3 Federations and Associations have jointly proposed a transfer policy with regard to IEs, NIEs and NGOs. OFB constituted a Committee with Officers to study the proposal given by the Federation. It is understood that the Committee has submitted its Report long back. A copy of the report is not given to the Staff Side by OFB. Since, there is no uniform policy available each GM is following his own policy in transferring IEs, NIEs and NGOs to sister Ordnance Factories. this is causing unnecessary heart burning amongst the employees. It is therefore requested that the policy given by the Federations may be approved and circulated for implementation.

OFFICIAL SIDE VIEWS

The transfer policy is under consideration at OFB. Different parameters and net effect need to be examined with regard to certain critical issues.

DECISION

It has been intimated that the Committee constituted for recommending Transfer Policy for all factory-based posts, has submitted its report, which is under consideration at OFB. However, Member/Per was of the view that a copy of the Committee Report should be shared with all stakeholders and their views are invited before taking a final decision in the matter. Necessary instructions have already been issued in this regard.

7. Loss in production and wages of the employees due to arbitrary stoppage of OT working in Sundays in lieu of Holidays.

Dir/Admin

CS/AIDEF

The sudden stoppage of OT working on Sundays in lieu of Holidays has drastically affected the production / target and also the wages of the Employees. Due to this arbitrary decision it is understood that OFB will be failing in its target and there will be a production loss to the tune of Rs. 2500 crores for the production year 2017-2018. Moreover, there is a considerable reduction in the wages of employees. overtime wages has become a part and parcel of the wage of the Ordnance Factories Employees. Reducing the same without any compensation is

unjustified. Therefore, in the interest of production / target and also the wages of the Employees, OT working on Sundays in lieu of Holidays may be restored.

OFFICIAL SIDE VIEWS /DECISION

The matter of Sunday OT was taken up with MoD by OFB. It has since been intimated by MoD vide ID No. DDP-P0012/8/2017-D(Prod-II) date 07.09.2017 that:

“OFB’s request to review the instructions about stopping of overtime on Sundays has not been acceded by the competent authority.”

8. Non-releasing of Employees who are transferred from O.F.Chanda to different Factories.

CS/AIDEF

6 Industrial Employees whose transfer from O.F.Chanda to Factories in Kanpur, Shahajanpur and Cossipore was approved by the concerned receiving Factories. accordingly, the Factory Management asked to the individual to settle their various dues to the Co.-Op. Society and License Fee etc. and to obtain NOC from the concerned agencies. Accordingly, these employees settled their dues, vacated the Quarters and shifted the family to their transferred stations. However, the Factories Management is not releasing them which is causing unnecessary hardship to the concerned employees. OFB may kindly issue instructions to O.F.Chanda to release the concerned employees.

OFFICIAL SIDE VIEWS

O.F. Chanda is faced with a large number of applications for outstation transfers, which is likely to affect the functioning of the factory adversely. The factory is therefore facing a dilemma with regard to release of employees which will accelerate demand for further transfers.

DECISION

Position will be ascertained from the OF Chanda with regard to those employees whose cases are already approved and no due certificate is given.

9. Undue delay in settling the following outstanding issue

Dir/A & NI, Dir/IR

CS/AIDEF

The following issues of the employees are remaining unsettled for a long time :-

- a) Grant of Time Wages to the Piece Workers for period between normal working hours and 48 hours.

ACTION TAKEN / PRESENT POSITION

OFB proposal based on two Member Committee of Shri Rajive Agarwal and Shri N.K. Sinha has not been agreed to by the Finance Division. Matter is under further examination at OFB level.

- b) Incentive for Examiners.

ACTION TAKEN / PRESENT POSITION

Matter is under consideration at OFB Finance.

- c) Correlation of 6th CPC Piece Work rate w.e.f. 01.01.2006.

ACTION TAKEN / PRESENT POSITION

MOD raised some queries whether extending benefit of MACP whether the pre revised scale is a part of the proposal for allowing 6th CPC benefits to the Piece Workers with effect from 1/1/2006. Reply is being given.

- d) Grant of 5th CPC hourly rate to the Piece Workers who were granted MACP between 01.09.2008 and 03.03.2014.

ACTION TAKEN / PRESENT POSITION

Same as point no. c)

- e) Payment of the reduced one day PLB due to the employees for more than 7 years now.

ACTION TAKEN / PRESENT POSITION

OFB has always taken up for 41 days of PLB for its workers and employees. However, the same is curtailed by the Ministry of Finance. Matter may therefore be raised in higher forum of Departmental Council.

- f) Payment of HRA to the employees without insisting for NAC as per Court Judgments.

ACTION TAKEN / PRESENT POSITION

Matter has been referred to MOD for further directives. Decision is awaited.

- g) Promotions of Senior Hindi Translator to Assistant Director / Hindi Officer.

ACTION TAKEN / PRESENT POSITION

Action for filling up of vacant posts of AD/OL by both deputation as well as promotion is being done by Per/G section of OFB. Promotion is not being affected due to DOP&T Order dated 30-09-2016

- h) Grant of Compassionate Appointment to the wards of employees who were medically boarded out due to Factory Accidents.

ACTION TAKEN / PRESENT POSITION

Matter was taken up with MOD . in reply, MOD has indicated that this being a policy issue would have an effect across all organizations in the GOI and as such the staff side may raise the issue before proper forum for bringing it to the notice of DoP&T for an appropriate decision on the matter. They have also indicated that taking up of the issue with regard to OF Organisation on standalone basis would not be justified. Cadre review structuring of various Non Industrial Categories.

- i) Cadre Review of various Non-Industrial Cadres

ACTION TAKEN / PRESENT POSITION

Present Position of the Cadre Reviews is as below:

Sl. No.	Nomenclature	Present status of the proposal	Special remarks, if any
1	Cadre review of Store Keeping Staff.	MOD asked clarification vide ID dated 28.3.2016 Last reply submitted to MOD on 28.04.2016 & 25.05.2016 respectively.	Consequent upon the redistribution number of posts in Clerical and Stores Cadres, the Cadre Review proposals in respect of these cases needs to be withdrawn. It has been directed to take Stakeholders' view before doing the same. The issue will accordingly be discussed in the forthcoming meeting of Steering committee of JCM III.
2	Cadre review of Clerical Cadre .	-do- vide ID dated 29.02.2016. Last reply submitted to MOD on 11.03.2016 & 25.05.2016 respectively.	-do-
3	Cadre review of Statutory Canteen Staff	MOD asked clarification vide ID dated 26.04.2017. Last reply submitted to MOD on 04.05. 2017 & 31.07.2017	Canteen cadre review proposal & Fire fighting cadre review proposal are under consideration of Ministry of Defence. MOD asked some clarification as raised by DOP&T vide MOD ID NO. 41(4)/2012-D(Estt/NG)dated 26.04.17 and subsequently OFB replied the same vide OFB ID dated 04.05.2017 & 31.07.2017.

4	Cadre review of Multi-Tasking Staff, Gr.C	MOD asked clarification vide ID dated 24.02.2016. Last reply submitted to MOD on 11.03. 2016.	A joint meeting was held on 29.08.2016 at OFB Hqrs., Kolkata where from MOD side, JS(LS),DS(P) and from OFB side DDG/OFBNDO & DDG/IR were present and decided unanimously that cadre review proposal of MTS/security & MTS/Grp-D erstwhile cadre may not be proceeded further. At the said meeting DS(P) indicated that there is no other department (Govt. Of India) where MTS cadre review is processed/approved, accordingly both the cadre review may not proceed further.
5	Cadre review of Multi-Tasking Staff/ Security, Gr.C.	MOD asked clarification vide ID dated 24.02.2016. Last reply submitted to MOD on 11.03. 2016.	-do-
6	Cadre review of Fire Fighting Staff.	MOD asked clarification vide ID dated 18.08.2017. Last reply submitted to MOD on 24.08.2017.	MOD vide ID dated 18.08.2017 sought certain clarification regarding drastic reduction of posts in Fireman Grade from 1503 to 1006 in Fire Fighting cadre review proposal. The same was replied with justification vide OFB vide ID dated 24.08.2017.

Per/NI

- j) Promotion of CMD Grade-I who have completed 3 years to CMD (SG) as per the provisions of previous SRO.

ACTION TAKEN / PRESENT POSITION

OFB proposal of applying the qualifying service of previous SRO to the present incumbents has not been agreed to by DOP&T.

DECISION

The matter came up for discussion during the Steering Committee Meeting of Departmental Council (JCM) on 10-10-2017. It was decided by JS(Estt.) to take up the matter with DOP&T in a consolidated fashion for all SROs which have undergone change after revision of qualifying service norms by DOP&T. As such the point may be dropped from JCM III Level deliberations.

- k) Provision of absorption of 60% of Skilled vacancies from amongst Apprentices of Ordnance Factories at Par with Navy.

ACTION TAKEN / PRESENT POSITION

Matter has already been taken up with MoD, seeking directives whether a proposal in this regard may be submitted to MoD by OFB.

DECISION

A proposal to be forwarded to M of D.

- l) Treatment of Strike period as "No Work No Pay" instead of "Dues-Non" as directed by the Honorable High Court of Delhi.

ACTION TAKEN / PRESENT POSITION

MoD has sought live examples of whether the directive has been implemented by any Department. The same needs to be submitted for consideration of the case by MoD.

DECISION

The matter came up for discussion during the Steering Committee Meeting of Departmental Council (JCM) on 10-10-2017. It was decided by JS(Estt.) to discuss the matter in National Council (JCM) for appropriate decision at the highest level.

- m) Revision of OT rates in 7th CPC Pay Scale w.e.f. 01.01.2016.

ACTION TAKEN / PRESENT POSITION

Matter is under consideration of MOD.

- n) Payment of NDA without any Basic Pay ceiling to the eligible employees as directed / clarified by MoD.

ACTION TAKEN / PRESENT POSITION

Matter was referred to MOD. MOD while holding that no ceiling is applicable to the employees already being detailed on night duty, has authorized to identify such category of employees. Accordingly, a draft circular has been sent to PCA(Fys) for concurrence. Response of PCA(Fys) is awaited. **Per/PM**

- o) Participation of OS in Union activities, since the Honorable High Court of Madras has stayed the operation of MoD instructions in this regard.

