

## MINISTRY OF DEFENCE

### **Minutes of the Meeting of the Steering Committee for the 91<sup>st</sup> Departmental Council (JCM) held on 06.09.2016 under the Chairmanship of Joint Secretary (Estt) &CAO.**

#### **List of Participants is at Annexure - I**

I. At the outset, Shri Anil Kumar, DS (CP) welcomed the Chairman, Leader/Staff Side, Secretary Staff Side, all other Staff Side Members and Official Side Members. He made a brief mention that though the meeting of Steering Committee could not take place for two years, the issues were being followed up to bring about positive results during the intermittent period. Thereafter, he requested the Chairman to address the gathering.

2. Shri V. Anandarajan, JS & the Chairman, Steering Committee welcomed all the participants and emphasized that we should have constructive dialogue in very cordial atmosphere by holding JCM meetings in Ministry of Defence regularly. He then, invited Leader Staff Side, Secretary Staff Side and other members of Staff Side one by one for their opening remarks.

3. The Leader Staff Side (Shri C Srikumar) welcomed the Chairman, and thanked him for convening the meeting of the Steering Committee which was overdue. He highlighted the importance of bilateral consultations in MoD on the line of Ministry of Railways where three Mechanisms, namely JCM, PNM& PERM exist and requested for revival & institutionalization of PNM in MOD. Moreover, all Joint Secretaries should also hold JCM consultations to settle the staff problems. He raised the issue of amending cumbersome procedure of police verification of JCM Members who retired from service, and requested the chairman for his intervention to avoid the harassment of honorably retired members of JCM. Shri Srikumar also pointed out that increasing work due to additional items of work being transferred to JCM Section has diverted the focus on JCM matters and requested the chairman to relook the issue.

4. The Leader Staff Side and Secretary Staff Side of all the Federations/Confederation raised their points.

**II. The Speech Points of the Leader Staff Side/Secretaries Staff Side and actionable points thereon are at Annexure-II.**

After the Speech Points, DS(CP) requested the chair to proceed further for discussion on the structured agenda items.

### III. DISCUSSION ON AGENDA POINTS RAISED IN THE MEETING

Agenda Point	Item / Action to be taken by
1	<p><b>Allotment of office Accommodation in Delhi for recognized Federations/CDRA.</b></p> <p><b>Decision :</b>(a) As an immediate step, the infrastructure and facilities in the present JCM House at 18 Lodi Estate can be improved. Moreover, feasibility of installing 4 portable cabins to be used as offices each for three Federations and Confederation (CDRA),would be explored. (b) As per reply of DG:DE, suitable piece of land may be made available for construction of JCM building thereon and other formalities would require permission of MoD/Hon'ble RM. (c) Alternatively, any old constructed building in Delhi Cantonment but not in use, can also be considered for office accommodation (JCM building) .(d) A Staff Room for JCM members allotted earlier in Sena Bhawan, may also be restored to JCM under the control of D(JCM) and Staff Side was asked to give the vacant building name and number for their consideration.</p> <p style="text-align: right;"><b>Action:- JS(E/CAO)</b></p>
2	<p><b>Grant of Trade Union Rights to the Civilian employees of Military Hospitals &amp; Training Centers.</b></p> <p><b>Decision:</b> Matter would be discussed separately with the Associations/Confederation/ HQrs /Orgns of MoD in order to reach to a consensus.</p> <p style="text-align: right;"><b>Action:- D(JCM)</b></p>
3	<p><b>Revision of the Recognition Rules of Trade Unions</b></p> <p><b>Decision:</b> Views have been received from all the Federations/ Confederation, organizations/HQrs except DRDO. A meeting would be called separately in the Ministry to consider revision of recognition rules framed in 1993 &amp; 1995 for Associations/Unions respectively.</p> <p style="text-align: right;"><b>Action:- D(JCM)</b></p>
4	<p><b>Withdrawal of the recognition granted to the Associations of “workers” under the provision of CCS(RSA) Rules, 1993.</b></p> <p><b>Decision:</b> The Chairman asked to put up the present issue on file. However, he assured that if it was a direction by the apex body (JCM Level-I) headed by Cabinet Secretary, it would be implemented subject to legal opinion received. Comments from all the Dtes/Organization will be taken and after that matter will be discussed.</p> <p style="text-align: right;"><b>Action:- D(JCM)</b></p>
5	<p><b>Permission to the Federations for changing their nominations in the Departmental Council (JCM).</b></p> <p><b>Decision:</b> Efforts would be made to vacate interim stay order of October 2012 and other legal course to resolve the matter on priority. File would be submitted to Defence Secretary for a decision.</p> <p style="text-align: right;"><b>Action:- D(JCM)</b></p>
6	<p><b>Settlement of all Cadre Review proposals and also the cases referred to DoP&amp;T and Department of Expenditure by D(Civ.I) Section</b></p> <p><b>Decision:</b> A time limit has already been given by the Defence Secretary to complete all Cadre Review proposals by the end of September,2016. The matter was being monitored in the Senior</p>

	Officers meeting. An updated status on progress on Cadre Reviews would be provided to staff side. <b>Action:- D(Civ-I)</b>
7	<b>Setting up of Permanent Negotiating Machinery (PNM) at MoD as proposed by the Federations.</b> <b>Decision:</b> Matter may be taken up in consultation with DoP&T. However, the Leader Staff Side has asked for revival of the alternative system as per order of Defence Secretary and the same may be strengthened and institutionalized. The issue will be submitted on file for a decision. Consultation with Staff Side with JS concerned may be arranged regularly. <b>Action:- D(JCM)</b>
8	<b>Participation of Chargeman category in Trade Union Activities.</b> <b>Decision:</b> Matter would be discussed separately with the Associations/Confederation/ HQrs /Orgns of MoD in order to reach to a consensus. <b>Action:- D(JCM)</b>
9	<b>Holding of the Departmental Council (JCM) under the chairmanship of the Defence Secretary regularly as per the JCM Scheme and also the instructions of the Cabinet Secretary and DoP&amp;T.</b> <b>Decision:</b> The file seeking the convenience of Defence Secretary for holding the next (91 <sup>st</sup> ) Departmental Council meeting is already under submission for his consideration. <b>Action:- D(JCM)</b>
10	<b>Request for implementation of uniform application of Recognition Rules.</b> <b>Decision:</b> BPMS and CDRA were requested to respond on the issue quickly to consider the matter further. <b>Action:- D(JCM)</b>
11	<b>Inclusion of various categories of employers for participation in Works Committee elections.</b> <b>Decision:</b> Matter has been noted and necessary instructions issued to obtain comments. Matter is pending for want of comments from various HQ/Orgns. <b>Action:- D(JCM)</b>
12	<b>Recommendations to 7<sup>th</sup> CPC for various categories functioning under Ministry of Defence.</b> <b>Decision:</b> Matter is settled and all the Notifications /orders of 7 <sup>th</sup> CPC issued were uploaded in Ministry's website. The file of constitution of the Departmental Anomaly Committee is under submission. <b>Action:- D(Civ-I)</b>
13	<b>Grant of overtime allowance to the Fireman and Telephone Operators.</b> <b>Decision:</b> The official side (D(O-II)) has been asked to move to the court on the issue. <b>Action:- D(O-II)/OS Dte</b>
14	<b>Grant of Four Grade structure to the Cooks of all Defence Establishments at par with Air Force.</b> <b>Decision:</b> D(Civ) has issued the instructions to other services Dtes to work out proposal to implement the four grade structures for the Cooks in a way similar to four grade structures to the cooks of Air Force. All concerned would submit their views /proposal in a time-bound manner, i.e., within 30 days. <b>Action:- All Admin Sections/D(Civ-I)</b>
15	<b>Grant of GP Rs.5400/-to PA/PS and Sr. PS who were given MACP in GP Rs.4800</b> <b>Decision:</b> The issue involves ministries /Departments and has wider implications .May be taken up at National level JCM/DoP&T.

