

ALL INDIA DEFENCE EMPLOYEES' FEDERATION
INDIAN NATIONAL DEFENCE WORKERS' FEDERATION
BHARTIYA PRATIRAKSHA MAZDOOR SANGH
(RECOGNIZED FEDERATIONS OF DEFENCE CIVILIAN EMPLOYEES)

Joint Circular No. : 50/2020

Date : 01.09.2020

To,

**All the affiliated Unions of
AIDEF, INDWF, BPMS**

Demands for the one day strike and one week action programme by the Unions of MES, DRDO, DGQA, DGAQA, EME, NAVY, DRDO, AOC and IAF

Even though there are many issues agitating the minds of the Defence Civilian employees of the above Directorates, we have identified the following important demands of each of the Directorates to be placed as Charter of Demand for the one day strike on 19/10/2020 and for the one week protest programme from 07/09/2020 to 11/09/2020. The demands are to be enclosed with the Strike Notice.

DEMANDS OF MES EMPLOYEES

- 1) Withdrawal of unwarranted and arbitrary decisions of abolition of 9304 posts of MES.
- 2) Withdrawal of arbitrary application of APARs for Industrial Employees of MES.
- 3) Scrap NPS and reintroduce Pension Scheme under CCS(Pension) Rules 1972.
- 4) Grant of skilled payscale to Valveman.
- 5) Merger of isolated posts of Lift Operator of MES with FGM.
- 6) Grant of Cadre structure to Meter Reader of MES on par with Workshop staff.
- 7) Grant of 4 grade structure to MTS of MES.
- 8) Review of posting/transfer policy of MES as per the suggestions put forth by the Federations.
- 9) Arbitrary framing of Recruitment Rules and Cadre Restructuring proposals etc. should be discontinued and all these major policy matters should be discussed with the Recognised Federations before finalisation.
- 10) All DPCs/Screening committee should be conducted timely, so as to ensure that Promotions/MACP are granted to the employees on due date.
- 11) Recruitment qualification for MTS should be either Matriculation or ITI and not both.
- 12) To ensure effective and periodical functioning of Army HQ JCM III Level council and the Additional Meeting Mechanism chaired by the JS(Works).

- 13) To provide Medical treatment to the Civilian Employees and the Dependents in the Military/Command Hospitals.
- 14) To extend support and solidarity to the striking workers of Ordnance Factories against Corporatisation of OFB.

DEMANDS OF NAVY

- 1) Withdrawal of unwarranted and arbitrary decisions of abolition of 7485 posts of Navy.
- 2) Stop outsourcing of permanent and perennial nature of jobs.
- 3) Fill up all the vacant Civilian posts in the Navy immediately.
- 4) Scrap NPS and reintroduce Pension Scheme under CCS(Pension) Rules 1972.
- 5) Settle all the pending Cadre Restructuring proposals.
- 6) Grant of Compassionate appointments in a time bound manner without further delay.
- 7) All DPCs/Screening committee should be conducted timely, so as to ensure Promotions/MACP are granted to the employees on due date.
- 8) Immediate absorption of Ex-Apprentices of Navy under 60 : 40 Ratio.
- 9) Recruitment qualification for MTS should be either Matriculation or ITI and not both.
- 10) Implementation of cadre restructuring of Ammunition Mechanic at the earliest with One Time Relaxation.
- 11) Arbitrary framing of Recruitment Rules, Cadre Restructuring, Transfer policy etc. should be dispensed with and all major policy matters should be finalised only in consultation with the Recognised Federations.
- 12) CGHS facilities to be extended to Defence Civilian employees of left out Units of Navy Mumbai.
- 13) Immediate allotment of GPRA Accommodation to the employees of Naval Dockyard Mumbai.
- 14) To ensure effective and periodical functioning of Navy HQ JCM III Level council and the Additional Meeting Mechanism chaired by the JS(Navy).
- 15) To provide Medical treatment to the Civilian Employees and the Dependents in the Navy/Command Hospitals.
- 16) To extend support and solidarity to the striking workers of Ordnance Factories against Corporatisation of OFB.

DEMANDS OF DGQA

- 1) No restructuring of DGQA which affects the Organisation and its employees.
- 2) Convening of DPC for Promotion to the post of OS to AO, AO to SAO – II, SAO-II to SAO-I, SSS to SO and Senior Draughtsman to JTO(D).
- 3) Framing of SRO in respect of IEs and JEs as proposed by the JCM Sub-committee of DGQA.
- 4) Implementation of the Homogenous working hours and Overtime as approved by the DGQA.