ACTION TAKEN / PRESENT POSITION

As per the directives from the Honorable High Court, specific directives from the Honorable High Court would be required for any further participation of OS in the Union Activities. Therefore, despite stay on the MoD instructions by the Honorable High Court, permitting continued participation of OS in the Union Activities would be possible with express directives from the Honorable Court in this regard.

10. Review of the decision taken by OFB to reduce various NIE/NGO Posts in the Ordnance Factories.

Dir/NI, Dir/IR

CS/AIDEF

Recent OFB reduced the various NIEs / NGOs Posts of different Ordnance Factories. this has taken away the promotional opportunities of the employees, especially the UDCs who were waiting for promotion to OS after completion of 10 years of residency period and after being declared fit by the DPCs are denied promotions. Therefore, OFB may kindly review its decision of reducing the various NIEs and NGOs posts.

OFFICIAL SIDE VIEWS

At present, no promotions are being effected because of the DOP&T instructions dated 30.09.2016. However, whenever the position is resolved, enough vacancies will be available in the cadre of JWMs to promote eligible OS. These vacancies will be sufficient to promote the OS who are found fit by the respective DPCs.

DECISION

As per DOP&T instructions, there is no bar on promotions in any categories. Cadre controlling authorities of OFB and Factories have to take necessary action accordingly.

11. Permission to the OEF GP. of Factories to fill up the already Sanctioned posts through direct recruitment.

CS/AIDEF

OFB after considering the workload position and retirement profile as sanctioned Direct Recruitment in various posts in the Industrial and Non-Industrial Establishment in the OEF Gp. of Factories. However on the plea that MoD has declared 143 items of Ordnance Factories as non-Core items have suddenly stopped the sanctioned posts for direct recruitment. With regard to the 39 items of OEF Gp. Of Factories including Army Logo Uniform and Parachute etc., proposed by MGO to MoD to declare as Non-Core item was objected to by AIDEF during its negotiation with the Secretary/DP, held on 7th of Aug. 2017 on the 36th day of Relay Hunger Strike. Secretary/DP informed that the Govt. has not yet taken any decision on the proposal of the MGO. Subsequently Joint Secretary(LS), DDP vide DO Lt. No.14(3)/2017/D(Prod.III), Dtd: 5th Sept. 2017, addressed to the AIDEF has informed the following:-

“ Further with regard to the concern expressed by your Federation regarding categorisation of another 39 items of OEF Group of Factories as non-core items, as suggested by the user, it is intimated that no action has been taken on the instant proposal”.

(Copy of the above DO Lt. is enclosed as **Annexure-I** for ready reference)

Moreover in the Target Fixation Meeting held at OEF Hqrs., on 12th of Sept. 2017 sufficient workload is allotted by Army to the OEF Gp. Of Factories. More workload from Airforce, Navy & Para Military Forces are expected. In this situation considering the above fact and also the retirement profile of all the five OEF Gp. Of Factories OFB/OEF Hqrs., may reconsider its earlier decision and permission may be given to all these factories to fill up the sanctioned man power through Direct Recruitment.

OFFICIAL SIDE VIEWS

Under the present circumstances, when most of the products of the OEF Group have been declared non-core, making new recruitments would be creating long term burden on the exchequer without there being any guarantee of load. Such a step would be counter-productive to the overall health of the organization.

DECISION

Necessary action has to be taken by OEF HQrs in this regard based on assessment of requirement.

12. One time relaxation in respect of LTC-80 claims of Ordnance Factory Employees based on the Judgement of Hon'ble CAT Madras Bench.

CS/AIDEF

Based on the Govt. instructions employees of Ordnance Factories and their family members who are otherwise entitled for Air Travel have availed LTC-80 facility and travelled by Air to visit NE Region and J&K. However after passing of the final claims by the Account authorities, after more than 3 to 5 yrs. The Audit Authorities raised objection on all this claims on the plea that the Air Tickets of Air India was not purchased from the authorised agents. On this ground all the settled LTC-80 claims are being reopened and employees were given notice to refund the entire LTC-80 amount received by them with penalty etc. Subsequently this issue was raised by AIDEF in the Departmental Council JCM of MoD and also in the Standing Committee Meeting of the National Council (JCM). In the meeting of the Standing Committee of JCM, it was demanded that one time relaxation may be given in the case of those employees who have purchased Air Tickets from other than authorised agents and travelled, by restricting the claim to the actual fare of the Air India on the date of travel by the employees, since the concerned employees have actually travelled and submitted Air Tickets, Boarding Pass etc. Accordingly DOP&T issued instructions to MoD to forward such type of cases with certain information in the prescribed Performa to the DOP&T for their consideration. However the Factory management have started recovering the amount from the employees. Against this the affected employees have started approaching the various CATs in this regard and obtained stay order against the recovery. Recently 48 employees of HVF Avadi approached the Hon'ble CAT against the recovery of LTC -8- Amount and the CAT in its Judgment in OA/310/01393/2017 & OA/310/01394/2017, dt: 30th Day of Aug. 2017, have issued the following directions.

õ There is no evidence that the case of the applicants was considered individually and there is no specific order on their representations. Further, by O dated 21/08/2017, the DOP&T has already clarified that in the case of any non-entitled government servants travelling by air on LTC and claiming entitled rail fare, the condition by booking air tickets through authorized travel agents may not be insisted upon. It is also seen that OM of DOP&T does not introduce a new rule but only clarifies the existing LTC Rules. As such it is difficult to agree that it would only have prospective effect.

In the aforesaid situation, I am of the view that ends of justice would be met in this case if the applicants are permitted to submit further detailed individual representations to the competent authority, inter alia, drawing their attention to Annexure-A12, OM of DOP&T dated 21/08/2017 and seek exemption from the requirement of booking air tickets through authorised travel agents and consequently the recovery ordered from their salary, within a period of two weeks from the date of receipt of copy of this order. On receipt of such representation, the respondents shall pass speaking orders within a period of six weeks thereafter. No recovery shall be made from the applicants in the meantime”.

Apart from the above we also invite the kind attention of the OFB with regard to the following provision under GFR vide appendix-I Rule-37, *õCompetent Authority may, in special cases can*

condone and officer's honest errors of judgment involving financial loss, if the officer can show that he has acted in good faith and done his best up to the limits of his ability and experience".

In view of the above OFB may kindly take steps to settle the outstanding issue which has caused unnecessary hardship to the employees which is ultimately disturbing the productivity and the harmonious industrial relations.

OFFICIAL SIDE VIEWS

DOP&T has not agreed to the bulk relaxation and directed to re-examine individual cases for consideration of relaxation. Accordingly, Circulars have been issued on dated 27/3/17, dated 05/05/17 and dated 24/7/17 informing of the above decision of DOP&T/MOD for further necessary action at OF/Units. Hence the matter may be treated closed. **Dir/A**

DECISION

Instructions will be issued to Factories to expedite forwarding of cases to be taken up with M of D based on the above mentioned OFB Circulars.

13. Deletion of Provision 2.2 (ii) in the Transfer policy for JWMs, Sr.PS, PS, circulated vide OFB Lt. No.JTR-60/Per/NG/2017-18, dtd. 5th June 2017

CS/AIDEF

In the above mentioned transfer policy circulated by OFB the following provision is kept.

2.2 (ii) *Normally, in the case of officer promoted to JWM/Sr.Ps/PS from lower grades, the total continuous tenure in the factory./unit shall be 20 years after which they will be considered for transfer on functional grounds.*

The above provision if implemented will cause hardship to the employees who are promoted from Industrial Employees/Non-Industrial Employees to the above posts. Therefore it is requested that the above mentioned provision in the Transfer policy may please be deleted.

OFFICIAL SIDE VIEWS/ DECISION

The point was raised in one of the previous meetings, where it was not agreed to by the Chair, stating it would vitiate the underlying principles of the transfer policy. However, the matter would be referred to NG Division of OFB.

14. Non-implementation of MoD/PC of A(Fys.) instructions by the Local Accounts Authorities with regard to intimation to the employees about the reasons for disallowing Medical reimbursement claims.

CS/AIDEF

In spite of instruction by MoD/PC of A(Fys.) to the Local Accounts Authorities that whenever any amount from the Medical reimbursement claims of the employees are disallowed, the reason for the same by quoting the relevant instructions of the Min. of Health may be informed to the concerned employees to enable him to know the reasons and also to further represent the case to the higher authorities. However in majority of the Factories, the account authorities are not implemented the above directions and the concerned employees are kept in dark about the reasons for disallowing the claims of the employees, even though they have availed such

treatments/procedures. It is therefore demanded that OFB/PC of A(Fys.) may once again reiterate the above instructions, so that there will be total transparency in the matter.

OFFICIAL SIDE VIEWS

The matter was taken up with PC of A (Fys). In reply, PCA has intimated that there is no specific mention of the Factories where LAO is not issuing Disallowance Memo while admitting a RME claim. However, the matter is being taken up with all the CsFA/Br AOs by this Office to issue a general instruction for issuing disallowance memo alongwith cheque slips in respect of IEs while admitting their RME claims. (PCA)

DECISION

Point is to be examined by PC of A(Fys.)

15. **Factories may be permitted to work 10 hrs., per day as provided under Factories Act during broken weeks.**

CS/AIDEF

DDP have issued instructions that Ordnance Factories should not work Overtime on Sundays in lieu of Holidays. Against this decision of DDP which is against the interest of production/target and the wages of the employees, the AIDEF has represented to the Secretary/DP to reconsider the above decision of DDP. In the meantime OFB have issued instructions to all the Factories to not work more than 9 hrs., in a day. Even though this instruction is applicable for working 54 hrs., in a week, the Factories are extending the same even during broken weeks. If the factory works 9 hrs. during broken weeks the 45,000 piece workers are not being paid any overtime wages, including single rates. Therefore in the interest of production and for protection of the wages of the employees, there cannot be any bar for the factory working 10 hrs., per day. This is permissible under provisions of Factories Act 1948. Moreover Factory will get the production equivalent to 50 input hrs. in that particular week. Therefore till DDP settles the issue of working Sundays during broken weeks in lieu of holidays, Factories may be permitted to work 10 hrs. per day.

