

GOVERNMENT OF INDIA
MINISTRY OF DEFENCE
ORDNANCE FACTORY BOARD
10A, SHAHEED KHUDIRAM BOSE ROAD
KOLKATA – 700 001

PROGRESS REPORT FOR THE 14TH ORDINARY MEETING OF OFB
JCM III LEVEL COUNCIL (11TH TERM)

TO BE HELD ON 28-11-2013 AT OFB HQrs., KOLKATA

1.XI.6.3 : Review of the Existing facilities and infrastructure of the OFILs.

18.12.2008

Director/HRD

- Combined Agenda of the Staff Side

DEMAND IN BRIEF & DECISION

Staff Side stated that present infrastructure and facilities provided to the trainees in OFILs are not up to the mark and the trainees and faculties are put to undue hardships. OFB's decision to make the all training programmes residential with 25% DA has also caused some problems because substandard and insufficient food is provided to the trainees. They demanded that all the facilities and training infrastructure of OFILs should be upgraded at par with NADP to remove the discrimination amongst officers and employees at least in the matter of training/learning.

It was intimated that decision regarding payment of 25% DA has now been superseded by the instruction dated 14-11-2008 after receipt of Govt. Orders on the basis of recommendation of 6th CPC. Now quality and quantity of the food would be ensured because the charges are reimbursable.

As regards up-gradation of infrastructure it was stated that it is a continuous process based on the availability of funds. Some steps have already been taken for up-gradation of facilities at Hostels in Khamaria, Kanpur, Avadi and Medak. Further, renowned in-house/outside faculties are being invited for various training modules, including specialized training on technical subjects, and the feedback of quality of training is very encouraging.

Based on the clarifications given by the Official Side it was decided to review the Agenda after six months.

The matter was reviewed accordingly and the following position was submitted in the 8th Meeting held on 02-09-09.

Being an educational institution, OFILs are providing knowledge facility to the group – B & C' employees of OFs. In addition to the general courses, OFILs are providing different technical courses on current topics based on core competency area of each OFIL, and imparting need base training to the employees to enhance knowledge & improve the quality of human resource of OFs.

Renowned internal & external Faculties are being invited for various specialized training courses in both technical & non-technical areas. O F Board is continuously monitoring the performance of the faculties, obtaining feedback from all participants on a 4 point scale.

In addition to the above, on receipt of requirement from different OFs, courses on different topics are arranged.

Regarding class room in OFILs, it is to mention that all the class rooms in different OFILs are well equipped with latest technical gadgets and majority of them are air conditioned. Hostel facilities at all the OFILs are being upgraded for which additional funds have been allocated; such as –

- (i) (a) OFILDD hostel attach toilet & bathroom at 1st floor has been sanctioned – estimated cost Rs 72 lakhs.
 - (b) Repair of existing toilet & bathroom of 1st & 2nd Floor – estimated cost - Rs. 4.1 lakhs
- (ii) OFILKH has been sanctioned additional funds for hostel up-gradation.
- (iii) (a) OFILKN - Renovation of auditorium hall for Rs. 23.95 lakhs is awaiting clearance of Fin. Division.
 - (b) Proposal for conversion of 07 bigger rooms in to 12 double occupancy rooms with attached toilet & bath in main hostel building no. 1, ground & 1st floor is awaiting clearance.
- (iv) (a) A proposal for new hostel building is under financial concurrence at OFILMK.
 - (b) Provision of additional toilet at hostel block with renovation of flooring - 23.1 lakh.
- v) OFIL Ishape– Renovation of hostel accommodation, conversion of 6 dormitories into 4 bedded rooms with attached toilet & bathroom–8.15 lakhs.

From the above it is clear that a considerable improvement in respect of OFIL infrastructure, including hostel facility has been done.

Shri C. Srikumar, Leader/Staff Side stated that at present there is neither any HR Policy nor any HR Planning for OFs. A comprehensive HR policy should be framed taking Federations into confidence and accordingly future HR Planning should be made.

Chairman observed that all HR policies at present are on ad hoc basis. Within two months OFB (HRD Division) would come out with clear comprehensive HR policy. The draft policy would be discussed with the Staff Side.

