

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

MINUTES OF THE 20TH STEERING COMMITTEE MEETING OF
OFB JCM III LEVEL COUNCIL (11TH TERM) HELD
AT OFB HQRS. ON 15-09-2016

The meeting was inaugurated by **Shri P. K. Srivastava, Member/Personnel.**

The following were the participants:

Official Side	Staff Side
Shri S. K. Sinha, DDG/IR was on chair	Shri C. Srikumar, Leader
Shri S. K. Pattanayak, DDG/Admin	Shri V. K. Tiwari, Member
Shri B. Uday Kumar, DDG/HQrs.	Shri Sadhu Singh, Member
Shri S. K. De, Director/HQrs.,	Shri T. Panchaksharam, Member
Shri D. K. Mukhopadhyay, Director/COS	Shri S. C. Naha, Member
Smt. Dr. Vani Anand Singh, Director/Admin	Shri B. R. Naresh Kumar, Member
Shri S. K. Singh, Director/IR	Shri R. S. Reddy, Member
Shri B. S. Reddy, Director/HRD	Shri Suresh Kumar, Member (AIANGOs)
Dr. S. R. K. Vidyarthi, Director/NG	Shri H. K. Agnihotri, Member (AIACEOF)
Dr. S. K. Sachind, DDHS	
Shri Arun Mazumder, IDAS, Dy. C of A(Fys)	
Shri Anup Kumar Hore, Sr. Account Officer(Fys)	
Shri Anindya Sen, SO/Admin	
Shri P. K. Singha, JWM/NI	
Shri S. K. Behera, JWM/Per/Policy Matter	
Shri Dipon Banerjee, JWM/A/IR	

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

1.1 Shri S. K. Singh, Director/IR & Secretary/Official Side welcomed 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 20th Steering Committee Meeting of OFB JCM III Level Council.

2.0 OPENING REMARKS OF SHRI P. K. SRIVASTAVA, MEMBER/PER

2.1 It is a great privilege and pleasure for me to inaugurate 20th Steering Committee Meeting of JCM IIIrd Level Council. I welcome Leader/Staff Side Shri C. Srikumar, INDWF representative Shri V. K. Tiwari, BPMS representative Shri Sadhu Singh, representatives of CDRA and other 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 The JCM happens to be a very important Forum where all employee-specific issues are highlighted, discussed and resolved. I am happy to observe that OFB JCM III Level Council is vibrant and alive to the Organisational issues and working in a very positive environment.

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 S. K. SINHA, DDG/IR

3.1 He thanked Member/Personnel for inaugurating the Steering Committee meeting.

3.2 He welcomed all the Official Side Members and Staff Side Members of OFB JCM III Level Council.

3.3 He lauded achievements of Personnel Divisions and also thanked members of the forum for providing timely inputs to bring the issues to a logical conclusion.

3.4 OFRC has started working on manpower recruitment. The Factories can now focus on core activity of production.

3.5 The Phase-I Report on the Incentive Scheme has already been submitted by the subcommittee constituted for the purpose. The Phase-II Report will also be submitted soon.

3.6 Regarding the payment of time wages/DOT to the Industrial workers deployed on Piece Work in ordnance Factories, the Committee consisting of Member/Per and Addl. DG/OEF has submitted its report. The same will be put up for Board approval for forwarding it to MOD.

3.7 3% incremental benefit for promotion from MCM to CM has been sanctioned by M of D. This settles a long pending demand.

3.8 Manpower Recruitment - Sanctions are being accorded to Factories based on requirement in respect of Industrial Employees. In NIE categories, data is being analysed for according sanction in NIE Categories.

3.9 All the Cadre Review Proposals and draft SROs have been sent to M of D. Those are being monitored by Secy./DP himself.

3.10 Regarding inclusion of distant education in eligibility criteria for LDCE for the post of JWM, the proposal for SRO amendment of CøMan has been sent to M of D.

3.11 The Draft Transfer policy of the IEs was framed by OFB and put on COMNET several months back. No Views/inputs from the Staff Side Members has yet been received on the same.

3.12 He mentioned the following projects which are being driven by PMO :

- (i) Swachh Bharat
- (ii) Rainwater Harvesting
- (iii) Modern buildings sanction only with dual pipeline system.

- (iv) Solar Power
- (v) Waste Management
- (vi) e-Samiksha on finalization of Cadre Review Proposals/SROs amendments
- (vii) Deadline on Disciplinary Cases are to be fixed.

3.13 All staff side members should raise only important issues which may be included as the new agenda point of SCM to reduce the total nos of points to reasonable limit for proper monitoring and action.

3.14 He expressed hope that the meeting will contribute to find out amicable solutions on points of concern being deliberated therein.

4.0 SHRI C. SRIKUMAR, LEADER/STAFF SIDE

4.1 It is regretted to inform that off late the Management have started evoking the provision of FR-56 (J) and Rule 48 (1) of CCS (Pension) Rules 1972 in a vindictive manner to terminate the services of the Employees by giving them premature retirement. In RFI alone 8 JWM and 3 Industrial Employees are given notices for their premature retirement. The above provision of FR should not be used as a tool to victimize the Employees. Their appeals may be considered dispassionately.

4.2 The 02nd September, 2016 General Strike called by AIDEF and INDWF was held in a peaceful manner. However, in OF, Katni and OEF, Kanpur the Management has permitted certain Union leaders who went for duty without participating in the Strike to come out of the Factory during working hours and attacked the Leaders of the Unions who were peacefully sitting in a Pandal outside the Factory Gate. This has resulted in unnecessary skirmishness. We fail to understand how the Factory Management of these two Factories have allowed the Employees who went inside the Factory to come out of the Factory during working hours to attack the peacefully assembled Union Leaders who called the Strike. The matter may be investigated.

4.3 In the recently held recruitment process for 187 Machinist and 11 Examiners inspite of OFB Instructions and DOP&T OM dated 06-04-2016 that the Trade Test (Practical) shall be only qualifying in nature without any marks and the final list shall be based on Marks in the written test only, the Trade Test (Practical) being qualifying in nature, the HVF Management has passed only 108 candidates and the remaining candidates are declared failed. This is a clear violation of the OFB Instructions and DOP&T Instructions. The Factory is in need of manpower and the act on the part of HVF Management is not at all appreciable. OFB may kindly conduct an independent inquiry to find out whether the failed candidates in the Trade of Machinist / Examiners have performed the job and whether they deserved to be failed. In case the failed candidates have done the job to some extent then they all should be passed, since majority of the failed candidates are Ex-trade Apprentices of HVF, Avadi itself.

4.4 The justified request for allowing Ex-Trade Apprentices in the Turner Trade of HVF to apply for the Trade of Machinist is not considered favorably by the OFB in spite of the Madras CAT Judgment. In the past HVF was allowing the same and even today Engine Factory Avadi is allowing Turner to apply for Machinist Trade. Since, Turner Trade is not available in HVF,

- they may be permitted to apply for Machinist Trade, since the Factory is training them in the Trade of Turner.
- 4.5 Defence Secretary has given a direction that all the pending Cadre Review Proposals should be completed by end of September, 2016. All the Cadre Review Proposals of OFB is pending with MoD / Defence Finance / DOP&T. OFB may expedite and settle all the Cadre Review Proposals on top priority.
- 4.6 The three Federations have jointly submitted a proposal for correlation of Hourly Rate for fixing Piece Work rate in the 7th CPC Pay Scale in the minimum of the Skilled Pay Scale i.e. Rs. 19,900/- and to pay the difference between actual Basic Pay and Rs. 19,900/- as incremental pay including for the period between normal working hours (44³/₄) and 48 hours and also when the Workers are deployed on Sundays / Holidays on overtime. The revised rates may be affected from 01.01.2016. OFB may kindly approve the proposal and forward the same to the MoD at the earliest.
- 4.7 The Committee appointed for studying the demand of granting incentive to all the left out categories have submitted its Part-I Report with regard to grant of incentive to the examiners. The same may be processed with the Government for approval. The Committee will subsequently submit its Part-II Report regarding other category of Employees.
- 4.8 The High Level Committee appointed by Chairman OFB has recommended for grant of incremental difference during DOT hours to the Industrial Employees deployed on Piece Work System. OFB may kindly approve the proposal and forward the same to the MoD for its approval.
- 4.9 The Casual Labourer with temporary status of GSF Cossipore with Grade Pay Rs. 1800/- is not yet given the 7th CPC Pay Scale for want of clarification from OFB. Since, the Employees are in the regular Pay Scale as per the provisions of CCS (RP) Rules 2016 are eligible to get the benefits of 7th CPC Pay Scales. Since, GSF has referred the matter to OFB, necessary clarification may please be issued.
- 4.10 Many Factories have referred various queries to the OFB with regard to the option facilities to be given to the Employees for switching over to 7th CPC Pay Scales. OFB may kindly issue necessary clarifications to the Factories.
- 4.11 In spite of the repeated assurance given in the JCM Meetings to conduct DGOF Electrical Competency Test in a time bound manner, the same is not taking place which affects the promotion of Industrial Employees. One officer from AFK is designated as the Nodal Officer for conducting the Test for OCF, Avadi Employees. However, inspite of repeated reminders from the Factory to the concerned Officer, he is not conducting the Test. Due to this Semi Skilled Workers who have completed two years are waiting for their Skilled promotion for the past more than 4 months. Therefore, OFB may allow the concerned Factory Officers to conduct the DGOF Electrical Competency Test to avoid such delays.
- 4.12 PC of A (Fys.) have issued an instruction to AFK in violation of the LTC Rules that even the Employees who avail LTC (Home town / anywhere India) and travel by any Airlines and restricting their claim to the entitled class in the Train should also mandatorily purchase Air Tickets from Authorized Air Lines. This is a clear violation of the DOP&T instructions on the

subject. PC of A (Fys.) may reconsider the matter and issue fresh instructions in line with DOP&T Guidelines.

- 4.13 Madras CAT in its Judgment dated 08th of August, 2016 has directed the OFB to recognize the Diploma in Engineering Certificate issued by IME for the purpose of LDCE to Chargeman (T). OFB may kindly implement this Judgment not only for the Petitioners but for all similarly placed Employees of all Ordnance Factories to avoid multiplicity of litigation.
- 4.14 The Madras CAT in the case of OCF Workers Union, Avadi has given direction to the OFB and MoD to revise the NDA rates w.e.f. 01.01.1996 in 5th CPC Pay Scale and from 01.01.2006 in the 6th CPC Pay Scale to the Employees. Similarly Judgment has been delivered by Mumbai Bench of the CAT (Camp at Nagpur) in the case of Ordnance Employees Union, OF Ambajari. Therefore, OFB may kindly implement the above judgments to all the similarly placed Employees of Ordnance Factories to avoid multiplicity of litigation.
- 4.15 Three Industrial Employees of Dehuroad were issued termination notice on the plea that even though they are general candidates by mistake they were recruited against SC Vacancies. Since, the Employees have not committed any mistake they approached the Honøble CAT Mumbai Bench and CAT has given a direction to continue them in service and the termination order is quashed. OFB may kindly consider their case sympathetically and the judgment may please be implemented.
- 4.16 In spite of repeated instructions by OFB and PC of A (Fys.) the LAO of OCF, Avadi is refusing to make cash payment on all payments other than Salary which is less than Rs. 25,000/- to the willing Employees. LAO OCF, Avadi may be given strict instructions in this regard.
- 4.17 Due to the repeated request of AIDEF, MoD is considering the proposal for granting One Time Relaxation for grant of Compassionate Appointment. The issue was raised in the Departmental Council (JCM) Steering Committee Meeting and MoD wanted the previous records through which One Time Relaxation was given in the past. Accordingly, AIDEF has forwarded MoD ID dated 02.11.1993 through which One Time Relaxation for appointment of 1728 waitlisted applicants against unutilized vacancies. OFB may kindly pursue the matter with MoD.
- 4.18 As per the Recruitment Rule of LDC 5% of the vacancies should be filled up from amongst the erstwhile Group öDö Employees. However, many of the Factories are not following this provision of the SRO. OFB may kindly issue instructions to all Factories to follow the SRO Provision.
- 4.19 Casual Employees of GSF Cossipore who were given temporary status are eligible for PLB and also for the revised Bonus Payment Ceiling of Rs. 7,000/- for 30 days. While all the Employees of GSF are given the Bonus arrears for the year 2014-2015, the same has not been paid to the above Employees. OFB may kindly arrange to issue necessary instructions in this regard.
- 4.20 In AFK the Management and LAO have arbitrarily recovered a huge amount from the 7th CPC arrears of the Employees on the plea that some excess payment with regard to MACP / Pay Fixation etc. were given in the past. This recovery was made without even giving a notice to the concerned employees. Moreover, as per the Honøble Supreme Court Judgment and also the

DOP&T Instructions no such recovery can be made from the employees. Apart from this Government has not issued any instructions to recover any excess payment from 7th CPC arrears. OFB may kindly issue necessary instructions to refund the entire amount recovered from the Employees.