OFFICIAL SIDE VIEWS

This issue has cropped up as a sequel to the instruction issued by DDP. Matter may be taken up with MOD, if decided so in the Meeting. **Dir/A**

DECISION

Matter will be put up on File.

16. **Grant of HRA to those employees who vacate quarters without insisting for NAC as per the Judgment of Hon'ble High Court of Madras and Supreme Court.**

CS/AIDEF

At present HRA is not granted to the employees of Ordnance Factories who vacate the Factory Quarters after constructing their own house etc., on the plea that the eligible quarters of the concerned employees are vacant. Since NAC is not issued to the employees by the Administration, these employees are being denied HRA for years together. Against this the affected employees have approached the Hon'ble Madras High Court and the High Court has given direction to the MoD that HRA should be released to the employees without insisting for NAC. The SLP filed by the Govt. also is dismissed by the Hon'ble Supreme Court. It is

therefore demanded that instruction may be issued to implement the above Judgment of the Honøble Supreme Court and HRA may be released to the employees without insisting for NAC.

OFFICIAL SIDE VIEWS/ DECISION

Matter has been referred to MOD for further directives. Decision is awaited. **Dir/A**

17. Extending of benefit of OFB Letter No.039(6)/COMP.APPT/PER/POLICY dated 03-05-2017

Per/PM

TP/AIDEF

OFB has provided favourable orders by exempting widows from minimum educational qualification and put them into PB1 with 1800/- GP as accordance to the requisition were made in the JCM III meeting. The same benefit may please be extended to the appointees those got compassionate appointment in the place of their medically boarded out husband too.

OFFICIAL SIDE VIEWS

Instructions issued on 03/05/17 do not cover the family of Medically Boarded out cases as the DOP&T orders and clarifications on the matter do not include them. **Dir/A**

DECISION

This being an all-India issue, matter may be raised in a higher Forum of JCM.

18. Separate channel for Electronics discipline to departmental Chageman promotion

Per/NG

TP/AIDEF

Most of the OFs have been equipped with latest machineries functioning with Electronics system and the need of such trade people have been increased considerably. Due to clubbing of Electronics Trade people along with Mechanical discipline for CM promotion, their promotion avenue has been highly affected while comparing to the other tradesman. It is requested to form a sub-committee to analyze the need and create a separate channel for Electronics Trades for CM Departmental promotion.

OFFICIAL SIDE VIEWS

The matter has been raised in the Main JCM as agenda point by the staff side. A high level committee of Officers has been constituted to examine the issue and submit recommendation for the same. The same is under examination at OFB. **(Per/NG)**

DECISION

The matter is under consideration as an Agenda point in JCM III Level Council.

19. Ensuring availability of lady Gynaecologist at HVF Hospital

Per/M

TP/AIDEF

HVF Hospital is providing treatment to the employees of HVF, EFA, OCF, Accounts, CQA and their family members. Hundreds of lady patients have been approaching HVF hospital everyday for their medical treatment and advice from any Lady Gynecologist. Presently one male Gynaecologist is posted in the hospital. As a result the lady employees and the spouses of the male employees are forced to see lady doctors privately. Hence, heavy pressure has

mounted on the unions in all the OFs of Avadi for looking over the issue of posting a Lady Gynaecologist in HVf Hospital.

OFFICIAL SIDE VIEWS

Point will be examined for appropriate action.

Per/M

DECISION

Transfer and posting of Medical Officers is decided by the IOFHS Transfer Committee which operates within the provisions of the M of D mandated IOFHS Transfer Policy. Matter will be forwarded to IOFHS Transfer Committee for consideration.

20. Long pending issues pertaining to NGOs may be settled at the earliest.

Per/NG

TP/AIDEF

The employees who had completed Ex-journeyman training and appointed initially as B grade Craftsman and later on re-graded as A grade Craftsman. These employees, in accordance with the recommendation of Chellam Committee were refused to extend ACP benefits by ignoring the re-gradation. The above issue was already taken up with OFB through JCM III Meeting, but it has been still pending without any fruitful outcome. Hence, it is requested to settle the issue at the earliest.

OFFICIAL SIDE VIEWS

There is no continuation reference available with OFB stating that the issue is currently pending with OFB.

DECISION

The issue would be studied afresh in continuation with past position on File.

21. Anomaly in the pay fixation at HVF

Per/I

TP/AIDEF

At HVF, two persons were initially appointed in the same trade and grade moved up to HS I grade. After going to HS I grade, the senior got an opportunity to get promotion to CM through departmental promotion during the year 2007 and he gave the option accordingly. But, later the junior who got promotion to MCM and subsequently to CM, is now getting higher basic pay comparing to his senior. Presently they both are in the post of CM. The affected person has already made several representations to HVF to sort out the anomaly. The necessary papers will be submitted by the staff side in the SCM on 12-10-2017. The matter may be sorted out at the earliest.

OFFICIAL SIDE VIEWS

The papers related to the case may be submitted for examination at OFB.

DECISION

The matter will be referred to HVF for comments.

22. Inordinate delay in operating promotions

Per/I and Per/NG

TP/AIDEF

As per the revised sanctioned strength of IEs in EFA, the administration has initiated the process for operating promotions by conducting Trade Tests and DPC. However, till date no promotions were operated as per the revised sanctioned strength. This is creating unrest and discontentment among the employees. This has taken place due to the doubts in effecting the reservation policy as per the latest DOP&T Order dated 30-09-2016. EFA has already taken up the matter with OFB. It is requested to provide clarifications immediately in order to settle the issue at the earliest.

OFFICIAL SIDE VIEWS/ DECISION

Position will be ascertained from EFA.

23. Option for pay-fixation as per FR 22.

Per/I

TP/AIDEF

The latest DOP&T order dated 27-07-2017 with regard to the option for fixation of pay **FR 22** on obtaining promotions has been issued. However, in this order, nothing has been mentioned about MACP. Hence, directives may be given to issue clear orders so that they can opt for second option to fix their pay which will enable them to get a good hike in their basic pay. Already some of the employees have been given MACP on or after 01-01-2016 and they stand lose a substantial amount due to lack of clarifications. In EFA more than 100 employees are affected as on date.

OFFICIAL SIDE VIEWS

Matter will be examined at OFB for appropriate action.

DECISION

After due deliberations, it emerged that provisions of FR 22(I)(a)(1), as incorporated in Rule 13 of CCS(RP) Rules, 2016, are applicable equally to cases of promotion as well as MACP. OFB to seek necessary instructions from M of D in this regard.

24. Instructions to be issued for releasing payment of Risk allowance and Patient Care Allowance for Fire fighting Staff and Hospital Staff.

Per/PM & Per/M

RSR/AIDEF

OFFICIAL SIDE VIEWS/ DECISION

Per/PM : Risk Allowance to Fire Fighting Staff – Matter has been taken up with M of D. The same will be expedited.

Per/M : Patient Care Allowance ó Hospital Staff are in receipt of PCA/HPCA. 7th CPC have revised the rates of PCA and HPCA. Necessary Order from M of D is awaited.

25. Allowances to be paid as per the 6th CPC to all promotees and MACP beneficiaries granted between 01-01-2016 to 01-07-2017. The LAOs are refusing to grant allowances in the promoted/upgraded scale for want of clear clarifications/instructions from OFB.

Per/PM

RSR/AIDEF

OFFICIAL SIDE VIEWS

Factory Authorities may pursue LAOs to resolve the issue.

Per/PM

DECISION

Matter will be taken up with PC of A(Fys.). (Per/PM)

26. **Non-implementation of OFB Letter No.196/RR/Vol.II/A/M dated 20-10-2011 regarding absorption to the post of Sr.Nurse Gr.II for Midwives who possess the required educational and professional qualification.**

Per/M

- RSR/AIDEF

OFFICIAL SIDE VIEWS

OFB is actively supporting the absorption in all eligible cases. However, certain Factory managements are adamant and not effecting the absorption.

DECISION

Matter is to be resolved at Factory Level.

27. **Instructions to release Staff Nurses to attend CNE to acquire the mandatory 25 points required to be considered for promotions in the case of Nurses in Maharashtra. As per the Maharashtra Nursing Council instructions No.MNC/CNE/9359/2017 dated 06-05-2017 it has been made mandatory by the Indian Nursing Council that the CNE programme must be attended by the registered nurses to keep themselves abreast with latest technologies and sophistication used in nursing service, education and administration. In spite of this clear instructions, the OFH Hospitals are not releasing the nurses to attend the programme. Suitable instructions may be issued to OF Hospitals.**

Per/M

RSR/AIDEF

OFFICIAL SIDE VIEWS/ DECISION

All categories of Nursing and Para Medical Staff are being actively encouraged to attend in-house and external Training Programmes at least once a year. Further, OFB has delegated powers to the GM for technical courses with course fees up to Rs.50,000/- (OFB Letter No.07/26/2014-Per/HRD dated 14-11-2014. Other relevant circulars include OFB (Per/M) circulars dated 05-02-2014 and 23-08-2016.

Per/M

28. **Progress may be intimated in respect of grant of MACP to Lab Technicians in AFK.**

Per/M

RSR/AIDEF

OFFICIAL SIDE VIEWS/ DECISION

AFK was already informed vide OFB Letter No.044/01/15/NIE/PER/M dated 21-01-2016 in respect of grant of ACP/MACP to Lab Technician.

Per/M

29. **Latest position of SRO 43 of Clerical Cadre may please be explained. Whether comments given by AIACE are included in draft SRO – this may please be intimated.**

Per/NI

HKA/CDRA

OFFICIAL SIDE VIEWS

OFB's proposal of granting qualifying service of previous SRO to present incumbents has not been agreed to by DOP&T. However, Proposal for amendment of SRO 43 of 2013 Clerical cadres has again been forwarded to Ministry of Defence vide OFB ID No.288/RR/SRO-CLERICAL/PER/NI dt. 05.04.2017.

DECISION

The matter was raised by the Staff Side in the Steering committee Meeting of Departmental Council (JCM). It was decided that the matter of maintaining erstwhile qualifying service period for existing incumbents will be taken up with DOP&T by DDP in a consolidated fashion on behalf of all Directorates of M of D.