	<b>Action:- All Admin Sections/D(Civ-I)</b>
<b>16</b>	<b>Ignoring placement from semi-skilled to skilled in the case of MACP as is being done for ACP in EME.</b> <b>Decision:</b> A fixed timeline of one month was given to D(O-II) and D(Works-II) for completion of action in this regard. Comments by EME within 15 days are to be given. <b>Action:- D(Civ-I)/D(O-II)/D(Works-II)</b>
<b>17</b>	<b>Clarification regarding restoration of Trade Union Rights for employees posted in various depots located in peace establishment.</b> <b>Decision:</b> Matter is settled and decided to drop this item. <b>Action:- Army HQ</b>
<b>18</b>	<b>Implementation for regularization of casual service with all consequential benefits and extending the statutory pension to the Cochin Naval base employees.</b> <b>Decision:</b> Matter is settled and decided to drop this item. <b>Action:- MoD (Navy)</b>
<b>19</b>	<b>Implementation of Hon'ble CAT Chandigarh Bench Judgment in OA No. 1360/HR/2012 and other four OAs.</b> <b>Decision:</b> It was asked for taking comments on legal aspects from Legal Defence and thereafter speaking order from MoD to be issued. <b>Action:- D(Civ-I)/Concerned Div.</b>
<b>20</b>	<b>Creating the Administrative Officer Cadre in MES organization.</b> <b>Decision:</b> The matter has been considered in MES /E-in-C's Branch and a decision is expected shortly. Amendment in R/Rules for 10% DR has been sent to Ministry of Defence by E-in-C's Branch. <b>Action:- D(Works-II)/E-in-C's Br</b>
<b>21</b>	<b>Test for Artisans consequent upon the re-structuring and implementation of 4 Grade Structure for granting up-gradation under ACP Scheme between 01.01.2006 to 31.08.2008.</b> <b>Decision:</b> Legal opinion may be obtained. <b>Action:- D(Civ-I)/Concerned Admin Sections</b>
<b>22</b>	<b>Extension of CGHS Facility to the industrial Employees of (a) COD Mumbai (Army HQ) (b) Naval Dockyard (Naval HQ)</b> <b>Decision:</b> The requisite data/information to be furnished to Ministry of Health & Family Welfare will be furnished by the respective service Hqrs in a time frame of one month. <b>Action:- D(Civ-II)/D(O-II)/MoD (Navy)</b>
<b>23</b>	<b>Filling up of vacancies in MCM grade occurring in OS Dte.</b> <b>Decision:</b> The official Side informed that DPCs were being held regularly to fill up vacancies. D(O-II)/OS Dte have been asked to submit report to D(Civ-I)/D(JCM) within one month. <b>Action:- D(Civ-I)/D(O-II)/OS Dte</b>
<b>24</b>	<b>Regarding improving service conditions of Khansama Chowkidar posted in Inspection Bungalows of MES.</b> <b>Decision:</b> E-in-C's Branch has been asked to submit the comments within 15 days. <b>Action:- D(Works-II)/E-in-C's Br</b>
<b>25</b>	<b>Rationalization of workload faced by Army Base Workshop.</b> <b>Decision:</b> The Staff Side was told that outsourcing was not being done. D(O-II) was asked to take comments from DG, EME and submit to D(Civ) within a month. <b>Action:- D(O-II)/DG:EME</b>

26	<p><b>Up-gradation of Vadsar (Gandhinagar, Gujrat) (47 SU Air Force) to ‘ Y’class city for the purpose of House Rent Allowance.</b></p> <p><b>Decision:</b> Ministry of Finance has asked some queries from Air HQ. After receiving inputs from them, matter will be sorted out accordingly. Air Hqr will submit information/clarification based on Collector’s report, to M/o Finance on priority. <b>Action:- D(Air-III)/D(Q&amp;C)</b></p>
27	<p><b>Disbandment of HQ CWE (Commander Works Engineer) Kanpur (MES): HQ CWE Kanpur.</b></p> <p><b>Decision:</b>Matter is settled and decided to drop this item. <b>Action:- D(Works-II)</b></p>
28	<p><b>Granting of ACP retrospectively on passing the trade test in first attempt in CWE Jaipur (MES).</b></p> <p><b>Decision:</b> Matter is settled and decided to drop this item. <b>Action:- D(Works-II)</b></p>
29	<p><b>Implementation of restructuring of Artisan Cadre in Artificial Limb Centre, Pune under DGAFMS.</b></p> <p><b>Decision:</b> Matter is with Defence Finance. Outcome is awaited. The matter would be pursued vigorously. <b>Action:- D(Med)</b></p>
30	<p><b>CSD Facilities to Retired Defence Civilians.</b></p> <p><b>Decision:</b> Matter is settled. Representative of CDRA requested for enhancement of entitlement for purchase of Car through CSD. The concerned Division to examine the issue. <b>Action:- D(Mov)</b></p>
31	<p><b>Conversion of Ammunition Depots into Field Ammunition Depots.</b></p> <p><b>Decision:</b> Matter is settled and decided to drop this item. <b>Action:- D(N-II)</b></p>
32	<p><b>Risk Allowance to Left out categories/units.</b></p> <p><b>Decision:</b> Issue would be taken up for the restoration/revival of Risk Allowance for 45 hazardous operations before the Committee on Allowances. Firstly retain the Risk Allowance and then include the left out categories / units. <b>Action:- D(Civ-II)</b></p>
33	<p><b>Increase the age limit of Direct Recruitment Post from 25 years to 27 years in different Organizations (Lower formations) under Ministry of Defence.</b></p> <p><b>Decision:</b>The DoP&amp;T instructions would be followed in this regard and instructions will be issued. <b>Action:- All Admin Sections</b></p>
34	<p><b>One-Time Relaxation to Govt. Employees Availing LTC by Air, other than Authorized Travel Agents.</b></p> <p><b>Decision:</b>The Matter, with the approval of Hon’ble Raksh Mantri, has been referred to DoP&amp;T. <b>Action:- D(Civ-II)</b></p>
35	<p><b>Inclusion of OFB in Compassionate Ground Posting, which are being done by AG’s Branch under Ministry of Defence for certain categories.</b></p> <p><b>Decision:</b> OFB, although disagreeing the proposal for posting in a suitable/favorable area on compassionate ground, have been asked to submit comments on the file and action taken thereon to submit the same to the concerned branches, i.e, DDP and AG Branches immediately and advisory will be issued to OFB in this regard. <b>Action:- Army HQ/D(Estt./NG)</b></p>