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

- 5.1 Under CCS Pension Rules 1971 FR-56(1) and 48(1) is being implemented in RFI. Let us know that how much productivity will increase due to this implementation. It is our suggestion that this implementation should be stopped because this will not encourage Officers and Employees to increase productivity.
- 5.2 The DOT is not being given to the piece workers. This may be implemented immediately.
- 5.3 Night Duty Allowance is not being given to the staff and employees having Basic Pay Rs. 12380/-. This should be given to them.
- 5.4 On Strike on 2nd Sept. 2016 in OEF Kanpur at the time of Mustering there was no any dispute. At 11.30 AM some persons from inside the factory came out of Gate with the Rod of Aluminum which is used in Tent and they opened the Main Gate of factory and attacked the employees who were sitting on strike. They misbehaved with the DSC of factory. This may please be enquired and necessary action be taken please.
- 5.5 Late Chandra Shekhar Tewari expired on Pokhanr during testing, ex-gratia payment has not being done so far. This should be made.
- 5.6 FR 56(j) should not be utilized as a tool for victimization. This will demoralize the employees and as a result, the productivity will be affected. For the sake of spreading the sense of belonging to Organisation and commitment, such activities may be restricted.
- 5.7 The verdict of the Court Case on OT of Cook and Mali may be implemented uniformly to all the similarly placed employees.
- 5.8 FTIs should be equipped properly to train people as to get Diploma through proper affiliation.
- 5.9 For removing the NDA ceiling, PC of A has referred the case to CGDA. Now the case is pending at M of D. This should be expedited.

6.0 SHRI SADHU SINGH, MEMBER/STAFF SIDE

- 6.1 In the process of Manpower Re-distribution, the sanctioned strength of the some Factories has been decreased. As a result, the promotions are affected in some of the Factories, viz., OPF. Necessary steps may be taken so that promotional prospects of employees are not affected adversely.
- 6.2 A few incidents of Industrial unrest have come to notice on the day of the Strike on 02-09-2016 from some OFs viz., OEFC, OFK, OFKat, OFDun etc. Enquiry may be done on the same and necessary steps may be taken to avoid such incidence in future.

- 6.3 HRA should be delinked from Non-Accommodation Certificate.
- 6.4 Patient Care Allowances are paid to the Cook, Masalchi etc. in the Railway Hospitals. This may be granted to the same employees employed in Ordnance Hospitals.
- 6.5 The Cadre of Lab Technicians has been re-structured by Ministry of Health & Family Welfare. Since Nodal Ministry has re-structured the Cadre and the 7th CPC has recommended the same to be applied in all other ministries, the same may be made applicable in Ordnance Hospitals. SRO may be amended accordingly.
- 6.6 DPC for the post of Head Master and Principal may be done immediately.
- 6.7 List of distribution of posts of Canteen Supervisor in Ord and Ord Eqpt Fys may be circulated.
- 6.8 DFLU has fulfilled the condition of recognition by securing more than 15% of membership verification held on the decision of High court. But the matter is still unresolved. Recognition may be granted to the Union without further delay.
- 6.9 Centralised Membership Verification Procedure may be discontinued and factory-wise verification may be introduced based on check-off system.
- 6.10 In some Factories viz., SAF and OPF, disciplinary cases are pending for several years. Factories may be instructed to resolve the same without further delay.
- 6.11 In some Factories viz., MTPF, DGOF Competency Test is not being conducted in due time. This may be looked into.
- 6.12 Standard of the Trade Tests should be implemented uniformly across all the OFs.
- 6.13 The Facility of giving option may be given to the employees who are getting their promotion as well as MACP between the period of 1st Jan to 30th June.
- 6.14 Direct Recruitment of AWM(CT) may be made in OEF Group of Fys., as there is acute shortage of Officers of Clothing Technology Stream.
- 6.15 OFB is not monitoring the Factory-wise position for the Compassionate Appointment Cases. This may be made for having an overall position.
- 7.0 SHRI T. PANCHAKSHARAM, MEMBER/STAFF SIDE**
- 7.1 The long pending issue of -Ignoring Checkers Post for the purpose of MACPø may be decided at the earliest.

7.2 In HVF around 50 Turner trade NCTVT holders who passed or the post of Machinist -SSø their appointment order is pending due to Court Case. The Case to be heard on 27-09-2016 as a final hearing. It is requested to implement the judgement of Honøble CAT.

7.3 The following issues are pending at this forum for last several meetings. Those may be looked into.

- I. Implementation of 45:55 ratio at HVF.
- II. Counting of Casual Service for the purpose of MACP-III.
- III. NDA Bonus Arrears for Piece Workers according to the 6th CPC at HVF.
- IV. Compensation of OT, workers while on TD may be considered suitably.
- V. Armour Welding allowance may be provided.
- VI. Risk allowances to the new incumbents of EFA may be provided at par with existing Electroplaters.
- VII. Widows appointed on compassionate ground as Washer & Bearer may be given G.P.of 1800/-.

8.0 SHRI S. C. NAHA, MEMBER/STAFF SIDE

8.1 For the last several years, frequently New Officers are being posted at the post of DDG/HQrs at OFB. For the reason, many of the issues are not being sorted out. This may be looked into.

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

9.1 Either token no. or the Personal no. may be reflected. Mentioning both the numbers in respect of the IEs is creating confusion.

9.2 In OF Medak and HVF, Fitter(Electrical) may be allowed to appear in DGOF Supervisory competency Test for promotion to CM(Electrical). As on date they are getting promotion to CM(Mechanical).

9.3 Some employees were sanctioned Paternity Leave who were not eligible for the same. Now, recoveries are made from them who are not having any other leave in their credit. They may be given one-time relaxation and such recoveries may be stopped.

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

10.1 AFK management has initiated action for withdrawing the bunching benefit granted to MCMø in the year 2006 . The bunching benefit was granted as per Rule 7(1) (A) (II) of RPR 2008. The DOP&T issued clarifications vide instructions F/1/1/2008-IC Dated 13th Sept 2008 w.r.t clarification No 1 of the order the Govt of India subsequently issues instructions vide OM No 10/2/2011 .E.III /A Dated 19th March 2012 whereby the issue of granting of increment on 01/01/2006 to all those employees whose increment was due between 2nd Jan to 30th June 2006 was issued. Based on the revised Instruction dated 19th March ø16 after grant of the additional

increment on 01/01/2006 the bunching benefit was granted to all those employees as per the Rule 7(1)(A)(ii) of CDS (RP) Rules 2008.

In the year 2016 based on a communication from the LAO AFK management is now contemplating that the Increment granted as per the Om dated 19th March 2012 has to be withdrawn and hence no bunching benefit should be extended. Very recently the CGDA vide letter AT/II/187/VI CPC/Orders/Vol-VII Dated 13-06-2016 has reiterated that the bunching benefit to MCMs has to be extended as per the provisions of Rule 7(1) (A) (II) of RPR 2008. This clarification lays to rest all speculations. It is requested that OFB may issue instructions to AFK Management to stop action initiated for withdrawing the Bunching benefit and also release the 7th CPC arrears which was wrongfully deprived to the employees.

10.2 In the last JCM III meeting held at GSF Cossipore, the undersigned had highlighted the conditions of employees meeting with serious accidents while performing government duty and are permanently rendered incapacitated to perform their duties. The condition of such employees is totally pathetic as they are at a loss both physically and financially. The Chairman JCM III had assured the house the immediate action would be taken to redress this issue, however no progress in this regard is visible. It is once again requested that the matter may be considered on priority so as to extend relief to the suffering employee and his family at the earliest.

10.3 In OFN, Promotion from Semi Skilled to Skilled may be given from the date of Trade Test.

11.0 SHRI SURESH KUMAR, MEMBER/STAFF SIDE

11.1 (a) It was raised that OFB's & MOD's recommendations were submitted to implementation cell for upgradation of Chaman & JWMs after approval of Hon'ble RM. But the cabinet committee has not accepted our most genuine demand for up-gradation of Chaman (CMs) & Junior Works Managers (JWMs) of Ordnance Factories despite the approval and recommendation of Hon'ble RM.

(b) It was very humbly requested that the matter of the up-gradation of CM & JWMs may please be re-considered and suitable efforts may please be made to upgrade Chageman from pre-revised PB-2 Grade Pay 4200 to the PB-2 Grade Pay 4600 and JWMs from pre-revised PB-2-Grade Pay 4600 to the PB-2-Grade Pay-4800 with further provision of two selection grades(non functional placement) in PB-2-Grade Pay 5400 & PB-3-Grade Pay-5400 keeping in view the functional requirement of the OFB Organisation & maintain the hierarchy between MCM & Chageman and career Progression of JWM Cadre as per the recommendations of OFB & DDP/MOD submitted the same to 7th CPC Implementation Cell on the basis of justifications elaborated therein.

11.2 On draft proposal on SRO of Chageman-(T&NT) and JWM(T&NT) provided by OFB, the AIANGOs has already submitted its proposal with reference to above to OFB and OFB has forwarded to MoD long time ago. It is requested to take up the matter with MoD for necessary approval.

- 11.3** DPC proposal for promotion from JWM to AWM for consecutive years 2014-15 & 2015-16 is yet not submitted to MOD, It is already delayed by 02 years. In view of the above it is requested that to issue directives with target date to the concerned groups to submit DPC proposal to UPSC through MOD.
- 11.4** After completion of about 6 months of the financial year 2016-17, it has been observed that various factories are not having sufficient raw material / target due to which working hours of the factories are being reduced. It will lead to non-achievement of annual target given by MoD for the year 2016-17. After the problem faced in Pinaka Production, a Task Force has been constituted which will take a considerable time. Therefore, production of other products to be planned so that manpower can be gainfully utilized and OFB can ensure the achievement of higher targets awarded by MoD.
- 11.5** The production technology of Ordnance Factories is very old and expensive. Presently modernization work is being monitored by Engineering Office after preparation of the technical specification of the Plant & Machinery. The officers involved in preparation of specification are not experienced in the modernization/designing of the Plant and Machinery due to which most of the newly procured machines are not giving satisfactory performance. In this regards, it is proposed that a contract is to be made with the professionals of designing companies to prepare the specifications based on the requirement of the user and best technology available in the market. A Modernization Group/Cell should be created in the line of QAG for close / better monitoring of modernization.
- 11.6** This was the long pending issue of AIANGO in JCM-III. OFB during the meeting with AIANGOs held on 22/12/2015 communicated that this issue has been resolved and the same was also minutised in the OFB Minutes No.21/24/Periodical Meeting/Per/IR dtd 4th February 2016 QUOTEö *Vide Per/Policy instruction no.01/6th CPC/Pay Fix/Per/Policy dated 29/10/2015 read with MOD(DDP) ID NO. 50(52)2015-D (Estt./NG) dated 29/10/2015, relevant clarification/ guidelines in this regard issued under MOF OM no.F-2-1/2015-E.III(A) dated 16/10/2015 has been circulated through which the subject issue has already taken care of.* UNQUOTE. The said benefit has already been granted in many factories but the Cadre of Ordnance Factory Chanda is deprived due to non grant of the same benefits. On one side Ordnance factory Chanda management is asking to OFB to provide the amended SRO of Chargeman & JWM and on the other hand PCA(Fys) is being requested to issue the directives to start pay fixation proposals by ignoring the point 6(IV) of MOF OM no.F-2-1/2015-E.III(A) dated 16/10/2015 because the SRO has not been amended till date. Even though PCA (Fys) Kolkata vide its letter No.P/O/IV/Chanda/Pay Fix Dated:- 06/04/2016 has returned the pay fixation proposals of the individuals who were notionally promoted from back date with remarks QUOTE ö *As per Min. of Fin. OM dated 16.10.2015, the post in pre-revised pay scales which have been merged in a common Grade Pay w.e.f. 01.01.2016 under the recommendation of 6th CPC and promotion had taken place in pre-revised pay scales between 01.01.2006 and the date of notification of CCS (RP), 2008, the pay fixation of such promotion shall be allowed under Rule 13 of the CCS(RP)2008. Hence, the said benefit of said promotion is required to be given to these officers accordingly.* UNQUOTE. Still the Cadre of Ordnance Factory Chanda is being denied based on the ground that the SRO has not been amended till date.