30. **After rationalisation of NIE cadre, promotion in some fys has been blocked suddenly. Hence, it should be reconsidered. In this connection, Fax No.CEHQR/AIACEOF-184 dated 06-09-2017 may please be taken into consideration.**

Per/NI

HKA/CDRA

OFFICIAL SIDE VIEWS/ DECISION

At present, no promotions are being effected because of the DOP&T instructions dated 30.09.2016. However, whenever the position is resolved, enough vacancies will be available in the cadre of JWMs to promote eligible OS. These vacancies will be sufficient to promote the OS who are found fit by the respective DPCs.

31. **Position of promotion in r/o OS & CM(NT) to JWM(NT) may be intimated.**

Per/NG

HKA/CDRA

OFFICIAL SIDE VIEWS

DPC for promotion is held up because of lack of clarity in the directives of DOP&T issued vide OM dated 30.09.2016. The matter has been taken up with DOPT seeking clarification in dealing with the DPC proposals vide letter dated 22.02.2017. Reply of the same is still awaited.

DECISION

DPC for promotion will be processed.

32. **The cause for non-admissibility of Financial upgradation to erstwhile Checkers may be intimated.**

Per/NI

HKA/CDRA

OFFICIAL SIDE VIEWS

The matter was taken up with PC of A(Fys.) vide OFB communication dt.15-02-2016. As per the observations given by PCA it is stated that the instant case it may be seen that the post in question was deleted vide SR (14E) much before promulgation of ACP. Subsequent Pay commission neither upgraded nor merged the scales in a single scale. Further in 6th CPC perspective both the scales were not granted same GP. Hence, the movement of Checkers to LDC/ASK does not come under purview of DOP&T OM dt.19-05-2009 Para 5 for MACP consideration and hence the proposal for grant of MACP cannot be considered.

DECISION

Copy of PC of A(Fys.) Letter to be circulated to Staff side Members.

33. **Special pay of Rs.140/- to 10% post of UDC may be granted.**

Per/NI

HKA/CDRA

OFFICIAL SIDE VIEWS /DECISION

MOD vide ID No. 50(14)/2015 óD(Estt./NG) dated 25.4.2016 has intimated that Defence Finance has not agreed to the proposal.

34. **Renewal of recognized service Association is pending since last 2 years. It is requested that a Sr. Officer may please be deputed to M of D to get the matter solved and renewal of recognition may be done.**

Per/IR

HKA/CDRA

OFFICIAL SIDE VIEWS/ DECISION

Matter will be discussed with D(JCM).

35. **Un-due delay in DPC for the year 2016-17 & 2017-18 for promotion from CM (T&NT) to JWM (T&NT):**

Per/NG

SK/CDRA

It is to state that last DPC conducted by OFB on 22nd December 2015 for the year 2014-15 & 2015-16 and review DPC from 2009. DPC for the year 2016-17 & 2017-18 for promotion from CM (T&NT) to JWM(T&NT) is not conducted till now. As per model DPC calendar prescribed by DOPT, DPC for promotion from CM (T/NT) and Office Superintendent to the post of JWM for the year 2016-17 was supposed to be held by 31st March, 2016 and DPC for promotion for the year 2017-18 was supposed to be held by 31st March, 2017. But it is very much unfortunate that the DPC has not yet been convened as on date. DPC for the post of JWM has been kept on hold by the OFB owing to an interim instruction issued by DOPT vide OM No. 36012/11/2016-Estt (Res.) dated 30.09.2016 forbidding operation of DOPT OM dated 10.08.2010. DoPT did not mention or instruct to keep in abeyance all promotion (especially where reserved category employees are included in the panel list) neither has it directed not to convene DPC till finalization of the matter at Honøble Supreme Court. In this regard, it is pertinent to mention here that if Appointing Authority find it difficult to dwell upon the aforesaid DOPT OMs, then, as a last resort, ad-hoc promotion may be considered which can be made in terms of DOPT OM No. 28.36/8/87-Estt.(D) dated 30th March, 1988, which says (under the Heading: Cases where ad hoc appointments can be made) that if the final judgment of the Court/Tribunal is not expected early and the post also cannot be kept vacant ad hoc promotion can be made. In this regard Railway Board (Headquarters office, Personnel Branch, Central Railway) has issued following instructions for holding DPC through its Letter No. P/CR/HQ/RP/601-Policy Dated: 15/03/2017:-

- a. Those reserved community employees promoted on own merit general seniority prior to 30.09.2016 shall be counted as UR only while making assessment of vacancies in the concerned grade. SC/STs finding place in the panel, in the UR block, based on general seniority/merit on or after 1/10/2016, will be counted as SC/ST only for future provisionally till the issue is finally decided by the apex court.
- b. If SC/ST candidates are being empanelled in a selection panel or enlisted in a select list by virtue of general seniority/merit and no reserved posts exist, a clause shall be incorporated that such SC/ST will be set off against a reserved point in future.
- c. SC/ST employees senior enough to be in the UR block will be set off against SC/ST points in case SC/ST points are there to be filled up in the selection/non-selection.

It is pertinent to mention that the case in this regard has been filed at Honøble Supreme Court in 2011 and despite elapsing of six long years the case has not been poised for final judgment. It

is felt that the instant case is not going to settle in near future and if convening of DPC is linked with the finalization of the case, then the promotion of all those employees, who have already rendered 13 years of service (without any promotion) may get delayed for unspecific time of period (which may turn into years) and this will be really very demoralizing for the concerned workforce. In view of the above, it is requested to arrange for convening of DPC for promotion without further delay to fulfil the legitimate due of the concerned incumbents.

OFFICIAL SIDE VIEWS

OFB (Per/Resv(SCT)) has taken up the matter with DOPT seeking clarification on DOP&T OM dated 30.09.2016 on DPC proposals vide letter dated 22.02.2017. Reply of the same is still awaited. [Per/NG]

DECISION

DPC for promotion will be processed.

- 36. Convening of DPC for promotion from JWM to JWM(SG) in the G.P. Rs. 4800 (Level-8) for the year 2016-17 & 2017-18 as per the recommendation of 7th CPC & accepted by Govt. of India.**

Per/NG

SK/CDRA

OFFICIAL SIDE VIEWS/ DECISION

OFB (Per/Resv(SCT)) has taken up the matter with DOPT seeking clarification on DOP&T OM dated 30.09.2016 on DPC proposals vide letter dated 22.02.2017. Reply of the same is still awaited. [Per/NG]

- 37. Un-due delay in issuing of notification for LDCE of JWM(T) for the year 2017.**

Per/NG

SK/CDRA

OFFICIAL SIDE VIEWS

LDCE, being a fast track promotion, has impact of DOP&T OM dated 30-09-2016. Matter would be taken up with OFRC for both CM and JWM after getting clarity in the matter. (Per/NG)

DECISION

DPC for promotion will be processed.

- 38. Grant of Pay fixation benefit in case of promotion from MCM to CM (T):**

Per/I & NG

SK/CDRA

Vide MoD ID Note No. 11(5)/2009-D(CIV-I) (PC-II) dt. 06.07.2016 and subsequently OFB letter No. Per/I/01/CR/658 Dt. 15.07.16 a clear order issued to all Ordnance Factories to allow pay fixation benefit under FR 22(i) a (i) at the time of promotion from MCM to Chargeman(T) in the same grade pay of Rs. 4200/- (Pre-revised), where such benefit was not granted earlier. But PC of A (Fys) did not agree for granting of the benefit of 3% increment on promotion from MCM to Chargeman till finalization of the revised SRO of MCM & CM(T). In this regard PC of A (Fys), Kolkata through its Letter No. Pay/Tech-II/04/Vol.-LXXXV dated : 8/09/2017 stated that ò benefit of MACP is being admitted based on orders issued on MACP Scheme to fulfilment of all conditions stipulated therein. However, the benefit of promotion may not be considered in the same without publication of revised Recruitment Rule of MCM and Chargeman post.ò This kind of difference in policies in case of MACP and Promotion by PC of A (Fys) is not justifiable.

OFFICIAL SIDE VIEWS/ DECISION

The matter was initially regretted by PC of A (Fys), stating that the same cannot be done without making necessary provisions in the Recruitment Rules. The view point was upheld by CGDA too. The matter has since been referred to MoD for taking up with CGDA.

39. **Undue delay in accepting the change of nominations given by CDRA/Federations in Department council (JCM) :**

Per/IR

SK/CDRA

Some representatives of CDRA in Departmental Council (JCM-II Member) are expired/retired from Govt. Service, due to above reason CDRA/Federations have proposed the change of nominations of their representatives but it is pending since long time. MoD quoting the Madras High Court Order No:W.P 1711 of 2012 Dtd:25/01/2012. It is pertinent to mention here that the court has passed the stay order on formation of new JCM-IV level council at HVF Chennai, but has not asked to stop the functioning of JCM Departmental Council. Except JCM-II level councils, changes/inductions are being made and accepted by the concerned offices in JCM-I, JCM-III & JCM-IV level councils. It is requested matter to be expedite in Honøble Madras High Court being OFB is nodal agency for that particular matter.

OFFICIAL SIDE VIEWS/ DECISION

The matter is under correspondence with MoD.

40. **Un-due delay in granting of continuous recognition to the recognized service Associations affiliated with CDRA :**

Per/IR

SK/CDRA

Proposals of continuous recognition of many service Associations including AIANGOs are pending with MoD since long i.e. year 2013. It is very much troublesome to work & satisfy the relevant units of attached association branch in the absence of continuation recognition of this association for such a long time, which effects the primary and essential activities of Association. So it is requested to do needful in the matter for granting the continuation of recognition to recognized service Associations including AIANGOs for further smooth functioning.

OFFICIAL SIDE VIEWS/ DECISION

The matter is under correspondence with MoD.

41. **One time relaxation of LTC claims who were not purchased air tickets from authorized agents and stop recovery without Govt. instructions :**

Per/Policy

SK/CDRA

During the year 2010 to 2014 many employees availed LTC to different places by purchasing air tickets from un-authorized agents due to non-awareness about LTC-80 scheme. Employees performed the journey and their final claims have been passed by the concerned finance offices. Due to belated objections of audit authorities, those cases are being referred to DoPT/MoD for one time relaxation with proper justification. MoD is requested to consider the cases forwarded by the departments for one time relaxation and lower offices may be instructed not to open old cases please.