Shri C. Srikumar, Leader/Staff Side expressed in the JCM III Meeting held on 14-10-2011 that the FTIs are ill equipped to handle modern training needs in the areas of PLC, hydraulic, pneumatic and combination systems relating to functioning of modern machinery. The OFILs are training only JWMs and Chargeman in the above field and

the Industrial Employees who are actually maintaining the modern machines are not given training in the OFILs. This discrimination should be removed and IEs also should be trained in the OFILs in Specialized areas in the interest of the Organisation.

DGOF and Chairman directed that NADP be asked to call a meeting with OFILs to deliberate in detail the infrastructure and facilities required for appropriate training at different levels and formulate common guidelines and policy as to how best OFILs and FTIs can be strengthened to serve the training needs of the organization. The suggestions given by the Staff Side also would be discussed in the meeting.

After having discussion on the issue DGOF & Chairman directed to constitute a Committee consisting of Sr. PDs/PDs of OFILs to consider the issue and submit a comprehensive proposal on training of Industrial Employees including up gradation of Factory Training Institute.

POSITION

OFB directives for improvement of training facilities for IEs at FTI/OFIL were issued to all GMs vide OFB letter No. 07/24/12-A/HRD, dated 08-01-2013 and subsequent letter No. 08/01/2012-A/HRD, dated 31-01-2013, the matter is further being reviewed by a Committee, comprising of the following :

1. PD OFILKH
2. PD OFILMK
3. Shri C. Srikumar/ AIDEF
4. Shri R. Srinivasan/ INDWF
5. Shri Mukesh Kumar Singh/BPMS

Report of the Committee is awaited.

2.XI.9.3: Issue of common Uniforms to all employees of OFs.

20-08-2010

Director/A/W

- Combined Agenda of Staff Side

OFFICIAL SIDE PROPOSAL

Ordnance Factory Board in its meeting held on 29-04-2010, has resolved to recommend to DDP for issuing Uniform to all officers and employees working in all Units of OF Board. The Board has also resolved to decide the colour of the Uniform in consultation with staff side of JCM III. Accordingly, the proposal has been placed for discussion in the JCM III Meeting.

Leader Staff Side proposed to constitute a Sub-Committee for taking a final view in the matter and Chairman agreed to the suggestion.

It was intimated by Addl DGOF/OEF Grp that OCF Avadi alone could not supply uniforms to all the Ordnance Factory employees. The load must be distributed to other factories as well.

Addl DGOF/OEFHQ shall take steps to work out solution to provide uniforms to all Ordnance Factory employees.

It was intimated that based on discussion in the previous JCM Meeting, a proposal has been forwarded to M of D for amending the sanction suitably so that instead of in-

house stitching, the same can be done by outsourcing. DGOF & Chairman directed to expedite the same.

POSITION

Approval of MOD for outsourcing the stitching of Uniform is awaited.

3.XI.10.3 : **Establishment of Grievance Redressal Machinery in the**
14.10.2011 **Ordnance Factories.**
Director/IR

- **OFFICIAL SIDE**

DEMAND IN BRIEF & DECISION

OFB vide Instruction No.45/A/IR dated 30th December, 2010 has circulated the provisions of Industrial Dispute (Amendment) Act, 2010. One of the Salient features of the amendment of ID Act is for Establishment of Grievance Redressal Machinery in every industrial establishment employing twenty or more workmen for the resolution of disputes arising out of individual grievances. However, none of ordnance Factories has established the grievance redressal machinery. It is understood that the OFB has not issued operative instructions for establishment of grievance redressal machinery. One of the provisions in Section 9 C (2) is that "the grievance redressal committee shall consist of equal number of members from the employer and the workmen". Section 9C(4) states that the total number of members of the grievance redressal committee shall not exceed more than 6. The factories are not clear about the implementation of the above. Therefore, the following is suggested for consideration.

- a) The workers representative may be distributed proportionately based on the secret ballot verified membership strength from amongst the recognized the Unions which fulfill the condition of recognition.
- b) Eligibility of the workers representative should be that for workers who are eligible to participate in works committee election.
- c) The periodicity of the meetings of redressal machinery may be once in a month.
- d) The management may provide all facilities for smooth functioning of the grievance redressal machinery.
- e) The chairman of the grievance redressal machinery may be authorized to invite any official who is concerned with the grievance as a special invitee to attend the meetings of the grievance redressal machinery.