36	<p><b>Scrap Unwarranted Posting/Transfer Policy under CML of Group 'C' &amp; 'D' Employees working under E-in-C's Branch.</b></p> <p><b>Decision:</b> D(Works-II) has been asked to obtain comments from concerned stakeholders on new policy and take action accordingly.</p> <p style="text-align: right;"><b>Action:- D(Works-II)</b></p>
37	<p><b>Allotment of 18 seats to staff side in Naval Hqrs JCM-II Level Council instead of 14 seats in the present term.</b></p> <p><b>Decision:</b> It has been decided to allot 18 seats to Staff Side in NHQ JCM III Level Council when the new term is constituted. At present the matter is sub-judice and status quo to be maintained.</p> <p style="text-align: right;"><b>Action:- D(N-II)</b></p>
38	<p><b>Clarification of SRO 308/78 which is regarding retention of Govt. married accommodation for those employees who have been posted to Hard/Tenure/Field Station.</b></p> <p><b>Decision:</b> Proposal already sent by D(Q&amp;C) to concerned HQ/Orgns for consideration and to be followed up.</p> <p style="text-align: right;"><b>Action:- D(Q&amp;C)</b></p>
39	<p><b>Regularization of provisional pension in the absence of Documentary Evidence.</b></p> <p><b>Decision:</b> Matter is settled and decided to drop this item.</p> <p style="text-align: right;"><b>Action:- All Admin Sections</b></p>
40	<p><b>Minimum entry level pay w.r.t (pre-revised scale of Rs 7500-12000) Assistant Account Officer of Defence Accounts Department of Rs 18750.</b></p> <p><b>Decision:</b> Matter is sub-judice in the Supreme Court of India.</p> <p style="text-align: right;"><b>Action:- Def Fin(AG/PB)/DAD(Coord)/CGDA</b></p>
41	<p><b>NEW AGENDA ITEM - Appointment/Posting of Medical Officer, CASO and Establishment Officer in ABW, Agra.</b></p> <p><b>Decision:</b> Action has been initiated by AG's Branch. Action Taken Report to be submitted to D(JCM) within 15 days.</p> <p style="text-align: right;"><b>D(O-II)/DG:EME</b></p>
<p><b>Agenda items related to Department of Defence Research &amp; Development (DRDO)</b></p>	
1	<p><b>Upgradation of Tech 'C' in the Grade Pay of Rs 4200/- in pay band II by removing the anomaly and systematic injustice meted out.</b></p> <p><b>Decision:</b> The proposal has been declined by Ministry of Finance. (Finalized and decided to drop this item.)</p>
2	<p><b>Reimbursement of medical expenses in emergency cases.</b></p> <p><b>Decision:</b> The matter is under process for delegation of powers to Lab Director level within 60 days. A decision to be conveyed to D(JCM)</p>
3	<p><b>Extension of medical facilities for DRL, Tejpur employees from MI Room/Military Hospital.</b></p> <p><b>Decision:</b> Being a remote location and absence of medical infrastructure, MI Room/Military Hospital may consider for allowing the medical facilities for employees of DRL, Tejpur and take up the matter at</p>

	RM level and copy of that will be given to DS(CP).
<b>4</b>	<b>Recruitment of Store Officer under DRDO may be as per Admin Cadre of DRDO and RRs should be revised.</b>
	<b>Decision:</b> Cadre Review is to be done by 2017 as last exercise has been done in 2012.
<b>Agenda items related to Department of Defence Production (DDP)</b>	
<b>1</b>	<b>Implementation of Madras Bench CAT Judgment in 16 OAs dated 27.08.2014 for revision of NDA rates.</b>
	<b>Decision:</b> Item may be dropped.
<b>2</b>	<b>Grant of parity in pay scale to the Assistants and Stenographers of Ordnance Factories and OFB Hqrs., by implementing the judgment of Hon'ble High Court of Delhi in WP(C) 4606/2013.CM No.10601/2014, dated 14.10.2014.</b>
	<b>Decision:</b> SLP has been filed in Supreme Court. Hence, no action at present.
<b>3</b>	<b>Formation of Centralized Recruitment Board/Cell for Ordnance Factories.</b>
	<b>Decision:</b> Matter is in advance stage of implementation and order issued on 29.4.2016. Issue settled and to be dropped.
<b>4</b>	<b>Revision of Recruitment Rules for Placing of Laboratory Technicians serving in Ordnance Factories Hospitals in PB-2 plus GP Rs 4200</b>
	<b>Decision -</b> Ministry of Finance has turned down the proposal and to be taken afresh with modified criteria.

**LIST OF PARTICIPANTS IN THE STEERING COMMITTEE MEETING FOR  
THE 91<sup>ST</sup> DEPARTMENTAL COUNCIL (JCM) HELD UNDER THE CHAIRMANSHIP  
OF JS(E/CAO) ON 06.09.2016**

**Shri V. Anandarajan, Joint Secretary (E/CAO) .... in Chair**

**OFFICIAL SIDE MEMBERS. MOD**

- |     |                        |   |                    |
|-----|------------------------|---|--------------------|
| 1.  | Shri Surya Prakash     | - | Dir (L&C)          |
| 2.  | Shri Raj Kumar         | - | Dir(Gen/IT)        |
| 3.  | Shri Dharendra Verma   | - | Dir(Q)             |
| 5.  | Shri Subhash Chandra   | - | DS(Training)       |
| 6.  | Shri Sharda Prasad     | - | DS(P), DDP         |
| 7.  | Smt Poornima Rajendran | - | DS(Q-II), DDP      |
| 8.  | Shri L.H. Ruolngul     | - | DFA(AG)            |
| 9.  | Shri Prasoon Tripathi  | - | SO, MoD(Fin/AG/PB) |
| 10. | Shri Ram Pal Gondia    | - | SO, D(O-II)        |
| 11. | Shri Subhasis Das      | - | ASO, D(O-II)       |

**D(JCM)/ CP Division**

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|-----|--------------------|---|---------------|
| 12. | Shri Anil Kumar    | - | DS(CP)        |
| 13. | Shri Amitava Saha  | - | US, D(JCM)    |
| 14. | Shri Dalpat Singh  | - | US, D(Apptt)  |
| 15. | Shri Gurdeep Singh | - | US, D(Civ-II) |
| 16. | Shri Biswajit Guha | - | US, D(Lab)    |
| 17. | Shri Pawan Kumar   | - | US, D(Civ-I)  |
| 18. | Smt. Aruna Jain    | - | SO, D(JCM)    |
| 19. | Shri Joginder Pal  | - | SO, D(Civ-II) |
| 20. | Shri G.D Dutta     | - | ASO, D(JCM)   |
| 21. | Shri C.V Condwall  | - | ASO, D(JCM)   |
| 22. | Shri Sumit Jatin   | - | ASO, D(JCM)   |
| 23. | Shri Arvind Kumar  | - | ASO, D(JCM)   |

