

**GOVERNMENT OF INDIA
MINISTRY OF DEFENCE
ORDNANCE FACTORY BOARD
10-A SHAHEED KSHUDIRAM BOSE ROAD
KOLKATA – 700 001.**

**STATUS REPORT ON THE GENERAL POINTS RAISED BY THE STAFF SIDE MEMBERS
DURING THE 14TH ORDINARY MEETING OF OFB JCM III LEVEL COUNCIL
(11TH TERM) HELD ON 28-11-2013 AT OFB HQrs., KOLKATA**

3.0 REMARKS OF SHRI C. SRIKUMAR, LEADER/STAFF SIDE

- 3.3 Decisions taken in the JCM meeting which are within the purview of OFB may be implemented in the true spirit of JCM scheme. It was to issue clarification to all the Factories stating that the MCM is a Gp.-B post and hence eligible for CGEIGS benefit applicable for Gp-B Staff and also for availing for Air entitlement under LTC-80 scheme. However the necessary instructions have not so far been issued by OFB.

Action Taken/Present position

Necessary instructions have been issued to factories vide OFB Circular No. 20/15/Genl./A/IR dated 4th December 2013.(A/IR)

- 3.4 The Finance Ministry's letter on austerity measures is only with regard to revival of posts, it has nothing to do with filling up of vacancies as there is no ban on recruitment. While thanking OFB for withdrawing its instruction and permitting Factories to fill up vacancies where the recruitment action has already started, he requested that Factories may be permitted to fill up those posts which were sanctioned for recruitment but the factory has not yet initiated the recruitment process. Vacancies arising during the current year may also be filled up.

Action Taken/Present position

Instructions have been issued vide OFB Letter No.786/Austerity/A/A dated 24-12-2013 for filling up the vacancies where sanction has been accorded by OF Board after obtaining clearance from the respective operating Member of the division. (A/A)

- 3.5 The issue of grant of 3rd MACP in the GP of Rs.4600/- to the Artisan Staff is in an advance stage at MoD. The DGL in this regard has been forwarded to the Defence Finance for vetting the same. Defence Finance after keeping the file for more than 2 months have returned back with certain observations. MoD is expected to re-submit the case to Defence Finance shortly. Therefore PC of A (Fys.) may be asked to instruct their LAOs to not to arbitrarily revert the concerned employees and to maintain status-quo to avoid unnecessary Labour unrest and litigation in the Factories.

Action Taken/Present position

Necessary instructions have been issued to factories vide OFB Circular No. 01/CR/A/I/658 dated 18-02-2014.(A/I)

- 3.6 In the meeting held with Secretary (Pers), DOP&T, on 24/10/2013 to discuss about the possible terms of reference for the 7th CPC, the Staff Side has requested that the cadre review proposals should not be linked with the 7th CPC and the cadre review proposals may be approved at the earliest. Therefore the Cadre review proposals forwarded to MoD for different categories of Non-industrial employees pending at Defence Finance may be expedited and settled. The cadre review proposal of clerical cadre is not yet forwarded by the OFB to MoD. It is understood that the OFB has constituted a committee for this purpose. The report of the committee may be shared with the Federations and only after obtaining the views of the Federations, the same may be forwarded to MoD.

Action Taken/Present position

The Clerical Cadre review has been forwarded to MoD. MoD is being regularly expedited for the Cadre Review of MTS, MTS/S, Fire Fighting, Storekeeping and Canteen cadre reviews.

- 3.7 Min. of Railways have issued cadre restructuring for all categories including Artisan Staff. The cadre restructuring of Artisan Staff of Defence is an agenda in the Departmental Council (JCM). As desired by MoD a revised proposal for restructuring of the Artisan Staff is forwarded to the MoD. At present the MoD has circulated the same to all the Directorates including OFB. It is requested that the OFB may kindly recommend the proposal given by the Staff side in this regard.

Action Taken/Present position

OFB has sought information from the factories vide Circular No. 01/CR/A/I/658 dated 18-02-2014. Once the same is received, it would be forwarded to MoD after necessary scrutiny and recommendations.

- 3.8 It is a matter of serious concern that in the case of employees who are due to retire and who are subjected to disciplinary action, the disciplinary action is not completed before the superannuation of the employees. Due to this the disciplinary case of the retired employees is being dealt with under rule-9 of CCS (pension Rules) 1972. Accordingly to this Rule even the case of a Gp-D employee has to be referred to UPSC and penalties are imposed based on their advise. This process takes more than 2 to 3 yrs, and the retired employee has to suffer, since all his terminal benefits are blocked. Therefore General Managers may be instructed to complete the disciplinary proceedings including imposition of penalties, if any, before the date of retirement of the employees. Moreover employees who are due to retire within a period of 1 year should not be issued charge sheets under Rule-14 unless the misconduct is of a serious nature like involvement in criminal case.

Action Taken/Present position

Necessary instructions have been issued vide OFB Circular No. 3977/BOARD MEETING/A/DISC dated 05th December 2013.

- 3.9 The proposal of OFB to amend the schedule in the CCS (CCA) Rules for making the General Manager the disciplinary authority for all Gp-B Non-Gazetted post may be expedited, since undue delay in settling the disciplinary cases of the above employees is taking place due to the correspondence between Factory and OFB, since as on date DGOF is the disciplinary authority for Gp-B Non-Gazetted employees.

Action Taken/Present position

The matter is pending with MoD.

- 3.10 The Hon'ble Supreme Court has directed the Union of India to grant MACP benefit in the promotional hierarchy of the concerned employees. Since law in this regard has been established by the Hon'ble Supreme court, OFB may kindly take up a proposal with MoD for implementing the benefit of Supreme Court Judgment to all similarly placed employees.

Action Taken/Present position

OFB Circular dated 07-02-2014 has been issued for awareness of all OFs to the fact that the matter has been taken up with M of D and at present is under consideration of DOP&T.

- 3.11 MoD have issued instructions for grant of Night Duty Allowance in 5th CPC rates w.e.f. 1/1/1996 and 6th CPC rates w.e.f. 1/1/2006 to the petitioners in the case of Engine Factory Employees Union, Avadi. Once Govt. has taken a decision to extend the benefit of Court Judgement to employees of one factory, then there is no justification in denying similar benefit to the similarly placed employees of the same factory and also to other Ordnance Factories. OFB may kindly take up a proposal with MoD in this regard, since employees of OFT, HVF & HAPP have already filed petitions in the Court of Law at Chennai.

Attention is invited to DOP&T O.M. No. A 11019/2/98-AT, dated 3rd September, 1998 wherein the need to act upon the pronouncement of the Court judgments in service matters and to streamline and improve the service rules and conditions so as to reduce litigation in service matters has been very clearly stressed.

Action Taken/Present position

Matter has been taken up with M of D. M of D also referred the matter to Ministry of Finance. Decision is awaited.

- 3.12 In the case of Engine Factory employees Union, Avadi, MoD has implemented the Court Judgment for grant of risk allowance for the employees of EFA, since the same was not paid to them on the plea that the Factory's name was not reflected in the MoD letter on Risk Allowance. It is requested that OFB may expedite the proposal of grant of Risk allowance to all the left-out Ordnance Factories.

Action Taken/Present position

OFB has called for information as sought by DOP&T through M of D for settlement of the proposal for grant of Risk Allowance to the left out Factories. Reply is awaited from some Factories.

- 3.13 There is no factory hospital at OCF Chandigarh. The Estate Dispensary is closed after 5.00 PM. Due to this the employees are forced to go to Govt. hospital in case of any emergency. Since there is no Factory hospital or round the clock dispensary, employees may be permitted to approach AMA and based on their reference, the employee may be allowed to approach CGHS recognized hospitals for further treatment. OFB may kindly issue necessary instructions in this regard. Similar situation is there in OEF, Hazaratpur. Therefore a 24 hr dispensary may be established in these two factories.

Action Taken/Present position

Necessary instructions have been issued to the two factories for starting 24 hour dispensary.

- 3.14 AIDEF has forwarded its suggestions on the transfer policy of JWMs. OFB is keeping the transfer applications, including mutual transfer applications, pending on the plea that a final decision would be taken after finalization of transfer policy. However in the meantime many transfer orders of JWMs were issued in a piece-meal basis. This has created unnecessary heart burnings amongst the other JWMs whose cases were not considered by the OFB. Therefore it is once again requested that all the pending transfer cases may be considered suitably and favorable orders be issued at the earliest.

Action Taken/Present position

A transfer policy has been put in place vide OFB Circular dated 23-12-2013. The applications cases pending with OFB are being examined based on the same for appropriate decision on the matter.

- 3.15 The Min. of Defence has issued orders for grant of 4 grade structure to the Cooks working in the Air Force. It is requested that since a Cadre structure up to Grade pay Rs.4200/- has been given to the Cooks of Air Force, OFB may kindly take up a proposal with MoD to extend the same benefits to the cooks of Ordnance Factories.