OFFICIAL SIDE VIEWS

DOP&T has not agreed to the bulk relaxation and directed to re-examine individual cases for consideration of relaxation. Accordingly, Circulars have been issued on dated 27/3/17, dated 05/05/17 and dated 24/7/17 informing of the above decision of DOP&T/MOD for further necessary action at OF/Units. Hence the matter may be treated closed.

DECISION

Same as Point no. 12

42. **Revision of SRO for Chargeman, JWM & formulate the new SRO for JWM(SG):**

Per/NG

SK/CDRA

The SRO revival is to be time to time but the same is not done last more than 20 years. SRO of CM(T&NT) and JWM (T&NT) is pending since long in MoD for approval. Therefore, the concerned authorities may be instructed to the revision of SRO including the creation of post of JWM in GP of Rs.4800/- as per 7th CPC recommendations.

OFFICIAL SIDE VIEWS/POSITION

SRO of JWM (T): -Proposal was forwarded to MoD vide ID No. 100/ MISC/SRO/ Rev/JWM (Pt-I)/ A/NG dated 27-11-2013. Queries / observations of MoD have all been duly replied. However, it has now been advised / directed by MoD to revisit the entire SRO proposal in view of G.S.R. 592(E) dated 15-06-2017 and resubmit the same after relevant alterations/modifications.

SRO of JWM (NT): -Proposal was forwarded to MoD vide ID No. 100/ MISC/SRO/ Rev/JWM (Pt-II)/ A/NG dated 06-12-2013. All observations of MoD have been duly replied. However, it has now been advised / directed by MoD to revisit the entire SRO proposal in view of G.S.R. 592(E) dated 15-06-2017 and resubmit the same after relevant alterations/modifications.

43. **Extension of Briefcase allowance to the NGO Cadre as per the recommendations of 7th CPC.**

Per/Policy

SK/CDRA

The 7th Central Pay Commission vide para 8.17.7 has recommended to grant Rs 3500/- as Briefcase allowance for the categories of employees drawing grade pay 4200 to 4600. Government of India vide Sl.No.19 of Appendix II of Gazette Notification No.169 dated 6 July 2017 has approved the recommendations of 7th CPC on Briefcase allowance. Department of Defence Research & Development under Ministry of Defence vide letter No. DRDO/DMS/04/4576/M/01/1720/DR&D Dt: 28-09-2017 has already extended the said benefits to the employees drawing grade pay 4200/-.

So, it is requested to issue necessary order to extend the benefits of Briefcase allowance to the NGO Cadre working in Ordnance Factory Organizations.

OFFICIAL SIDE VIEWS/POSITION

Govt of India has accepted the recommendation of 7th CPC for maintaining status quo for grant of Brief case Allowance to those who are drawing GP of Rs 4600/- and above. Matter is being taken up with OFB/Finance.

44. Publication of result of LDCE (Chargeman) 2016-17:

Per/NG

SK/CDRA

OFB vide letter No. 2982/LDCE/CM(T&NT)/2016/PER/GB Date: 19/12/2016 has issued order that result of LDCE (Chargeman) 2016-17 to be published and effect the promotion uniformly w.e.f. 23rd Dec/2016, but again through letter No. 2982/LDCE/CM(T&NT)/2016/PER/GB Date: 21/12/2016 OFB has order Result of LDCE (Chargeman) 2016-17 shall not be published and no promotion shall be given based on that examination till issue of further order from OFB. So, it is requested that the result of LDCE (Chargeman) 2016-17 to be published immediately in the interest of individuals candidates and organization.

OFFICIAL SIDE VIEWS/POSITION

In the subject matter, Honøble High court of Madras through interim order dated 06-03-2017 had directed to maintain status-quo in all the WPø until further order. In view of such directives, LDCE 2016-17 for promotion to CM could not be published. However, Honøble High court of Madras vide order dated 02-08-2017 had modified their interim order in the relevant WPø and clarified that the restriction made in the order issued on 06-03-2017 with regard to issuance of notification would relate only to Chargeman (Tech /Mechanical). In all other aspects, the said order holds good. In view of such modified interim order, HVF was asked to obtain legal opinion from the Chennai Branch Secretariat of Ministry of Law and justice as to whether the order enables the Department to publish the result of LDCE for disciplines other than Mechanical. In reply, Chennai Branch Secretariat expressed their inability to render opinion as the subject matter is pending before the Honøble High Court Madras. However, opinion has been received from CGSC which is being examined by competent authority.

45. Travelling Allowance Rules – Implementation of .

Per/Policy

SK/CDRA

Ministry of Finance (Govt. of India) has issued OM No. 19030/1/2017/E.IV Dated : 13th July, 2017 for entitlement of Air Travel extended to pay level 6 to 11 in pay matrix for Temporary duty journey on tour or training. But it is very unfortunate that the above Govt. order not implemented most of the Ordnance Factories in true spirit. Ordnance factories management arbitrary forced to all entitled Group-B employees to travel in TRAIN mode only, whereas Group-A officers are permitted as there entitlement. The spirit of MoF order is to restrict the TD not the entitlement. This sort of discrimination was not done in any other Govt. organization. This is against the spirit of all Govt. orders/instructions, as a result of this grave injustice there is a great resentment amongst the entire Group-B cadre.

In view of the above it is requested to issue proper instructions to implement the above Govt. order in true spirit and thus in the process fulfill the long cherish dream of Group-B officers (G&NG).

OFFICIAL SIDE VIEWS/ DECISION

Clarification has been sought from the concerned factories where such restrictions are imposed.

46. Un-due delay in Direct Recruitment of Chargeman (T&NT) :

Per/NG

SK/CDRA

The strength of supervisory cadre (Chargeman) are decreasing rapidly in OFB organization and on the other hand vacancies of Chargeman against Direct Recruitment are lying vacant, which is affecting production activities in the organization. Official side has informed in last JCM-III meeting that the process is going on for filling up the 846 CM(T&NT) posts through direct recruitment by OFRC, but notification for DR-CM(T&NT) post is not published till now.

OFFICIAL SIDE VIEWS / POSITION

For the post of Chargeman, DR vacancies for the year of 2011-12 and 2012-13 have already been filled up. Proposal for filling up the post of DR CM for the vacancy year of 2013-14, 2014-15 and 2014-15 was forwarded to OFRC. However, the same has been further reviewed in view of core/non-core activities and revised proposal submitted vide OFB Letter No.75/CM/DR/2015-16/PER/NG dated 25-09-2017.

47. **Implementation of Concept of advance DPC for promotion from CM(T&NT) to JWM(T&NT) and JWM to AWM as per DOP&T OM No: 22011/4/2013-Estt.(D) dtd:28/01/2015.**

Per/NG

SK/CDRA

OFFICIAL SIDE VIEWS

OFB (Per/Resv(SCT)) has taken up the matter with DOPT seeking clarification on OM dated 30-09-2016 in dealing with the DPC proposals vide letter dated 22.02.2017. Reply on the same is still awaited. UPSC has also mentioned to submit the proposal after amendment of existing RRs as per decision in last DPC. However, subject to clarification of DOP&T in the matter, every attempt would be made to follow the model calendar of DPC circulated by DOP&T.

DECISION

Promotion from CM to JWM will be considered based on DOP&T guidelines.

48. **Development of web based Online system for preparation of Seniority list with more accuracy:-**

Per/NG

SK/CDRA

It is requested to develop a web based online system for preparation of Seniority list to minimize the Data manipulation in the line of ARS system of OFB. In this system all factories will up-date the data on day to day basis and program will update the Seniority. For any mis-feeding of the data, the individual sufferer candidate can approach to his management for amendment instead of OFB. In this way the data error will be minimized.

OFFICIAL SIDE VIEWS

Requisite data base for promotion already exists in NG section. Seniority list of CM has been published on 03-04-17 on the basis of the same.

DECISION

Matter is to be examined by OFB (Per/NG Section).

49. **Exclude the point No. 2.2(ii) from the Transfer policy of Gr.-B (Gz. Officers) :**

Per/NG

SK/CDRA

Transfer policy of Gr.-B Gazetted officers was approved by OFB and circulated vide OFB Letter No. JTR-60/Per /NG /2017 -78 Dated 5th June, 2017 which is mention in point No. 2.2(ii) that ÷Normally, in the case of officers promoted to JWM/Sr. PS/PS from lower grades, the total continuous tenure in the factory/unit shall be 20 years after which they will be considered for transfer on functional grounds.ö Which will affect the promote CM & PA.

OFFICIAL SIDE VIEWS

The issue may be deliberated in the meeting.

DECISION

Same as Point No.13

50. Non issuing of NAC by RFI management :

RFI

SK/CDRA

Large number of type III quarters were declared uninhabitable by RFI . As a result of that only one habitable type III quarter was vacant under SC pool. No habitable type III quarter was available for allotment to the unreserved candidates, but not issued NAC to the unreserved candidates. Allotment of one step higher entitlement is admissible under SRO 149 Type III quarter could be allotted to the one step lower entitled individuals but, unfortunately RFI management has not agreed.

OFFICIAL SIDE VIEWS/ DECISION

The matter was referred to RFI. The following comments have been offered by RFI :
It is a fact that Committee comprising of Officers of RFI declared quarters as uninhabitable. As Estate is under control of MSF, to take over the quarters for maintenance and make them habitable. MSF disagreed with the views of RFI and conveyed that some quarters habitable. After Re-examination Committee comprising of Officers of RFI, declared a few "uninhabitable quarters" as habitable. As habitable accommodations were available, NAC was not issued.

50A. Grant of Risk and Hardship allowance to the employees of Ordnance Factories including Chargeman cadre as per cell R2H3 Risk and Hardship matrix recommended by the 7th CPC instead of Risk Allowance.

Per/PM

SK/CDRA

This has reference as follows : (i) DoP&T letter No. 21012/4/88-Estt.(Allowances) dated 22/08/1988 and (ii) MoD letter No. 34(3)/90/D(CIV-II) dated 01/06/1993

a. DOP&T vide letter under reference (i) had considered risk allowance for those engaged in duties involving greater hazards or whose health is liable to be adversely affected progressively over a long period of time because of the particular avocation and Sweepers/ Safaiwalas engaged in cleaning of underground drains, sewer lines and those working in trenching grounds and Infectious Diseases Hospitals.

b. MoD vide letter under reference (ii) had approved 45 hazardous processes in Ordnance factories wherein risk allowance are being paid to the certain categories of employees due to deleterious effect on health over a period of time. In Ordnance Factories, 45 hazardous operations is identified for risk allowance. Chargeman & workers engaged in all 45 hazardous operations and getting risk Allowance.