**MEMBERS, HQ/ORGANIZATIONS**

**Army HQ**

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|-----|--|
| 24. | Shri Sujay Kumar, Dy. Dir., AG/MP-4 (Civ)    |
| 25. | Shri Arun Kumar Arun, Dy.Dir., AG/MP-4 (Civ) |
| 26. | Shri M.C. Sharma, LWC, AG/MP-4(Civ)          |
| 27. | Lt. Col. S. Thapliyal, Dir (OTR), QMG Br     |
| 28. | Col. Sunil Kumar, Dir (Pers & E-in-C) Br     |
| 29. | Shri D.J. Barman, Dy.Dir., OS(Pers), AOC     |

**Air HQ**

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|-----|------------------|---|---------------|
| 30. | Shri Aaron Pamei | - | Dir, PC(P)    |
| 31. | Shri I.R. Antony | - | SO, D(Air-II) |

**Naval HQ**

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|-----|---------------------------|---|--------------------|
| 32. | Shri Sandeep Kumar        | - | Dir, IHQ/MoD(Navy) |
| 33. | Shri Daya Krishna Paliwal | - | Dir(N-III)         |



**DRDO**

34. Shri Dr. B.K Mishra - Addl. Dir(DoP), DRDO  
35. Shri S.K Jha - Dy Dir DHRD/DRDO  
36. Smt. Haesha Rani - US, D(R&D)

**DGQA**

37. Shri Shyam Kumar - Dy. Dir, Admin/DGQA  
38. Shri Debashish Dutt - Dir (Pers), HQ DGQA  
39. Shri S Mukherjee - Asst Dir, DGQA/ADM-10  
  
40. Shri Amit Kumar - Dy CAO(Works)

**DG AFMS**

41. Shri Ashok Kumar - Dy Dir, DGAFMS

**OFB**

42. Shri S.K. Singh - Director (IR)

**CGDA**

43. Shri R Rengathan - SAO, O/O CGDA  
44. Shri Mustaq Ahmad - Dy CGDA, O/O CGDA

**DG:NCC**

45. Shri V.L Renga - Dir(Pers), DGNCC

**STAFF SIDE MEMBERS****All India Defence Employees Federation (AIDEF)**

46. Shri C. Srikumar, General Secretary & Leader, Staff Side  
47. Shri M.K.R. Pillai, Vice President

**Indian National Defence Workers Federation (INDWF)**

48. Shri H.N. Tiwari, Vice President  
49. Shri Gurdayal Singh, Vice President

**Bhartiya Pratiraksha Mazdoor Sangh (BPMS)**

50. Shri M.P. Singh, General Secretary  
51. Shri Mukesh Singh, Dy. Gen. Secy.

**Confederation of Defence Recognized Associations (CDRA)**

52. Shri Ved Pal Yadav, General Secretary  
53. Shri S.N. Safai

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**SPEECH POINTS****Speech Point of Shri C. Srikumar, Leader Staff Side**

1. At the outset, he welcomed the Chairman and thanked him for convening the meeting of Steering Committee which was overdue. He requested the Chairman to take a serious note on the issue of guaranteeing a minimum three meetings of the Departmental Council and Steering Committee meeting which is as per JCM Scheme and convey the same to Defence Secretary.

**Action:D(JCM)**

2. On the line of Railways, earlier the Leader Staff Side has demanded PNM (Permanent Negotiating Machinery) for which, according to him, the Defence Secretary has issued an order to have an alternative mechanism chaired by the Joint Secretaries of various wings under MoD to have regular meetings with recognized Federation. However, this arrangement never took place since its inception. He therefore, requested that either PNM may be constituted or the alternative mechanism may be activated in structured manner, so as to make regular meetings with Federations.

**Action:D(JCM)/All concerned HQ/Orgns**

3. In view of the recommendation of High Level Committee appointed by Raksha Mantri for implementation of various Court Judgements given in favour of employees, a committee of JCM may be constituted for expediting the same.

**Action:D(JCM)/All concerned HQ/Orgns**

4. The AIDEF has represented to the MoD enclosing a copy of the agreed demand between Railway Board and their recognized Federations for revising the intergrade ratio of Railway Workshop Staff and requested to revise the intergrade ratio of the Artisan Staff/Workshop Staff of Defence Ministry in Consultation with the recognized Federations in the same way.

**Action: Action:D(JCM)/All concerned HQ/Orgns**

5. Exemption from Police Verification for issuing Security Pass (DAC Pass) to the retired employees, who are JCM members and Federation Leaders should be implemented.

**Action: JD, Security Office (DHQ)**

6. Govt. of India have issued orders for setting up of National and Departmental Anomaly Committee. The Departmental Anomaly Committee with the Federation representatives may be constituted immediately.

**Action : D(Civ.I)**

7. The employees governed under Factories Act 1948 is eligible for overtime wages in the 7<sup>th</sup> CPC pay scales w.e.f 1/1/2006. Since it is a statutory obligation, it is requested that the MoD may kindly arrange to issue instructions.

**Action: D(Civ-II)/Def Fin (AG/PB)**

8. MoD may kindly recommend the categorically demand of Risk Allowance on 45 risky operations being paid to the Defence Civilian Employees to continue and also to extend Risk allowance to newly identified risky operations, inclusion of additional categories and left out organizations and also to revise the rates in 6<sup>th</sup> CPC & 7<sup>th</sup> CPC pay scales. Again, as per Court Judgement for revision of NDA Rates in 5<sup>th</sup> and 6<sup>th</sup> CPC pay scales, NDA rates may be revised in 7<sup>th</sup> CPC pay scales w.e.f 1./1/2016.

**Action:D(Civ-II)**

9. MoD may reconsider the policy of recruit for the Ex-Trade Apprentices of the entire MoD through batch wise seniority to avoid the considerable delay which is taking place in Recruitment process. In this way Defence Industrial Establishments will get skilled man power who are exclusively trained for Defence Production activities.

**Action:D(Lab)**

10. MoD may kindly arrange to issue instructions for granting compassionate appointment in all the Defence Establishments for the pending applicants as a onetime measure.

**Action:D(Lab)**

11. After the issue of CCS(RP) Rules 2016 the employees who were holding the pre-revised pay scales without GP due to want of matriculation qualification, were not given the 7<sup>th</sup> CPC pay scales. Similarly, the casual employees with temporary status are also not given the 7<sup>th</sup> CPC pay scales even though they are holding the GP of Rs.1800/-, It is understood that OFB has made a reference in this regard to MoD. Mod may kindly arrange to issue instructions in this regard.