Background of the Agenda Point raised by the Staff Side :

Substitution of new Chapter for Chapter – IIB in the I.D. Act of 1947.

Ministry of Labour and Employment D.O. No. S-11012/1/2007/IR(PL) (Vol.VIII) dated 01-10-2010 circulated under MOD No. 4(14)/07/D(B&C), dated 20-10-2010 for information and further necessary action. The Ministry of Labour D.O. letter indicates the areas in which I.D. Act has undergone change, citing the relevant Clauses and amendments and substitutions thereto. Out of the 6 amendments made in the I.D. Act,

1949 the Staff Side has proposed the following point for deliberation in the JCM III Council Meeting.

CHAPTER IIB (GRIEVANCE REDRESSAL MACHINERY)
Setting up of Grievance Redressal Machinery.

9C.(1) Every industrial establishment employing twenty or more workmen shall have one or more Grievance Redressal Committee for the resolution of disputes arising out of individual grievances.

(2) The Grievance Redressal Committee shall consist of equal number of members from the employer and the workmen.

(3) The Chairperson of the Grievance Redressal Committee shall be selected from the employer and from among the workmen alternatively on rotation basis every year.

(4) The total number of members of the Grievance Redressal Committee shall not exceed more than six.

Provided that there shall be, as far as practicable, one woman member if the Grievance Redressal Committee has two members and in case the number of members is more than two, the number of women members may be increased proportionately.

(5) Notwithstanding anything contained in this section, the setting up of Grievance Redressal Committee shall not affect the right of the workman to raise industrial dispute on the same matter under the provisions of this Act.

(6) The Grievance Redressal Committee may complete its proceedings within thirty days on receipt of a written application by or on behalf of the aggrieved party.

(7) The workman who is aggrieved of the decision of the Grievance Redressal Committee may prefer an appeal to the employer against the decision of Grievance Redressal Committee and the employer shall, within one month from the date of receipt of such appeal, dispose off the same and send a copy of his decision to the workman concerned.

(8) Nothing contained in this section shall apply to the workmen for whom there is an established Grievance Redressal Mechanism in the establishment concerned.

The DGOF and Chairman decided that a JCM sub-committee would be constituted for studying the existing mechanism of grievance redressal in the factories and suggest various measures for improving the overall functioning of the grievance redressal machinery.

POSITION

A JCM Sub-committee has been constituted with DDG/Admin to look into the various aspects of the ID Act, provisions of the amendment and scope of its applicability to Ordnance Factories. The committee has not been able to schedule any meeting because a common available date with the General Secretaries of the three federations, who happen to be staff side members, could not be decided. Efforts are on for scheduling an early meeting.

4.XI.10.4 : **Grant of Ex-gratia relief in case of death / serious injury of**
14.10.2011 **employees of Ordnance Factories.**
Director/Admin - **CS/AIDEF**

DEMAND IN BRIEF & DECISION

OFB vide letter No.868/A/A and instruction No.1914/A/A dated 21-06-1999 has delegated the powers to the GMs for grant of ex-gratia relief in case of death/serious injury of OFs employees in accidents while on duty to the tune of Rs.20,000/- and Rs.5000/- respectively. However, factories are raising doubts about the definition of serious injury and many employees are denied this benefit because of this doubt. Generally the cases of employees who are involved in accident while on duty and admitted in the Hospitals as in-patient for more than 48 Hours are treated as major accidents. Therefore, it should be clearly construed that cases of the employees who meet with accidents while on duty and admitted to the Hospital for more than 48 Hrs have to be treated as serious injury accidents. OFB is requested to kindly arrange issuing necessary clarifications to the factories in this regard. The DGOF and Chairman ordered that a committee be constituted to study the issue and suggest measures to evaluate the amount and procedure to be adopted for grant of ex-gratia.

After having deliberation on the matter, DGOF & Chairman directed to write a DO Letter to Secy./DP for an early settlement of ex-gratia cases.