Action Taken/Present position

The matter is under examination at OFB.

- 3.16 The Defence Finance has asked certain clarifications about the proposal for treating the Cooks, Masalchi, Barbar, Dhobi & Mali, as workers and for granting OT wages under Factories Act to the concerned employees. OFB may kindly clarify the position to MoD and settle the issue at the earliest.

Action Taken/Present position

OFB has furnished necessary information vide OFB ID dated 19-12-2013 to M of D regarding grant of OT to Cooks, Masalchim Dhobi, Barbar and Mali at par with the other employees of OF Organisation decision is awaited.

- 3.17 OFB has forwarded a proposal for Cadre review of the JWM cadre. It is understood that OFB has proposed the GP of Rs.5400/- in PB-2 to those JWMs who are designated as JWMs as on 31/12/2005. Since the further promotional channel of JWM is very bleak, a comprehensive Cadre review proposal at least to that of GP Rs.6600/- in PB-3, must be proposed, so that the directly recruited JWMs remain in service and also the senior JWMs who are stagnating are given some relief as a motivational factor. While formulating the Cadre Review proposal of IOFS Cadre, it may be ensured that additional number of AWM posts are created not only to remove the stagnation of JWM but also considering the Establishment of New Factories and New Projects.

Action Taken/Present position

The OFB proposal has not elicited any response from MoD. As such it is not known what view MoD is going to take on the issue. Any new proposal is likely to jeopardize and dilute the prospects of the existing proposal.

- 3.18 The publication of Seniority List of Chargeman (T & NT) is delayed considerably. A Cell consisting of some selected Chargeman of OFB HQrs may be constituted in the A/NG Section to complete the preparation of Seniority List as on 01-01-2013.

Action Taken/Present position

A task force has been created for the job. Factories have been asked to provide the necessary data so that the task force can start functioning. Inputs from most of the factories have been received. The task force is likely to begin the job in a short while.

- 3.20 As regards DGOF Supervisory Competency Test, he thanked Chairman/OFB for accepting State Govt. Supervisory Certificate. However, the syllabus for DGOF Supervisory Competency Test should also be reviewed, since the same is very tough as far as the theory part is concerned. Therefore, the employees who are appearing for the Supervisory Competency Test should be given training in the OFILs.

Action Taken/Present position

The question paper for the DGOF Supervisory Competency Test has to be of the level of three year diploma from AICTE approved institute.

- 3.21 The decision of OFB in deputing officers from sister factories for conducting Electrical Competency Test for IEs should be reviewed. There is a considerable delay in granting promotions as the test is delayed most of the times. Therefore, in factories wherever Electrical Officers are available, the Competency Test may be conducted by them to avoid any delay.

Action Taken/Present position

Necessary clearance has been obtained from COS. Orders for the same would be issued shortly.

- 3.22 The Staff Side has unanimously given a proposal for diversion of around 250 posts of Chargeman (T) from unfilled DR Quota so as to give some stagnation relief to the Supervisor (NT)/Store. The same may be considered favorably.

Action Taken/Present position

Factories have been asked to provide the necessary data so that the proposal can be studied with its implications with reference to the present SROs. Inputs from certain factories are yet to be received.

- 3.23 DOP&T has published draft RR for Hindi Staff. OFB may formulate RR and Cadre Structure for Rajbhasha Staff on the same lines.

Action Taken/Present position

OFB proposal for Cadre review of the Rajbhasha staff is already under consideration of MoD.

- 3.24 The recruitment process of Chargeman is indefinitely postponed due to some technical problems for filing on-line application. Factories are suffering due to shortage of Chargeman. OFB may kindly settle the technical problem immediately and recruitment action may be started.

Action Taken/Present position

Necessary action regarding advertisement is being taken by NADP.

- 3.25 Considering the situation at OEF Hazaratpur, steps may be taken to construct a Women employees Hostel for the benefit of more and more Women employees who are being recruited.

Action Taken/Present position

OEFHZ has been asked to study the matter and in case found necessary, to forward a proposal in this regard to OFB for further necessary action in the matter.

- 3.26 Considering the fact that modern Sewing machines controlled by Computer and special purpose machines are installed in OEF Group of Factories, OEF HQrs. may arrange a training programme for the Sewing Machine Mechanic (Line Mistry) either in reputed institutes or through the supplier of those machines.

Action Taken/Present position

The proposal has been noted for necessary action.

- 3.27 Non-Grant of HRA to the employees in many factories has become a major IR Problem. In the name of condemned Quarters which are vacant, HRA is not released to the employees. The number of Quarters lying vacant and the number of employees not getting HRA is grossly disproportionate. A Committee headed by Shri J. L. Mishra, the then AGM of OFC had recommended for condemnation of un-inhabitable Quarters in Armapur Estate. This Committee Report has not been implemented by OFC management. OFB may call for the Report of the Committee and the same may be implemented. Moreover, OFB may consider framing a comprehensive guideline for releasing HRA.

Action Taken/Present position

Necessary Instruction by Director/A/W has been issued for constitution of Committee at the Factory level to find out inhabitable and uninhabitable quarters and to issue NAC for grant of HRA.

- 3.28 As per Govt. Orders monthly salary for the IEs has to be paid on the first working day of the month. However, due to piece work and OT booking the payment is being made between 7th and 10th of every month. However, arrangements may be made so that whenever a Festival falls on a date between 1st & 10th of any month, salary advance may be paid to the IEs, which is to be adjusted while releasing the regular monthly salary.

Action Taken/Present position

Matter has been referred to PC of A (Fys.) for obtaining views. A reminder has also been issued on 10-02-2014.

- 3.29 In AFK for recruitment in DBW Trades, the AFK management has given Advertisement, calling application from almost 12 Trades when Apprentices from AOCP Trade are available from all A&E Group of factories. Candidates of other Trades may be considered only if sufficient number of AOCP candidates are not available.

Action Taken/Present position

Since the factory could not find enough number of applications against advertisements for AOCP trade, a list of trades was decided in consultation with A&E division for recruitment against DBW vacancies. The factory has been asked to offer comments on the staff side proposal. The same would be examined once a feedback is received from the factory.

- 3.30 The Office of CAG vide letter dated 3rd February, 2010 have issued instructions for producing self-certificate for claiming food bills while on tour in cases where obtaining receipt is impossible. On the same lines employees of OFs deputed on temporary duty for various remote places and hard stations should be allowed to submit self certificate for claiming the expenditure on food. Also the OT may be sought to be compensated by deploying them on overtime when they report back to the factory subject to the ceiling limit of 75 hrs OT in a quarter as provided in the Factories Act, 1948.

Action Taken/Present position

A committee has been constituted vide OF Board Order dated 21-01-2014 to examine the issue and make presentation before the Board.

Simultaneously the issue of food-bills has been taken up with PC of A(Fys.), Kolkata vide OF Board letter dated 17-12-2013 for issue of necessary Instruction in terms of CAG Letter dated 03-02-2010. PC of A(Fys.) has been expedited vide OFB letter dated 11-02-2014.

- 3.31 OEF, Kanpur is not having the sanction of LHF in the Fire Fighting Staff. OFB may kindly sanction required number of LHF posts to the Factory.

Action Taken/Present position

At present there are no posts available with OFB which can be spared for the factory. The cadre review proposal is with MoD. When the same gets approved, necessary consideration can be given to the issue concerned.

- 3.32 OFB may conduct a study of the condition and infrastructure of Ordnance Factory Hospitals and Schools and all steps may be taken to repair and modernize the buildings and provide all infrastructures in these two important Institutions.

Action Taken/Present position

The factory hospitals are being modernized on the need basis and as per availability of fund. This is an ongoing process and keeps taking place all the time based on requirements and fund constraints. As regards factory schools, the same have been inviting poor participation from the wards of factory employees. Issues and observations are raised at various levels, the same not being core activity of the organization. However, the point has been noted for necessary consideration.

- 3.33 The new SRO for Clerical Cadre provides 8 years residency period for promotion from LDC to UDC and 10 years for promotion from UDC to OS. The proposal taken up by OFB for relaxation of the above residency period may be expedited and a proposal may be forwarded to MoD for reducing the above residency period.

Action Taken/Present position

The residency periods are in line with DOP&T instructions which are common to all departments. The one time relaxation proposal for promotion from UDC to OS is being expedited with MoD.

- 3.34 Factories in the AV Division like HVF, EFA, OF Medak and OLF Dun are holding additional strength in the Industrial Establishment over and above their sanctioned strength. Due to this, there is a problem in the promotion of the employees since the inter-grade Ratio is worked out on the existing sanctioned strength. To increase the sanctioned strength for these factories to cater for the futuristic projects and workload and also for working out the inter-grade ratio for the promotional prospects, OFB may distribute additional posts to these factories. This will sort out the problem without disturbing other factories.

Action Taken/Present position

At the very outset it was made clear that the recruitment in these factories has to be made against overall vacancies, and sanctioned strength would not be revised since it would entail reducing sanctioned strength of other factories. The same has not been found feasible.