- 11.7 As per the decision taken in the HODs conference a Circular was issued to all factories by OFB to create facility of Technical Diploma at Factory Training Institute (FTI) but till date no factory has taken initiative in this regards. A time bound action is requested in this regards.
- 11.8 SOP for Input material inspection is not being followed by the factories. Therefore, it is requested to implement the same to avoid vigilance observations. There are some points in SOP which cannot be practically implemented. The same needs to be amended immediately.
- 11.9 To provide complete coverage to the individuals (including CM & JWM) involved working in risky and highly hazardous places in the factory along with industrial employee, a committee should be formed to list to all such operations, where IES are getting risk allowance and association of Chaman & JWM is also involved. Accordingly, the same benefits may be extended at the level of workshop Supervisory staff also.
- 11.10 Small arms group of factories are suffering from insufficient workload. As per the OFB decision we have to purchase Multi Roll Assault Rifle, Close Combat Carbine along with TOT from abroad. This should be done on Top Priority to improve the workload position of Small Arms Group of Fys.

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

- 12.1 As per information received not even a single factory is providing Towel, soap etc as official commodities to OS/CM while last year clear directives were issued to all fys by OFB. Instructions may be again issued to all fys. for implementation of OFB Circular.
- 12.2 Meetings with Recognized Assn. are not being conducted in many factories by the Management despite instructions from OFB. Hence, position may be sought from the factories in this regards.
- 12.3 Periodical Meetings at OFB should also be held with all Associations so that the service matters of all categories are effectively discussed and bottlenecks be resolved.
- 12.4 Inter Sectional Transfer Policy in Factory.
- 12.5 Clear instructions may be issued in respect of Employees who got promotion between 2nd January, 2016 and 30th June, 2016, as to how they have to exercise option while shifting to 7th CPC Scale.

REMARKS OF OFFICIAL SIDE PARTICIPANTS

13.0 Remark of DDG/IR & Chairman of the forum :

- 13.1 A report has been submitted by the Committee consisting of Member/OEF and Member/Per on the DOT issue. The same is being processed further.
- 13.2 The NDA issue is under reference to DOP&T. The same will be expedited for early decision.
- 13.3 The matter of sanctioning PLB to the Temporary Employees at par with regular employees will be examined on File.

- 13.4 The matter for extending relief to the Medically incapacitated employee due to factory accidents and his family will be taken up with M of D to consider such cases at par with cases of death due to Factory accidents.
- 13.5 Regarding consideration of promotion from the date of Trade Test in OFN, matter will be taken up with the Factory and necessary instructions will be issued.
- 13.6 Instructions will be issued to all Factories that any recovery should be made only after issuing Show Cause Notice to the individual.
- 13.7 Regarding mentioning both Pers No. and Token No. on the I-Card of an employee, the matter will be reviewed by taking feedback from the Factories.
- 13.8 The instructions issued by Per/I on DGOF Comp Test, regarding validity period of 1 year, will be examined and necessary amendment will be issued.
- 13.9 Regarding the Checker issue, matter has been turned down by PC of A(Fys.). A copy of PC of A(Fys.) letter will be provided to the Staff Side.
- 13.10 Periodical Meeting with the Associations will be held shortly.
- 13.11 There is already instructions issued to all the Fys. to hold regular meetings with the Branch Associations at GM Level. However, Instructions will be repeated for repeated compliance.
- 13.12 To increase the number of LDC, matter will be considered and more recruitment sanction will be given to the Factories.
- 13.13 Instructions will be repeated to provide Soap, towel etc. to all the employees including MCM and CM.
- 13.14 Vacancy position of the JWM/NT will be ascertained and intimated to the staff side as requested.
- 13.15 Regarding providing special pay to 10% UDC, matter is under consideration of M of D. The same will be expedited.
- 13.16 Residency period from HS II to HS I ó will be examined on File and appropriate decision will be conveyed.
- 13.17 Regarding wretched condition of NG Hostels ó matter will be taken up with EB Division of OFB, as to what best can be done to improve their condition.
- 13.18 Manpower Rationalisation ó Matter is being finalized in consultation with M of D. The Cadre Review of JWM, Storekeeping Staff and Clerical Cadres can be concluded only after that.
- 13.19 Staff Side should give proposal on comprehensive Incentive Scheme for all categories of employees which may be considered by the Committee.

- 13.20 Regarding direct recruitment of Group A level in OEF Group will be examined.
- 13.21 Factories will be instructed for timely completion of the DGOF Competency Test. Officer should be deputed from the nearest Factory to the extent possible.
- 13.22 Recruitment cases of General candidates against SC vacancies of OF DR will be examined based on Court Judgement.
- 13.23 OFRC is taking time in establishing a functional system. An expeditious action from OFRC is expected soon.
- 13.24 LDCE for the post of Chargeman has been notified.
- 13.25 LDCE for the post of JWM will be notified shortly.
- 13.26 There should not be any clash with the mandate of SSC while making recruitment through OFRC. NOC will be taken from SSC for taking examination at LDC post. OFRC may consider the biometric attendance during the examination.
- 13.27 All the compassionate appointment cases will be monitored and streamlined at OFB.
- 13.28 Claiming of LTC to the extent of authorization based on air travel by private airlines will be examined on file.

BUSINESS SESSION

Besides the issues deliberated by the Staff Side in their Speeches, a total number of **88 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 3rd October, 2016

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 20TH STEERING COMMITTEE MEETING OF OFB
JCM III LEVEL COUNCIL (11TH TERM) HELD ON 15-09-2016 AT OFB HQrs., KOLKATA.**

1. Grant of higher grade pay of GP Rs. 2000 from 1/1/2016 to the Medical Assistance (erstwhile Dresser) of Ordnance Factory.

CS/AIDEF

Action by : Per/Medical

OFB's kind attention is invited to the part-B of CCS(RP) Rules-2016, wherein the Govt. has approved the recommendations of the 7th CPC for granting the higher pay-scale of pre-revised PB-I + GP Rs.2000 to the post of Dresser with the following conditions

This is subject to revision of the entry level qualification of Dressers to provide for Class-XII with three experience of dressing of wounds. The existing incumbents not possessing the revised qualification may be granted replacement pay level for the time being. They may be granted the level three after acquiring the revised qualification or on completion of five years in the pay level corresponding to GP Rs.1800/-, whichever is earlier.

The Dresser category in the Ordnance Factory are designated as Medical Assistant(Male/Female). When we approached OFB for extending the above benefit of higher pay scale given to the Dresser to the Medical Asst., since both categories are one and the same, the OFB opined that MoD's sanction/approval is required for the same. In this regard we wish to bring the following facts/justification in this regard for your favourable consideration please.

1) Upto the year 1979 the existing Medical Assistant of OFB was designated as Dresser. OFB vide their Letter No.073/A/M Dtd: 10th May 1979 has re-designated the category of Dresser as Medical Assistant. From this it is evident that the category of Dresser and Medical Asst. are one and the same.

2) As per the Recruitment Rule (SRO ó 88 of 3rd Aug. 2005), the following is the educational qualification required for Medical Asst.

i) Passed 10 +2 or equivalent examination

ii) Undergone a course of instructions in First aid from a recognized institutions/St John's Ambulance.

iii) Knowledge of First Aid.

iv) Knowledge of Operation Theatre and sterilization procedure.

3) The Medical Asst. carries lot of duties and responsibilities. A copy of the charter of duties of the Medical Asst. is enclosed as Annexure-II.

In view of the above facts it is amply clear that the category of Dresser and Medical Asst. of Ordnance Factories are one and the same. Therefore it is requested that DDP may kindly consider the above case and arrange to issue necessary instructions for revising the pay scale of Medical Asst. to the pre-revised pay scale of PB-1 + GP Rs.2000 (Revised Level-3) w.e.f. 1/1/2016 as provided in the CCS(RP) Rules-2016.

OFFICIAL SIDE VIEWS

Case has already been taken up with MOD vide OFB ID No. 450/7th CPC/MA/Per/M dated 19th August 2016.

2. Payment of Patient Care allowance to the Cooks and Masalchi working in Ordnance Factory hospital.

CS/AIDEF

Action by : Per/Medical

The cooks and Masalchi working in Ordnance Factory hospital are not paid Patient care allowance even though they are also directly dealing with the patients in the hospital. It is understood that the similarly placed employees working in AIIMS under Govt. of India are eligible for patient Care Allowance. It is therefore demanded that the Cooks & masalchi working in the Ordnance Factory hospital may also be paid patient care allowance.

OFFICIAL SIDE VIEWS

Patient Care Allowance is regulated as per MOD ID No.18(1)/204/D(Fy-I) dt. 18-11-2005. Cooks and Masalchi don not figure in the categories of employees eligible for Patient Care Allowance. On date many Hospitals have outsourced Kitchen (in full/Part) services wh9ile in some Cooks and Masalchi are rotated between factory and Hospital. If any document pertaining to Cooks and Masalchi of AIIMS getting) Patient Care Allowance is available, the same may be provided for further study of the case.

DECISION

Relevant reference may be submitted for examination.

3. Progress in settling the payment of time wages/DOT to the Industrial workers deployed on Piece Work in ordnance Factories.

CS/AIDEF

Action by : Per/Policy Matter

OFB has appointed a committee consisting of xAddl. DGOF/OEF & Member/Personnel to consider the applicability of Time Wages (DOT) to the piece workers of Ordnance Factories. It is understood that the committee has submitted its recommendation to Chairman/OFB. Since the issue is pending for more than 10 yrs., now, OFB is requested to kindly forward a favourable proposal to the MoD at the earliest.

OFFICIAL SIDE VIEWS

The Committee consisting of Member/Per and Addl. DG/OEF has submitted its report. The same will be put up for Board approval for forwarding it to MOD.

4. Progress on the proposals of OFB pending with MoD

CS/AIDEF

Action by : Per/Policy Matter

The following proposals of the OFB is pending with Ministry of Defence for a long period.

- 1) Correlation of the hourly rate of piece workers in 6th CPC Pay scales w.e.f. 1/1/2006.
- 2) Payment of the one day PLB reduced by the Finance Ministry in violation of the Govt. orders.
- 3) Payment of the 5th CPC corresponding piece work rate to the employees who were granted MACP between 1/9/2008 and Feb. 2014.

The above proposals are Pending with MoD for more than 2 yrs., It is requested that the OFB may take necessary step to get all the above three proposals approved by the Govt.

OFFICIAL SIDE VIEWS

- 1) MOD has raised certain queries on the issue. The same has been replied to MOD vide OFB ID dated 15-03-2016. Matter is still Pending.
- 2) Matter pending with MOD. Last reference was made on 07-12-2015.
- 4) The matter has been referred to Finance/Division. Finance Division in turn has referred the matter to PC of A(Fys) vide letter dt. 27-06-2016. Matter is still pending.

5. **Revision of NDA rates from 1/1/1996 in 5th CPC Pay scale and 1/1/2006 in 6th CPC pay scale has directed by Hon'ble CAT Madras Bench OA No. 310/00199/2014, Dt: 13/04/2016.**

CS/AIDEF

Action by : Per/Policy Matter

In a case filed by the Ordnance Clothing Factory Workers Union the Madras Bench of Hon'ble CAT has directed the Govt. to revise the NDA rate in 5th CPC Pay scale w.e.f. 1/1/1996 and 6th CPC pay scale 2.3.f. 1/1/2006. The relevant portion of the Judgment is given below:

õ I am of the considered opinion that what is applicable to the employees of the Engine Factory, Avadi shall be made applicable to the employees of the Ordnance Clothing Factory, Avadi because both are coming under the Ministry of Defence and there is no significant change between the employees of the two factories. The distinction sought to be made by the respondent is one that of tweediedum and tweediedee; six of the one and half a dozen of the other; between the rock and hard place and it is not one that of chalk and cheese, and in such a case, equals should be treated alike and I have no hesitation in passing the following order:-

The respondent shall pay the Night Duty Allowance calculating the allowance based on the changes in the pay of the employees consequent upon the advent of V & VI Pay commissions and accordingly, the arrears to be calculated and paid to the applicants with a period of four months from the date of receipt of a copy of this order."

Since the above benefit has already been granted to the employees of Engine Factory Avadi. It is requested that the benefit may be extended to all the similarly placed employees of Ordnance Factories.

OFFICIAL SIDE VIEWS

The matter is pending with MOD. Last correspondence with MOD vide OFB ID dated 28-07-2016 & reminder dated 06-09-2016.

DECISION

The matter will be taken up with M of D citing Court Cases.