POSITION

30 claims for payment of ex-gratia lump sum compensation in terms of DOP & PW O.M. dated 11-09-1998 received from the family members of the deceased for accident happened / occurred inside the factory while performing bonafied official duties since 01-01-2006 were taken up with MOD for according sanction of Rs. 10 Lakhs each in favour of the members of the deceased. MOD has approved / sanctioned a sum of Rs. 3 Crores (Rs. 10 Lakhs each to 30 families) for disbursement among the affected families. Necessary order on behalf of O.F.Board has been issued.

6.XI.11.5 : **Revival of abolished posts in Fire-Fighting and Security Cadres**
02.03.2012
JWM/NI & SO/Admin - **VKD/IOFNSSA(CDRA)**

DEMAND IN BRIEF & DECISION

Cadre Review Proposal in **Fire-Fighting Staff** is as under : Percentage (%) of increased posts in the following Categories so that promotional scope may increase.

Sl. No.	Name of post/Category	Grade Pay	Proposed Grade Pay	Proposed % of sanctioned post
1	Fireman	1900/-	1900/-	75%
2	LHF/LF	2000/-	2000/-	25%
3	Supervisor/OTS	2400/-	2400/-	20%

Cadre Review Proposal of **Security Staff** is as under :-

Percentage (%) of increased posts in the following Categories so that promotional scope may increase.

Sl. No.	Name of post/	Grade Pay	Proposed Grade Pay	Proposed % of sanctioned post
1	Durwan	1800/-	1800/-	66%
2	Jamadar Durwan	1800/-	1900/-	34%
3	Subedar Durwan	1800/-	1900/-	34%
4	Supervisor/OTS	2400/-	2400/-	20%

COMMENTS

Demands being projected by the factories for manpower in the essential categories will be studied with reference to pre-ADRP sanctions and current needs of the factories, duly assessed by the controlling sections, such as offices of CSO and COS. An appropriate decision thereupon will be taken based on the same.

The proposal for revising the sanctioned strength in Fire Fighting and Security Cadres to pre-ADRP levels has already been forwarded to MOD in May, 2012. MOD in turn had sought certain inputs which also have been provided. Matter is still under consideration of M of D.

POSITION

OFB's proposal for revival of 939 posts of Durwan / Female Searcher, 213 posts of Fireman and 24 posts of FED-A are under consideration of MOD.

7.XI.13.3 : **Acceptance of State Government Certificate for the purpose of promotion to Chageman/Electrical.**

- Combined Agenda of the Staff Side

Ref: (i) OFB Circular No.411/CEI/Comp/COS dated 25-08-2011.

The point has been discussed twice in earlier meetings of JCM. However the staff side has expressed its dissatisfaction with the current status, seeking the forum's time to discuss the same as a fresh agenda point. The current agenda point raises objections on the above mentioned subject wherein the action of COS in refusing proficiency Certificate/License issued by the State Govt. has been questioned, stating that the same is not in conformity with the Indian Electricity Rules, 1956, which has been apparently relied upon for non-acceptance of the Certificates in question.

The staff side has made a demand to consider the entire issue in proper perspective, particularly in the light of decision taken in OFB JCM III Level council Meeting for providing exemption from appearing in the DGOF Electrical Supervisory Competency Test for promotion to the post of Ch'man in respect of those NAC/NCVT holder Electricians, who happen to be in possession of State Govt. Competency Certificate as provided in the Indian Electricity Rules, 1956.

OFFICIAL SIDE BRIEF

Contents and rationale of OFB Circular No.411/CEI/Comp/COS dated 25-08-2011

:-

The point under consideration finds its origin in OFB Circular at Ref (i). The Circular, mentioned that the minimum qualification for the direct recruitment of the Ch'man II (Electrical) is Diploma in Electrical Engineering. On the same analogy, all the employees to be considered for promotion to Ch'man Gr.II (Electrical) are made to appear in the DGOF Electrical Supervisory competency Test. The said Test has syllabus equivalent to that of Diploma in Electrical Engineering. This is a necessary prerequisite for the post since all the promotee Ch'man are required to supervise the maintenance of electrical installations of voltage range from 440 V to 132 KV in OFs, and therefore they must have a qualification equivalent to that which is possessed by the directly recruited Ch'man II (Electrical).