7th CPC has abolished the risk allowance presently given in Ordnance factories by stating that it has meager rate and with the rise in pay proposed by the commission, this allowance is no longer required.

c. In the recent, Ordnance Factories have undergone many technological & process changes by adopting many new projects either from DRDO or from TOT to meet the current and future requirements of Army, Navy and other customers. Ordnance factories are engaged in manufacturing various new products in which hazardous materials are being used which are also having deleterious effect on health.

d. Para 3 of DOP&T letter under reference (i) allow proposing for inclusion of any new category fulfilling the criteria as indicated in DOP&T letter may be processed by the concerned Ministries in consultation with their Associate Finance and the Department of Personnel & Training.

e. Risk in manufacturing of explosives in Ordnance factories is not only due to deleterious effect on health by handling of hazardous chemicals/ substances but also due to fire and explosion hazardous. Ingredients are being used for manufacturing of primary explosives, propellants and high explosives are having great potential for intense fire and explosion hazardous. Final products of ammunition and explosive division are more sensitive and so many fires and explosions in the factories of have been witnessed in last three decades in which hundreds of lives had been sacrificed.

The details of accidents in A& E Group of Factories [source SAFEX] are furnished below:-

Year	Minor	Major	Fatal	Total	Remarks
2001	157	73	5	235	3 persons died in explosion at OFI in Nov. 2001. 1 person died in explosion at OFV in Sept. 2001. 1 person died in explosion at OFK in Oct. 2001.
2002	119	86	2	207	1 person died in explosion at OFK in April 2002. 1 person died at CFA due to falling from height.
2003	104	70	2	176	1 person died in road accident at OFBOL in Jan. 2003. 1 person died at OFCh in Oct. 2003 during proof of Fuze Mine 1C.
2004	89	44	2	135	1 person died in fire at AFK in April 2004. 1 person died in explosion at OFV in April 2004.
2005	79	47	4	130	1 person died in fire/explosion in process bldg..in OFBA in May 2005. 1 contractor's man died in OFK in Nov.2005.
2006	83	42	4	129	2 person died in fire at OFDR in March 2006. 1 Person died due to falling of tree in CFA in Nov 2006. 1 contractor's man died in CFA due to falling from height in Dec. 2006.
2007	54	46	1	101	1 person died in fire during welding repairs in OFK in Aug.2007
2008	25	66	4	95	4 persons died in fire/explosion in process building at OFBA in DEC 2008.
2009	22	57	2	81	1 person died in fire in OFI in July 2009. 1 person died in explosion at OFK in Aug. 2009.

2010	6	48	5	59	5 persons died in fire in process bldg. in CFA in Nov. 2010.
2011	32	55	5	92	4 persons died in fire in burning ground at OFI in Nov. 2011. 1 person died in fire in process building at AFK in DEC 2011.
2012	17	67	3	87	2 persons died in Fire in Oven for Tracer Composition in OFV in Feb.2012. 1 Contractor worker died while repairing shutter of Bldg. in OFK in March 12
2013	10	60	2	72	2 persons died in fire in mixing of composition for Akash Sustainer in GMP section in OFI.
2014	7	66	1	74	

f. 7th CPC recommended the Risk and Hardship Matrix which will determine the risk and hardship allowance depending on severity of the risk and hardship involved.

g. As per the DOP&T and MOD letters under reference at (i), the risk involved in the hazardous duties in ordnance factories having deleterious effect on health over a period of time is same as risk involved with sweeper or safaiwalas engaged in the cleaning of underground drains, sewer lines. Such comparison by DOP&T and MOD is not relevant and unjustified.

h. During considering the risk involved in the manufacturing of explosives in Ordnance factories, DOP&T and MOD have left out the severity of fire and explosion hazardous thereby employee of ordnance factories are placed in R3H3 cell of matrix wherein only lowest risk and tough location óIII (tribal area) are placed.

i. Boarder out posts and field area are having potential of fighting with enemy whenever such situation arises but not on regular basis. Persons posted on both places are kept in R2H2 cell of matrix. Firefighting staff in the Central Govt. extinguishes the fire whenever such situation arises but not on the regular basis. They are placed in R2H3 cell of matrix.

j. Potentiality is the key component to decide the severity of risk involved. Cases mentioned in Para 9 are having potential for fighting with enemy and fighting with fire but they are virtually not fighting on regular basis. Explosive manufacturing is having similar potential for fire and explosion in which employees sacrifice their lives whenever potentiality converts into hazardous.

In view of above, following justified demands are submitted for kind consideration:-

- i) Hazardous processes in Ordnance Factories approved by the MOD letter vide under reference (ii) are required to be re-assessed and left out processes including the new processes adopted after 1993 may be included in the list of hazardous processes.
- ii) Risk and Hardship allowance instead of risk allowance to be extended upto Chargeman Cadre.
- iii) During assessment of severity of risk involved in Ordnance Factories, potential of fire and explosion hazards and accidents and casualty taken placed in the past three decades may please be taken in consideration.

- iv) Severity of risk involved in Ordnance factories is same/higher as the fire fighting staff of central Govt. department who has been placed in R2H3 cell of Risk and Hardship matrix recommended by 7th CPC. Therefore it is justified demand that employees of Ordnance Factories including Chageman Cadre to be placed in R2H3 cell of matrix at par with fire fighting staff.

OFFICIAL SIDE VIEWS

The point may be deliberated in the meeting. (Per/PM)

DECISION

- (i) Matter is under consideration of M of D. The same will be expedited.
(ii), (iii) & (iv) Govt. Notification on Risk and Hardship Matrix may be awaited.

51. **Family Pension Cases** : Family pension to divorce/widower daughters, handicapped children is extended now. But in some old cases where employees were not much more literate and aware about accuracy of names of their family members, names of daughters/son written in service record of the employees are mismatching with educational documents. In this type of cases authorities in same factories are denying to sanction the family pension benefit while claimants are submitting necessary civil documents and entitled person are facing hardship.

In view of above, it is requested to issue direction to Ordnance Factories especially in OPF and OFC Kanpur to settle all these type of cases on basis of civil authority report. However, if any doubt prevailing factory may send cases to Civil Authority for re-verification.

Per/Policy

- SKS/AIDEF

OFFICIAL SIDE VIEWS

OFB has already circulated GOI guidelines on 31/8/17 on the above subject for compliance by the Fys/Units.

However, the point was taken up with OPF and OFC.

OPF has intimated that several discrepancies are coming in notice in the service records of the deceased employees. Whereas requests are being made by the spouse of the deceased employees for inclusion of new names of the children for family pension. But the following principles are being followed by the Fy :

- (i) If there is minor spelling differences in the name of the children mentioned in the service records and documents submitted for the purpose of family pension, it is allowed by taking affidavit from the individual applying for the family pension.
(ii) In case of inclusion of caste title in the name of children in their documents that is High School Certificate/Birth Certificate etc. Whereas the caste title of the children was not mentioned in the service record are also accepted with affidavit from the individual who has applied for the family pension.

DECISION

Necessary instructions will be issued by OFB. (Per/PM)

52. **Publication of Result of LDCE (CM) 2016-17.**

Per/NG

- SKS/AIDEF

OFB vide letter no.2982/LDCE/CM (T&NT) 2016/PER/GB Dt 21.12.16 for issued order regarding not publishing of LDCE/CM (T&NT) 2016-17.It is learnt that due to some legal case from a particular factory OFB has issued this order.

There, it is requested to issue order to publish the result of other factories which are not involved the court case.

OFFICIAL SIDE VIEWS

Same as point No. 44

53. Requirement of Man Power.

Per/I

- SKS/AIDEF

OPF is having work load of 51 lakh SMH (Rs275 Crore) approx in 2017-18 against capacity of 27.88 lakh SMH it is clear that there is a deficiency of 23.12 lakh SMH in OPF to achieve full targeted work load 2017-18. Hence, the following is requested :

- A. To consider grant of recruitment in tailor trade.
- B. To allow Sunday OT working.

OFFICIAL SIDE VIEWS

A. Manpower for direct recruitment in the Industrial Establishment is sanctioned by the Personnel Division (Per/I Section) on the basis of recommendation/projection of the concerned operating division. Accordingly OEF division along with other operating divisions has been requested vide IS Note dated 10.04.2017 to assess the manpower requirement for Tradesman for the year 2017-18 of the factories under their control in terms of wastages and workload and forward the same to Per/I Section. No requirement of OEF group of factories has been forwarded by the division till date.

B. Same as Point No. 7

DECISION

Concerned Factories to take up the matter with OEF HQrs based on requirement.

54. Revision of Sanction Strength.

Per/I

- SKS/AIDEF

Sanction strength of OPF has revised downward from 2764 to 2606 vide OFB letter No Per/I/800/Manpower/rationalization/OPF dt 31.05.2016 and promotions of employees have been effected adversely due to same. While assurance given in JCM III meeting held on 20/21.11.16 for granting promotions on pre revised sanction strength.

In view of above it is requested to restore the employees may get their due promotion and factory may get more posts for recruitment to achieve target of 51 lakh SMH fixed by OFB.

OFFICIAL SIDE VIEWS/ DECISION

The revision in sanctioned strength of Tradesman of OPF along with other Ordnance Factories was done in commensurate with Manpower Rationalisation Committee Report, in which DDGs of all operating divisions were the members and the same was also approved by the DGOF &

Chairman/OFB. OPF was intimated the said revision vide OFB letter dated 31.05.2016. Hence, the request of restoration is not acceptable at this stage. **(Per/I)**

55. Grant of Medical Advance.

Per/M

- SKS/AIDEF

Ministry of health and family welfare letter no S14025/18/2015-MS/EHSS dt 19.10.16 stated that 90% of the advance of estimated cost of all treatment may be given on package rate but there is no mention about IPD treatment (conservative treatment) without package code. However same facility is mentioned for OPD case.