- 3.35 Fitter (Pipe) and Kiln Operator are not included in the Feeder category for promotion to Chargeman (Mechanical). Similarly the Trade of Machinist (Leather) should be included in the Feeder category of Chargeman (Leather), as recommended by the OEF Kanpur is required to be done.

Action Taken/Present position

The case of Machinist (Leather) was under discussion at OFB for quite some time before being dropped for want of clear cut recommendation from OEFC. The factory has been asked to forward details of the case with necessary recommendations. If need be, a JCM sub-committee may deliberate the issue and submit its proposal for both the trades.

4.0 REMARKS OF SHRI R. SRINIVASAN, SECRETARY/STAFF SIDE

- 4.3 He appreciated OFB for taking a timely decision to appoint VII CPC cell at OF Board to collect information and to prepare the comprehensive proposal on the issues pertaining to OFB and its employees after receiving inputs from all sections so that OFB interest can be well projected. He also suggested that OFB being a major industrial and manufacturing organization under MoD, the commission should be requested to visit factories like OF Badmal, OF Itrasi, OF Bhandra etc (instead of visiting engineering factories) so that employees working in remote areas and their prevailing working conditions and risks can be understood by the commission, helping them make appropriate recommendations.

Action Taken/Present position

The suggestion has been noted.

- 4.4 OF Board considered the need for appointment of a Recruitment Board for recruiting the group “C” employees since recruitment activities are to be carried out by the board and to reduce the burden on factories . It is getting delayed which may be expedited by the Board with MoD for its early formations to avoid various problems in the recruitment.

Action Taken/Present position

The matter was place before the Board Meeting on 31-01-2014 and the Board has directed to re-submit a detailed proposal of recruitment by a single Ordnance Factory in the next Meeting.

- 4.5 It was informed that the Industrial Relations situation at OF Khamaria is not considered to be good. Also the production schedule is very much behind.
- Many Chargeman(T) are posted in NT area.
 - Direct workers are posted in service sections.
 - Working on Sundays on off in lieu basis to increase the productions was stopped.
 - Unions are not given due importance for discussion.
 - Hospital facilities are neglected.
 - VA Productive works are given priority.

Action Taken/Present position

The factory has stated that the Industrial Relations at OFK are cordial and harmonious. The status of production is healthy and as per information available on COMNET OFK is the No. 1 factory in this regard. Posting of staff and workmen is decided as per production requirements, and decided by SPC presided over by the General Manager and members up to DGM rank. JCM IV meetings are held regularly to discuss local issues. The union/Association meeting is also held on bimonthly basis. Hospital facilities are being provided to the employees at the optimum level and various medical camps have been organized for critical diseases. The point of VA productive work is not clear and may be elaborated.

- 4.6 OFs are manufacturing industry and the employees are doing lot of improvements through new inventions, process improvements, saving material, saving of timings. But the names of such employees are not forwarded to Ministry of Labour for National Awards. This may be noted and instructions may be issued to Fys to forward the names of such employees for getting the Shram Veer Awards.

Action Taken/Present position

Every year normally M of D calls for nominations in the month of February / March. Accordingly after getting recommendation from Factories the same are sent to Ministry of Labour, New Delhi for consideration.

- 4.7 HVF is getting expanded to manufacture the varieties of battle tanks such as T-90, Arjun, T-72 variants and their overhauling. Area also has increased due to new projects. Managing such a factory and controlling things of various nature is to be reviewed and accordingly a decision may be taken by OFB to bifurcate the factory.

Action Taken/Present position

While HVF does have certain issues which make the factory quite unwieldy, such as rotating and fluctuating nature of workload as well as interchangeability and flexibility of manpower as well as workloads. However, given the present constraints, the same is not found implementable without devising an alternate model as the same would disrupt the present synergies without bringing any tangible benefits.

- 4.8 JWMs are much frustrated lot in the organization due to lack of promotions and stagnations. At least their transfer requests may be considered to keep them in good humour. More than 600 applications are pending due to pending framing of transfer policy which may be considered and cleared on priority basis.

Action Taken/Present position

The transfer policy has been finalized and the standing committee has gone through the “medical ground” applications. Minutes of the meeting are under circulation.

- 4.10 All Factory Hospitals need to be modernized particularly X-ray machines may be digitized for getting quick reports.

Action Taken/Present position

The factory hospitals are being modernized on the need basis and as per availability of fund. This is an ongoing process and keeps taking place all the time based on requirements and fund constraints.

- 4.11 Govt. vehicles when declared condemned, as a replacement new vehicles may be allowed to be procured. Factories should be told to procure new vehicles to avoid engaging private vehicles. More & more particularly in HVF where CMDs are available but no Govt. vehicle.

Action Taken/Present position

Replacement of vehicles is permissible after condemnation of old vehicles. However, as on date no proposal either for condemnation or fresh purchase is pending with OFB.

- 4.12 A stay order was issued by Madras High Court on 07.01.2012 against the re-constitution of JCM Council on the Writ Petition filed by one Union is HVF. The Court stay order is yet to be vacated and due to which MOD order for re-constitution of various JCM III, II & IV levels councils could not take place. Particularly, in HVF, JCM IV level council is defunct.

Action Taken/Present position

The factory management has made all possible efforts to get the case heard. Despite having got listed a few times, it could never come up for hearing. The factory management has been requested to keep making an effort in this direction.

- 4.13 For LDCE Exams, Question papers should be solved in OMR sheet to avoid all kinds of discrepancies. At least next year this may be introduced.

Action Taken/Present position

The question papers have now been made objective. The suggestion for introducing OMR sheet has been noted for necessary action.

- 4.14 HRA payment in many factories has become a serious problem due to non issue of NAC. Quarters condition is bad and they are not inhabitable. Fys are not prompt in attending/repairing Quarters. Quarters fallen vacant may be few, the no of persons who are denied HRA are more. Some places demand is more, Quarters are less, but are not availed due to poor conditions. This needs to be considered at Board Level to release the HRA.

Action Taken/Present position

Necessary Instruction to Director/A/W has been issued for constitution of Committee at the Factory level to find out habitable and inhabitable quarters and to issue NAC for grant of HRA.

- 4.15 ACP/MACP to all the erstwhile Group 'D' (presently group 'C') is to be granted from 01-01-2006 taking in to consideration their total length of service and by ignoring their promotion/ACP in their merged promotional grades. Due to non-issue of clear instructions on this matter, the benefit of ACP after completing 12, 24 years till 31-08-2008 on their promotional hierarchy is pending. Some Fys have declared/published/granted the benefits. Many Fys could not grant the same. This needs to be considered and necessary orders to be issued to Fys. in this regard.

Action Taken/Present position

Matter referred to M of D. M of D in turn has taken up the matter with DOP&T. Matter is pending with DOP&T.

- 4.16 Erstwhile group 'D' employees of OF Hospitals who were not declared under Fys Act, are paid OT on slab rates like Mali, Cooke, Masalchi, Dobi etc. Since they are made as MTS category, they may be granted double rate OT at par with other employees.

Action Taken/Present position

OFB has furnished necessary information vide OFB ID dated 19-12-2013 to M of D regarding grant of OT to Cooks, Masalchi, Dhobi, Barber and Mali. Decision is awaited.

- 4.17 He also made a request to the PC of Fys. to defer the action of reversion who are getting ` 4600/- GP to 4200/- since MOD is considering favourably and expected to obtain approval shortly.

Action Taken/Present position

Necessary Orders have been issued vide OFB Circular No. 01/CR/A/I/658 dated 18-02-2014.

- 4.18 OF Chanda report to release the CMDs and Durwan posts for recruitment within the sanction may be considered favourably considering their requirements.

Action Taken/Present position

For the year 2013-14, OFB has issued 7 Durwan posts for recruitment.

- 4.19 He requested the official side that while issuing orders on policy matters pertaining to the employees of OFs, the hard copies should be sent to the Federations HQrs. as well as to the staff side members as is done by all other Directorates, MOD, DOP&T, Ministry of Finance etc. whereas we have to download from COMNET. The facility is not available to Federation HQrs. This needs to be considered and proper arrangement should be made henceforth by issuing hard copies.

Action Taken/Present position

The problem has since been resolved by allowing COMNET facility.

- 4.20 The trade Armoured Fighting Vehicle Mechanic (AFV Mechanic) was introduced in HVF and the sanctioned strength was 105 till 19-05-2003. After that, it was brought down to 45 for no reason. The trade does not appear in the existing SRO. Therefore these incumbents in the trade may be merged in the relevant trade. AFV Fitter/Fitter General since the trade does not exist in the schedule of SRO.

Action Taken/Present position

HVF needs to submit a proposal in this regard after studying all the possible repercussions. The same is awaited.

- 4.21 The Principle Bench CAT, New Delhi judgement in respect of upgradation of pay scales of Medical Attendants from Rs.1800/- to Rs.2400/- in OA No. 2313/12, dated 30-11-2012 may be implemented.

