



भारतीय प्रतिरक्षा मजदूर संघ

Bharatiya Pratiraksha Mazdoor Sangh

(AN ALL INDIA FEDERATION OF DEFENCE WORKERS)

(AN INDUSTRIAL UNIT OF B.M.S.)

(RECOGNISED BY MINISTRY OF DEFENCE, GOVT. OF INDIA)

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REF: BPMS/ PMO/ Memorandum/ 117(7/4/R)

Dated: 14.10.2019

To,

Shri Narendra Damodardas Modi,
Hon'ble Prime Minister of India,
Govt of India, Prime Minister Office
South Block, Raisina Hills
New Delhi- 110011

Through: The Secretary General
Government Employees National Confederation

Memorandum

Respected Sir,

With due regards, your kind attention is invited to the hunger strike of Government employees held on the call of Government Employees National Confederation (GENC) at Atal Samadhi (Sadaiv Atal) on 14.10.2019 wherein this federation, an industrial unit of Bharatiya Mazdoor Sangh and a constituent of GENC, participated to reflect the concerns, grievances and disappointment of Defence Civilian employees. Defence Civilian employees, working in various directorates/ offices/ departments of MoD have been suffering from huge mental and financial distress because of various poor policies/ decisions of Government of India. Apart from these, various long pending demands are also proving nuisance to them. The following grievances/ concerns/ demands are submitted for your goodself kind consideration and appropriate redressal-

1. Stop corporatization/ privatization/ re-structuring/ disbandment of defence establishments

Decisions of disbandment of OD Shakurbasti, CVD Delhi, COD Chheoki and VD Panagarh, disbandment of EME workshops, functioning of EME Base Workshops under GOCO Model, Declaration of surplus employees in MES, introduction of private players in defence quality assurance and research & development, restructuring of BRD in Air Force etc are leading to unrest amongst employees of these establishments. They have been suffering from fear of losing job, transfer, reduction in pay, losing future progression in existing job etc. These decisions should be reviewed and effort should be taken to strengthen these organizations without changing its structure or displacing/ transferring employees.

2. Strengthening of Ordnance Factories

Of late, Government has moved towards corporatization of Ordnance Factories. Various decisions like declaration of various items of Ordnance Factories as Non-core etc have led to financial loss to the employees and it has derailed the production activities of Ordnance Factories. It appears that a conspiracy is being hatched to dismantle the Organization. Ordnance Factories has always played a vital role as war reserve for the Country.

Therefore, you are requested to do the needful to strengthen the Organization without corporatizing them.

3. Scraping NPS, CCS(Pension) rules, 1972 should be restored

National Pension System was introduced by the Government for the employees recruited on or after 01.01.2004. The pension system is based on Market related factors. Employees on their retirement are deprived of guarantee of a fixed pension and dearness allowance.

It is requested to either scrap NPS or guarantee minimum fixed Pension which, in no case, should be less than 50 % of last pay of employees and Dearness Allowance based on CPI (IW) should be granted on pension to employees.

4. Compassionate Ground Appointments to the wards of all Defence Civilian employees die in harness

At Present, only 5% vacancies are reserved in a calendar year for the wards of employees die in harness, but this system is inefficient to accommodate all the wards waiting for compassionate ground appointments. On the death of employees, their families suffer from penury conditions. To soothe their sufferings, appointments should be granted to their wards.

Therefore, you are requested to peruse the matter and do the needful to assuage their hardships.

5. Enhancement of Nil tax slab limit from existing ₹ 2,50,000 to ₹ 8,00,000

At present, through section 87 A of the Finance Act 2019, the Govt has relieved the employees by providing rebate of ₹ 12,500 if total income does not exceed ₹ 5,00,000. In this way, all the employees having total income upto ₹5,00,000 have been exempted from tax liability. But if the total income of an employee exceeds ₹ 5,00,000 even by a single penny, he will not be entitled to benefit of section 87 A and he will have to pay tax as per concerned tax slab. By exceeding the limit under section 87A, Govt has relieved only a section of employees having total income upto ₹ 5,00,000.

Further, for reservation to OBC and Economically Weaker Sections, Government has fixed an income limit of ₹ 8,00,000. In line with this limit it will be appropriate to enhance nil tax slab limit from ₹ 2,50,000 to ₹ 8,00,000.

6. Enhancement in financial benefit to ₹15,00,000 under CGEGIS

Due to lethargic attitude of Govt and its machinery no improvement has been made in CGEGIS whereas reasonable and logical recommendations were made by various Pay Commissions. Neither subscription amount nor Insurance amount has been enhanced since fourth Pay Commission. At present, ₹30, ₹60 and ₹120 is contributed by the Group C, Group B and Group A employees respectively for insurance cover of ₹30,000, ₹60,000 and ₹1,20,000 which is very meagre at present.

Therefore, you are requested to enhance the benefit under this scheme to minimum ₹15,00,000 as recommended by 7th CPC.

7. Restoration of Benchmark 'Good' for promotion and MACP

On the recommendation of 7th CPC, Benchmark 'Very Good' has been decided for Promotion and MACP in place of 'Good'. It is worth to mention here that it was decided on the recommendations of 6th CPC to hold Benchmark 'Good' for Promotion and MACP. The new benchmark limit has enhanced exploitation of lower rang employees.

Therefore, you are requested to restore "Good" benchmark for the purpose of promotion and MACP.

8. Grant of Allowance at par 7th CPC from 01 Jan 2016

9. Extension of benefit of Supreme Court Judgement on service matters to similarly placed employees

Govt is the largest litigant of this country. To reduce the litigations, the benefits under Judgement pronounced in a matter should be extended to all similarly placed employees.

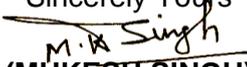
10. Productivity linked bonus/ Adhoc bonus should be granted calculating on actual pay of employees in place of ₹7,000.

11. Minimum Pay and Fitment Factor under 7th CPC should be enhanced from ₹ 18,000 and 2.57 to ₹ 24,000 and 3.42 respectively.

Your positive intervention will certainly prove helpful in resolving the grievances/ problems and also ignite a ray of hope amongst employees that your kind companionship is with them.

This memorandum is submitted with expectations of constructive and personal intervention by your good self.

Thanking You

Sincerely Yours

(MUKESH SINGH)
General Secretary

Copy to:

Shri Rajnath Singh
Hon'ble Minister of Defence
Govt of India, Ministry of Defence
South Block, DHQ PO
New Delhi- 110 011

- With request to take appropriate action.