

BHARATIYA PRATIRAKSHA MAZDOOR SANGH

(An All INDIA Federation of Defence Workers & Recognized by Ministry of Defence, Govt. of India)

(Affiliated to **BMS**)



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REGIONAL COUNCIL
MEMBER (JCM-III) OFB

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**POINTS FOR DISCUSSION IN 16th ORDINARY JCM-III MEETING SHUEDULED ON
25th & 26th August 2014, AT OFB, KOLKATTA**

**1. IMPLEMENT THE SHRI. SAURABH KUMAR COMMITTEE REPORT ON
PROMOTIONAL POLICY: BRNK/BPMS**

In all Ordnance Factories day by day court cases are increasing on
1. Four Grade structure promotional policies, 2. Clubbing of small trades.

- 1) Before the Four Grade structure Highly Skilled is the feeder grade to Chargeman promotion. After Four Grade Structure introduced one more grade i.e. Highly Skilled Grade – I, now this HS-I only feeder grade eligible to Chargeman promotion. In this issue seniors are loosing the seniority fro chargeman promotion.
- 2) Small trades are clubbed together; seniors are loosing the seniority & promotion from Skilled to HS-II & I & charageman.
- 3) In some trades up to retirement individual does not get single promotion they are getting only financial benefit through MACP, in this also they are getting only immediately higher grade pay not promotional grade pay.

This situation leads to demoralise the senior employees and it is affect to production also. This is violets the natural justice.

Shri. Saurabh Kumar Committee also observed and given the same recommendation on promotion policy. Same policy is already implementing in DRDO in our ministry i.e. MoD.

Hence, I request the Chairman form a independent committee to study for implementation the promotional policy should take joining seniority at factory level as chargeman discipline please.

2. SEPTEMBER MONTH PAYMENT SHOULD BE PAID ON 25TH OF SAME MONTH TO IE'S IN ALL FACTORIES: **BRNK/BPMS**

Industrial Employees payment is paying 7th to 10th of every month. In the October 2014, 5 days continues holidays from 2nd October to 6th October accounts offices are also having same holidays.

Hence, I request the chairman September month payment should be paid in same month 25th of September to Industrial Employees please.

3. HOURLY RATE (PIECE) WORKERS OT PAY UP TO 48 HOURS AREARS SHOULD PAY FROM 01-01-2006 : **BRNK/BPMS**

Piece workers OT pay beyond 48 hours and OT Bonus is paid as 6th CPC i.e. Band Pay + Grade Pay from 01-01-2006. Whereas up to 48 hours OT pay is paid as per 5th CPC from 01-01-2006 to 03-04-2014. From finalisation of piece work correlation i.e. 04-04-2014 minimum pay is enhanced Rs. 7100/- instead of individual actual pay i.e. Band Pay + Grade Pay of 6th CPC.

Hence, I request the Chairman look into the matter and issue the instructions to consult authorities up to 48 hours OT Pay arrears should pay from 01-01-2006 on individual actual pay i.e. Band Pay + Grade Pay please.

4. INTRODUCE THE 50% PROMOTIONAL CHANNEL TO FITTER ELECTRONICS IN ELECTRONICS CHARGEMAN CADRE: **BRNK/BPMS**

OFB has given advertisement for recruitment of Chargeman posts in different discipline and introduced new discipline as Electronics Chargeman 20 posts for some factories only and not given 50% promotions and 25% LDCE fitter electronics in these factories.

Hence, I request the Chairman look into the matter on top priority and this separate discipline of electronics should introduce to all factories for feeder channel for Fitter Electronics please.

5. SANCTION THE ADDITIONAL MANPOWER AGAINST VARIOUS PROJECTS TO OFMK TO REACH PRODUCTION TARGET : **BRNK/BPMS**

OFMK production target is increased and new projects also came like PINAKA and now Rubber components manufacturing unit also establishing in OFMK. But additional manpower is not sanctioned in all cadres.

Hence, I request the Chairman sanction the additional manpower in all cadres i.e. Industrial Employees, NIE's and NGO's to OFMK please.

6. RE- INSIST THE ELECTRICAL CHARGEMAN POSTS IN HVF AVADI:

BRNK/BPMS

In HVF Avadi Electrical Chargeman posts reduced from 69 to 55 in 2011. Electricians are represented to management and unions also represented to management taken decision to form a committee. Committee also submitted report in 2012 but till date no progress.