Action Taken/Present position

In compliance to the Hon'ble CAT judgement, Speaking Order has already been issued in the case under reference.

- 4.22 HVF Vijayantha Sr. Secondary School which is run by a society under HVF Management is getting subsidy which may be granted timely within the Financial year. The School Building is a Govt. Property, which needs to be renovated. Also proper buildings to be constructed with proper amenities for children. The condition of the existing building are very much in danger, which may cause mishap.

Action Taken/Present position

The subsidy is being granted every year as and when MoD sanctions are received. As regards building maintenance, the civil budget has been severely curtailed by the Govt.

5.0 REMARKS OF SHRI SADHU SINGH, MEMBER/STAFF SIDE

- 5.1 MCM have been granted the GP in Rs 4600/- as 3rd financial upgradation under the MACP Scheme which is being withdrawn on the directive of CGDA/PC of A(Fys.) on the pretext that the movement of MCM to Ch'man (T) is a promotion with 3 % incremental benefit, whereas according to existing SRO the same is not a promotion. Hence, who are holding the MCM post prior to 01-01-2006, they should be granted GP in Rs 4600/- under 3rd MACP. Further, as the matter is under consideration with M of D so recovery must be stopped and issue may be resolved without further delay.

Action Taken/Present position

Necessary instructions have been issued vide OFB Circular No. 01/CR/A/I/658 dated 18-02-2014.

- 5.2 Vide M of D ID No.8/IR/08/D(Fy.II) dated 25-09-2013 it has been clarified that IEs who have adopted the leave under the Factories Act, 1948, will be granted 30 days EL, but OFB has not issued necessary directives to the factories. This should be expedited.

Action Taken/Present position

Instruction has been issued vide OFB Letter dated 20-01-2014. Matter has attained finality.

- 5.3 PW Correlation with 6th CPC is pending since long and the proposal sent by OFB is under consideration with MOD. This should be expedited.

Action Taken/Present position

The matter is pending with M of D.

- 5.4 PW IEs are being paid OTA between 44¾ and 48 on the basis of 5th CPC pay scales and due to this they are getting less pay in comparison to Day Workers, which is causing discontentment amongst the employees. This should be looked into.

Action Taken/Present position

M of D has returned the proposal to OFB with certain observations. The same is being studied for appropriate response.

- 5.5 The Night Duty Allowance should be paid on the scales of 6th CPC instead of 4th CPC.

Action Taken/Present position

The matter is pending with Ministry of Finance.

- 5.6 On completion of 30 Years service, Labourer should be granted the Grade Pay of Rs 2800/-. Due to merger of Un-Skilled & Semi – Skilled, their promotion should be ignored on 01-01-2006 and the employee should be granted the Grade Pay Rs 1900/- & Rs 2400/- as 1st and 2nd ACP on the completion of 12 & 24 years qualifying service between 01-01-2006 to 31-08-2008. Thereafter, on completion of 30 years of regular service he should be granted 3rd financial up gradation under MACP scheme in the Grade pay of Rs. 2800/-. On or after 01-09-2008.

Action Taken/Present position

The matter is presently under consideration of MoD. The same came up for discussion during the meeting of federations with MoD recently. It was intimated that the issue would be examined in consultation with DOP&T.

- 5.7 All the MCMs who were drawing pre-revised pay at the stage of Rs 4500 / 4625 / 4750 / 4875 / 5000 were fixed at Rs 9300 plus GP 4200 w.e.f 01-01-2006 . Rule 7(1) (A)(ii) of the CDS (RP) Rules , 2008 states that the pay of Government servants drawing pay at two or more consecutive stages in an existing scale gets bunched , that is to say , gets fixed in the revised structure at the same stage in the pay band, then , for every two stages so bunched, benefit of one increment shall be given so as to avoid bunching of more than two stages in the revised running pay bands. In this regard, PCA(FYS) has clarified vide letter No. Pay /Tech-II/04/2011/15, dated 26-08-2011, even vide letter No. Pay /Tech-II/04 dated 03-09-2012 has circulated a Model Table. It has been implemented in all the Fys except Ord Fy Khamaria. This should be looked into.

Action Taken/Present position

The factory has been asked to give details of the issue. Once the same is received, it will be examined and necessary instructions issued.

- 5.8 Para 2 of OFB Letter No.800/SRO/A/I/245 dated 17-10-2013 on clarification regarding educational qualification for Direct Recruitment in Semi Skilled Grade stipulates that NAC and NTC are to be treated at par for all recruitment purposes. This should be amended because NTC holders do not have any practical experience whereas NAC holders acquire practical training in the relevant trade. Hence, preference should be given to NAC failing which NTC may be considered.

Action Taken/Present position

The OFB instructions are in line with the SRO 185 of 1994 which is a statutory order for recruitment of Industrial Employees.

- 5.9 Vide SRO 43, dated 24-06-2013 forwarded by OFB Letter No.288/RR/SRO/Clerical/A/NI, dated 14-08-2013 the qualifying service (residency period) for promotion from LDC/Hindi Typist to UDC has been enhanced from 5 to 8 years and for UDC to OS it has become 10 years. In such circumstances, those LDC/Hindi Typists & UDCs who were eligible for next promotion on or after 02-01-2013 according to erstwhile SRO, were hoping that they will be considered in next DPC, cannot be promoted due to enhancement in residency period and such posts will remain vacant for years. Hence, one time relaxation should be granted to those LDCs/Hindi Typists and UDCs who are eligible for promotion according to erstwhile SRO applicable till publication of new SRO (23-06-2013).

Action Taken/Present position

The case of one time relaxation for promotion from UDC to OS is under consideration of MoD.

- 5.10 IEs of FGK who are directly recruited in the pay scale of Rs 330/480/- (HS-II) after completion of Skilled Craftsman Training and granted 1st ACP in the pay scale of Rs 5000-8000/- should be granted 2nd ACP in GP of Rs 4600/- and 3rd MACP in the GP of Rs 4800/-.

Action Taken/Present position

The instructions on SCT have been studied. Only in respect of those departmental employees where no age relaxation is availed, there cases can be considered for 1st ACP under ACP scheme. However, the factory must study and make necessary recommendations on the case for further examination at OFB.

- 5.11 Recruitment Rules for Rajbhasha Cadre should be amended so that the promotion from Sr. Hindi Translator to Hindi Officer may be granted without further delay. The issue is pending since long.

Action Taken/Present position

SRO for Rajbhasha cadre is under consideration of MoD. Till such time there are no promotional vacancies available to affect promotions.

- 5.12 The issue of clubbing of Leather Machinist with Leather Process Worker for the purpose of promotion to the post of Ch'man (Tech/Leather) in OEF Kanpur is pending for a long time.

Action Taken/Present position

The case of Machinist (Leather) was under discussion at OFB for quite some time before being dropped for want of clear cut recommendation from OEFC. The factory has been asked to forward details of the case with necessary recommendations. If need be, a JCM sub-committee may deliberate the issue and submit its proposal for both the trades.

- 5.13 There is not a single sanctioned post of Leading Fireman in OEF Kanpur which is adversely affecting the promotional avenue to Fireman.

Action Taken/Present position

At present there are no posts available with OFB which can be spared for the factory. The cadre review proposal is with MoD. When the same gets approved, necessary consideration can be given to the issue concerned.

- 5.14 Posting of husband /Wife (IEs) in same station is under consideration in OFB since long. This should be expedited.

Action Taken/Present position

The file in respect of Industrial Employees has been submitted for examination. A committee might be necessary to look into the cases and make necessary recommendations.

- 5.15 Estate Advisory Committee meeting is not being convened regularly in Kanpur Group of Factories (OEF, OPF, OFC, SAF, FGK etc.)

Action Taken/Present position

The factories have been asked to convene regular meetings of Estate Advisory Committee.

- 5.16 To remove the stagnation in Store Keeper/Sup cadres, necessary action should be taken.

Action Taken/Present position

The matter is being examined at OFB.

- 5.17 In SAF, 2 posts of FED (Spl Gr) and 2 posts of FED Gr.II should be sanctioned for functional requirement.

Action Taken/Present position

Revival proposal for posts of Durwan and FED is under consideration of MoD.

- 5.18 MTS posted in OF Hospital should be paid OT Allowance according to the Factories Act, 1948. OFB had decided to provide OT to all Grp C ranks, but the same has not been implemented till date.

Action Taken/Present position

Matter is pending with M of D.

- 5.19 Necessary instructions for functioning of OF Recruitment Board should be issued without further delay so that the recruitment of Ch'man (T), LDC etc. may be conducted uniformly in all the OFs.

Action Taken/Present position

The matter was placed before the Board Meeting on 31-01-2014 and the Board has directed to re-submit a detailed proposal of recruitment by a single Ordnance Factory in the next meeting.

- 5.20 Group of Small Arms Factories are facing the lack of workload.

Action Taken/Present position

OFB is making all out efforts to provide workload to the factories.