6. **Grant of GP Rs. 4200 to the Lab Technicians recruited with 10 + DMLT Qualification**

CS/AIDEF

Action by : Per/Medical

Prior to Aug. 2005 Lab Technician in Ordnance Factories are recruited with the Qualification of 10th Std and Diploma in Lab Technician and they were kept in the GP of Rs.2800. Subsequently the SRO for Lab Technician was amended by incorporating the qualification as BSc with DMLT. Thereafter the Lab Technician recruited with the higher qualification was given GP Rs.4200 and where as the erstwhile Lab Technician were retained in the GP of Rs.2800. This is an injustice done to them. Whenever Govt. decides to enhance the Educational Qualification for a particular post the employees who were recruited with the erstwhile qualification are also placed in the higher pay scale/Grade pay taking into account the services rendered by them in the concerned post. It is unfortunate that this principle was not applied in the case of Lab Technician. Therefore, the 23 Lab Technician who were recruited prior to Aug. 2005 may be granted GP Rs.4200.

OFFICIAL SIDE VIEWS

The GP of Rs. 4200/- is eligible to Lab. Technician w.e.f. 01-01-2016 only as per decision of Ministry of Finance/Deptt. of Expenditure. However, while conveying the above decision Ministry of Finance, Deptt. of Expenditure has put a rider that the enhanced Grade Pay will be given only to those Lab. Technicians who have educational Qualification as per new SRO. OFB has twice taken up the case to give one-time relaxation to those Lab. Technicians who

were recruited prior to new SRO by granting the GP of Rs. 4200/- w.e.f. 01-01-2006. On both occasions Ministry of Finance/Deptt. of Expenditure has regretted the proposal of OFB

DECISION

Fresh proposal will be sent to M of D with appropriate justification.

7. Filling up of vacancies in the Ordnance Factory hospital Medak.

CS/AIDEF

Action by : Per/Medical

In Ordnance Factory Hospital Medak three post of Nurse Gr-II, 4 post of Ward Sahayak and 2 post of Ambulance Driver is kept vacant. Due to this the existing employees are over burdened. It is therefore requested that OFB may kindly arrange to give Direct Recruitment Sanction to fill up these posts.

OFFICIAL SIDE VIEWS

OFMK has not submitted requisition for Direct Recruitment of Nursing & Para-Medical staff in spite of repeated reminders. CMO I/C has been personally apprised but no requisition received till date.

8. Recruitment of 60 Labourer post sanctioned to OF Medak through land displaced persons.

CS/AIDEF

Action by : Per/Industrial

OFB has sanction 60 posts of Labourer for Direct Recruitment at OF Medak. The GM OF Medak has sent a proposal to OFB for filling up of these 60 Labourer post from amongst the land displaced persons who were not given job due to various reasons. The proposal is pending with OFB for quite some time. OFB may kindly approve the proposal of GM/OF Medak.

OFFICIAL SIDE VIEWS

No such proposal of OFMK has been received by OFB (Per/I). However, the matter will be referred to OFMK.

9. Withdrawal of validity period of one year fixed for DGOF Competency test for Electrical Trades.

CS/AIDEF

Action by : Per/Industrial

Employees in the Electrical Trade are required to pass the DGOF Competency test for their further promotion. However, in the past no validity period is fixed for the DGOF Competency Test. However, OFB vide instruction No.482/CTB/2016-17/Per/I/65, Dtd: 6/6/2016 have issued instructions stating that the validity period of Competency test is one year i.e. no promotion/upgradation should be granted to the successful candidates beyond one year period from the date of holding the Competency Test. Al ready the Electrical Trade Employees are subjected to hardship when compared to the other Tradesman who are required to pass only Trade test and even the Trade Test is valid for 3 yrs. This condition of one year has resulted unnecessary heart burnings amongst the employees. Therefore, it is requested that the OFB may kindly reconsider the whole matter and one condition imposed may please be withdrawn.

OFFICIAL SIDE VIEWS

Since the job of Electrical Trades of the factories is very much sensitive, competency test is conducted to assess the suitability of the candidates for safety purpose. Considering the same, validity period of one year is prescribed in consultation with COS. Also, electrical safety matter can not be compromised by increasing the validity period of competency test. Further, competency test is held in every year in respect the candidates under consideration for

promotion to next higher grade in the Electrical Trades and hence validity period of one year is quite logical. The question of delay in promotion for validity period of one year does not arise as competency test is being held every year.

DECISION

The validity period will be reviewed and suitable instructions will be issued.

10. Implementation of Madras CAT Judgment in OA No.310/01763/2015, Dt: 20/06/2016 to the similarly placed employees of OCF Avadi.

CS/AIDEF

Action by : Per/Industrial

The Honøble CAT Madras Bench in above referred OA has given the following direction.

“ The respondents are directed to look in to issue of the applicants and extend the benefit of the Judgment in WP 7424/205, if they have actually carried out the work of Tailor (SSK) within a period of 12 weeks from the date of receipt of a copy of this order. The OA is ordered accordingly. ”

Since OFB has already issued orders for extending the benefit to another set of employees, the 29 employees of OCF Avadi who are party to the Judgment may also please be extended the benefit.

OFFICIAL SIDE VIEWS

Matter will be examined at OFB.

11. Implementation of CAT Madras Bench Judgment in OA No.310/01190/2014,Dt: 22/06/2016 & also OA No.310/00033/2014, Dtd: 22/07/2016.

CS/AIDEF

Action by : Per/Industrial

The Honøble CAT Madras Bench in above mentioned OAs have given the following directions to the Govt.

In OA No. 310/01190/2014, Dt: 22/07/2016

“ I, therefore deem it appropriate to direct the respondents to implement the decision of the National Anomaly Committee for grant of minimum entry pay of Rs.7510/- and Rs.8560/- for Highly Skilled Grade II and Highly Skilled Grade I respectively, for all the promotes working in the 3rd respondent’s factory, whose pay fall short of the minimum entry pay regardless of the fact that any direct recruitment has taken place or not in Highly Skilled Grade-II and Highly Skilled Grade-I with all attendant benefits like allowances, arrears of pay etc.

With the above direction, the OA is allowed.”

In OA No. 310/00033/2014, Dt: 22/07/2016

“The respondents are directed to implement the decision of the National Anomaly Committee for grant of minimum entry pay of Rs.7510/- for all the promotes working in the 3rd respondent’s factory, whose pay fall short of the minimum entry pay regardless of the fact that any direct recruitment has taken place or not in HS Grade-II with all attendant benefits like allowances, arrears of pay etc, if any and as per the direction or order passed in WP 727/2015 of the hon’ble High Court of Delhi. With the above direction, the OA is allowed.”

It is requested that the above directions of the Honøble CAT Chennai may please be implemented.

OFFICIAL SIDE VIEWS

It is clarified in MoD ID No. 11(4)/2008/D(Civ-I) dated 06.05.2011 that stepping up basic pay of seniors can be claimed only in the case of those cadre which have an element of direct recruitment and in cases where a directly recruited junior is actually drawing more basic pay

than the seniors. This MoD ID was issued with the approval of Ministry of Finance. Since no direct recruitment is sanctioned in HS Gr.II (GP-2400/-) as well as HS Gr.-I(GP-2800/-) in our organisation, the question of stepping up of basic pay does not arise. Therefore, implementation of the order of the Hon'ble CAT, Madras Bench will lead to violation of Govt. Order on the subject. Accordingly, factory has been requested to file writ petition to the Hon'ble High Court, Madras.

DECISION

Matter will be examined at OFB.

12. **Regularisation of the strike period in Ordnance Factory**

CS/AIDEF

Action by : Per/Industrial Relation

The Defence Industrial Establishments are governed under the Industrial Dispute Act 1947 and strike is observed after following the legal provisions of the Industrial dispute Act 1947 and also as provided in the MoD recognition Rules for Trade Unions. Accordingly the Unions takes Strike ballot and there after depending upon the outcome of the strike ballot 14 days minimum notice is given to the Govt. After following the procedure only the unions in Defence Industrial Establishments observed the strike. All these strikes are legal strike. In spite of the fact that the Strike is legal, the administration follows the DOP&T instructions on the subject and treat the absence period during the strike as Dies-non, which mean the Strike day do not exists in the service of the employees which ultimately affects in whenever the question of counting "Regular Service" "Qualifying Service" for the purpose of ACP/MACP/Promotion. The above injustice is going on for years together and the employees are subjected to unnecessary hardship. In this regard we wish to invite the kind attention of OFB to the Judgment of the Hon'ble High Court of Delhi in WP(C) No.5471 of 2008 dtd. 4th May 2009. The High court has dealt in detail about the various provisions of the Industrial dispute Act 1947 and regularisation of the Strike period observed by the workmen covered under the Industrial Dispute Act 1947. The court has given the following verdict

"Thus when these workmen went on strike, which was unjustified strike, the petitioner may not be entitled to any wages. However as the provision contained in Sec.22 to 25 of the Act was followed, It was not illegal. Nor as it been declared illegal by any authority under the Act. Therefore at the same time in so far as FR 17-A is concerned, it is clause (i) thereof would be applicable and not clause(ii) because of simple reason that a members of the petitioner No.1 Association are working in Industrial Establishment. As a consequence, the period of strike cannot be treated as "Dies Non" . Orders stated 19/11/2007 treating 17/7/2007 as "Dies non" with break of service, therefore cannot stand the judicial custody. These orders are accordingly set aside."

In view of the above established Judicial position with regard to participation of employees governed under ID Act in a legal strike, it is requested that OFB may kindly arrange to issue necessary instruction to treat the legal strike period as "No work No pay" and not "Dies non" and to treat the legal strike period as regular/qualifying service.

OFFICIAL SIDE VIEWS

Matter will be taken up with MOD suitably.

13. **Promotion of Supervisor(NT) those who are stagnating for more than 15 yrs., to the post of Chageman as per the Arbitration Award.**

CS/AIDEF

Action by : Per/NG & Per/NI

The Board of Arbitration under the JCM scheme in the past has directed that the Supervisor(NT) who are stagnating in the same grade for more than 15 yrs., may be considered for promotion to the post of Chageman. This was implemented by OFB. However it is now understood that in certain Factories like OF Medak, the Supervisors are stagnating in the same post for more than 15 yrs. It is therefore requested that OFB may kindly issue instruction to promote such Supervisors to the post of Chageman.

OFFICIAL SIDE VIEWS

OFB is not aware of any arbitration award. A copy of the same may be submitted for examination thereof.

DECISION

Staff Side to submit a copy of the Award for necessary examination at OFB.

14. **Latest position regarding amendment of SRO No. 43 dated 24-02-2013 of Clerical Cadre HKA/CDRA** **Action by : Per/NI**

OFFICIAL SIDE VIEWS

The matter is pending with MOD, New Delhi.

15. **Promotion of OS & CM to the post of JWM(NT) are due w.e.f. 01-04-2016 but not done so far.**
HKA/CDRA **Action by : Per/NG**

OFFICIAL SIDE VIEWS

Please refer **Point No. 11.1** of action taken report.

16. **Latest position of Cadre Review of Clerical Cadre.**
HKA/CDRA **Action by : Per/NI**

OFFICIAL SIDE VIEWS

Last reply submitted to MOD on 11-03-2016 & 25-05-2016 respectively. Final input to be given to MOD based on approval of Manpower Rationalisation Committee report approval by MOD, which is awaited.

17. **Special Pay of Rs. 140/- to 10% posts of UDC may be granted in compliance to M of D Letter dated 02-06-2004 circulated vide OFB Letter No.05/FIX/VFJ/A/NI dated 18-06-2004 and again clarification vide OFB Letter dated 17-04-2015.**
HKA/CDRA **Action by : Per/NI**

OFFICIAL SIDE VIEWS

The matter is pending with MOD.

18. **Appointment of LDC as per ZBB strength.**
HKA/CDRA **Action by : Per/NI**

OFFICIAL SIDE VIEWS

Total 74 & 134 Nos of LDC, DR sanction has been issued by OFB against vacancies of the year 2014-15 & 2015-16 respectively on the basis of factory wise ZBB strength. More sanctions are being considered based on vacancy position.