As per medical attendance rule there is no limit for number of advance payable for each case of illness. But PCFA Kolkata has issued a clarification vide letter no 883/AN-MED-GEN dt 31.05.17 to grant Rs 10,000 only against payment of 90% of estimated cost of treatment as per MH&FW letter No S14025/18/2015-MS/EHSS dt 19.10.16 (copy Enclosed). In view of above, following is considerable

(I) To take up the case with MH&FW to issue necessary guideline to grant 90% advance in IPD cases without package code (conservative treatment) also.

To take up with PCFA Kolkata to withdraw order issued vide their letter dt 31.05.17 to issue instruction to grant medical advance without any limit of number of advances.

OFFICIAL SIDE VIEWS/DECISION

Per/M : CGHS package rates are comprehensive in nature and address a myriad of ailments and all normal/routine ailments afflicting the population are thus comprehensively covered by applicable CGHS rates/package rates.

In the rare instances where a particular ailment cannot be covered under any CGHS rate/CGHS package rates the matter is dealt with as per provision of Min. of H&FW OM No.4-18/2005-C&P{Vol.-1pt}) dated 20-02-2009 and OM No. H.11022/01/2014-MS dated 15-07-2014. In such cases required advance may be granted to the employee subject to the undertaking by the employee that re-imburement will be regulated as per extant rules as decided upon by the Competent Authority.

PCA : As per GOI Min of Health & FW Letter No.S.14025/18/2015-MS/EHSS dated 17-10-2016 the advance may be granted 90% of the approved CGHS package rates in respect of serving CS(MA) & CGHS beneficiaries and as per MH&FW OM No.S.11016/1/92-CGHS(P) dated 29-10-1992 medical advance may be granted Rs.10,000/- or the amount recommended by the physician, whichever is less in case of conservative treatment. In this connection, it is also mentioned that as per Chapter 2 of Medical Attendance Rules Sub Rule (v) under Rule 1 it is clearly stated that not more than one advance should be granted in respect of the same illness or injury.

56. In the 21st meeting of SCM on 30-03-2017, it was pointed out in Agenda No.10.3 that in the Union (INDWF affiliated Union, Kanpur) Conference Hall, an electric meter was forcefully installed which was requested to be removed. But in the Agenda, it has been mentioned as a Commercial Electric Meter. But the Union is unable to bear the Electric Cost for either normal meter or commercial meter. In this Union Hall, all the discussion are held regarding production and productivity matters and this arrangement is there since the time of Late Shri CBL Tewari. Hence, Agenda Pt. no.10.3 may please be

amended properly and arrangements may be made so that union(INDWF affiliated) matters may be managed smoothly in Kanpur.

Dir/IR, OFC

- VKT/INDWF

OFFICIAL SIDE VIEWS

Comments have been sought from OFC.

DECISION

The matter has since been resolved.

- 57. Accordingly to 7th CPC, Fire Brigade employees should be given 2700/- Risk Allowance while it is being paid in other Factories, OFC has not been paying it.**

Dir/Admin

- VKT/INDWF

OFFICIAL SIDE VIEWS

The issue is pending with M of D.

(Per/PM)

DECISION

The matter will be taken up with OFC.

- 58. In OF Hospitals, the pay-fixation proposal of Pharmacist as per orders of Fast Track committee based on 6th CPC recommendations, is not being done by OFB or PCA(Fys.), because of which Pharmacists are facing financial and psychological hardships. Therefore, it is requested that pay-fixation of Pharmacist been done as per DOP&T Letter No.35014/1/2014/Estt(D) dated 10-06-2015 in which it is mentioned at Pt. no. 3 that :-**

(a) In case the entry GP of Rs.2800/- after 2 years of services, has been upgraded to Rs.4200/- before 01-09-2008, then it will not be treated as ACP.

(b) As per Min of Fin., Deptt of Expenditure Letter dated 01-01-2008, IC dated 18-11-2009 and OFB Letter No.450/6th CPC/A/M dated 29-12-2009, it was mandated that Pharmacist completing 2 years of service on or after 2006, will get non-functional grade. But the same has not been implemented.

Per/M

- VKT/INDWF

OFFICIAL SIDE VIEWS

The matter will be elaborated in the meeting.

DECISION

At para 3 of the DOP&T Letter dated 10-06-2015, the factual position has been brought out as per ACP/MACP guidelines. Matter will be taken up with PC of A(Fys.)

- 59. Determination of Seniority in connection with Direct Recruitment in the Industrial Establishment.**

JWM/Per/I

- RS/INDWF

OFFICIAL SIDE VIEWS

OFB vide Circular No. Per/I/Seniority/2015-16 dated 04.08.2015 (available in COMNET) issued directives to prepare seniority list of IEs as per merit list of recruitment examination (in Semi-skilled grade) in terms of existing DOPT orders on the subject. Further, it is clarified vide OFB Circular No. Per/I/Seniority/2015-16 dated 07.01.2016 (available in COMNET) that the

Circular dated 04.08.2015 is applicable only in cases of recruitment taking place on or after 04.08.2015 as the Hon'ble Supreme Court in a catena of cases has held that cases of settled seniority can not be unsettled after a long lapse of time. Accordingly, HVF has been directed to file writ petitions challenging the Hon'ble CAT, Madras common Order dated 16.03.2017 in OA No. 39 & 40 of 2015 vide OFB Letter dated 06.10.2017.

DECISION

The matter to be examined on file afresh.

60. Implementation of Restructuring of Cadre in Artisan Staff (Highly Skilled) in ordnance factories without applying Reservation 20-05-2003 and from 01-01-2006.
JWM/Per/I **- RS/INDWF**

Employees in Industrial Establishment in OFs working in Engine Factory avadi, raised and submitted representations as per the instruction of MOD vide letter No. 11(1)/2002/D(Civ-I) No. 01/CR/Vol-II/A/I/658 (Pt-2) dt. 11-12-2012. Based on the judgement Order of Hon'ble Supreme in the case of the BSNL Ltd. Vs. R. Santhakumari Velesamy & others and contended that while implementing Cadre structure during the year 2003, the reservation has been applied. As per Parameters laid down in the judgement of the above said case, no reservation should be applied. The above orders of MOD & OFB were implemented on 2nd Phase in OFs with Reservation :-

Phase I : From 01-01-1996 to 19-05-2003 with HS 55% (25% MCM) Skilled/Semi Skilled 65%
Phase II : From 20-05-2003 onwards with HS 55% (25% mcm) Skilled/Semi Skilled 45%

DOPT has now clarified that as on 01-01-2006, Highly Skilled Grade-II were placed in Highly Skilled Grade I strictly and in relaxation of the conditions if any i.e. trade test or evaluation comparative merit, the said placement is upgradation simplicitor and in view of the BSNL Vs. R. Santhakumari Velesamy case reservation is not applicable.

In view of the above clarifications, reservations for SCs/STs is not made applicable in the Restructuring of cadre of Artisan Staff as per MOD letter No. 11(5) 2009-(Civ-I) Dt. 14-06-2010 from 01-01-2006 to 14-06-2010 in the case if the placement were done without following any process of selection meant for promotion. This was followed and adopted by DG/EME vide their letter No. B/21892/44/EME/CIV-(G-2) dtd. 28-05-2014.

The same may be followed in OFs without adopting/implementing reservation at the time of Cadre Restructuring on 20-05-2003 and 01-01-2006 upto 14-06-2014.

OFFICIAL SIDE VIEWS/DECISION

MoD vide ID dated 15.10.2012 forwarded the judgement copy of the Hon'ble Supreme Court of India in BSNL vs R. Santhakumari Velusamy & Ors. passed in 2011 for applying the same at the time of restructuring of cadre of artisan staff as per OFB letter dated 14.06.2010. Accordingly, OFB issued circular dated 11.12.2012 for information and necessary guidance. Also, OFB issued Circular No. 01/CR/Vol-II/A/I/658/I dated 05.08.2011 by stating that no reservation is applicable in case of placement of senior most HS workers (50%) to HS Gr.-I at the time of cadre restructuring w.e.f. 01.01.2006. The same has already been applied in all the

Ordnance Factories. The question of applicability of the said judgment does not arise in the old cases of cadre restructuring in 2003 as MoD has directed to apply the same in the latest cadre restructuring occurred w.e.f. 01.01.2006, order of which was issued on 14.06.2010.

61. Payment of Overtime Allowance in line with 7th CPC Scales:

Dir/Admin - SS/BPMS

The resolution, for adopting 7th CPC Pay Scales, was promulgated in July 2016 whereby new pay scales of 7th CPC were implemented from 1 January 2016. But any further enhancement in overtime allowance was stopped from July 2016, promotion, increment and enhancement in dearness allowance etc were not added in calculation of Overtime Allowance since then. Overtime allowance is being paid on 6th CPC Scales without any enhancement from July 2016.

Therefore, you are requested to pay Overtime Allowance in line with 7th CPC Scales from 1 January 2016.

OFFICIAL SIDE VIEWS

Same as pt. No.9(m).

62. Payment of Piecework Profit and Incentive in line with 7th CPC Scales:

Dir/Admin - SS/BPMS

In present, Piecework Profit and Incentive is being paid on minimum pay (6th CPC) of skilled worker. The committee, which has been constituted in this relation, has not exercised any work. Though it has not much workload, it has failed to conduct its meeting regularly. It has been causing to financial loss to lower rung employees of OFB. In this relation, BPMS opined that there is no need of the committee for the purpose and Piecework Profit and Incentive should be paid on 7th CPC Scales on existing formula.

OFFICIAL SIDE VIEWS

The relevant Committee Report is awaited. Next meeting of the Committee has been scheduled in Nov., 2017. (Per/PM)

63. Sunday Overtime Working against Holiday:

Dir/Admin - SS/BPMS

To maintain the production and highest level of productivity, the detailment of employees used to make on Sunday against Holiday. But it was stopped suddenly without any reasonable justification.

You are requested to continue the practice of Sunday Overtime Working against Holiday so that highest level of productivity may be maintained. Further, there should not be a ceiling of 9 hours working on any day.

OFFICIAL SIDE VIEWS

Same as Pt. No. 7.