- 5.21 GM/OFK is not receiving the Memorandum from the unions affiliated to BPMS.

Action Taken/Present position

The factory has stated that the Industrial Relations at OFK are cordial and harmonious. The status of production is healthy and as per information available on COMNET OFK is the No. 1 factory in this regard.

- 5.22 Family Planning Attendant (FPA) who are working in Family Planning Centres at OF Hospitals, are not getting Patient Care Allowance but Lady Health Visitors are getting Nursing Allowances @ Rs 3200/- per month. So, PCA should be also given to the FPAs.

Action Taken/Present position

Medical Assistant and Ward Sahayaks are getting Nursing and Patient Care Allowance based on a list circulated by MoD which does not include FPAs. Also there is a letter from DGAFMS which covers Lady health visitors only. The proposal will be studied at OFB and forwarded DGAFMS for necessary clarification.

6.0 REMARKS OF SHRI SURESH KUMAR, MEMBER/STAFF SIDE

6.1 The following issues are pending for a long time and stand unsettled till date:

- (a) Regarding Publication of Seniority List & promotion of Ch'man (T&NT) to JWM (T&NT), very few factories have sent requisite data to OFB till now. This should be expedited.
- (b) Regarding payment of PLB to DR Ch'man on probation, there is clear rule applicable to all employees of the Organisation except casual. OFB is still asking factories to provide data. This should be looked into for an early action on the matter.
- (c) In the last meeting of OFB JCM III Level Council on 07-06-2013, the issue of persons doing "Escort Duty" was discussed in detail and decision for granting of OT to them. However, the order for implementation is still awaited. Further, during discussion it was assured to implement ON-LINE duty roaster for escort duty to be implemented soon, which has not been done till date. Exemption from submission of bills for stay and food during Escort journey duty temporary stay at the road side hostel in night in remote area and taking food at road side DHABA/Hostels for which bill are not possible was discussed. Matter, however, is still pending for decision.
- (d) The Cadre Review Committee for CM & JWM has submitted its Report to OFB in September, 2012 but there is no decision taken at OFB end while the 7th CPC has been announced and this issue may be an anomaly in 7th CPC if left unsettled. The cadre review proposals of the Ch'man and JWM may be cleared before the 7th CPC starts functioning.
- (e) OFB announced that the vacancies of Ch'man (T&NT) through DR in newspaper inviting applications ON_LINE. Later due to technical reasons it did not open for filling of details. The problem persists till date. Present situation may kindly be resolved.

Action Taken/Present position

- (a) A task force has been created for the job. Factories have been asked to provide the necessary data so that the task force can start functioning. Inputs from most of the factories have been received. The task force is likely to begin the job in a short while.
- (b) The matter is being put up in the Board Meeting for decision.
- (c) A Committee has been constituted vide OF Board Order dated 21-01-2014 to examine the issue and make presentation before the Board during the week commencing from 17th Feb.
- (d) A cadre proposal regarding JWM has been forwarded to MoD. Response on the same is awaited.
- (e) The matter is being looked into by NADP.

6.2 There is an order of fixation of pay on promotion to a post carrying higher duties and responsibilities but carrying the same grade pay by the Ministry of Finance dated 07-01-2013. It is understood that the clause of this letter is neither accepted by PC of A(Fys.) , nor any further action taken by OFB in this regard.

Action Taken/Present position

The matter has been examined by the competent authority and it has been decided that Ministry of Finance OM dated 07-01-2013 is not made applicable in respect of OF Organisation owing to the condition laid down in para 3 of the OM.

- 6.3 Presently no incentive scheme is there for Ch'man & JWM of OF Organisation whereas this cadre is directly involved in the Production activities. Other Production Units under Govt. of India are providing the same to their supervisory cadre. It is therefore requested to introduce an incentive scheme for Ch'man and JWM of OF Organisation to enhance the motivation levels and productivity.

Action Taken/Present position

The point has been noted.

- 6.4 This is a genuine issue lying pending since 2002 when residency period of Asstt. was relaxed one time for the promotion of OS. This was raised at the time of 6th CPC and OFB agreed that there was no corrective action taken at that time to increase the higher grade ratio at OFB level. Due to the above, anomaly in the promotion of Ch'man NT (OTS) is badly affected. It is requested that the issue may be settled at top priority.

Action Taken/Present position

The matter is in the knowledge of OFB. However, there is no immediate remedy to the problem till such time a via media is created through cadre review.

- 6.5 The issue of "completion of probation of DR Ch'man of 2010 batch" should be settled immediately with the withdrawal of mandatory training instruction of OFB which is not as per existing SRO. Maximum DR Chageman of 2010 batch have completed successfully the probation period of 2 years.

Action Taken/Present position

Details would be called from the factories and examined at OFB for necessary action.

- 6.6 To provide complete coverage to the individuals (including CM & JWM) working in risky and highly hazardous places in factories, a committee should be formed for all those operations where IEs are getting risk Allowance. The same should be extended to NGOs and JWMs also.

Action Taken/Present position

The matter is pending with M of D.

- 6.7 The promotion to JWM and AWM is not taking place despite posts lying vacant. Action may be initiated immediately to release the promotion orders.

Action Taken/Present position

Proposal in this regard has been submitted to UPSC.

- 6.8 As per the standard norms, president and GSs or their nominees of all the Federations and confederations should be invited in Apex Meeting whereas in OFB – Apex Meeting President and GS/CDRA or their nominees are not being invited.

Action Taken/Present position

Matter was taken up with CDRA. CDRA Nominated Shri Suresh Kumar and Shri Manoharan for APC participation. Since Shri Suresh Kumar is already represented from JCM, CDRA was again interacted with. Response from CDRA is awaited.

- 6.9 It has been observed that the OFC management has not issued non-accommodation Certificate for the last 5 years to any individual while as per information given by the OFC management itself applicants are many more than the quarters vacant.

Action Taken/Present position

Necessary Instruction to Dir/A/W has been issued for constitution of Committee at the Factory level to find out habitable and inhabitable quarters and to issue NAC for grant of HRA.

- 6.10 The resultant vacancies of JWM (LDCE quota) are still lying pending for filling up. Immediate action may kindly be taken on the same.

Action Taken/Present position

Action has been initiated for filling of DR vacancies. Action for filling LDCE vacancies would be taken subsequently.

7.0 REMARKS OF SHRI V. K. DUBEY, MEMBER/STAFF SIDE

- 7.1 All the points raised in the previous meeting are yet to be sorted out. Those points are also to be included in this meeting and speedy action for redressal to be taken.

Action Taken/Present position

The point has been noted.

7.2 ONE TIME RELAXATION FOR REMOVAL OF STAGNATION :

(a) Store Keeper and Supervisors are stagnating in their respective grades for 26 and 29 years. As per 6th CPC recommendation 8 years in Store Keeper and 10 years in Supervisor is required for promotion. As a one time relaxation promotion may be attached to Ch'man on 18 years of combined service. DOPT proposal vide their OM No. AB. 14017/61/2008-Estt (RR), dated 24.03.2009 refers.

Apropos to the subject above, it is intimated that the Supervisor (Stores) are stagnating in the same post for the past 27-28 yrs nearly in all the Ordnance Factories. To remove this stagnation of Supervisors the matter was discussed repeatedly at length at OFB level during the JCM-III meetings. During deliberations in the JCM-III Steering Committee meeting held on 18.09.2013 it was agreed in principle that a proposal will be prepared to remove stagnation.

IOFNTSSA has gathered the requisite information from all the Ordnance Factories and requests that the existing Supervisors who are before 1.01.2007 may be considered for one time relaxation and may be promoted to Chargeman. The stagnation positions of Supervisors serving in various Ordnance Factories are as under:-

SNo	Name of factory	Stagnation of Sup./ Store	Remark
1	Ordnance Factory Katni	07	
2	Ordnance Factory Itarsi	Nil	
3	Ordnance Factory Medak	08	
4	Ord Cable Factory Chandigarh		
5	Ordnance Factory Badmal		
6	High Explosive Factory Khadki		
7	Ordnance Factory Dehu Road		
8	Ordnance Fy Ambernath		
9	MTPF Ambernath		
10	Ordnance Factory Vargaon		
11	Ordnance Factory Bhusawal		
12	Ordnance Factory Bhandara		
13	Ordnance Factory Ambajhari	NIL	
14	Ordnance Factory Chandrapur		
15	Cordite Factory Aruvankadu		
16	Heavy Vehicle Fy Avadi	15	
17	Ordnance Clothing Fy Avadi		
18	Ammunition Factory Khadki	03	
19	Engine Factory Avadi		
20	Ordnance Fy Tiruchirapalli		
21	H.A.P.P. Tiruchirapalli		
22	Ordnance Fy Dehradun		
23	Opto Elec Factory Dehradun		
24	Ord Equip.Factory Kanpur		
25	Ordnance Para Fy Kanpur		
26	Ordnance Factory Kanpur	16	
27	Small Arms Factory Kanpur	15	
28	Ordnance Fy Project Korwa		
29	Field Gun Factory Kanpur		
30	Ord Cloth Fy Shahjahanpur		
31	Ord Factory Muradnagar		
32	Ord Factory Hazratpur		
33	Metal & Steel Fy Ishapur		
34	Rifle Factory Ishapur		
35	Gun & Shell Fy Cossipore		
36	Ordnance Factory Dumdum		
37	Ordnance Factory Nalanda		
38	Vehicle Factory Jabalpur	25	
39	Ordnance Factory Khamaria	26	
40	Gun Carriage Factory	17	
41	Grey Iron Foundry	06	

In view of above, it is requested to do the needful to remove the stagnation of Supervisors by exploring the possibilities of transferring the vacancies of C/M(T) to C/M(NT) as the Cadre Review Proposal of this Cadre is already pending with Finance Division after getting cleared from MoD vide OFB ID No. 340/supervisor-SK Committee/A/NI, dt 29.06.2012 for its final approval and it is likely that 269 vacancies of Ch'man(Stores) will be enhanced wherein these vacancies can be recouped/adjusted and the remaining vacancies can be further recouped/adjusted gradually as and when fallen vacant. This proposal was also agreed by all the three Federations and all members of JCM-III present in the Steering Committee meeting held on 18.09.2013.