**Action:D(Civ-I)/D(Est.NG)**

12. MoD may take efforts to get the approval of all the pending cadre review proposals.

**Action: D(Civ.I)**

13. MoD may kindly issue necessary instructions as per the directions of the Honble High Court of Delhi Judgement in WP(C) No.5471 of 2008 dated 4<sup>th</sup> may 2009 for regularizing the legal strike period as %No work No Pay+ and not as %Dies non+and to count the strike period as regular service.

**Action:D(JCM)/All concerned Hq/Orgns.**

14. A joint proposal finalised by Federations and DRDO HQ on the DRTC review during a meeting in February 2016, it was decide that DRDO would make efforts to get the proposal approved by the Government. Necessary steps therefore should be taken by DRDO in this regard.

**Action:D(R&D)**

15. The DRDO Hqrs., have issued arbitrary instruction to all the DRDO labs to not deal with Unions which are not recognized in violation of MoD instruction on the subject. As per MOD Instructions Unions which are affiliated to the recognized Federations and fulfill the condition of recognition are to be treated as recognized Unions and allow them to participate in JCM IV level Council. MoD may kindly

instruct the DRDO to withdraw the instruction in this regard. AIDEF has already represented this matter to MoD and DRDO.

**Action:D(R&D)**

16. The cadre review of left out categories of DRDO including Senior DEO is pending without any settlement. This issue also needs to be settled at the earliest.

**Action:D(R&D)**

17. In spite of the repeated representation by the AIDEF the 20<sup>th</sup> May 2003 and 14<sup>th</sup> June 2010 MOD instructions on revision of intergrade ratio to the Artisan Staff of SBC under ATVP is not yet settled. MOD may kindly arrange to issue instructions to the SBC in this regard.

**Action:D(CiV-I)/ATVP HQ**

18. A proposal for one time relaxation for passing the LTC claims in the case of those employees who have traveled by purchasing Air tickets from other than authorized agents is pending with MOD it is requested that MOD may kindly recommend the case to the DOP&T for getting one time relaxation.

**Action:DS(GenI)**

19. Government has introduced GST for all the goods. The same should not be made applicable to items purchased through CSD. All non gazette employees may be allowed to purchase motor car through CSD.

**Action:D(Mov)**

20. The artificial ceiling of Rs.12,380 imposed arbitrarily for payment of NDA in 6<sup>th</sup> CPC pay scale is in violation of the Court order which amounts to contempt of court since the court order is to pay the NDA in the actual basic pay of the employees. This issue may be settled.

**Action:D(Civ-II)**

21. The DOP&T has now advised the MoD to take its own decision for granting 3<sup>rd</sup> MACP in GP Rs. 4600/- to the %Skilled+ grade workers who were given 2<sup>nd</sup> ACP in Rs. 5000 . 8000 up to 31/12/2005. MoD may now kindly issue necessary instructions in this regard.

**Action:D(Civ-I)**

22. The grant of time wage / DOT to the Industrial employees deployed on piecework system of OFB is not yet settled. The same may be settled at the earliest.

**Action:D(Estt./NG)**

23. After the implementation of 6<sup>th</sup> CPC pay scales w.e.f 1.1.2006 the piecework rate of Ordnance Factories was correlated only after 8 years. To avoid any financial loss to the workers the piecework rates may be correlated in the 7<sup>th</sup> CPC pay scale w.e.f 1.1.2016 immediately.

**Action:D(Estt./NG)**

24. The following issue are pending under the consideration of DDP.

a) Grant of Piecework hourly rate in 6<sup>th</sup> CPC pay scale w.e.f 1/1/2006.

b) Grant of one day PLB reduced by the Ministry of Finance for the past more than 7 years. The same may be settled.

**Action: (a)D(Coord/DDP)/(b) All Concerned HQ/Orgns.**

25. The Madras CAT in OA No. 310/01190/2014 dated 22.06.2016 and also OA No. 310/00033/2014 dated 22.7.2016 has directed the Government to grant the 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 HVF and OCF Avadi. This Judgment may please be implemented.

**Action:D(Civ-I)/D(Estt./NG)**

26. The office provided to the Staff Side of Departmental Council (JCM) near to the D(JCM) section has been withdrawn without the knowledge of the Staff Side. This office accommodation may please be restored to the Staff Side.

**Action:DS(Genl)**

27. In the past AIDEF has represented that the Defence Civilian Employees may be exempted from NPS at par with the Armed forces Personnel. The MoD has taken up the matter with Department of Economic Affairs. The same may please be expedited.

**Action: D(Civ.II)**

**Speech Point of Shri R. Srinivasan, General Secretary, INDWF**

1 In MES, the Skilled, HS & MCM who got ACP Rs.5000-8000 on account of 2<sup>nd</sup> Financial upgradation may be considered for 3<sup>rd</sup> MACP Rs.4600/- on completion of 30 years of service to avoid litigation.

**Action:D(Civ-I)/D(Estt./NG)/D(works-II)**

2 It is requested that MoD may kindly consider the revision of Industrial Profile in Defence at par with Railways to the Artisans of Defence who are carrying out various activities in manufacturing, maintaining such as Aircrafts, warship, War equipment etc.

**Action:D(Civ-I)/D(Estt./NG)**

3 MoD is requested to convene the meeting to discuss Allowances to be retained and continued between the Federations and concerned administrative divisions of MoD so as to send the recommendations to the high level committee.

**Action:D(Civ-I)/D(Estt/NG)**

4 On 02.09.2016, nationwide one day strike was observed by the unions on the directives of Central Trade Unions. Due to the management unfair policy and with an intention to break the strike certain actions taken by the managements in Ordnance Factories, particularly in OF Katni and OEF Kanpur, resulted in clashes and further disturbing the Industrial peace and led to loss of production. It is therefore, requested to inquire into the incidents and to maintain the guidelines issued by DoP&T and MoD on Strike situation.

**Action:D(JCM)/All Concerned HQ/Orgns.**

5 It is proposed that method of holding the meetings under Mod regulary and periodically to discuss and settle the grievances.

**Action:D(JCM)**

## **Speech Point of, M.P Singh, General Secretary, BPMS**

1 BPMS has been demanding for exemption of National Pension System (NPS) for defence civilians who are recruited on or after 01.01.2004 at par with uniformed personnel.

**Action:D(Civ.II)**

2 The post and pay of Highly Skilled Gr-II and G-I should be merged and granted the level-5 under CCS (RP) Rules, 2016.

**Action:D(Civ.I)**

3 MoD had constituted an Expert Committee under the Chairmanship of Lt. Gen. Mukesh Saberwal (Retd) to minimize the litigations on service matters, it is unfortunate to note that most of the issues discussed therein haven't been resolved yet.

**Action:D(Civ.I)**

4 Cadre Review of various civilian posts in MoD has not been completed yet in consultation with staff side.

**Action:D(Civ.I)**

5 Regarding 7<sup>th</sup> CPC recommendations, a meeting was convened on 09<sup>th</sup> march 2016 under the Chairmanship of Defence Secretary. It is unfortunate that all the major issues discussed and agreed therein have not been accepted by the Govt. of India like minimum wages be enhanced to Rs 26000/- or 24000/-, multiplication factor for pay fixation be enhanced to 3.42 from 2.57, non-abolition of allowances and interest free advances etc. Hence all those issues should be re-submitted to Govt. of India so that employees may be benefitted. In this regard, MoD should constitute a joint team of official side and staff side.