In the Meeting of OFB JCM III Level Council dated 23-07-2008, a decision was taken that all the employees eligible for promotion to Ch'man II Electrical would be exempted from DGOF Competency Test, provided they obtain a supervisory License /permit from the State Govt., subject to final verification and acceptability of the Certificates by the Chief Electrical Inspector/OFB. However, the class of permit based on the operating voltage did not come up for discussion in the said Meeting.

While examining certain Supervisory Licenses/permits from AP State Govt. Licensing Authority received for Ordnance Factory Medak, the Office of CEI came up with following observations:

- (a) The Supervisory Licenses/Permits were for a voltage limit of 650 volts only.
- (b) The Licenses/Permits were valid for a period of 5 years only and required re-validation after every 5 years' duration.

In the light of above observations, OFB vide Circular under reference (1) issued directives to all factories that exemption from DGOF Electrical Supervisory Competency Test from the office of CEI would be granted only in respect of those "Serving Electricians of Highly Skilled and Master Craftsman holding NAC and NCTVT Certificates in possession of valid class of License/Permit for supervising Electrical Installations having operating voltage of minimum 33 KV"

The following are the pertinent issues in hand:

- (i) DGOF Electrical Supervisory Competency Test is essentially a Departmental Examination equivalent to Diploma level qualification. Therefore, any Supervisory License cannot be treated as equivalent to DGOF Electrical Supervisory Competency Test. The DGOF Electrical Supervisory Competency Test ensures that those who pass have knowledge level equivalent to diploma and can be allowed for recruitment/promotion to the post of Ch'geman (Electrical).
- (ii) IEs who do not possess Diploma/Degree can get their knowledge evaluated through DGOF Electrical Supervisory Competency Test which is an in-house Diploma

Level Examination, to become eligible for promotion to Chargeman (Electrical). DGOF Electrical Supervisory Competency Test is therefore an opportunity available to IEs for career progression.

(iii) Various States strictly follow qualification requirements of minimum Diploma/ Degree or Diploma level Examination for Supervisory Competency Certification (e.g. Kerala, UP, AP and Delhi).

(iv) Different States have different systems of license categories without any uniform reference to educational qualifications. To avoid confusion it is better to follow DGOF Electrical Supervisory Competency Test in all cases except cases of Diploma and Degree qualification.

(v) Diploma and Degree qualification all over the Country are treated at par in all the States. Similarly, DGOF Electrical Supervisory Competency Test as an alternate qualification process will ensure minimum Diploma Level knowledge in candidates to be eligible for further promotion to Chargeman in all Ordnance Factories.

(vi) Grant of exemption from DGOF Electrical Supervisory Competency Test for other than Diploma and Degree is in contravention to S.I. issued by DGOF Para 4.2.1 and 4.2.1.3.

(vii) OFB being a department under central Government is responsible for complying with Indian Electricity Act and rules with adequate infrastructure and competent persons. DGOF Electrical Supervisory Competency Test is in fulfillment of requirement of Rule-45 of Indian Electricity rule 1956.

With above considerations, the above decision has been modified to make DGOF Competency Exam compulsory for all persons seeking promotion to Chargeman (Tech/Electrical), with a view to introduce an element of uniformity and standardization through appropriate benchmarking of the competence required for the job.

Relevant inputs on the subject

The provisions which govern the subject under reference can be broadly traced back to Rule 3, 45 and 133 of Indian Electricity Rules, 1956 and para 1235 of the DGOF Manual. The relevant portions of the same are being reiterated below:

3. Authorization – (1) A supplier or a consumer, or the owner, agent or manager of a mine, or the agent of any company operating in an oil-field or the owner of a drilled well in an oil field or a contractor for the time being under contract with a supplier or a consumer to carry out duties incidental to the generation, transformation, transmission, conversion, distribution or use of energy _ _ _ _ _

(2) No person shall be authorized under sub-rule (1) unless he is competent to perform the duties assigned to him and possesses either on appropriate certificate of competency or permit to work.