Action Taken/Present position

Factories have been asked to provide data for necessary examination of the case. Data from several factories is still awaited.

- 7.3 Departmental Promotion Committee(DPC): The qualifying service for promotion of SK and Supervisor Stores and OTS have been amended, the DPC conducted once in a year does not include the individuals who are on the verge of completing the qualifying period in another one or two months, therefore their promotions are delayed by another one year. It is requested to consider either to include these individuals in the DPC list or to conduct DPC TWICE IN A YEAR.

Action Taken/Present position

Conduction of DPC twice in a year is not possible, the same being contrary to rules and instructions on the subject. Also the 1st of January being the eligibility date, this in no way going to benefit anybody.

- 7.4 MACP in HIERARCHICAL Grade Pay: The sixth pay commission recommended the MACP to the employees, where it was directed by the Govt. to provide MACP in the next immediate Grade Pay. Our members of CDRA have sought legal remedy and the judgement directing to provide MACP in the hierarchy of promotional Grade Pay. It is requested that OFB recommend providing MACP IN THE PROMOTIONAL GRADE PAY. This has also been decided by Hon'ble CAT Principal Bench, New Delhi vide order no. 904/2012, dt 26.11.2012, Chandigarh High Court vide order no. CWP No. 19387/2011, dt 19.10.2011, Chandigarh Tribunal Branch OA No. 1038/CH/2010, dt 31.05.2011 and Supreme Court SLP 7467/2013, dt 15.04.2013.

Action Taken/Present position

The matter is pending with DOP&T.

- 7.5 Grant of MACP: MACP for the fireman (LHF & FED) may to be fixed at Rs 2800/- Grade.

Action Taken/Present position

The matter is being examined at OFB. (A/NI)

- 7.6 SRO AMENDMENT OF CHARGEMAN (NT) STORES AND OTS.

Our proposals submitted for the amendment of SRO is as below:

(a) 50%, 25% & 25% for promotives, DR & LDCE are to be for the posts and not for the vacancies

OR

The percentages must be 66%, 17% & 17% for promotives, DR & LDCE.

(b) Cent percent from supervisor OTS promotion to the post of Chargeman OTS.

(c) Qualifying period – After completion of 10 years in the post. Failing which by promotion from Store Keeper and post of supervisor with 18 years of regular service. For Chargeman/Stores.

Qualifying period – After completion of 10 years in the post. Failing which by promotion from LDC and post of Supervisor with 18 years of regular service. For Chargeman/OTS. Kindly refer SRO 185 AS in the case of IEs.

(d) As the Sr DEO and the Tracers are now in the stage of Chargeman, the percentage of 3% each may be revised to 2% each and balance 2% to be allotted to CMDs. As they are stagnated for very long period of time. Totally CMDs to be allotted 5%.

Action Taken/Present position

The SRO proposal in respect of Chargeman (NT) and Chargeman (NT/OTS) would be finalized after taking into account all the proposals submitted by federations and associations incorporating the same wherever found feasible.

7.7 The vacancies for which OFB has already conveyed its approval to the respective factories immediate action may be taken up for filling up of vacancies of Store Keeper, LDC, JHT and Skilled workers and labourers. Vacancies are still lying vacant at HVF, OF Bhusawal and VFJ, etc. for which OFB has already given its approval during the year 2010 and thereafter.

Action Taken/Present position

Necessary instructions have been issued by the operating divisions to all recruiting factories.

7.8 **Removal of stagnation & increasing the ZBB of Ch'man(STORES) and OTS as per the 2010 ZBB:** Removal of Stagnation in Supervisor OTS & Supervisor Stores on top priority. The ZBB strength of Chargeman Stores & OTS published during the merger of Chargeman II & Chargeman I as per the 6th pay commission's recommendation may be restored with the earlier ZBB strength reconsidering the recoupment of deficiency of 295 vacancies reduced on 22.01.2010, so as to remove stagnation in the post of Supervisors.

Action Taken/Present position

The posts got abolished during the ADRP period, and the sanctioned strength is being regulated accordingly. None of the posts which got abolished during the ADRP are being permitted to be revived by MoD.

7.9 **INEQUAL STEPPING OF PAY FOR DR AND PROMOTIONAL QUOTA:** Pay stepping-up on same cadre by promotion should be implemented as DR. Employees inducted through DR are being fixed at a Basic Pay of Rs 7510 with GP Rs 2400 and on the contrary those promoted

from Store Keeper to Supervisor (Store Stream) are being fixed at the BP of Rs 6800/6900 which is injustice to these categories of persons.

Action Taken/Present position

The matter is being examined at OFB.

7.10 DISPARITY IN FILLING UP OF THE VACANCIES OF CHARGEMAN: Methodology followed for filling up the vacancies of Chargeman Stores and OTS are wrongly being implemented by few factories. Kindly provide the copies of instructions issued to the factories. Undue importance is being given for filling up DR and thereby the total DR are more than 25% which deprives the promotional candidates. Many of the factories are taking action for filling backlog in DR & LDCE in both Chargeman (Stores) and Chargeman (OTS) without prior sanction from OFB, which deprives the promotional opportunity of Supervisors who are already stagnated. (HVF, EFA, OF Bolangir, OF Ambajhari, OF Ambernath, OF Varangaon & MSF Ishapore etc). OFB should issue clear methodology for filling up the vacancies i.e. (50%, 25%, 25%). Presently it is as per the will and pleasure of the management and the dealing staff of Establishment Section. The following is envisaged of HVF Avadi would illustrate this:

(a) In HVF, the feeder category for promotion to both the posts of Supervisor/NT(OTS) and Upper Division Clerk was Lower Division Clerks.

(b) Though the option is asked for consideration for above promotions, in order to get rid off the long stagnation in the post of LDC, those LDCs who have given the option to accept whichever posts comes first were considered for the post of Supervisor/NT(OTS).

That those LDCs, who have opted for UDC were promoted to UDCs only.

That there is no option available for consideration of promotion from the posts of Supervisor/NT(OTS) and UDC since both were considered for promotion to different streams of channel namely Supervisor/NT(OTS) to Chargeman/NT(OTS) and UDC to Office Superintendent only.

The promotion from Supervisor/NT(OTS) to Chargeman/NT(OTS) is taking place only after too much delay in comparison with promotion from UDC to Office Supdt. In comparison, it may be noted that the last promoted Supr/NT(OTS) to Chargeman/NT(OTS) in HVF was appointed as LDC on 10.12.1983 and promoted to Supr/NT(OTS) on 06.08.1999 and then promoted to Chargeman/NT(OTS) on 01.06.2013 i.e. after 12 yrs and 10 months whereas the last promoted UDC to OS in HVF was appointed as LDC on 02.08.1989 and promoted to UDC on 03.05.2004 and then promoted to OS on 03.07.2013 i.e. after 8 yrs and 02 months. This indicates that the promotion from Supervisor/NT(OTS) to CM/NT(OTS) in HVF takes place in almost 13 yrs whereas the promotion from UDC to Office Superintendent takes place in 8 yrs giving a great injustice to the LDCs promoted to Supervisor/NT(OTS) not because of their fault especially when both the categories are working under same employer and same factory.

It is also a matter of fact that 12 UDCs who were junior to Shri A. Rajasunder Singh, the senior most Supr/OTS, in the feeder category of LDC were promoted to Office Superintendent over the years so far.