**Action:D(Civ.I)**

6 CSD should be exempted from GST.

**Action:D(Mov)**

7 Govt. has adopted the resolution on the recommendation of 7<sup>th</sup> CPC regarding MACP, it stipulates that in the new Pay Matrix, the employees will move to the immediate next level in the hierarchy. Hence, MoD should issue necessary instruction so that MACP may be granted in promotional hierarchy.

**Action:D(Civ.I)**

8 Erstwhile Dresser of Ordnance Factories have been re-designated as Medical Assistant in the GP Rs 1800/-. Government has accepted the recommendations to upgrade the GP of Dresser of Ministry of Railways from Rs. 1800/- to Rs 2000/-. Hence, this upgradation should be granted to Medical Assistant of OFB.

**Action:D(Civ.I)/D(Estt./NG)**

9 The employees who are drawing pay below GP 4200/- but pay in pay band Rs 7440/- are getting Transport Allowance @1600/- plus DA in A-1/A class cities. Now,

the 7<sup>th</sup> CPC has recommended that the employees in Level-1 & 2 will draw transport allowance @1350 plus DA. Hence, to mitigate the financial hardship to such employees whose revised pay is more than Rs 23750 (as per 7<sup>th</sup> CPC), irrespective of Level-1 or 2, should be granted transport allowance @ 3600 + DA.

**Action:D(Civ.I)**

10 JWM of Ordnance Factories who are working as a safety officers should be paid allowance at the rate of 6% of Basic Pay ( as per 7<sup>th</sup> CPC recommendation) just like, in Indian Railways, Senior Supervisor of workshop cadre deputed as safety officers get allowances @7.5% of Basic Pay.

**Action:D(Civ.I)**

11 As per CDS(RP) Rules, 2016, the Grade Pay of Direct entry of Diploma Holder Yantrik in Indian Coast-Guard have been upgraded from Rs 2400/- to Rs 2800/-. On the above analogy, all the Diploma holders directly recruited in Artisan Cadre as civilian in Indian Navy, Air Force, or EME should be recruited in Highly Skilled Grade-I in pay level-5.

**Action:D(Civ-I)**

12 Grant of one time relaxation for compassionate appointment in all the Dtes/Hqs of MoD like OFB, DGQA, DGAQA, EME, AOC, MES, Mill-farm, DGST, DRDO, Air Force, Navy should be expedited.

**Action:D(Lab)/All concerned HQ/Orgns.**

13 Civilian employees of Army, Air Force and Navy should be exempted from Professional Tax levied by State Government.

**Action:D(Civ.I)/Deptt.of Fin.Services/Army HQ/NHQ/Air HQ**

14 There is much discontentment amongst the re-employed ex-servicemen on pay-fixation/protection. This should be looked into.

**Action:D(Res)**

15 Various Ordnance Factories and Ordnance Equipment Factories have submitted detailed Project-Report (DPR) for capacity enhancement which are pending since long in Mod. These should be expedited.

**Action:D(Estt./NG)**

16 Ordnance Factories Hospitals are suffering from deficiency of doctors . 75% specialists and 25% of GDMOs. A few more are going to superannuate within a couple of months. Govt. of India has enhanced the retirement age from 60 yrs to 65 yrs in Ministry of Health and Family Welfare, Ministry of Railways, Ministry of Home affairs, etc. Hence, similar benefit of enhancement of retirement age may be extended in favor of IOFHS forthwith.

**Action:D(Civ-II)**

17 It is requested to stop discrimination among the fee of children of uniformed personnel and defence civilians residing at NAD Karanjia and studying in Navy Children's School.

**Action:D(N-II)**

18 The Industrial relation is being bad to worst in CVD Delhi Cantt due to feudal mindset of the Commandant. It is therefore, requested that Joint Secretary (Ordnance), MoD kindly grant an interview to this Federation with so that all the grievances like harassment of trade union activities, and their concern over unethical, illegal activities/decisions.

**Action:D(O-II)**

19 In the most of the CWEs (MES) Night Duty Allowance is not being paid even after the GOI/MoD order due to the flimsy observations of Local Accounts Offices.

**Action:D(Civ-II)/D(Woks-II)**

20 If a Staff Side Member, Departmental Council (JCM, MoD) superannuates and is continued in the JCM, then Defence Access Card (DAC Pass) should be issued without obtaining Police Verification Report.

**Action: Security Office, 'H' Block**

21 It is also demanded that the facility of JCM Office (for Staff Side) may be restored in Sena Bhawan.

**DS(Genl.)**

22 Highly Skilled employees are being promoted to the post of Chargeman in DGOS whereas existing Master Craftsman are not being considered for Chargeman though they are senior. This anomalous situation is causing discontentment amongst the incumbents. This should be resolved.

**Action: D(O-II)/D(Estt/NG)**

23 In DGOS the pay fixation benefits under FR22 (I)(a)(1) are not being granted to the employees on their movement from HS to HS-I and HS-I to MCM. This should be looked into.

**Action: D(Civ-I)/D(O-II)**

24 Instead of granting additional 5 marks in final select list, there should be fixed quota for Ex-Trade Apprentices in recruitment in defence installations.

**Action: D(Lab)**

25 The Audit Authorities of GE Morar (Gwalior) under CWE (AF) Gwalior have denied grant of increments and pay fixation on promotion on the plea that the employees have participated in one day nation-wide strike which took place in the year 1989. This issue should be resolved without further delay.

**Action: D(Air-III)**

26 HQ Base workshop Group of EME located at 510 ABW Meerut campus has 70 Industrial/Non-Industrial employees working and settled in Meerut. However, it has come to notice that HQ BWG is being disbanded. This disbandment will adversely affect the civilian employees. Hence, it is requested not to disband the HQ BWG.

**Action: D(O-II)**

### **Speech Point of Shri V.P. Yadav, General Secretary, CDRA**

1 Till the revised Recruitment Rules are being finalized and published it is requested that One Time Relaxation may be granted in Group %C+ post & One Time



Permission in Higher Hierarchy may be granted for holding of DPCs in different levels so that all promotional posts can be filled up.

**Action:D(O-II)**

2 It is requested to progress the cases of Cadre Review so that they can be finalized in a time bound manner & Railway type mechanism may please be evolved for Cadre Reviews under Ministry of Defence.

**Action:D(Civ-I)**

3 It is requested to allow change of Nomination on allotment of seats in Department Council JCM & 3<sup>rd</sup> Level JCM Council of Different Wings on Rotation Basis to Various Recognized Staff Associations of CDRA. It is noted that Hon<sup>ble</sup> High Court of Madras granted the Stay Order on allotment of seats in JCM-IV Level.

**Action: D(JCM)**

4 Issue of Non Grant of Meetings by Most of the Line Dtes and different High Officials of Ministry of Defence on the Service Matters to Concerned Different Recognized Associations/Confederation should be resolved immediately.