- 5) Filling up of all the Civilian Posts which are lying vacant in DGQA Establishments.
- 6) Compassionate Transfer applications may be considered sympathetically by giving due consideration to their difficulties, such as Medical problems etc.
- 7) To ensure effective functioning of JCM IV level Council.
- 8) Scrap NPS and reintroduce Pension Scheme under CCS(Pension) Rules 1972
- 9) Payment of HRA to the employees without insisting on NAC at par with Ordnance Factory Employees.
- 10) To ensure effective and periodical functioning of DGQA HQ JCM III Level council and the Additional Meeting Mechanism chaired by the JS(LS)
- 11) To constitute a unified QA Agency under the Ministry of Defence.
- 12) To provide Medical treatment to the Civilian Employees and the Dependants in the Military/Command Hospitals.
- 13) To extend support and solidarity to the striking workers of Ordnance Factories against Corporatisation of OFB.

DEMANDS OF DRDO

- 1) Stop Revamping of DRDO labs and against the move of the Government to Corporatise PXE, Balasore and closure of many DRDO labs.
- 2) Stop FDI and 100% privatisation and stop entrusting 108 design and development project works of DRDO to private Industries.
- 3) Immediately comprehensive review of DRDO DRTC rules as per agreement reached with Federations on 13/02/2016.
- 4) Immediately finalise and implement Cadre Review of Admin, Stores, Steno, Accounts, Security, fire/FED, Vehicle Operator, Hindi Staff, paramedical, Canteen Staff and MTS categories.
- 5) Scrap NPS and reintroduce Pension Scheme under CCS(Pension) Rules 1972
- 6) Immediately hold review DPCs in respect of Admin and Allied categories to fill up all the existing vacancies.
- 7) Immediately conduct LDCE to fill up entry level vacancies of Admin & Allied categories among MTS cadre.
- 8) Immediately pay 20% PRIS to DRDO employees at par with DAE/DOS(ISRO) by ending discrimination.
- 9) Stop amendments Labour Laws and stop removal of DRDO from the definition of 'Industry' from the IR Code 2019 Bill introduced in the Parliament
- 10) Restore ID Act to SBC and extend DRDO DRTC Rules to DRDO-ATVP SBC Cadre, Visakhapatnam.
- 11) To ensure effective and periodical functioning of DRDO HQ JCM III Level council and the Additional Meeting Mechanism chaired by the DG(HR)

- 12) Fill up all the existing vacancies and regularise the services of very large number of Casual/Contract/Consolidate workers working in DRDO for years together.
- 13) Immediately settle LTC-80 (2013-14) package availed by the DRDO Employees as one time measure as per DOP&T Orders and remove physical, mental and financial tensions of effected staff.
- 14) To provide Medical treatment to the Civilian Employees and the Dependants in the Military/Command Hospitals.
- 15) To extend support and solidarity to the striking workers of Ordnance Factories against Corporatisation of OFB.

DEMANDS OF EME

- 1) No GOCO Model in Army Base Workshops.
- 2) No Privatisation of spares/Assemblies in EME Workshops.
- 3) Fill up all the vacant Civilian Posts.
- 4) Framing of Recruitment Rules and Cadre Restructuring of all category of employees in consultation with Recognised Federations.
- 5) Arbitrary decisions such as framing of RR, conversion of the Cadres into Centrally controlled etc., should be dispensed with and the issues on policy matters should be discussed with the Federations before finalising such policies.
- 6) Filling up of vacancies in MCM which is pending from 2005 onwards.
- 7) Scrap NPS and reintroduce Pension Scheme under CCS(Pension) Rules 1972.
- 8) To ensure effective and periodical functioning of Army HQ JCM III Level council and the Additional Meeting Mechanism chaired by the JS(O).
- 9) No displacement / transfer of employees from the existing workshops, no reversion in their grade and pay should be ensured as assured by the JS (Army) in the meeting held with the Federations on 9-3-2018.
- 10) To extend support and solidarity to the striking workers of Ordnance Factories against Corporatisation of OFB.

DEMANDS OF AOC

1. No closure of any Depots under AOC.
2. No GOCO model in COD Kanpur and other Depots.
3. Arbitrary decisions such as framing of RR, conversion of the Cadres into Centrally controlled etc., should be dispensed with and the issues on policy matter should be discussed with the Federations before finalising such policies.
4. Recruitment Rules after 7th CPC should be finalised in consultation with the Federations.
5. All the civilian posts lying vacant should be filled up immediately.
6. Scrap NPS and reintroduce Pension Scheme under CCS(Pension) Rules 1972.