The sanctioned strength of CM(OTS) in HVF is 37 and the ratio of filling the vacancy being followed is 50 : 25 : 25 percentage from promotion, LDCE and Direct Recruitment respectively. If this is correct, then there would be 19 Promotees, 09 LDCE and 09 DR CM(OTS) in HVF whereas at present, the holding strength of CM(OTS) is 11 Promotees, 12 LDCEs and 10 DR. It indicates that 08 vacancies of promotees have been either filled from other LDCE/DR or kept unfilled. The Management did not take necessary precaution resulting in this injustice and the affected employees were denied their legitimate promotion.

That it is also pertinent to note that the posts of Chageman/NT(OTS) has been abruptly reduced in HVF causing further stagnation of Supervisor/NT(OTS) in promotion.

That the Pay Band and duties being carried out by Supervisor/NT(OTS) and UDC are same and identical but great disparity is being meted out to Supervisor/NT(OTS) in promotion, compared to UDCs.

That the Supervisor/NT(OTS) are being pushed to the agony of mental distress and frustration of this great injustice of in-ordinate delay in promotion when their juniors in feeder category is getting promotion to Office Superintendent much earlier not because of their mistake or fault but the cruelty of the system.

That it may also be relevant that at the time of offering promotion to Supervisor/NT(OTS), the concerned LDCs were not cautioned officially that if they accept the post of Supervisor/NT(OTS), their subsequent promotions will get affected, resulting which those LDCs who had accepted the post of Supervisor/NT(OTS) on the ground of progression of their long staggering service, have been penalized by promoting their juniors to higher posts and put them to languish in the post of Supervisor/NT(OTS) for countless years.

Further, now it is understood that the post of LDC has been removed from the list of feeder categories of Supervisor/NT(OTS) and erstwhile LDCs who have been promoted to Supervisor(OTS) are bound to do the clerical jobs as of UDC but denying timely promotion at par with their corresponding category of UDC without any benefit.

Therefore, it is requested for kind consideration of any of the following remedial measures to alleviate the grievances of Supervisor/NT(OTS) in HVF Avadi and other sister factories as mentioned in the main para.

(i) Since Pay band and duty are same and identical, both the posts of Supervisor/NT(OTS) and UDC have to be merged and subsequent promotion to be affected from a combined seniority list based on their appointment in LDC especially when the category of LDC has been removed from the list of feeder categories of Supervisors/NT(OTS).

(ii) Supervisor/NT(OTS) should also be treated as a feeder category along with UDC for promotion to the post of Office Superintendent and necessary Option should be asked from Supervisor/NT(OTS) for promotion to the post of Office Superintendent as the Pay Band and duties assigned to the post of Chageman/NT(OTS) & Office Superintendent are same.

(iii) The number of post of Chageman/NT(OTS) may be increased to that Office Superintendent by way of transfer from Chageman(T) or any other means as a one time measure and promotion of Supervisor/NT(OTS) may be carried out at par with their corresponding posts of UDCs.

(iv) All the Supervisor/NT (OTS) may be re-designated as Ch'man/NT(OTS) as a one time measure as was done in the case of erstwhile Supr(T) especially in the light of removal of LDC from the feeder category for Supervisor/NT(OTS).

(v) Withhold recruitment under LDCE & other Direct Recruitment for CM/NT (OTS) till exhausting the existing Supr/NT (OTS) of clerical cadre.

Action Taken/Present position

The promotions to various categories have to be governed by SRO stipulations. Till such time SROs are revised to incorporate the above suggestions, the same is not possible. Further, till such time withholding of LDCE recruitments and other direct recruitments may not be possible.

- 7.11 **CONSTRUCTION OF INDOOR STADIUM AT VFJ** : FSPB has approved the construction of Indoor Stadium at VFJ Jabalpur during the Annual General Body meeting held at OF Medak on 05th Jan'2013 (agenda Point No.10 C). In this regard it is submitted that VFJ is not in a position to process further as they are not having any clear cut decision that the Indoor Stadium to be built should be of which level ie. National/International/State level and its capacity accordingly. Hence, it is requested that the Indoor Stadium may be constructed of a National level Stadium so that the budding sportsman are benefited in all respect and the Stadium is gainfully utilized by the employees and their wards. The guidelines may be communicated to VFJ immediately and instructions may also be conveyed to VFJ for its immediate implementation to construct the Indoor Stadium.

Action Taken/Present position

The matter came up for discussion during the Annual General Body Meeting of Sports Promotion Board and was dropped in consultation with Central Zone Sports Council, as there are sufficient open air facilities in the Jabalpur Group of factories.

- 7.12 **MERITORIOUS SPORTSMAN APPOINTMENT OF:** Against all recruitments for the posts of NGO/NIEs/IEs, 3% quota may be filled by the meritorious sportsman from the sports viz. Hockey, Kabaddi, Basket Ball, Volley Ball, Weight Lifting, Power Lifting, Athletics, Cricket, etc.

Action Taken/Present position

In the Annual general Body Meeting of Sports Promotion Board, a decision has been taken to recruit 10 athletes and 4 badminton players. Recruitments are to be done by OFC centrally.

- 7.13 **FILLING UP OF THE VACANCIES OF HINDI OFFICER:** 15 vacant posts of Hindi Officers should be filled up the earliest.

Action Taken/Present position

There are no promotional vacancies in the cadre of Hindi Officers.

- 7.14 **CADRE REVIEW:** (a) Cadre Review of Rajbhasha cadre should be done at the earliest.

Action Taken/Present position

Cadre review proposal of Rajbhasha is under consideration of Ministry.

- 7.15 Cadre review proposals for Stenographers cadre, Security, Fire Staff, Store Keeping Staff and Canteen Staff are pending with MOD. The status may be given and action for its implementation may be done at the earliest.

Action Taken/Present position

All the cadre review proposals are with MoD and are being expedited regularly.

8.0 REMARKS OF SHRI T. PANCHAKSHARAM, MEMBER/STAFF SIDE

- 8.1 MACP benefits for Ex-Serviceman may be granted by counting his erstwhile Military Service as per DOP&T clarification number 13 on ACP. However, the same is not granted to one Ex-Service man of HVF viz. Shri Ramu Sankar (UDC). OFB may kindly arrange to issue necessary instructions in this regard.

Action Taken/Present position

The matter is being examined at OFB.

- 8.2 In HVF the uninhabitable Quarters are taken as vacant Quarters and on that plea HRA is not released to the employees who are eligible for type – I, II & III. This is a serious matter. OFB may intervene in the matter and HRA may be released to the concerned employees.

Action Taken/Present position

Necessary Instruction to Dir/A/W has been issued for constitution of Committee at the Factory level to find out habitable and inhabitable quarters and to issue NAC for grant of HRA.

- 8.3 The proposal for implementation of the resultant vacancies after 20/5/2003 on implementation of 45:55 ratio for IEs at HVF Avadi has been forwarded to OFB and it is understood that the same is under consideration of PC of A (Fys). The same may please be approved.

Action Taken/Present position

Matter is under consideration of PC of A (Fys).

- 8.4 The ACP issue of erstwhile Checkers of HVF may be settled by treating their placement to LDC / SK as appointment as was done in Jabalpur Group of Factories.

Action Taken/Present position

The matter is being examined at OFB. (A/NI)

- 8.5 Compensating for OT for those employees who are deputed for official duties is still not settled. OFB may kindly settle the same at the earliest.

Action Taken/Present position

A Committee has been constituted vide OF Board Order dated 21-01-2014 to examine the issue and make presentation before the Board during the week commencing from 17th Feb.

- 8.6 HVF Vijayantha Higher Secondary School may be departmentalized by getting MOD approval and pending the same, financial aid may be enhanced and released on time. The School building may also please be renovated since the building is in a very damaged condition causing safety risks to the students and Staff.

Action Taken/Present position

The subsidy is being granted every year as and when MoD sanctions are received. As regards building maintenance, the civil budget has been severely curtailed by the Govt.

9.0 REMARKS OF SHRI V. K. TIWARI, MEMBER/STAFF SIDE

- 9.1 The result of the LDCE Examination is to be published vide OFB Instruction No.3658/JCM/A/NG dated 12-01-2004. But the same has not been published for the year 2012-13 and 2013-14, by many of the OFs like OF Kanpur. The same may please be published immediately.

Action Taken/Present position

Wherever eligibility criteria and educational qualifications are found to be as per requirement, results have been published. Wherever there is an element of doubt regarding the same, results have not been published. Some of the candidates whose results have not been published have approached court of law. Necessary action in this regard is being taken by OFIL Kanpur and OFC.

- 9.2 Many employees of various OFs were deployed for the Escort duty. They are losing their OT. Also their bills are not being accepted by Accounts Office on spurious reasons.

Action Taken/Present position

A Committee has been constituted vide OF Board Order dated 21-01-2014 to examine the issue and make presentation before the Board during the week commencing from 17th Feb.

- 9.3 In OFs, Employees of the posts of UDC, LDC, Store Keeper, CM(T) etc are deployed in the sensitive sections. As per OFB Instruction, they may be transferred after 5 years. But, in most of the OFs it is seen that such employees are posted in a particular place for more than 15 to 20 years. OFB Instruction may be strictly followed in this matter.