19. **Providing of MACP benefits to erstwhile casual service employees.**
TP/AIDEF **Action by : Per/PM**

Despite prolonged reiteration made in to this forum for the past 4 years, the issue of implementing the Honøble Chennai High Court Order which was accepted by OFB, in the matter of providing all consequential benefits to the casually serviced employees has not yet fulfilled completely. The HVF LAO has not agreed to count the EOL period duly sanctioned by the competent. The HVF LAO has not agreed to count the EOL period duly sanctioned by the competent Authority for providing the MACP benefits by stating that, the EOL other than medical ground cannot be taken in to account. But, the stand of HVF, LAO has not on line with the DOP&T OM No.3504/4/3/2008-Estt.(D), dt. 19-05-2009, wherein it is clearly stated that "Regular Service shall include all periods spent on deputation/foreign service, study leave and all other kind of leave, duly sanctioned by the competent authority". Further the OGB has also clarified and instructed vide its circular No. 01/6th CPC/PCC/Per/Policy, dt. 13-07-2016 to revise/regularize all the MACP cases in accordance with the DOP&T order. Hence, the HVF, LAO may be instructed to review the pending cases and thus to provide of MACP benefits by taking into the account of EOL period.

OFFICIAL SIDE VIEWS

Matter has been taken up with PC of A (Fys).

DECISION

Fax has been issued by PC of A(Fys.) to LAO of HVF.

20. Adverse decision of OFB in the matter of determining of validity period of electrical competency certificate

TP/AIDEF

Action by : Per/I

OFB, vide its circular No. 482/CYB 2016-17/Per/I/65, dt. 06-06-2016, adversely determined the validity period of Electrical Competency certificate as one year. The Electricians, those were already affecting with huge delayed obtaining of regular promotions on par with other tradesman, because to pass/obtain competency certificate as well as to successfully complete the trade test in each and every promotion. It is notable that, the OFB has issued competency certificate to the employees, after imparting adequate training and those have successfully passed in the competency examinations(both written and practical) which has equal to the system of institutions, where trainees have provided certificate after completing of course which remains valid and the certificate holder have to pass examination whatever prescribed while they have attend interview for their jobs. As like above, the competency certificate holders would have got promotions after successfully completion of written and practical examinations. Hence, the decision of OFB to determining the validity period of competency certificate as one year is another burden to the employees as well as to the administration and by which the Electrician employees may have fell in to the severe mental agony and shall affect the quality Defence Production. Hence, it is requested the OFB to revoke its adverse decision.

OFFICIAL SIDE VIEWS

Since the job of Electrical Trades of the factories is very much sensitive, competency test is conducted to assess the suitability of the candidates for safety purpose. Considering the same validity period of one year is prescribed in consultation with COS. Also, electrical safety matter can not be compromised by increasing the validity period of competency test. Further, competency test is held in every year in respect the candidates under consideration for promotion to next higher grade in the Electrical Trades and hence validity period of one year is

quite logical. The question of delay in promotion for validity period of one year does not arise as competency test is to be conducted in every year. The point is therefore **Closed.**

21. Adhering of MOD order ID No.17(26)/2015/D(Civ-II), Dt. 11-06-2015

TP/AIDEF

Action by : Per/PM

The above order reiterated all the subordinate department/office of MOD to implement the decisions/clarifications of MOD to the beneficiaries without time delay by downloading orders/clarifications from its website until to await to get it routed through. But, the above order has not followed by the LAO/HVF, stating that PC of A not given any order. Moreover, OFB also released at order in this connection No. 1240/MISC-15/Per/Policy, dt. 6-7-2015 by which considerable delay happening to the employees to getting their financial benefits etc. Hence the PC of A may direct to all its units to adhering the above order and not to awaiting for PC of A's order.

OFFICIAL SIDE VIEWS

A letter is being issued to PC of A (Fys), Kolkata by Per/Policy to issue directives to LAO/HVF in this regard.

22. OFC conducted written and Physical Fitness Test for recruitment of 100 Labourers at 2014. The result has not been published till date. Kindly expedite the case.

VKT/INDWF

Action by : Per/I

OFFICIAL SIDE VIEWS

After written examination & trade test, it was observed by OFC that signature/photo & thumb impression of some candidates obtained at the time of examination were not matching with that of original application forms. Also, as per report of Dir/Vig(N) and forensic report of CFSL, Bhopal, more than half of the case have found suspicious. Therefore, OFC is now going ahead with scrapping of the recruitment process of Labourer/SS under intimation to CVC/OFB, DDG/W & DDG/IR. The point may be **closed.**

23. Existing rotational transfer policy of OFB/MOD for sensitive places is not being followed in OFC. Hence it is requested action should be taken for compliance with the same.

VKT/INDWF

Action by : Per/PM

OFFICIAL SIDE VIEWS

GM/OFC has certified vide letter dated 23/05/2016 that the officials working in the sensitive posts have been transferred to other section in terms of OFB letter No.039(6)/Rotation/A/A dt. 10-07-14.

24. Separate OPD Dispensary as well as specialist Medical Centre for SAF and FGK may be established at Armapur Estate as per OCF Avadi and HVF Avadi.

VKT/INDWF

Action by : Per/M

OFFICIAL SIDE VIEWS

SAF FGK are provided Hospital coverage by Ordnance Hospital Armapur which is already a specialist Medical Centre.

25. In FGK, Ordnance Factory Karmachari Sangh is representing at JCM IV forum in spite of any relation with INDWF which is against the Rules. Bahujan Karmachari Sangh may be allowed to represent in JCM IV which is related with the INDWF.
VKT/INDWF **Action by : Per/IR**

OFFICIAL SIDE VIEWS

Detail of JCM IV participation has been asked from the factory.

DECISION

Position will be ascertained from the Factory.

26. Overtime Allowance should be revised according to scales of 7th CPC.
SS/BPMS **Action by : Per/PM**

OFFICIAL SIDE VIEWS

Necessary action in this regard can be taken only after receipt of Govt. Instructions on revision of Allowances consequent to implementation of 7th CPC.

27. Piecework correlation should be revised and paid @ minimum pay of Skilled Worker (Level 2) as per 7th CPC Scales.
SS/BPMS **Action by : Per/PM**

OFFICIAL SIDE VIEWS

Proposal will be examined.

28. The Rate of Night Duty Allowance should be revised according to scales of 7th CPC without any ceiling.
SS/BPMS **Action by : Per/PM**

OFFICIAL SIDE VIEWS

Necessary action in this regard can be taken only after receipt of Govt. Instructions on revision of Allowances consequent to implementation of 7th CPC.

29. **Clarifications should be issued on the cases where an employee opted the scale of 7th CPC from date of his promotion or MACP after July, 2016**
SS/BPMS **Action by : Per/PM**

OFFICIAL SIDE VIEWS

Point is not clear. Need to be clarified further.

DECISION

The matter will be examined at OFB and necessary instructions will be issued.

30. Clarifications should be issued on MACP in promotional hierarchy. According to recommendations of 7th CPC, ÷ MACP will be continued to be administered at 10, 20 and 30 years as before, in the new Pay Matrix the employees will move to immediate next level hierarchy. Fixation of pay will follow the same principal as that for regular promotion in the matrix. It is clear from above said para that recommendations have been made to grant MACP in promotional hierarchy (promotion matrix) and the same has been accepted by Govt. of India.
SS/BPMS **Action by : Per/PM**

OFFICIAL SIDE VIEWS

7th CPC has recommended for no change in the methodology of granting MACP and thus the same is required to be extended in next available Level without relating to the promotional level.

31. It has come to know that the committee constituted for analyzing the rate of 3.25 hours (Saturday overtime) failing between 44.75 hours and 48 hours has submitted the report. Information related to the report and next step to be taken by OFB in this regard should be provided.

SS/BPMS

Action by : Per/PM

OFFICIAL SIDE VIEWS

The report of the Committee consisting of Member/Per and Addl. DG/OEF has submitted its report. The report is under examination.

32. The pharmacists working in Hospitals of Ordnance Factories were granted non Functional Upgradation from GP 2800 to GP 4200. It should be implemented in all Ordnance Factories in a same manner. In the cadre of Pharmacist, they are recruited in GP 2800 and granted Non Functional Upgradation in GP 4200 after completing 2 years of service. There are two types of cases with respect to pharmacist in various factories. One, the pharmacists who had completed 2 years or above on 1 January 2006, were granted Non Functional Upgradation in GP 4200 from 1 January 2006 in some factories. Second, the pharmacists who had completed 2 years or above on 1 January 2006, were granted Non Functional Upgradation in GP 4200 from 1 January 2008 in some other factories viz on completing 2 years after 1 January 2006. You are requested to issue necessary clarifications and directives on the matter that pharmacist who had completed 2 years or above on 1 January 2006 should be granted Non Functional Upgradation in GP 4200 from 1 January 2006.

SS/BPMS

Action by : Per/M

OFFICIAL SIDE VIEWS

Pharmacists who have completed 02 or more years of service by 01-01-2006 are eligible for grant of Grade Pay of Rs. 4200/- on 01-01-2006. Necessary circular has been issued.

33. The pharmacists who have completed 12 years or 24 years of service should be granted ACP ignoring their Non Functional Upgradation of GP 2800 to GP 4200 because according to ACP scheme promulgated since 09.8.1999 Non Functional Upgradation has to be ignored for the purpose of ACP. You are requested to follow the concerned letter and suitable clarifications should be issued in this regard.

SS/BPMS

Action by : Per/M

OFFICIAL SIDE VIEWS

Matter is under Examination.

34. The post and pay of Highly Skilled Gr.II and Gr.I should be merged and granted the level 5 under CCS(RP) rules 2016.

SS/BPMS

Action by : Per/I

OFFICIAL SIDE VIEWS

Point pertains to MOD and MSDE. However OFB will examine the proposal for providing necessary inputs to MSDE and M of D.

35. The calculation of days for productivity linked bonus should be done according to recommendations made by Priyaranjan Committee and the ceiling 49% should be abolished viz 30 days should be counted on 25% of profit, one day for next 4% profit and one day for each and successive 2% profit until total profit reached 49%. It is worth mention here that average profit percentage far exceeds this figure.

SS/BPMS

Action by : Per/PM

OFFICIAL SIDE VIEWS

The proposal for revision of PLB Formula as per recommendation of Priya Ranjan Committee is pending with MOD.

36. With regard to transfer policy of Industrial Employees : For a long time the subject had been discussed in JCM III and a draft policy was framed on which comments were asked by Federation & General Managers/Sr. General Managers. But Federations did not submit their comments. It is requested to authorized Cadre controlling Authority of OFB for transfer matters and a policy should be drafted in such a way that some percentage of vacancies should be filled through transfers on sanctioning Man Power in a factory and the same number of vacancies should be reduced from the total vacancies of the factory and the same number of vacancies should be added to total vacancies of that factory from where transfers will be made. The application of transfer of an employee should be accepted after his probation period. There should not be any change in the policy of Mutual Transfer and Medical Ground Transfer.

SS/BPMS

Action by : Per/I

OFFICIAL SIDE VIEWS

Same as action Taken Report **Point No. 14.**

37. Ministry of Defence had asked for some data with regard to one time relaxation in compassionate ground appointments. The same should be submitted without any further delay.

SS/BPMS

Action by : Per/I

OFFICIAL SIDE VIEWS

The desired data/information as sought by MOD has already been sent vide OFB ID No.039(6)/Per/Policy dated 08-08-2016.

38. There are some employees in various factories who were granted ACP II from GP 2400 to 4200 between 01-01-2006 and 31-08-2008. They were not granted GP 2800 in HS I on bifurcation of HS post. Those employees should be granted 3% incremental benefit on GP 4200 in MACP III on 01-09-2008 or after completing 30 years of service.

SS/BPMS

Action by : Per/I

OFFICIAL SIDE VIEWS

No such cases have been referred by any Ordnance Factory, However, it is submitted that MCM workers who were drawing the pay scale of ` 4500-7000/- upto 31.12.2005 are to be considered for financial up-gradation under 3rd MACP in the same Grade Pay of `4200/- with 3% increment benefit, if otherwise eligible and OFB has issued Circular No. Per/I/01/CR/658 dated 10.07.2015 in this regard.

DECISION

The matter will be examined at OFB.

39. The employees who are drawing pay below GP 4200/- but pay in pay band Rs. 7440/- are getting Transport Allowance @ (1600+) in A1/A class cities. Now, 7th CPC has recommended

that the employees in Level 1st and IInd will draw Transport Allowance @ (1350+DA). Hence to mitigate the financial hardships to such employees, whose revised pay is more than Rs. 23750/- (as per 7th CPC), irrespective of Level - 1 and 2, should be granted Transport Allowance @ (3600+DA).

SS/BPMS

Action by : Per/PM

OFFICIAL SIDE VIEWS

Necessary action in this regard can be taken only after receipt of Govt. instructions on revision of Allowances consequent to implementation of 7th CPC.

40. It is requested to submit our proposals to the committee constituted with respect to Allowances through OFB :

(i) The Employees of OFs of Dehradun & CFA have been getting Hill Compensatory Allowance. The 7th CPC has recommended for abolishing it. You are requested to take necessary steps for retaining it.