7. Finalise and implement all cadre restructuring proposals of Industrial and Non Industrial Personnel.
8. To ensure effective and periodical functioning of Army HQ JCM III level Council and the Additional Meeting Mechanism chaired by the JS(O).
9. To provide Medical treatment to the Civilian Employees and the Dependants in the Military/Command Hospitals.
10. To extend support and solidarity to the striking workers of Ordnance Factories against Corporatisation of OFB.

DEMANDS OF AIR FORCE

1. Filling up of all Civilian posts lying vacant in the Air Force units.
2. Immediate approval of all the pending cadre restructuring proposals.
3. Scrap NPS and reintroduce Pension Scheme under CCS(Pension) Rules 1972.
4. To ensure effective and periodical functioning of Air HQ JCM III level council and the Additional Meeting Mechanism chaired by the JS(Air).
5. To provide Medical treatment to the Civilian Employees and the Dependants in the Airforce/Command Hospitals.
6. To extend support and solidarity to the striking workers of Ordnance Factories against Corporatisation of OFB.

DEMANDS OF DGAQA

1. Fill up all the civilian posts lying vacant.
2. Implement all the pending cadre restructuring proposals.
3. Scrap NPS and reintroduce Pension Scheme under CCS(Pension) Rules 1972.
4. To ensure effective and periodical functioning of DGAQA HQ JCM III level council and the Additional Meeting Mechanism chaired by the JS.
5. To provide Medical treatment to the Civilian Employees and the Dependants in the Military/Command Hospitals.
6. To extend support and solidarity to the striking workers of Ordnance Factories against Corporatisation of OFB.

One Week protest programme to be observed by the Unions of MES, DRDO, DGQA, DGAQA, EME, NAVY, DRDO, AOC and IAF.

- 1) 7/9/2020 – Issue of Strike Notice after holding demonstration.
- 2) 8/9/2020 – Publication of posters inside the units on the strike demands.
- 3) 9/9/2020 – Publication of pamphlets and Gate Meetings.
- 4) 10/9/2020 – Wearing of demand badges.
- 5) 11/9/2020 – Wearing of demand badges and lunch boycott.

All the above programmes may be observed successfully by all the Affiliated Unions and reports may be submitted to the respective Federations.

FORWARDING OF THE RECORD OF DISCUSSIONS OF THE MEETING HELD IN THE OFFICE OF ADDITIONAL SECRETARY (DP) ON 28-08-2020 AT 16.30 HRS THROUGH VC TO INTERACT WITH FEDERATIONS OF OFB REGARDING THE STRIKE NOTICE.

The DDP have now issued the record of discussion of the meeting held under the Chairmanship of Additional Secretary (DP) on 28-8-2020 to discuss about our strike demands. A copy of the record of discussions of the meeting is enclosed as **Annexure-I** of this joint circular. A copy of the Gist of Cabinet Secretariat letter dated 7-8-2020 about the constitution of Empowered Group of Ministers to oversee and guide the entire process of conversion of OFB into a PSU along with its terms of reference received from DDP is enclosed as **Annexure-II** of this joint circular.



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Copy also to :

The General Secretaries

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DGOH HQ. Employees Associations & IOFSA

} For your kind information please

**Record of Discussions of the meeting held in the office of
Additional Secretary (DP) on 28.08.2020 at 1630 hrs (through VC) to
interact with the Federations of OFB regarding the strike notice**

The list of participants is annexed.

2. At the outset, Additional Secretary (DP) welcomed the representatives of the three recognised Federations (AIDEF, INDWF & BPMS). He stated that the three Federations have given a strike notice to commence an indefinite strike from 12.10.2020 by the Defence Civilian employees of the OFs and DGQA units functioning inside OFs for various reasons/ demands. He mentioned that DDP has written a letter to the Federations dated 14.08.2020 to support the Government in the process of corporatisation and not to go on strike. He added that the OFB has also communicated with the Federations at various levels to not go on strike but it is understood that the strike notice has not been withdrawn. In this context, the present meeting has been convened. He informed about the decision taken by the Cabinet to corporatize OFB and about the order to constitute an Empowered Group of Ministers (EGoM) under the Chairmanship of Raksha Mantri to oversee and guide the entire process of corporatisation. He requested that to complete the entire exercise smoothly, the Federations should co-operate with the Government. Thereafter, he invited the Federations for their views, especially with regard to protection of their service benefits like pension.