**Action:All Concerned HQ/Orgns**

5 It is requested to issue Minutes on the Meeting Held with Hon<sup>ble</sup> Defence Secretary on 09-03-2016 related to various Demands with Confederation/Federations.

**Action:D(Civ-I)**

6 Finalisation of Recruitment Rules of Various Categories after implementation of 6<sup>th</sup> CPC/Cadre Review should be expedited by issuing guidelines.

**Action:D(Apptt)**

a) Cooks under Air Force, MoD.

**Action:D(Air-III)**

b) Storekeeping Staff (Now Material Staff) under AOC, MoD

**Action:D(O-II).**

c) Fire Fighting Staff under EME, MoD.

**Action:D(O-II).**

d) Draughtsman of various Dtes, MoD.

**Action:All Concerned HQ/Orgns.**

e) Clerical Staff under OFB, MoD.

**Action:D(Estt./NG)**

f) Storekeeping Staff of OFB, MoD

**Action:D(Estt./NG)**

g) JE (QS&C) under E-inC<sup>g</sup> Br, MoD

**Action:D(Works-II)**

h) Stenographers of various Dtes, MoD.

**Action:All Concerned HQ/Orgns.**

7 The case for release/revival of balance 9923 posts carrying the Grade Pay of Rs 1800/- & Rs.1900/- out of balance 2/3<sup>rd</sup> of projected 19460 posts pertaining to ADRP year 2005-06 to 2008-09 is presently under consideration of MoD. The same may be revived and released.

**Action:D(QA)/D(Apptts.)/All Concerned Hq/Orgns.**

8 It is requested not to allow categories like Chargeman, Employees working in Military Hospitals, Training Centers, and Supervisory Categories to participate in Trade Union activities.

**Action:D(JCM)/All Concerned Hq/Orgns.**

9 For purchase of CSD Stores/Items, kindly consider the entitlements for Defence Civilian including retired and allow the followings:-

10 Civilian Officer Group ~~B~~ Gazetted Pay Band-2 may be allowed monetary limit of Rs 11000/- from current Rs. 8000/-.

**Action:D(Mov)**

11 Purchase of Four Wheeler upto 2000CC may be allowed for Defence Civilian Group ~~B~~ Gazetted Officer in Pay Band-2 & upto 1800CC for Equivalent to OR. Civilian Officers including Group ~~B~~ Gazetted Officer may be allowed to purchase of Four Wheeler upto 3000CC.

**Action:D(Mov)**

12 As in the Old age of Card Holders a Facility of Dependent Card may be allowed to one of the Family Member/relative who can help in purchasing and shifting the CSD Items from CSD Canteen on Authority.

**Action:D(Mov)**

13 It is submitted that a demand of granting 3% increment was requested while fixation of pay in the rank of OOC(s), now Material Manager, but the same was not accepted. However, a similar case was allowed in case of MCM who were promoted to Chargeman having the same Grade Pay of Rs 4300/-. Kindly, examine this issue and arrange to clarify by taking necessary action, so that 3% increment can be granted.

**Action:D(Civ-I)**

14 It is requested to take up the matter of Parity/Upgradation in Pay Scale, Pay Band & Grade Pay of Storekeeping Staff of Ministry of Defence at par with Storekeeping Staff of Indian Railways with Ministry of Finance for their acceptance.

**Action:D(Civ-I)**

15 It is requested that clear instructions are to be reiterated by Ministry of Defence to all the Line Directorates/Organisations to provide the Circulars/OMs/Instructions on service matters to all the Recognized Service Associations and umbrella body CDRA. It is also requested that these instructions may please be issued at the level of Joint Secretary.

**Action:D(JCM)**

16 It is submitted that entry qualification of JE post in MES is fixed as Degree in Engineering or three years Diploma in Engineering with 2 years Experience. This RR was promulgated in 2011. At the time of finalization of the said RR the recommendations of 5<sup>th</sup> and 6<sup>th</sup> CPC have been ignored that have been categorically recommended that where the entry qualification to the post is Degree in Engineering, Grade Pay of Rs. 4600/- has to be given but erroneously the Grade Pay of Rs 4200/- is fixed in RR of JE in MES. It is therefore, requested that the DG Pers Dte of MES may please be directed to intimate necessary amendment in RR of JE.

**Action:D(Works-II)**

17 It is submitted that E-in-C ~~S~~ Branch has proposed for increase of DCRE quota from 20% to 40% in RR of JEs in MES on arbitrary grounds which is not agreed by the concerned Staff Association. It is therefore requested to issue the instructions to the E-in-C not to do this unconstitutional action and direction may please be issued for consultation with DO&PT before making the Draft RR of JEs.

**Action:D(Works-II)**

18 E-in-C~~q~~ Branch has initiated a proposal of hiring of JEs from open market on arbitrary and concocted reasons showing acute shortage of Jes in MES. It is requested to discourage such proposals as it will result in sheer financial loss of Crores of Rupees to the State on account of bad Cadre Management by E-in-C~~q~~ Branch.

**Action:D(Works-II)**

19 It is submitted that posting policy in r/o Group ~~Cq~~and Group ~~Bq~~Non-Gazetted Civilians under Various Directorates of Ministry of Defence is violated in many Dtes/Orgns repeatedly. It is therefore, requested to reiterate the posting Policy of MoD again to all the Line Directorates/Orgns.

**Action:D(Works-II)/All Concerned HQ/Orgns.**

20 It is requested to direct the E-in-C~~q~~ Branch to order promotion from AE to EE and in Chain promotions from JE to AE at the earliest to avoid the further financial loss.

**Action:D(Works-II)**

21 It is submitted that Navy is still conducting DPC in the merged Grade of CDM and JDP separately both in Grade pay of Rs 4600/- ignoring instructions of Govt. of India, Mod, CAT and even their own official~~q~~ orders of COP and PDCCP. It requested to constitute a Committee under the DS(CP) for detailed study of the matter and conduct a meeting under the Chairmanship of JS(N) after this study for necessary directives as per rules at the earliest.

**Action:D(N-II)**

22 It is requested that nomenclature of all Clerical Cadre in all the Field Offices Organisations under Ministry of Defence be changed to avoid discontentment amongst staff of Field Offices.

**Action: All Concerned HQ/Orgns.**

23 It is requested that a case of one time relaxation for Compassionate Appointment as in the past may please be taken up with DoP&T.

**Action:D(Lab)**

24 It is submitted that Merger & Redesignation of Storekeeping Staff of OFB have not been implemented, despite MoD order vide letter NO. F.No. 410/2009-D(Civ-I) dated 01-05-2015 & OFB letter No. 01/6<sup>th</sup> CPC/2015/per/Policy dated 29-07-2015. It should be restored immediately.

**Action:D(Estt./NG)**

25 It is requested that circular issued by CGDA dated 01-09-2016 in which the recovery of pay & allowances of Data Entry Operator in Defence Accounts Department w.e.f date of appointment is mentioned should be issued after final decision of Supreme Court in the Data Entry Operator case which has been challenged by CGDA itself and till then above mentioned circular be kept in abeyance.