(2A) (a) No person shall be authorized to operate or undertake maintenance of any part or whole of a generating station of capacity 100MW and above together with the associated sub-station unless he is adequately qualified and has successfully undergone the type of training specified in Annexure XIV.

Relevant portions of Annexure XIV (Guidelines for providing training as required under rule 3(2a))

Para 1 of Annexure XIV contain the details of training to be provided for Supervisory personnel engaged in generating stations of capacity of 100MW and above (both Thermal and Hydro) and course content and duration thereof.

2. Qualifications : The minimum qualification for the operating and supervisory staff shall preferably be a high second class diploma in mechanical or electrical engineering or a degree from a recognized institute or university. The minimum qualifications for the persons to assist the operating and supervisory staff shall be certificate from a recognized Industrial Training Institute in appropriate trade.

3. Creation : The appropriate Government may, on the recommendations of the owner of such generating station, relax the conditions stipulated in clause (a) of this sub-rule for any engineer and such other person who have already sufficient experience in the operation and maintenance of a generating station.

- End of relevant portions of Annexure XIV -

(2B) The provisions contained in rule 3(2A) will also be applicable in respect of other sub-stations of 132KV and above from a date to be specified by the appropriate Government but such a date shall not be later than 3 years from which this rule comes into force.

Note: Sub-rule (2)(2A)(a) and Annexure XIV have been so worded as if to be applicable for generating stations alone. However the wording of Sub-rule (2)(2B) appears to include all substations of 132 KV and above.

45. Precautions to be adopted by consumers, Owners, occupiers, electrical contractors, electrical workmen and suppliers:

(1) No electrical installation work, including additions, alterations, repairs and adjustments to existing installations, except such replacement of lamps, fans, fuses, switches, low voltage domestic appliances and fittings as in no way alters its capacity or character, shall be carried out upon the premises of or on behalf of any consumer, supplier, owner or occupier for the purpose of supply to such consumer, supplier, owner or occupier except by an electrical contractor licensed in this behalf by the State Government and under the direct supervision of a person holding a certificate of competency and by a person holding a permit issued or recognized by the State Government. Provided that in the case of works executed for or on behalf of the Central Government and in the case of installations in mines, oil fields and railways, the Central Government and in other cases the State Government, may, by notification in the Official Gazette, exempt on such conditions as it may impose, any such work described therein either generally or in the case of any specified class of consumers, suppliers, owners or occupiers from so much of this sub-rule as requires such work to be carried out by an electrical contractor licensed by the State Government in this behalf.

2[(2)] No electrical installation work which has been carried out in contravention of sub-rule (1) shall either be energized or connected to the works of any supplier.

133. Relaxation by Government:

(2) The Central Government may, by order in writing, direct that any of the provisions of Chapter X of these rules shall be relaxed in any particular case to such an extent and subject to such conditions as it may think fit.

DGOF Manual Instruction Para 1235 Page 360

Promotion in Electrical Trade Group – Possession of a certificate of competency is essential for promotion to the appointment of Supervisors 'B' Grade and 'A' Grade and Chageman in the Electrical trade group. This condition may be relaxed in the cases of those who possess Electrical Engineering Diploma/Degree of recognized Universities or Institutions provided that the holders of such Diploma/Degree are exempted from possession of the competency certificate in the state in which the Diploma/Degree is issued. Persons possessing the competency certificate and in possession of Diploma/Degree will be treated on par while considering their cases for promotions to higher posts.

After having discussion on the matter Chairman gave the following decisions :

(i) Supervisory Competency Certificates issued by the State Govt. where individual has obtained it prior to joining the service are to be accepted after cross-checking for validity from the authorized issuing body. Such individuals need not appear for DGOF Competency Test afresh.

(ii) The State Govt. issued Supervisory Competency Certificates obtained by individuals while in service are to be cross-checked for validity by the issuing body. However, such individuals would be required to appear in the DGOF Competency Test. For this, they would be given adequate training for theory part of the Test where emphasis would be on Electrical safety.