(ii) It has been recommended to abolish Small Family Planning Allowance by 7th CPC. It is requested to take necessary steps for retaining it.

(iii) The 7th CPC has recommended that HRA should be paid @ 8%, 16% and 24% of basic pay. It is requested to take necessary steps so that HRA may be paid @ 10%, 20% and 30% of basic pay.

SS/BPMS

Action by : Per/PM

OFFICIAL SIDE VIEWS

Necessary action in this regard can be taken only after receipt of Govt. instructions on revision of Allowances consequent to implementation of 7th CPC.

41. Festival Advance has been recommended to be abolished. OFB should recommend for retaining it.

SS/BPMS

Action by : Per/PM

OFFICIAL SIDE VIEWS

The recommendation of 7th CPC regarding abolishing of Festival Advance has duly been accepted by the Govt. of India. Hence, the proposal is out of the purview of OFB.

42. A committee is to be constituted for rectification and discussion on NPS. A subcommittee of JCM III should be Constituted for discussion on NPS and extracts of discussion should be sent to the committee constituted for NPS.

SS/BPMS

Action by : Per/PM

OFFICIAL SIDE VIEWS

The proposal will be examined.

43. In Indian Railways, Senior Supervisors of workshop cadre are deputed as Safety Officers and they get 7.5% of basic pay as a Special Allowance. Now, 7th CPC has recommended (Para 8.17.114) this allowance be paid at the rate of 6% of Basic Pay. Similar benefit should be extended to JWMs and Chargeman of OF who are working as Safety Officers.

SS/BPMS

Action by : Per/PM

OFFICIAL SIDE VIEWS

Functional equivalence needs to be studied for proposing only such revision. Necessary rationale may be submitted alongwith supporting documents.

44. The stream-wise ratio of Sanctioned Strength of JWM and feeder grades, which is being followed by OFB (Per/NG), is furnished hereunder:-

Mechanical		Electrical		Civil		Chemical		Metallurgy	
CM	JWM	CM	JWM	CM	JWM	CM	JWM	CM	JWM
6644	4481	923	613	302	200	1559	1046	519	328
JWM= 67% of CM		66%		66%		67%		63%	

CT		LT		Non-Tech/ Store		Non-Tech/OTS	
CM	JWM	CM	JWM	CM	JWM	CM+OS	JWM
328	212	45	31	703	317	1062+1857	466
64%		69%		45%		16%	

Actually, sanctioned strength of OS was not taken into consideration at the time of distribution of post vide MoD Letter No. 44(1)/2002/III/D(FY.II) dated 01.10.2002, though OS is also a feeder post for promotion to JWM as per SRO 13E of 1989. Also, OFB has not created any separate promotional avenue for OS and thus the present situation has been crated. As a result, promotion from CM(Non-Tech/OTS) and OS to the grade of JWM is being delayed and the concerned individuals are not getting promotion even after completion of more than 12(twelve) years of service. But the candidates of other stream like Mechanical are getting promotion to JWM before completion of 10 years of service. Hence, sanctioned strength of JWM/Non-Tech stream may be increased immediately taking into consideration of strength of OS and DPC may be conducted accordingly.

Maintaining of two separate cadres of Non-Tech/ Store & Non-Tech/OTS is in violation of the existing SRO and MoD instructions. These two cadres may be merged immediately in the name of CM(Non-Tech/Store). Accordingly, dovetailed seniority of OTS & Store stream and OS must be maintained strictly as per SRO 13E of 1989 and DPC meeting may be convened for promotion to JWM(Non-Tech/Store) immediately.

SCN/INDWF

Action by : Per./NG

OFFICIAL SIDE VIEWS

Same as **Point No. 67(d) of Action Taken report.**

45. **Extension of service of Teachers to the up to Academic Session :-**

As per MOD L/No. 14/103/670 (APPES) dtd. 21/02/1968, the services of teachers of O.F.Organisation are to extended/re-employed after superannuation to complete the particular academic session for the interest of students. Most of the Schools of O.F.Organisation are not following the above instruction/order.

SCN/INDWF

Action by : Per./NI

OFFICIAL SIDE VIEWS

In this connection OFBø Circular/Instruction has been issued.

DECISION

Inputs will be taken from Kendriya Vidyalayas whether the retired Teachers are required to be re-appointed on contract basis.

46. **Posting/Recruitment of Principal/Headmaster in O.F.Schools:** - Filling up of Vacancies the post of Principal/Headmaster of Schools under O.F.Organisation, specially in O.F.Chanda, O.F.Badmal, O.F.Trichy, R.F.I & GCF are pending for long time. Necessary approval/action should be given on the issue on top priority basis for the interest of the students.
SCN/INDWF **Action by : Per./NI**

OFFICIAL SIDE VIEWS

The matter is under consideration at OFB.

47. **Extension of Primary classes up to Class VIII in O.F. Schools :-** O.F.Board vide L/No. 02/04/Staff/Teacher/A/NI dtd. 18.09.2012 has issued instruction to upgrade the primary schools of O.F. Organisation from Class I- IV to Class I to VIII. The Schools under O.F.B are not implemented this order. Considering the concept of Right to Education , O.F.B should look into the issue.
SCN/INDWF **Action by : Per./NI**

OFFICIAL SIDE VIEWS

Education being a non-core activity of OFB and being a state subject, the proposal may not be agreed to.

48. **Delay in DPC for the year 2016-17 for promotion from Ch'man(T&NT) to JWM(T&NT) :**
SKS/CDRA(AIANGOs) **Action by : Per/NG**

OFFICIAL SIDE VIEWS

Same as Point No. 67(e) of Action Taken report.

49. **Redressal of anomalies in promotion from CM(T&NT) to JWM(T&NT) & review DPC conduct immediately. (Ref: various promotion order issued on 22/12/2015) :-**
SKS/CDRA(AIANGOs) **Action by : Per/NG**

OFFICIAL SIDE VIEWS

Same as Point No. 67(d) of Action Taken report.

50. **Redressal of anomalies in Seniority List of Chargeman & immediate Publication of Seniority list as on 01/01/2016:-**
SKS/CDRA(AIANGOs) **Action by : Per/NG**

OFFICIAL SIDE VIEWS

Based on revised Seniority list as on 01-01-2009 onwards, upto 01-01-2013 for all disciplines of CM(T/NT) in August 2015, review/regular DPC had been convened and promotion order has been issued accordingly. However, further representation has been received on the Seniority/incumbency position in different trades of CM(T/NT). The subject representations are being addressed and process of preparation of Seniority list of CM(T/NT) is being taken up accordingly.

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

SKS/CDRA(AIANGOs)

Action by : Per/NG

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

The matter is being examined at OFB, it requires views from all stakeholders and consensus decision on the same.

52. Corrective action on anomaly in promotion for CM-NT (OTS) & OS to JWM-NT(OTS) and Parity in promotion from CM (T&NT) to JWM (T&NT) and Increase the ratio 30% to 40% of JWM-NT (Store & OTS) at par JWM(T): -

SKS/CDRA(AIANGOs)

Action by : Per/NG

Cadre review proposals of any cadre of OFB including clerical cadre & Group-B (G & NG) are not approved by the Government till now so it is requested to consider the following corrective actions. Present stream wise sanctioned strength of Chargeman(T&NT) & JWM(T&NT) and % are as under:-

Sl. No.	Stream	Strength of Chargeman (A)	Strength of JWM (B)	Total (A+B)	% of JWM
01	Mechanical	6644	4481	11125	40.28
02	Electrical	923	613	1536	39.90
03	Civil	302	200	502	39.84
04	Chemical	1559	1046	2605	40.15
05	Metallurgy	519	328	847	38.72
06	Clothing Tech	328	212	540	39.25
07	Leather Tech	45	31	76	40.78
08	NT-Store	711	317	1028	30.84
09	NT-OTS	1054	466	1520	30.66

From the above, it is crystal clear that the ratio of Chargeman(T) & JWM(T) is 60:40 whereas the ratio of Chargeman (NT) & JWM(NT) is 70:30. After including the Office Superintendent as feeder post along with Chargeman (NT/OTS) for the post of JWM (NT/OTS), the ratio has reduced drastically as follow:-

	Chargeman (NT/OTS)	Office Superintendent	JWM (NT/OTS)	Total
Strength	1054	1857	466	3377
			169	
Percentage	86.20%		13.80%	
	86.19%	86.21%	13.81%	13.79%

The above table shows that the actual present ratio of Chargeman (NT/OTS) & JWM(NT/OTS) is 86:14.

- a) The above matter was also raised so many times in JCM-III. Now during the meeting it was intimated that increase 480 vacancies of JWM (NT/OTS) has been proposed in the cadre review of clerical cadre and after approval the revised situation will be as under:-

	Chargeman (NT/OTS)	Office Superintendent	JWM (NT/OTS)		Total
Strength	1054	1857	946		3857
			343	603	
Percentage	75.47%		24.53 %		
	75.45%	75.49%	24.55%	24.51%	

The above cadre review is also not serving the purpose in maintaining uniform ratio of 70:30.

- b) In the new cadre review proposal of JWM(NT) the ratio for promotion has been applied as 3:2:5 for Chargeman NT/OTS, Chargeman NT/Store, OS respectively and the revised figures will be as follows:-

	Chargeman (OTS)	Office Superintendent	Chargeman (Store)	JWM (OTS)	JWM /Stores	Total JWM/NT		
Strength	1054	1857	711	946	317	1263		
						379	632	252
Percentage	73.56%	74.61%	73.84%			26.44%	25.39%	26.16%

The above proposal is also not serving the purpose because in place of removing the anomalies in OTS stream, it is also reducing the ratio of store stream also.

- c) To maintain the existing uniform ratio of 70:30 the required figures will be as under:-

	Chargeman (OTS)	Office Superintendent	Chargeman (Store)	Total JWM/NT		
Strength	1054	1857	711	1552		
				466	776	310
Percentage	69.35%	70.53%	69.38%	30.65%	29.47%	30.62%

The above table shows that minimum additional 289 post of JWM/NT will be required apart from clerical cadre review proposal.

- d) To maintain the uniform ratio of 60:40 at par with technical trades as demanded in JCM-III the required figures will be as under:-

	Chargeman (OTS)	Office Superintendent	Chargeman (Store)	Total JWM/NT		
Strength	1054	1857	711	2415		
				724	1208	483
Percentage	59.29%	60.59%	59.55%	40.71%	39.41%	40.45%

The above table shows that minimum additional 1152 post of JWM/NT will be required apart from clerical cadre review proposal to maintain parity with the technical cadre.

In view of the above, it is requested to again look in to the matter and do the enhancement in the vacancies of JWM against OS sanctioned strength or otherwise stop the promotions of OS in the post of JWM and formulate another separate mechanism for them.

OFFICIAL SIDE VIEWS

Same as **Point No. 67(d) of Action Taken report.**

53. **Meeting with recognized associations:
SKS/CDRA(AIANGOs)**

Action by : Per/IR

It has been decided by the OFB that meetings between Member/Per and recognized associations should be held on regular interval i.e. on every six month. As per decision two meetings have been scheduled with each recognized associations and third meeting with JWM associations also held, but with passing of 08 months, meetings with the remaining associations has not been scheduled. So it is requested to schedule meeting in regular manner with recognized Association.

OFFICIAL SIDE VIEWS

The matter is under consideration at OFB.

54. **Unsolved issues related to Escort duty:
SKS/CDRA(AIANGOs)**

Action by : Per/PM

After a long time the issues like OT coverage, exemption of food bills & exemption of registration No. and VAT for hotel bill with related to escort duty are being unsolved. OFB had constituted a committee for the same and committee also submitted its report, but the same has not been discussed in the JCM-III meeting and nor it is implemented which creating dissatisfaction and frustration amongst the employees. Immediate necessary action to be taken by OFB.

OFFICIAL SIDE VIEWS

At present the matter is pending with Finance Division of OFB for concurrence. Finance Division has raised certain queries on the issue and the matter is under Examination for submitting a reply thereto.

55. **To initiate proper action to vacate the stay order of Madras High Court regarding JCM functioning :
SKS/CDRA(AIANGOs)**

Action by : Per/IR

CDRA/ Federations have proposed the change of nominations of their representatives but it is pending with MoD mentioning the Madras High Court Order. It is pertinent to mention here that the court has passed the stay order on formation of new JCM council but has not asked to stop the functioning of old JCM Council.

In view of the above, it is requested to initiate action to vacate the stay order of Madras High Court for proper functioning of various JCM council.