Hence, I request the Chairman re-insist the electrical chargeman posts from 55 to 69 in HVF Avadi please.

7. FORM A COMMITTEE FOR NEW PROJECTS ALONG WITH USER: BRNK/BPMS

ODC `s are developing/modernising the our production with our master mind employees in many factories. After development/modernization of our production users are saying other extra/latest facilities/instruments, in this wasting of our time as well as financial lose our organisation.

Hence, I request the Chairman form a APEX body along with user & mediator i.e. DGQA for each every projects please.

8. PAYMENT OF PRODUCTIVE LINKED BONUS TO INDUSTRIAL EMPLOYEES:

BRNK/BPMS

Industrial employees are working on Day wage basis and wages are calculating minute to minute. Monthly wages of IE's are paid only for the duty worked by them only.

Whereas, the Productive Linked bonus payment are calculated on monthly (30 days) basis. Industrial Employees are working 298 days (excluding 52 Sundays & 16 holidays) in a year. Average monthly working days are 24.83 only.

Present calculation of PLB

Yearly Days	Average monthly days	Bonus ceiling Rs.	Per day (3/2)	No. of days	Bonus Amount (2*5)
365	30	3500	116.66	40	4667

AS PER IE's WAGES SYSTEM

1	2	3	4	5	6	7	8
Yearly Days	Sundays + holidays	Yearly working days of IE's (1-2)	Average monthly working days of IE's	Bonus ceiling	Per day Bonus Rs. (5/4)	No. of bonus days	Total bonus amount Rs. (6*7)
365	52+16=68	298	24.83	3500	140.95	40	5636

Hence, payment of the bonus limit amount Rs.3500/- divided by monthly average working days of Industrial Employees i.e's 24.83 X number of days please.

9. SANCTION THE ADDITIONAL STRENGTH TO WHERE EXCESS STRENGTH IN THE FACTORIES FROM WHICH 30% TO 40% VACANT POSTS AS A WHOLE OF ORGANISATION: BRNK/BPMS

Ordnance Factory Medak management has been recruited additional strength/manpower in FITTER (General), Moulder & some other trades for to reach the production target. But promotion policy is not implemented respective trades.

OFB has given sanction recruit the additional strength/manpower to some factories to complete the target. Such additional strength sanction from the overall strength of the Organisation i.e. OFB as hole.

Sir, as a whole organisation i.e. OFB level the additional posts were vacant in all grades i.e. MCM, HS-I & II.

Ex. X Factory sanction strength & actual strength as follows.

S.No	MCM	HS-I	HS-II	Skilled
1	808	1227	1213	2657
2	142	502	87	331
3	666	725	1126	2326

In this factory 422 MCM posts vacate from last three years.

Hence, I request you to transfer the posts permanently from over all sanction strength i.e. OFB organisation to the factories, which factories are recruited excess manpower to complete the target.

10. CREDIT THE NEXT YEAR EL'S AFTER THE ACCUMULATION MAXIMUM LIMIT TO INDUSTRIAL EMPLOYEES AT PAR WITH STAFF: BRNK/BPMS

Industrial Employees Earned Leave accumulation ceiling is 300 days only up to 31st December of the every year. Immediately next year which 30 days EL's are not credit these EL's are laps. Most of the employees stagnated in the 300 days ceiling.

Whereas, Non Industrial employees are having facilities to after accumulation of 300 days EL's at the time of beginning of the year 15 days EL's are credited in his EL's account up to JUNE of the every year.

Hence, I request you to credit the Next year EL's to Industrial Employees at par with NIE's please.

11. Grant OF NEXT HIGHR GRADE PAY IN 3RD MACP : BRNK/BPMS

Modified Assured Progressive Scheme (MACP) means those who are not getting the promotion with in the period of 10 years, individual will eligible to next Higher Grade Pay with one increment from the date of promotion/MACP. But PC of A (Fys) has been issued a circular vide Itr. No. Pay/Tech-II/04/2013/22 dt. 31.07.2013 mentioned that grant the 3% increment in 3rd MACP to those individuals holding the post of Master Craftsman in PB-2 with Grade Pay of Rs. 4200/-.

Hence, I request the Chairman look into the matter on top priority please.