64. Recruitment of Employees in OEF Group of Factories:

JWM/Per/I - SS/BPMS

In OEF Group of Factories, there is sufficient workload in spite of categorisation of its products into core and non-core. You are requested to take action for recruitment in the posts sanctioned for the years 2014-15 and 2015-16 in these factories without any further delay.

OFFICIAL SIDE VIEWS

A decision has been taken not to make any fresh recruitments in the OEF Gr. of Fys. While there may be workload at present, in the absence of committed load from Army and declaration of majority of items as non-core, creation of long term employment liability by the organisation is avoidable.

DECISION

Concerned Factories to take up the matter with OEF HQrs based on requirement.

65. In OCF Shahjahanpur, the recruitment process in the post of Tailor/SS (Vacancy ó 104) was stopped on the order of Honøble CAT Allahabad. Recently, Honøble CAT decreed in favour of selected candidates. So these candidates should be recruited without any further delay.

JWM/Per/I

- SS/BPMS

OFFICIAL SIDE VIEWS/ DECISION

All the Ordnance Factories / OFRC have already been directed to resume the recruitment process in r/o Tradesman/SS (IEs) vide OFB Circular No. 570/Per/I/Pt.54/294/Vol-IV/2017 dated 17.05.2017. Accordingly, the Ordnance Factories, wherein recruitment process was completed and final select list was published, have been granted permission for issuing of orders of appointment to the selected candidates after receipt of satisfactory PVR stipulating the condition of subject to final verdict of the Hon'ble High Court, Allahabad in writ petitions filed by OCFS, OEFC, OFM & OPF.

66. An LDCE for Chageman was conducted between 27 Nov 2016 and 30 Nov 2016 for filling the vacancy of 2016-17. The result of that examination should be declared and vacancy should be filled without any further delay.

Dir/NG

- SS/BPMS

OFFICIAL SIDE VIEWS

Same as Point. 44.

67. In EF Avadi, IEs are not getting Promotion. In this regard, necessary directives should be issued.

JWM/Per/I

- SS/BPMS

OFFICIAL SIDE VIEWS

This point is not specific. Also, no such case has been forwarded by EFA seeking clarification on granting promotion.

DECISION

The matter will be referred to EFA for comments.

68. **Man Power rationalization:**

Dir/IR

- SS/BPMS

After Man Power rationalization, the sanctioned strength of some factories was reduced and in some, it was enhanced. Where it was reduced, Promotion has been stalled. But where it was enhanced, Ratio has not been maintained. You are requested to issue necessary directives in this regard.

OFFICIAL SIDE VIEWS/ DECISION

Instructions will be issued to factories to revise the ratio wherever sanctioned strength has been increased.

69. The Promotion of Chageman to JWM, has been stalled for a long time. It should be expedited without any further delay.

Dir./NG

- SS/BPMS

OFFICIAL SIDE VIEWS

Same as point. 39.

70. In OPF Kanpur, Several types of Parachutes have been manufactured. There are a few firms which supply raw material of Parachutes. Those are unable to supply the material in stipulated time which leads to delay in supply of Parachutes to Army/ Airforce. There is need to develop some other resources regarding the supply of raw material so that supply of Products may be possible in time.

DDG/OEF

- SS/BPMS

OFFICIAL SIDE VIEWS/ DECISION

The matter has been referred to DDG/OEF on 06-10-2017. However, the material supply related problems are to be sorted out by the Factory/Division concerned.

71. The Vacancy regarding Primary Teacher, Darwan, Fireman, LDC, Storekeeper, Cook and MTS published in 30/05/2015 should be filled without any further delay.

JWM/NI

- SS/BPMS

OFFICIAL SIDE VIEWS/ POSITION

Matter is under consideration at OFB.

72. Arrangement should be made with regard to carry dead body of employee dying in harness to his paternal residence.

Dir/Admin

- SS/BPMS

OFFICIAL SIDE VIEWS/ DECISION

This is not a general policy matter. Specific cases may be taken up with Concerned Factory management.

73. Constitution of R&D Section in every factory and formulation of policy in this regard should be issued by OFB.

- SS/BPMS

OFFICIAL SIDE VIEWS/ DECISION

It will be better to raise this type of strategically suggestion related to Manufacturing issues in APC Forum which is exclusively for production and productivity matter.

74. Risk allowance for fireman is not being implemented in true spirit in all factories.

Dir./Admin

- SS/BPMS

OFFICIAL SIDE VIEWS/ DECISION

Matter is under consideration at M of D. **(Per/PM)**

75. Revised HPCA/ PCA should be granted to Non-Ministerial Cook, Masalachi etc. in Ordnance Factory hospitals as per 7th CPC.
JWM/7th CPC, Per/M - **SS/BPMS**

OFFICIAL SIDE VIEWS

7th CPC has sanctioned HPCA/PCA to Ministerial and Non-ministerial cadres posted in OF Hospitals. Necessary Order in this regard is awaited.

DECISION

Since HPCA/ PCA is granted to Non-Ministerial categories like Cook etc. in Ministry of Railways, OFB to take up the matter with M of D suitably. **(Per/M)**

76. Transfer policy of single woman should be implemented in OFB as per MoD directives.
JWM/Per/I & Dir./NG - **SS/BPMS**

OFFICIAL SIDE VIEWS

A draft transfer policy for IEs/NIEs/NGOs was prepared and circulated on COMNET vide Lr. No. Per/I/Transfer/2015-16 dated 09.10.2015 by seeking comments from HOD of all factories and the recognised Federations/Associations. Thereafter, Staff side of OFB JCM-III level submitted a proposal unanimously for consideration. The said proposal along with comments of Factories/Associations/Federations was forwarded to the Committee (Chairman- Shri Rajvir Singh, DDG/OFBNDO) for proposing a transfer policy in r/o IEs/NIEs/NGOs vide OFB Lr. No. Per/I/Transfer/NOV-2016 dated 17.11.2016. The proposal of the Committee has been examined at OFB and a final policy is being prepared. The transfer policy will be published only after approval of DGOF & Chairman/OFB.

DECISION

It has been intimated that the Committee constituted for recommending Transfer Policy for all factory-based posts, has submitted its report, which is under consideration at OFB. However, I am of the view that a copy of the Committee Report should be shared with all stakeholders and their views are invited before taking a final decision in the matter. Necessary instructions have already been issued in this regard.

77. Statuary Rules and Orders, Notification issued by MoD dated 23/09/2004 for allotment of residence in Ordnance Factories Estate should be revised.
Per/W - **SS/BPMS**

OFFICIAL SIDE VIEWS

The matter may be deliberated in the meeting.

DECISION

Any revision in SRO 149/2004 for allotment of Residence in Ordnance Factories Estates requires suitable proposal received from OFs. OFB has requested for the suggestions/modifications/feedback from all OFs. The same is awaited.

78. Deposit linked Insurance scheme as per Rule 33A, 33B of CCS (Pension) Rules, 1972 is not being implemented in CFA.
Dir./Admin - **SS/BPMS**

OFFICIAL SIDE VIEWS/ DECISION

Existing Govt. Rules to be followed. Matter is being taken up with CFA. **Per/PM**

79. ACP for pre 1989 cases:

JWM/Per/I

- SS/BPMS

Assured Career Progression Scheme (ACPs) to employees who have been promoted from Labourer B (US) to Labour Selection Grade A(SS) and promoted from Labourer B (US) to CPW B(SS) has been denied ACP I stating that Labourer B (US) to Labourer A (SS) Selection Grade and Labourer B (US) to CPW B (US) is promotion.

It has been observed that Hon'ble High Court order of similar case that the movement from Labourer B (US) to Labourer A (SS) selection grade can't be treated as promotion and hence the incumbents who were promoted from Labourer B (US) and Labourer A(SS) should be considered for granting ACP I & II (Rs 4000 and 5000 respectively) I CFA also.

OFFICIAL SIDE VIEWS/ DECISION

Since the judgement of the Hon'ble High Court, Madras is in contravention to the Govt. orders /SRO, CFA has already been directed to file SLP in the Hon'ble Supreme Court challenging the order of the Hon'ble High Court vide OFB Letter dated 03-10-2017.

80. Payment of HRA, TPTA

JWM/7th CPC Cell & Dir/IR

- SS/BPMS

After 01/01/2016 all the allowance were stopped for further enhancement unless recommendations in line with 7th CPC were implemented. Allowances with new rates were implemented from 01/07/2017. Promotion, increment, dearness allowance etc factors which play a vital role in calculation of these allowances were not taken for calculation between 01/01/2016 and 01/01/2017 that led to financial loss to all the employees. You are requested to do the needful in this regard.

OFFICIAL SIDE VIEWS/POSITION

Necessary instructions have been issued as per the existing Govt. orders of 7th CPC.

Per/PM

81 **Encashment of ELs while retirement and LTC encashment calculation should be done as per IEs wages calculation.**

Dir/Admin

BRNK/BPMS

OFFICIAL SIDE VIEWS

Govt. Order in vogue is to be followed.

DECISION

Staff Side may submit a Brief on the matter. The same to be taken up with M of D after concurrence of the proposal by PC of A(Fys.).

**82 Change of utilised Hometown LTC to all India LTC.
Dir/Admin**

BRNK/BPMS

OFFICIAL SIDE VIEWS/POSITION

In another reference from OF Medak, the matter was taken up with PC of A(Fys.) to seek feasibility of conversion of Hometown LTC to All India LTC. It has been stated by PC of A(Fys.) that the same is not permissible. OF Medak was suitably informed of the same vide OFB Letter No.612/LTC/Per/Policy dated 14-07-2017. **(Per/PM)**

**83 Stoppage of overtime on Sunday/Holidays may be removed.
Dir/Admin**

BRNK/BPMS

OFFICIAL SIDE VIEWS

Same as Pt. No.7

**84 GOI, M of Fin has issued the Allowances notification No.11-1/2016 dated 06-07-2017.
Necessary Orders may be issued on Risk Allowances based on the same as per 7th CPC
Dir/Admin**

BRNK/BPMS

OFFICIAL SIDE VIEWS/ DECISION

The instructions from the Govt regarding grant of Risk Allowance as per risk and Hardship Matrix recommended by 7th CPC have not been issued so far. Necessary action will be initiated after receipt of the same. **Per/PM**