OFFICIAL SIDE VIEWS

Matter is being actively pursued with Asstt. Solicitor General(ASG).

**56. Points pertaining to LDCE For Chargeman & JWM:-
SKS/CDRA(AIANGOs)**

Action by : Per/NG

- **Model Calendar for LDCE:-** OFB should prepare a model calendar for the LDCE of Chargeman & JWM and plan accordingly. So that the vacant post can be filled with in time frame and scarcity of manpower can be encountered up to desired level.
- **LDCE for Chargeman (NT) to JWM (NT):-** It is requested to start LDCE for Chargeman (NT) to JWM (NT) in the line of Chargeman (T) to JWM (T) to avoid intergrade discrimination.
- **Model detailed syllabus & Study material for LDCE of Chargeman & JWM:** - There are so many changes in the departmental procedures and the study material uploaded as various com-net websites is age old. Therefore it is requested to publish the updated study material based on the latest syllabus for the convenience of the candidates.
- **LDCE exam should be simplify:-** In the present system the departmental candidate has to appear three papers where as direct recruitee has only one paper so LDCE exam should also be simplified.

OFFICIAL SIDE VIEWS

- * LDCE for promotion to the post of CM & JWM are being conducted on regular basis. Detailed Schedule for LDCE of CM for the vacancy year of 2016-17 has already been published. Notification for LDCE for JWM(T) will be published shortly. However, proposal of processing of Model Calender may be examined.
- * SRO for JWM (NT) is about to get approved.
- * Syllabus for LDCE for JWM is being uploaded on Comnet. For LDCE to CM, respective OFIL are entrusted to upload/circulate the syllabus. However, specific anomalies may be highlighted to examine and address the problem.
- * In DR for the post of CM/JWM, candidates are required to appear in different papers in separate session. As per standard practice the entire process is completed in a single day whereas for LDCE being a departmental exam., the OFILs accommodate the applicants and hence the papers are segregated and the examination is conducted in two days. A comprehensive knowledge of relevant subjects is a must for proper discharge of functions.

**57. Direct Recruitment of Chargeman & JWM should be in regular basis :
SKS/CDRA(AIANGOs)**

Action by : Per/NG

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. In order to overcome this, a permanent mechanism at OFB level to be set for in timely completion of above tasks.

OFFICIAL SIDE VIEWS

DR for post of CM(T/NT) in 2015 of 1514 vacancies has been conducted issuing of appointment letter to the empanelled candidates has been started. Advertisement for the post of DR JWM/Tech for 188 vacancies has already been published by UPSC.

**58. Implementation of uniform colour code on Laminated pass/ribbon for different status of employees as prescribed by OFB to all Ordnance Factories:
SKS/CDRA(AIANGOs)**

Action by : Per/Security

It has been observed that different Ordnance Factories are implementing the OFB instruction in this regard differently e.g. in OFK Office Superintendent allotted blue laminated gate pass/ribbon though as per OFB instruction OS are treated as NIEs. So OFB should implemented the same uniformly to all ordnance factories.

OFFICIAL SIDE VIEWS

OFB Instructions already exist in this regard. However, the instructions will be re-circulated.

DECISION

After discussing with Security division, a decision will be taken on the matter.

59. **Subsidiary Items:**
SKS/CDRA(AIANGOs) **Action by : Per/PM**

OFB issued the instructions vide order No:814/per/pm(A/A) Dtd:01/07/14 regarding the issue of subsidiary items to Group-B officers & equivalent. The discretion power is given to concerned Sr.GM/GM/HODø. Numerous complaints have received that most of the factories are not implementing the orders so it is requested to look in the matter.

OFFICIAL SIDE VIEWS

Necessary instructions have already been issued.

60. **Transfer Policy for Chargeman :-**
SKS/CDRA(AIANGOs) **Action by : Per/NG**

Previously selection & posting of Chargeman was unit-wise. Later on consolidated recruitment started and posting was based on the Unit adopted in the application. Now a transparent system of counseling has been started. But the earstwhile candidates who has been recruited far away from their home town has not been given any chance to come near to their home town/ choice station even though on compensate ground because General Manager does not accept the proposal mentioning the scarcity of manpower in the factory.

In view of the above, it is proposed that prior to direct recruitment, choice station to be asked from the existing chargeman willing for the transfer and they should be replaced by the new recruitee. Non willing candidates should not be disturbed.

OFFICIAL SIDE VIEWS

A draft transfer Policy has been uploaded on Comnet. Response is awaited from all concerned.

61. **Participation of CDRA in all JCM-III sub committees at par with other three recognized federations:**
SKS/CDRA(AIANGOs) **Action by : Per/IR**

It has been observed that in JCM-III sub committees only representation of three recognized Federations are given e.g. in committee for incentive, committee for facilities at OFILs etc representation of CDRA was not given. So, it is requested to give appropriate representation of CDRA in all JCM-III sub committees in future.

OFFICIAL SIDE VIEWS

The point has been noted for necessary action in matters related to NI/NG categories.

62. **Up gradation of NGO hostels as Annexed of IB:
SKS/CDRA(AIANGOs)**

Action by : Dir/EB

Almost all NGO hostels of Ordnance Factories are in bad shape. It is requested to suitably repair and improve all NGO hostel of Ordnance Factories like Annexe of IB.

OFFICIAL SIDE VIEWS

Matter will be examined at OFB.

63. **Extension of NGO hostel in Armapur estate:
SKS/CDRA(AIANGOs)**

Action by : Dir/EB

Large number of Group-C & Group-B (G & NG) employees are come regularly on TD to OFC, SAF, FGK and their allied establishments. There is only one NGO hostel in Armapur Estate for their accommodation which is too small. There is one IB and officers mess for each factory for Group-A Officers. So it is requested to extend the NGO hostel of Armapur estate or establish NGO hostel for SAF & FGK as separate officers Mess facilities for Gr.-A officers.

OFFICIAL SIDE VIEWS

No. proposal has been received from OFC, SAF & FGK in this regard.

64. **Residential period may be considered 3 years instead of 6 years for promotion from HS-I/MCM to CM(T).**

SKS/CDRA(AIANGOs)

Action by : Per/NG & Per/NI

As per in existing SRO(SRO-13E) **“Promotion from Draughtsman or equivalent in scale of Rs.1200-2040 with 3 years service and promotion from HS Gr. I with 3 years of regular service failing which from HS Gd.-II with 6 years regular service in respective category”**.

So, it is requested that residency period for promotion of CM(Tech) from HS-I to be 3 years instead of 6 years and accordingly appropriate clarification/instructions may be issued.

OFFICIAL SIDE VIEWS

Consequent upon implementation of 6th CPC, proposal of revision of SRO for CM(T) had been prepared in light of DOP&T OM dated 24-03-2009 and 31-12-2010. Necessary modification/incorporation has been duly made in the Draft SRO. The subject SRO is under active consideration of M of D and till then the existing provisions are being followed.

DECISION

The matter will be examined at OFB for issuing necessary instructions.

65. **Review Criteria of FR-56(J) :
SKS/CDRA(AIANGOs)**

Action by : Per/PM

DOP&T guidelines should be followed without any deviation. Ample opportunity must be given to the employee before giving premature retirement.

OFFICIAL SIDE VIEWS

Action has been initiated as per Govt. Orders and guidelines issued by M of D from time to time in this regard.

66. **Incentive Scheme for the employees of Ordnance Factory organization:
SKS/CDRA(AIANGOs) Action by : Per/PM**

It has been observed that various unions affiliated by recognized federations has displayed notice in the factories that committee constituted for incentive scheme under chairmanship of Shri S.C. Bajpai, has submitted its report to OFB . It is learnt that the Examiners of QC sections are to be considered for the incentive like maintenance workers. The OFB should clear the present status regarding subject issue.

AIANGOs has already highlighted the matter in JCM-III forum that representation from CDRA to be consider for the above said committee. It is also pertinent to say the previous committee like Shri A.K. Singh Committee was constituted with representations of all recognized federations and associations, but unfortunately this time there is no participations of recognized associations/CDRA in the above said committee.

The recommendations of Shri A.K. Singh committee was given for all categories of employees including GOs whereas it came to know that existing committee not recommended incentive to Chargeman, JWM and other categories of employees except Examiners. So it is requested that should review the recommendation of the said committee and to be consider the incentive for Chargeman, JWM and other left out categories of employees.

OFFICIAL SIDE VIEWS

The Committee set up for the purpose has submitted its report Part-I. The matter is under examination at OFB.

67. **Advance DPC for promotion from CM(T&NT) to JWM(T&NT) should be held on regular basis
SKS/CDRA(AIANGOs) Action by : Per/NG**

Assurance was given by OFB to hold advance DPC regularly for promotion from CM(T&NT) to JWM(T&NT) but so far no action has taken in this regard. So it is requested to take necessary action for the same.

OFFICIAL SIDE VIEWS

DPC for the year 2016-17 is under process.

68. **Cadre Review of Group B Cadre & Rationalization of manpower in Ordnance factories.
SKS/CDRA(AIANGOs) Action by : Per/NG**

This association is continuously discussing the point of Cadre Review of Group B Cadre but till date no fruitful result has come. The Problem of Chargeman NT/OTS & OS where the both are promoted as JWM NT/OTS against the sanctioned strength of Chargeman NT/OTS has also been discussed since last 4 year continuously at various forums including JCM-III and it was assures that it will be taken in care up to some extent in Clerical Cadre Review proposal by increasing 480 vacancies of JWM. But till date not a single Cadre Review proposal of OFB Organisation has been finalized. Later on DDP has returned the Cadre Review proposal of

JWM as desired by Honøble Raksha Mantri and asked to rationalised the strength of Ordnance Factories. It is very strange to note that without asking the views from the steck holders (federations/ associations), committee has submitted itø one sided report which is not acceptable to this association.

Now based on the committee report, OFB has proposed to reduce the existing sanctioned strength of JWM by 438 then how it will be enhanced by 480 in the Clerical Cadre Review proposal is not understood.

In view of the above, it is requested to first resolve the problem of NT/OTS Cadre and clear all the cadre review proposals prior to implementation of 7th CPC & then only rationalise the manpower of Ordnance Factories with the mutual consent of federations/associations.

OFFICIAL SIDE VIEWS

Matter is to be examined afresh after acceptance of Manpower Rationalisation Committee Report by M of D.

69. Review the validity period of one year for DGOF Competency Test for Electrical Trades,
BRNK/BPMS **Action by : Per/I**

OFFICIAL SIDE VIEWS

Same as point No. 10 above.

70. Issue the clarifications/circular immediately regarding following for implementation of 7th CPC Pay Structure.
- (a) Option to 7th CPC pay structure from date of next increment for those who are promoted /up gradation between 2nd January, 2016 to date of 7th CPC notification/notification of CDS(RP) Rule 2016.
- (b) Revised minimum pay Hourly (Piece Work) Rate calculation equal to 6th CPC grade pay Rs. 1900/- (Rs.7100/-) i.e. Level 2 of 7th CPC.
- (c) Over Time Calculation.
- (d) Night Duty Allowance.

BRNK/BPMS

Action by : Per/PCC

OFFICIAL SIDE VIEWS

All the above matters are to be considered after Govt. Notification as per 7th CPC recommendation.

71. **Clearing of Compassionate Appointments pending at OFB for relaxation of Education Qualification :**
BBM/AIDEF **Action by : Per/I**

The point was raised during the JCM meeting held on 28th January, 2015. The cases of Compassionate Appointment for relaxation of Educational Qualification was referred to OFB by OFAJ on 08-05-2014. Now more than 2 years have passed, the cases are yet to be cleared resulting hardship to the individual awaiting for Compassionate Appointment. the delay is defeating the very purpose of the scheme. The cases may be cleared without further delay.

OFFICIAL SIDE VIEWS

As on date only one case of Comp. Appt. of OF Aj is under consideration at OFB for want of necessary documents from the Factory.

DECISION

Compassionate Appointment cases which require M of D approval will be strictly monitored.

72. Accommodation for opening of CGHS dispensary at OF AJ.

BBM/AIDEF

Action by : Per/M

Govt. of India, Ministry of Health & Family Welfare after satisfying the condition taking into consideration of No. of CGHS pensioners accorded sanction for CGHS dispensary to the beneficiaries numbering 4000 residing in and around area of OFAJ. The majority of the pensioners are retired from OFAJ, OF Bhandara & OF Chanda. CGHS HQrs, Nagpur has taken up the matter for providing appropriate accommodation for housing the dispensary vide letter No. CGHS/NP/Admin/206/Wadi/2013/454 dt 21-05-2013. Since the opening of the dispensary will add on additional facility to the employees retired from OFAJ those who have given their sincere service to the factory providing an appropriate accommodation consisting of one block of 8 Qtrs. Type 6II at prime location of road leading from 6th Mile Gate to Tulsni Chowk will be a matter of welfare and corporate social responsibility. It is incidentally stated that such facility of giving accommodation is extended in other defence establishments in Pune etc. It is suggested the OFB may accord approval for accommodation for opening of CGHS Dispensary at OFAJ estate.