**Action:CGDA**

26 Assistant Account Officers to be Upgraded to Pre-Revised Grade Pay of Rs 5400/- after completion of 4 years of service, though, accepted in the 7<sup>th</sup> CPC report but now in Govt notification matter is referred to DoP&T. It is requested that a separate meeting to be arranged with DoP&T before taking any final decision.

**Action:D(Civ.I)**

27 Grade Pay of Pre-revised Rs.4600/- to Sr. Auditors of Defence Accounts Department at par with Assistant Section Officers of CSS have been principally accepted by the 7<sup>th</sup> CPC. The same may be implemented.

**Action:CGDA**

28 CDRA has demanded in its various representations that membership of Workers in the Defence Establishments should not be disturbed and it should be continued in the interest of workers. Further, he has also mentioned in its representations that demand of the Federations of MoD, is not justified as the Associations working in the Defence Establishments were granted recognition even before & after the enactment of CCS(RSA) Rules,1993 after considering all aspects. CDRA has also stated that their membership in the Associations comprise only Non-Industrial Personnels(NIPs) such as Clerks,Cooks and Storekeepers etc. which was also agreed to in a meeting under the chairmanship of the then JS( E ) on 04/06/2003 and it was decided then with the approval of all the Federations, CDRA and Official side to maintain the status quo in the matter. Still, CDRA wanted to continue the status quo.

**Action:D(JCM)/All Concerned Hq/Orgns.**

**Speech Point of Shri H.N. Tiwari, Vice President, INDWF.**

1 Main meeting of Deptt. Council and Steering Committee may be held regularly.

**Action:D(JCM)**

2 Works Committee/ Welfare Committee /JCM IV Level/JCM III Level Forums for the Industrial & Non-Industrial employees of Coast Guard units/ organization at par with other directorates of MoD, are to be provided to redress the workers problems.

**.Action:D(CG)**

3 The Works Committee/ Welfare Committee/ JCM IV Level/ JCM III Level Forums of the Industrial & Non-Industrial employees of Military Training Dte. & IDS Dte. should be constituted at par with other directorates of MoD.

**Action:D(GS-II)**

4 Orders may be issued to enhance uniformly the Washing Allowance to all the Industrial employees working in all directorates of MoD at par with Non-Industrial employees who are granted Washing Allowance @ Rs. 60/- w.e.f 01-01-1996 and Rs. 90/- w.e.f. 1-1-2016.

**Action:D(Civ-II)**

5 Orders may please be issued to grant III MACPS financial benefits @ Rs. 4600/- as grade pay w.e.f. 01-09-2008 to the HS Tradesmen, who were granted MCM elevation/ Placement prior to 31-12-2005 and got II ACPS financial benefits up to 31-08-2008 and completed 30 years of regular service on or after 01-09-2008.

6 An early action is to be taken on the redistribution of increased posts following the Cadre Review proposals for group B&C Posts of DGQA Organization, in consultation with the Staff Side & field representatives, as was done in last exercise.

**Action:D(Civ.I)**

7 It is requested to appraise the correct position of the Raman Puri Committee report and a meeting of the Staff Side may be convened, before transferring the Store/ Manpower from any of the DGQA establishments.

**Action:D(QA)**

8 Expedite MoD approval on Merger of Scientific Technical Cadre and Recruitment Rules in respect of Industrial Cadre, Merger of Isolate Categories of in DGQA, pending in the MoD for the last three years.

**Action:D(QA)**

9 It is requested to review the procedure for grant of exemption from Police Verification Report (PVR) required every year at the time of renewal the DAC Passes for the retired JCM Members. DAC passes should be allowed for three years and the PVR should be made compulsory on the renewal of the DAC Passes after three years. Those members, having valid passport, should be exempted from the Police Verification Report, at the time of renewal the DAC Passes since it is repetition of the same PVR. INDWF President Shri Ashok Singh, in a meeting with Honble Defence Secretary during last month, has already requested to address this issue, the Defence Secretary promised to examine the issue for suitable action.

**Action:JD, Security Office (DHQ)**

10 Final decision on the Rotational Transfer Policy of DGQA held under the Chairmanship of Joint Secretary (LS) is to be issued early.

**Action:D(QA).**

### **Speech Point of Shri M.K.R Pillai, AIDEF**

1 It is requested that MoD should seriously consider for formation of an independent Defence Quality Assurance Board (DQAB) in accordance with the strong recommendations made by C&AG in its report submitted to the parliament in the year 2005. Therefore, the matter may be considered favourably by the Govt.

**Action: D(QA)/D(Coord/DDP)**

2 Vice Admiral Raman Puri Committee's Report on functioning of OFB and DGQA has submitted its report and the same has been partly implemented as Pilot Project in Select Ordnance Factories. As far as DGQA is concerned the administration has not taken any step to convene a meeting with the Staff Side on this report. Therefore, it is requested that DGQA may be directed to convene a meeting with the Staff Side and explain the DGQA's views on the recommendations.

**Action: D(QA)/D(Estt/NG)**

3 It is requested that the DGQA may be directed to convene a meeting with the Staff Side to discuss about the implementation of Cadre Review of Group B and C that was initiated during 2003.

**Action: D(Civ-I)/D(QA)**

4 It is requested that a meeting under the Chairmanship of Secretary DP may kindly be convened with the Staff side and official side of DGQA to review Rotational Transfer Policy of DGQA in order to arrive at a mutually agreeable decision in the interest of organization and its work force.

**Action: D(QA)/D(Coord/DDP)**

5 The Staff Side has requested that the financial powers of DGQA in respect of outsourcing may be increased to Rs.25 Lakhs from existing Rs. 5 Lakhs so as to avoid the abnormal delay in sanctioning the demands of safaiwalas, labours, statutory canteen staff, Security guard especially in CQAL Campus Bangalore and Gunatha Vihar Residential Complex. It is therefore, requested to review the whole system and take necessary action to regularize outsourcing policy without any abnormal delay in sanctioning.

**Action: D(QA)/D(Coord/DDP)**

6 There is a demand of the Staff Side to grant a Grade Pay of Rs 4200/- to Pharmacist from existing Rs 2800/-. CAT Bangalore has given verdict in favour to one of the petitioner for the said demand. However, Deptt. has filed an WP in High Court Bangalore against the CAT judgement. As only Six Pharmacist exist in DGQA therefore, it will be injustice to file WP against such a small number of employee. It is, hence, once again requested to review the case in order to give the benefit to this category.

**Action: D(QA)/D(Civ-I)**

7 The JCM IV level was not functioning after the Madras High Court staying the functioning of JCM IV level. MoD has clarified that meetings of JCM IV level Councils which were in existence prior to stay order may take place as usual. However, HOEs are not serious about the points raised in the meeting, therefore, meeting is convened only as a ritual and it is not taken seriously. It is therefore requested necessary instructions may be issued to allow the JCM to function in its letter spirit.

**Action: D(JCM)**

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