3. The Federation representatives spoke one by one. Their views are summarised in the following paragraphs.

4. President, AIDEF thanked DDP for calling the meeting. He asked as to why the Government is corporatizing the Ordnance Factories. AS (DP) replied that it is a Government decision. President, AIDEF stated that the Federations have already written a number of times to Hon'ble PM and MoD about their decision to not accept corporatisation of OFB, giving detailed reasons and justification. However, the Government did not consider their representations at all and not even bothered to reply. Hence, the Federations have taken the decision to commence the indefinite strike, for which the workers have given the mandate through the strike ballot, as per the provisions of the ID Act. OFB and all its factories are under the direct control of the Ministry/DDP. All postings,

right from Chairman to GM are being done by the Ministry only. All the policy decisions are also taken by the Ministry. In all these decision-making processes, there is no role of either the workers or their trade unions. Therefore, if anything is wrong with OFB, then Ministry is only responsible for the same. Hence, if at all Corporatisation has to take place, first it is the MoD/DDP which should be corporatised and not the Ordnance Factories. He mentioned that the Hon'ble PM, during a defence industry outreach webinar on 27.08.2020, has said that OFs had been run like a "government department" for decades. He mentioned that OFs are responsible for their production activities at every stage and that the PM has not been briefed properly. He mentioned that Department has not provided any written confirmation of the assumed benefits of corporatisation, nor given any credible proof in support. He said that in case of corporatisation, the OFs will not be viable and will definitely be liquidated, sooner or later. He requested for a Expert Committee to be formed, with all stakeholders.

5. AS (DP) responded that relationship between the DDP and the OFB alongwith the workers/Unions/ Federations is a relation of equals. The Terms of Reference (ToRs) of the EGoM will be shared with the Federations (copy enclosed). One of the ToRs is regarding the financial support required by the OFB for sustenance. The employees will remain employees of a government entity. The only change is that the proposed entity will be a 100% government owned entity instead of a Government department.

6. General Secretary AIDEF stated that Secretary (DP) has given assurance during meeting with Federations on 28.07.2020 that their concerns against corporatisation would be urgently communicated to the RM. However, it is regretted that they have not received any feedback in this regard. Instead, the RM has announced during the above webinar that the corporatisation of OFB will be completed in a year. He stated that the Federations strongly protest against this. He reiterated the contention that all postings, right from Chairman to GM are being done by the Ministry only, so the concerned officials of the Ministry should be corporatized. He stated that the PM is not being correctly briefed by senior government officials. The government should not be a party to a decision of ruining an old and landmark institution. He mentioned that the Prime Minister in his

speech on 27.08.2020 in a seminar on defence manufacturing has appreciated the workforce of the Ordnance Factories. Though, he has also made a statement that Ordnance Factories are in the process of becoming a corporation, which will strengthen the workforce of OFB and also the Army. However, the Prime Minister has not given any details about how corporatisation is going to strengthen the workforce. In our view, corporatisation will rather damage the future of the workforce. Therefore, the senior officers who have written the speech of the Prime Minister should inform how the workers are going to be benefited by Corporatisation of OFB, when the Government's policy is to privatise PSUs, as told by Finance Minister during her announcement on 17.05.2020. He also mentioned that DDP has never been kind and considerate towards OFB. No benefits and no relaxations, in official or HR domain, have been given to the organisation and the workforce over a long period of time. No cadre restructuring proposal has been approved in the last 20 years. 275 products of OFB were declared non-core and OFB was asked to compete with the private sector. The piecemeal correlation proposal of the 7th CPC is still pending with DDP. The demand for allotment of salary budget separately and not to link the same with the cost of the product, was accepted by the previous Secretary (DP) in a meeting with the Federations, and also in the presence of the Cabinet Secretary, in the National Council JCM meeting. However, the same has not been implemented. There will be no quorum for OF Board after 31.08.2020, as Members posts are lying vacant. The Government is not coming forward to understand the difficulties of the employees. Instead the government is planning to crush the strike through ESMA etc., which shows their intent. However, we will continue our fight democratically, as permissible under law. OFB is being attacked from all the corners by the vested interests. Even DRDO is being told not to handover new technology to OFB. How can it then be expected that the service conditions will be discussed, or given favourable consideration by the DDP now? The decision to convert OFB into a PSU is a clear violation of Article 14 and 21 of the Constitution. The Government is going ahead with its decision in violation of the written assurance given by the previous Defence Ministers, assurance given before the Parliament, and the DDP's own statement before the Parliamentary Standing Committee. He stated that Armed Forces will now have to depend on crony capitalists to meet their requirements. We all know the fate of BSNL and SPMCIL. The government has decided to