OFFICIAL SIDE VIEWS

Position will be explained in the meeting.

DECISION

Progress will be sought from OF Aj. Based on the input provided, Per/Medical will take necessary action.

73. Payment of incentive to the indirect workers on par with the Piece Workers when Piece Work has been paid.

BBM/AIDEF

Action by : Per/PM

From 01-01-2006 by giving one time relaxation 4 grade structure was implemented in the OFs. These workers have been paid piece work arrears from 01-01-2006. The indirect workers were not paid incentive bonus. As per rules if the piece workers are paid piece work arrears, the indirect workers are also eligible for incentive bonus. At OFAJ incentive bonus are not paid from 01-01-2006 to 14-06-2010. This payment need to be paid immediately to avoid litigation.

OFFICIAL SIDE VIEWS

Same as Pt. No. 66.

74. Providing Indian Medicine Treatment (Siddha) at Ordnance Factory Hospitals:

RS/INDWF

Action by : Per/M

Indian medicine is becoming more popular and patients are interested in availing treatment through Indian Medicine particularly Siddha. Now though they are referred, they have to find it difficult to avail the treatment from private practitioner. HVF Hospital being one of the specialist centres has tried by inviting a Siddha Medical officer as a welfare measure within their own interest and it was found that there was good response and patients are much preferred as there are no side effects.

In CGHS wellness centres, Siddha practitioners are also appointed on regular basis with a dispensary. In this respect it is suggested on trial basis Indian Medicine Doctors may be

appointed on adhoc basis and may be provided treatment in all the OF specialist centres particularly at HVF Hospital within the powers of DGOF/Chairman at welfare measure.

OFFICIAL SIDE VIEWS

Position will be explained in the Meeting.

DECISION

Matter will be examined at OFB.

75. Removal of Annexure 'B' Trades in SRO of Industrial Employees & Make a Common List alongwith main Trades Listed in Annexure 'A' :

RS/INDWF

Action by : Per/I

In the existing SRO of IEs, these are two categories of trades Annexure -Aø and Annexure -Bø Annexure -Bö trades are filled 100% by promotion from Labourer SSK. These trades are mainly Rigger, OMHE which are mainly engaged in production shops to operate overhead cranes, roping for lifting production equipments. Since labourer strength becomes totally depleted, no posts could be filled from the Labourers trades. Since, safety is very much involved, personnel need to be inducted in proper training after DR/Promotion.

It is therefore, suggested that the SRO for Industrial Employees may be suitable amended to directly recruit persons with 10+ ITI in any trade and also allow any NIE category employee to apply for re-designation within the factory directly.

OFFICIAL SIDE VIEWS

Position will be explained in the Meeting.

DECISION

The new SRO has been prepared after removing all redundant Trades. Also there are trades where no NAC/NTC is available for functional necessity, keeping Annexure-B is a must. The point may be **dropped**.

76. Granting of Promotion to Tradesman SSK to Tradesman Skilled in Ordnance Factory, Nalanda on completion of 2 years :-

RS/INDWF

Action by : Per/I

In OF Nalanda, there are about 80 employees who have completed more than 2 years and 9 months in SSK grade some of them have undergone Trade Test. But OF Nalanda management is delaying for granting promotion to SK grade for no reasons. Similar situation was pointed out by the staff side in the past in the past in JCM III and the promotions were declined after a lapse of more than 6 months.

It is therefore, demanded that the promotions in OF Nalanda may be declared from the date of Trade Test(Retrospectively) and the Trade Tests is to be conducted regularly once in 3 months. Also the OF Nalanda management should be advised to operate promotions regularly as per the eligibility and vacancies.

OFFICIAL SIDE VIEWS

Position will be explained in the Meeting.

DECISION

Necessary instructions will be issued to the Factory after taking inputs on the request made.

77. Selection of Examiner (Clothing) from among Tailor MCM on Seniority cum Fitness Basis without any method of Pick and Choose at OEF Hazarathpur :

RS/INDWF

Action by : Per/I

In clothing group of factories, there is not separate post of Examiner and it is being followed that senior most Tailor in MCM were posted for inspection work utilising the skill and experience rendered by them. Also there is a huge demand from Tailors to become Examiners as Tailors are mostly on PW System.

In all other Ordnance Equipment factories, the above system is followed whereas, OEF Hazratpur, for the inspection jobs, Tailors from Skilled grade also were called for selection and many of them have been selected are posted for inspection jobs despite strong resistance from Unions.

This is totally against the accepted procedure and the personnel management is totally involved to favour certain groups which are totally unfair and creating strong disappointment among others.

Policy in posting Tailors for inspection work which exist and followed may be issued to all fys for strict compliance and also the recent selection in OEF Hazarathpur for inspection work from among juniors may be treated as cancelled to bring transparency.

OFFICIAL SIDE VIEWS

Position will be explained in the Meeting.

DECISION

Matter will be referred to OEFHQ soliciting views/decision on the subject.

78. Correlation of Piece Work profit on revised Pay w.e.f. 01-01-2016 :

RS/INDWF

Action by : Per/PM

Revised Pay on the basis of 7th CPC recommendations was implemented w.e.f. 01-01-2016 paid in August, 6th CPC pay was taken into effect after a lapse of 8 years. The policy which was accepted by Federations, OFB and MOD on which the Piece Work profit is paid now may be taken as the basis to revise on new pay without any loss of time.

OFFICIAL SIDE VIEWS

Position will be explained in the Meeting.

DECISION

Same as point no. 4(1).

79. Payment of Night Duty Allowance on revised Pay :

RS/INDWF

Action by : Per/PM

Revised Pay after VII CPC implemented w.e.f. 01-01-2016. NDA and all their allowances may be revised from 01-01-2016. Accordingly, a proposal may be sent to MOD and Ministry of Finance (Expenditure) to revise the allowances.

OFFICIAL SIDE VIEWS

Position will be explained in the Meeting.

DECISION

Same as point no. 5.

80. Removal of Stagnation in Promotion to Artisans and Rationalise the Trades to reduce the number of Trades on the basis of Multi-Skilling concepts :

RS/INDWF

Action by : Per/I

After Guha Committee recommendations was implemented the number of trades have come down from 264 to 67 and further, the Industrial Ratio was implemented w.e.f 20.05.2003 i.e. 45:55 ratio for all Industrial trades upto MCM by merging HS II & HS I w.e.f. 01-01-2006, HS was demerged into HS II & HS I thereby. ACP/MACP benefits have also reduced. Railways have now revised the ratio to remove the stagnation w.e.f 01-09-2016 by a MCM 26% HS I 16% HS II 16% SK 20%.

In OFs the stagnation in certain trades have become more and the HRD policies are not balancing. Factories are inducting personnel not keeping the promotional opportunities to reduce the stagnation. Minority trades having very few in sanction strength are mostly affected due to non-induction.

The rationalisation committee also did not bring out any fruitful results. Moreover, the dry run decision taken by OFB in OFAJ, HVF, AFK was not yet completed even after 4 years.

In view of the above, it is requested to consider the following by discussing in the Main meeting by appointing a joint sub-committee for removal of stagnation.

- (a) Rationalisation of Trades by removal merger and abolition of certain trades.
- (b) Designate Industrial personnel as Technician like in DGQA, DRDO, ISRO, Atomic energy etc to give common designation.
- (C) Trade Test specifications may be reviewed accordingly.
- (d) Possibility to consider multi-skilling concept by reducing the trades into a viable single common trade with a designation of Technician.

The above point needs to be deliberated by accepting as a Agenda for the main JCM.

OFFICIAL SIDE VIEWS

Position will be explained in the Meeting.

DECISION

Matter will be examined at OFB.

81. Functioning of Office Council at OFB HQrs., Kolkata :

RS/INDWF

Action by : Dir./HQ

Office Council at OEF HQrs. is become defunct for the last few years due to frequent change of DDG/HQrs. due to which the grievances are getting accumulated. The issue was raised several times before the authorities but not given due cognizance.

It is requested, that the meeting of Office council of OFB HQrs may be conducted regularly to settle the grievances of the employees.

OFFICIAL SIDE VIEWS

Position will be explained in the Meeting.

DECISION

The Office Council Meeting has been scheduled to be held on 21st Sept., 2016. DDG/HQrs. has ensured to hold the meeting regularly.

82. Industrial Relation Problem at OF Katni and OEF Kanpur on the eve of One Day Strike on 02-09-2016 :

RS/INDWF

Action by : Per/IR

All India One Day strike was observed by Central Trade Unions and the Federations. Instructions were issued by DOP&T, M of D and OFB for the Strike. The Strike was successful and peaceful in many factories. It is unfortunate that in OF Katni and OEF Kanpur, these two factories have adopted methods to break the strike for which one union which is not a party to strike. These union members were favoured on Strike day by marking attendance and were allowed to go out of factory to organize the workers to bring inside thereby instigating a rivalry among the union. It is very wrong precedence which resulted unrest even after strike day. This needs to be investigated and remedial action may be taken to avoid in future.

OFFICIAL SIDE VIEWS

Position will be explained in the Meeting.

DECISION

Matter will be examined after ascertaining position from the Factory.

83. Policy for declaring probation period completion for newly appointed Direct recruitees :

RS/INDWF

Action by : Per/PM & Per/I

Newly recruited direct recruits have to undergo 2 years probationary period. After successful completion of 2 years they are declared. Then they become eligible for promotion to Skilled grade.

There are no criteria/norms for deciding the successful completion of probationary period. Some factories are very strict that no leave should be allowed, some factories allow leave as per entitlement/eligibility, and some factories allow 90 days. Different yard sticks are applied to decide the probationary period completion. In one centre different factories are following different policies which are to be made as General norms to follow uniformly by all factories.

Detailing on Overtime after 6 months is also not followed by Factories. They are using as a tool to increase output which is beyond their capacity. No piece work profit is given to them. Which is happening in HVF, Avadi. Uniformity in completion of probation period, Overtime Detainment, and granting promotions on completion of 2 years a comprehensive revised policy to be decided and circulated to all factories.

OFFICIAL SIDE VIEWS

Position will be explained in the Meeting.

DECISION

Matter will be examined at OFB.

84. Recovery of Increment granted to MCM whose Increment was due in between Feb. 2006 to June 2006 :

RSR/AIDEF

Action by : Per/PCC & Per/I

The issue was already raised in the last JCM III Meeting held at GSF, Cossipore. However, till date no instruction or clarification has been received from OFB thereby prompting the LAO to withhold the arrears arising out of the implementation of the 7th CPC, It may be noted that the contention of the LAO to withdraw the increment being granted to MCM is not as per the Rule.

OFFICIAL SIDE VIEWS

Matter is being examined at OFB in consultation with P. C. of A(Fys).

- 85. Delay in Promotion to IEs from SSK to Skilled Tradesmen at OF Nalanda :
RSR/AIDEF Action by : Per/I**

The issue regarding considerable delay in promoting the SSK Tradesmen to Skilled was raised in the JCM III forum and after instructions/directions from OFB the promotions have been affected. However it has now learnt that the promotions are not effected from the date of completion of 2 years in SSK but prospectively with a delay of about 12 to 13 month. It is requested that the issue may be taken up with OF Nalanda management and the promotions may be directed to be granted from the completion of 2 years as the delay was absolutely not because of any fault of Industrial Employees.

OFFICIAL SIDE VIEWS

Promotion can be accorded only from the date of passing the Trade Test. Comments are being sought from the Factory for examination of the demand.

- 86. Status in R/o LTC Cases forwarded to the competent authority for one-time relaxation may be informed please.
RSR/AIDEF Action by : Per/PM**

OFFICIAL SIDE VIEWS

Matter is being examined at MOD based on inputs from OFB. Also, being a Departmental Council Point the point may therefore **be dropped.**

- 87. Instructions may be issued to the Factories for recruiting LDC as .. 10% by DR and 5% by Seniority
RSR/AIDEF Action by : Per/NI**

OFFICIAL SIDE VIEWS

The matter will be examined.

- 88. Several new buildings are under project at different OFs. Transparency may be maintained regarding the expenses related to the Civil Works
VKT/INDWF Action by : JWM/EB**

OFFICIAL SIDE VIEWS

The matter will be examined.