POSITION

The point has since been resolved out by the Office of COS. Therefore the point may be **treated as Closed.**

8.XI.13.4 : Escort duty related problems

07-06-2013

Admin

- AIANGOs

DEMAND IN BRIEF

a. As per the Gazette of India extraordinary Para-II section-4 SRO 13(E), The post of Chageman is a supervisory and Non Gazetted Cadre in Ordnance Factories and other offices and establishments under the Ordnance Factories organization. Where escort duty is not mentioned as part of duty.

b. As per the Explosive Rules 2008 Chapter –IV Para 67(7) vide notification of Government of India in the Ministry of Commerce and Industry (Department of Industrial Policy and Promotion) number G.S.R. 907(E) Dated: 29th Dec. 2008. Quote “A road van while transporting explosives shall always be attended to by two armed guards at expense of the licensee. If the consignment of explosives is likely to pass through sensitive areas notified by the Ministry of Home Affairs, it should be escorted by armed police escort or guard, provided by the District Police Administration.”

c. As per SOP for transportation Security circulated vide OFB letter No. 55/ESCORT/Fys/A/S Dt: 22/12/2010 escorting duty is pertaining to DSC Guards only.

d. As per point No. 31 of STEC Pamphlet 10, A vehicle conveying explosives of Hazard Division 1.1 is to be accompanied on its journey with a separate vehicle carrying armed escorts at the discretion of the consignor

e. Ministry of Defence vide I.D. No. 12(1)/2008/D(FyII)/376/D (Mov)/09 Dated: 16/02/2009 communicated vide DDP I.D. No. 12(1)/2008/D(FyII) Dated: 17/02/2009 circulated to all General Managers vide OFB Note No. A&E/BS/2009/Vol-II520 Dated: 19/02/2009 has asked that DSC will safeguard the ammunition as escort while transportation.

f. OF Chanda has provided the information to this association against RTI act 2005 vide letter no. 2281/PIO/RTI/ESTT Dated: 15/07/2009 para (2) Quote “ Act/Ministry of defence Guidelines regarding escorting of vehicles conveying of Hazardous Division by Non-Gazetted Officer (i.e. Chargeman-I, Chargeman-II) does not exist and hence cannot be supplied as per the provision of the act.” Unquote

g. As per practice in vogue the loaded vehicles are taken out after 17:30 Hrs from the factory. As per point (1) of annexure “D” to OFB SOP No.55/ESCORT/FYS/A/S Dated: - 22/12/2010 and Point No. 49 of STEC Pamphlet No.10, the loaded explosive van should not allow traveling after sunset.

In view of the above facts, it is clear that there is no role of Chargeman Cadre (Non-Gazetted Officer group-B) for escorting of ammunition/explosives through explosive van, though numbers of Chargeman are being detailed for the same till date. This is unfair and causing de-motivation and demoralization of NGO Cadre, beside the fact that allotment of such duty to a Chargeman is truly illegal and unauthorized.

OFFICIAL SIDE VIEWS

As per SOP on transportation security, the escort convoy for the vehicle is to be arranged by the Security Officer of the Factory concerned. In order that the security of the cargo is not compromised, the DSC escort commander will be the convoy commander and his directives are to be followed in letter and spirit.

However, it has been mentioned that the responsibility for accounting of the cargo at starting location and destination would remain with the person from factory accompanying the stores. As per this requirement, General Managers arrange for staff to accompany the vehicles from the available pool by rotation. There is no way this duty can be entrusted to the DSC convoy whose duties and responsibilities are limited to protection of the stores, vehicle and personnel.

After having discussion on the matter DGOF & Chairman directed to examine the issue by the Admin division, in specific reference to the following :

Instructing all the OFs to allow/permit to work beyond 54 hours with overall ceiling limit of 75 hours in a quarter in respect of such individuals who are deputed on escort duties with factory-stores or repair work in respect of weapons/equipments/Tanks at the site.

POSITION

Based on the above decision, a proposal was moved to Finance Division of OFB. A number of queries have since been raised by the Finance Division which are being examined at Section : A/A.

(S.K. Singh)
Director/IR &
Secretary/Official Side
OFB JCM III Level Council

No. 20/15/14(11)/A/IR

Dated, the 22nd November, 2013

Distribution

The Chairman, OFB JCM III Level Council

All Members of OFB JCM III Level Council
(including Special Invitees)

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