disinvest its share in HAL. Another DPSU namely BEML is being privatised. Therefore, knowing all these facts, the Federations cannot accept the decision of the government to corporatize Ordnance Factories. He claimed that if given a clear target well in advance, with 2 years roll on indent to start with, OFB will definitely reach Rs 30,000 crore target in 5 years.

7. President, INDWF stated that we expect DDP to act as a bridge to reach the Hon'ble PM and RM. He stated that if the PM can speak to FICCI, and other industry associations, he should also speak to the workers. He said that the government is hurting the interests of the workers, and their emotions. He said that the RM too speaks highly of the OF workers. There is every reason that the PM and RM interact with the workers and the DDP should facilitate this interaction. He said that they would tell the PM and RM that the OFB is not viable as a corporate structure. OFs need to be saved in the interests of the nation.

8. In response, AS (DP) suggested that since the government has already taken the decision to corporatize the OFs, and EGoM has been formed, the EGoM provides an opportunity to the Federations to interact with a group of ministers including the Defence Minister, the Home Minister, Finance Minister, etc to put forth their suggestions to safeguard their interests.

9. General Secretary, INDWF stated that the Federations will never support the Government in the process of corporatisation. He said that there are 3 main demands of the Federations – a) withdraw the decision to corporatise OFB, b) set-up an expert committee to study all the supposed drawbacks, and help increase efficiency and output from OFB, and c) service matters of all the employees be protected and considered favourably, within the existing structure of OFB. He said that the government is promoting the private sector in those very areas of defence production where the OFB has a stronghold. However, there are several other areas of defence production which can be tapped, and the government should encourage the private sector in those fields. He said that in the present structure, OFB is a Government department, which in no way means that the OFB is not an accountable/ responsible body. He pointed out that even MoD takes considerable time to decide on the

proposals, and after examination at length, sometimes rejects it. If that does not make MoD liable for corporatisation, the performance of OFB certainly does not call for corporatisation. There is no guarantee that the interests of the OFB will be safeguarded. In fact, the decisions like the labelling of OFB products as non-core give the opposite impression, and make the workforce apprehensive about the intentions of the Government. India is a welfare state, however, this intent will be severely compromised, as the private sector is not interested in the welfare of its workforce, and gives far more importance to profits.

10. Vice President BPMS stated that our demand is that the Government should reconsider its decision and start dialogue with Federations on improvement of the performance of OFB, including achieving Rs. 30,000 crore production target within the present set-up. He stated that the OFs have not been provided with adequate support over a long period of time. He stated that in his knowledge, the PM has never visited an Ordnance Factory. From the PM's views, it is evident that all the facts were not brought to the notice of the PM and RM by the MoD officials, before taking decision of corporatisation. The Government has taken the decision for corporatisation without discussion with the Federations. The country cannot depend upon the private sector and foreign companies alone for its defence. On the one hand DDP talks about autonomy to OFB, on the other hand there are deliberate attempts to destroy OFB. He pointed out that late Sh Jaitley, former Defence Minister had declined the proposal to increase the privatisation in defence. He said that the reports of the Committees were examined in the Ministry, and it was decided not to go ahead with corporatisation. Late Sh Parrikar, former Defence Minister, stated in Parliament that there is no proposal to corporatize OFs. He said that workload given to OFs is erratic and does not support regular supplies. Efforts by OFs to provide indigenous products have not been unjustifiably scuttled, for e.g. Parachutes by OPF, Kanpur. He stated that Corporatisation is against self-reliance. He reiterated the view that the Government may withdraw its decision on corporatisation of OFB, give 5 years' time to them to reach the production target of Rs. 30,000 crores, with timely workload. For this and other reforms within the present set-up, an expert committee may be constituted, with representatives from Federations also.

11. General Secretary, BPMS stated that responsive co-operation is our motto. He said that the proposed strike is not for bread-butter, but an action in the spirit of responsive co-operation. Several stakeholders and supporters had asked to go on strike, but in view of the national exigency notably Chinese threat, the strike was delayed. He stated that in future too, if the nation is under threat from the borders, the Federations will give priority to the safety and security of the nation and will withdraw strike immediately. At present, all the unions have joined hands for saving the government sector in defence, namely the Ordnance Factories, DRDO, DGQA, Navy workers etc. He noted that the country is a socialist republic, and without a constitutional amendment, how is it possible to change the structure of a strategic organisation which adversely affects the spirit of the socialist republic. He congratulated and appreciated the PM for his speech during the webinar on 27.08.2020, however, he wondered whether the PM implied that the OF family members were good, but the OF family was bad, which seemed contradictory. He concluded that the PM was given a misleading picture by senior government officials. He said that this is supported by the fact that the senior government officials/ policy makers have erred in policy making in the past. As an illustration, he pointed out that the FDI policy in the past has produced lukewarm results, providing just approx. Rs 41 crore from 2001-2018, and merely Rs 1 crore from Apr 2014- Mar 2018, in defence sector. He stated that Defence Finance is also a challenge, as budget funds envisaged by MoD get stuck in Defence Finance. He said that nevertheless, the strike notice from the Federations stands, as corporatisation is not the solution to any woes.

12. AS (DP) reiterated that the Federations can put their issues before the EGoM. In reply, the Federation representatives pointed out that EGoM is a post-corporatisation exercise and they do not support this interaction. They mentioned that talking to EGoM would be like accepting the corporatisation. Hence, there is no point talking to EGoM.

13. There being no other point, the meeting ended with thanks to the Chair.

Annexure

List of Participants

DDP

1. Sh V L Kantha Rao - AS (DP) - in Chair
2. Sh Puneet Agarwal- JS (LS)
3. Sh C S Vishwakarma, Addl. DGOF & Member, OFB (through VC)
4. Sh Sandeep Jain- Director (P&C)

Representatives from Federations (through VC)

1. Sh S. N. Pathak, President/ AIDEF
2. Sh C. Srikumar, General Secretary / AIDEF
3. Sh Ashok Singh, President/ INDWF
4. Sh R. Srinivasan, General Secretary/ INDWF
5. Sh Sadhu Singh, Vice President/ BPMS
6. Sh Mukesh Singh, General Secretary/ BPMS

GIST OF THE CABINET SECRETARIAT LETTER NO. 143/1/3/2019-TS
DATED 07.08.2020

Subject: Constitution of the Empowered Group of Ministers to oversee and guide the entire process of conversion of Ordnance Factory Board, a subordinate office of Ministry of Defence into one or more than one 100% Government owned corporate entities.

The Cabinet Committee on Security (CCS), in its meeting held on 29.07.2020, considered the note dated 14.07.2020 from the Department of Defence Production regarding "Approval to convert Ordnance Factory Board (OFB), a subordinate office of Ministry of Defence into one or more than one 100% Government owned corporate entities" and inter alia approved the proposal for constitution of an Empowered Group of Ministers (EGoM) to oversee and guide the entire process, including transition support and redeployment plan of employees while safeguarding their wages and retirement benefits.

2. The composition of the EGoM will be as under:

Minister of Defence – Chairperson.

Minister of Home Affairs.

Minister of Finance.

Minister of Law and Justice.

Minister of State (Independent Charge) of the Ministry of Labour and Employment.

Minister of State in the Ministry of Personnel, Public Grievance and Pensions.

3. The Terms of Reference of the EGoM will be as under:

i. Conversion of Ordnance Factory Board into a single Defence Public Sector Undertaking (DPSU) or as multiple DPSUs.

ii. Transfer of non-production entities like Training Institutes, or Controllerates of Safety to the proposed entity/entities.

iii. Matters related to various categories of employees (Group A, B and C) including protection of their salary and pension of existing employees, number of employees to be transferred to the proposed entity/entities; terms of their transfer/ absorption; responsibility of pension liability of pre-2004 employees, etc.

- iv. Grandfathering of orders already being executed by OFB and for which facilities have been created in OFB to ensure continuity in supply of strategic arms and ammunitions.
 - v. Financial support that may be provided to the entity/ entities to make them economically viable and self-reliant for purposes like working capital, modernization of equipment, settlement of employees' dues etc.
 - vi. Treatment for land assets of OFB.
 - vii. Future of Indian Ordnance Factories Health Service.
 - viii. Any other related matter, as required.
4. The EGoM will be serviced by Department of Defence Production.