Action Taken/Present position

The point has been noted. However, Ordnance Factories being production units, functional requirements must be understood and respected.

- 9.4 As per the provision of SRO of Industrial Employees, 20% Labourer may be promoted to Tradesman through Trade Test, which is not being maintained by many OFs. This should be looked into as per the provisions of SRO.

Action Taken/Present position

The point has been noted. Factories are free to make promotions every time they get posts for direct recruitment. However, the reduced strength of labourers may force factories not to re-designate them. The functional requirements and necessary actions are to be taken by the respective factories.

- 9.5 As per the Instruction No.1(1)/2011/TA/292/Ministry of Finance/Department of Expenditure/Controller General of Accounts dated 31-03-2012, cash payment may be made up to an amount of Rs.25,000/-. But the same is not being followed. The payments which are made through Bank, specially the amount of Festival Advance, are not received in time. This should be looked into.

Action Taken/Present position

Instruction for payment of Festival Advance in time is being issued.

- 9.6 HRA is not being paid to 800 (approx) employees of SAF, FGK and OFC for the last 4 years after surrendering their Quarters. The same may be given immediately.

Action Taken/Present position

Necessary Instruction to Dir/A/W has been issued for constitution of Committee at the Factory level to find out habitable and inhabitable quarters and to issue NAC for grant of HRA.

- 9.7 It was decided to provide Uniforms to all the employees of OFs but the same has not materialized till date.

Action Taken/Present position

MoD was written to amend the original order which stipulated in-house stitching of uniform. The same is awaited.

- 9.8 The OFs which are having their own Estates, may be provided Govt. fund for the maintenance of the Electrical and Civil maintenance of the Estates.

Action Taken/Present position

It is being done as per budget projection by the factories and availability of funds.

- 9.9 The following instructions issued by PC of A(Fys.) and OFB are not being followed in OFs like OF Aj, FGK, OFC, OEFC, OEF HZ, VFJ etc. The same may be strictly adhered to:

- (i) No.Pay/Tech-II/04/2013/26 dated 16-09-2013
- (ii) No.340/MISC/Durwan/A/NI dated 25-06-2013
- (iii) No.Pay/Tech-II/04 dated 21-03-2013

Action Taken/Present position

Comments would be sought from the factories whether or not the instructions are being followed.

10.0 REMARKS OF SHRI V. L. NAWADE, MEMBER/STAFF SIDE

- 10.1 In OF Dehu Road, the written Exam for recruitment of the Durwans, Fire Staff and Store Keepers was held on 08-09-2013. All the candidates were called for their Physical Fitness Test also on 09-09-2013 and the result was displayed on 12-09-2013. The above stated procedure is not understood to be the correct one and hence, an enquiry may be done on the same.

Action Taken/Present position

What is not correct about the procedure may be stated clearly for further action on the matter.

- 10.2 In OF Dehu Road and other OFs, there is problem of OT in Production and Non-Production areas. This problem should be removed.

Action Taken/Present position

The quantum of work and overtime to the employees is to be decided by each factory based on functional requirement.

- 10.3 In OF Dehu Raod, One employee Bapu Kanhdwale died in Factory Accident on 17-03-2006. His family has got the compensation (Ex-gratia) in the 5th CPC rate. He may be paid Rs. 10 lakh as an Ex-gratia amount as per the Govt. Rules.

Action Taken/Present position

OFDR was asked to furnish information on the point. Factory has intimated that requisite documents with proposal will be furnished very soon.

- 10.4 OF DR management is harassing the GS/BPMS affiliated Union because of which IR situation of the Factory is likely to suffer. It I requested to look into the matter and intimate the factory.

Action Taken/Present position

Comments of the factory has been sought on the issue. However, the exact nature of alleged harassment may please be specified.

- 10.5 The Army Station HQrs is situated near OF Bhusawal. Army Hqrs. has decided to shift the same to some other place. In the past, OFBh got 28 acre land from Army HQrs. AQt present, the area available with the Army Station HQrs is 250 acre. They are vacating the land. This 250 acre land may be taken under the control of OFBh for establishment of PINAKA PROJ.

Action Taken/Present position

The point has been noted.

- 10.6 The maintenance work of OFCh Estate has not been done for a long time. It has become an accident prone zone. GM/OFCh may be requested to do the maintenance work of the Estate.

Action Taken/Present position

Comments have been sought from OFCh on the issue.

- 10.7 The recruitment against 67 vacancies of IEs in OFBh is put on hold because of certain vigilance enquiry. Now the written exam has been cancelled. The factory may be requested to take recruitment action at the earliest.

Action Taken/Present position

The factory is taking necessary action in the matter.

- 10.8 The post of Ch'man is filled in many factories through LDCE. Many factories are not having eligible candidates for appearing in the exam, because of which the posts are lying vacant. It is requested to allow employees of other factories to be considered for promotion against the said vacancies.

Action Taken/Present position

The proposal has been examined. Granting permission to such select factories may lead to an anomalous situation and lot of litigation.

- 10.9 The employees are being referred by the Factory Hospitals to the Civil Hospitals which in turn refer the patients to Specialist Centres in big cities. Because of this double reference system, patients are unduly harassed. The PMOs may be authorized to refer patients directly to the Specialist Centres.

Action Taken/Present position

Clear cut provisions are there in the OFMR. OF Hospitals are authorized to refer the patients to Civil Hospitals only. However, the employee can make an application and with due approval of HOD can go to nearest CGHS recognized center without availing TA/DA.

- 10.10 Wherever blood tests are suggested to OF employees for test which are not available in the Factory Hospitals, bills from private pathologists may be reimbursed.

Action Taken/Present position

In respect of those factory hospitals which do not have necessary lab facilities for certain tests, OFMR provides for the OF Hospitals to enter into a tie-up with local hospitals for providing facilities for such tests and payment is made by the factory. Employees need not go to private pathologists directly.

- 10.11 In several factories promotion against 3% PH quota is not being accorded. Some of the Factories do not even have a roster. 3% Reserved quota for the PH employees may be implemented to the earliest.

Action Taken/Present position

OFB Instruction No.039/44/A/A dated 15-06-2006 was issued vide which DOP&T OM No. 36035/3/2004-Estt(Res), dated 29-12-2005 was circulated for implementation.

11.0 REMARKS OF SHRI D. H. UPASE, MEMBER/STAFF SIDE

11.1 Leave encashment calculation :

This has in reference to the letter No. 265/A/A/XXXIX, Government of India, Ministry of Defence, Ordnance Factory Board, Kolkata.

The employees of Ordnance Factory, who are being promoted as Chageman from the post of MCM/HS-I are having disparity in the calculation of leave encashment.

“for example if an employees in MCM is having 275 leaves balance with 35% DA and after promotion for Ch'man he is having 25 leaves balance with 80% DA. Then the calculation for leave encashment, in OFCH is done separately for leave balance in MCM with 35% and leave balances in Ch'man with 80% DA thereby creating disparity in payment of leave encashment.”

Therefore it is requested to issue directives for following the above mentioned OFB letter while calculation of leave encashment with the DA at the time of last payment drawn.

Action Taken/Present position

Necessary instructions have been issued vide OFB Circular No. 265/A/A dated 16-12-2013.

11.2. Exemption from submission of Food Bill receipt:

As per the recommendations of VI CPC, the Central Government Employees deputed for temporary duty (TD) to outstations are not entitled to daily allowance as per practice in vogue previously. As per the recommendations of VI CPC, they will be allowed Accommodation charges, travelling charges and food/messing allowance as per their entitlement, subject to submission of bills for the same. However, ordnance factory employees are deputed to remote locations and obtaining a bill is not always possible.

Attention is invited to the letter referred above, which has been replied by the office of CAG (supreme Audit agency in India) to a RTI query about regularization of subject claims. Your attention is kindly invited to reimbursement of Food bills & Taxi Bills, “In case it is impossible to obtain the food bill, the same may be reimbursed by producing the certificate submitted by the employee.”

During escorting/deputation following impractical conditions are being faced by the Chageman:

- i) Chageman has to complete the given assignment in time bound manner. To meet the given task they have to move round the clock through the truck/train. As a result they do not find appropriate time to take food in right time as well in right place.
- ii) Some times deputies eats light foods like fruits, milks, coffee, tea snacks etc for which no food bills are available.
- iii) Chageman are being paid Rs. 188/- per days as food bill. At least Rs. 230/- (breakfast Rs. 40/- lunch 80/- mineral bottle two nos. 30/-) is required in outstation for food whereas they are getting only Rs. 188/- which is quite less than the actual expense.

It is therefore requested to take up the matter with PCFA for reimbursing the food bills in the format of certificate provided in Annexure-B of CAG letter in case chargeman/staff/IEs fails to obtain receipt of food bills.

Action Taken/Present position

A committee has been constituted vide OF Board Order dated 21-01-2014 to examine the issue and make presentation before the Board.

Simultaneously the issue of food-bills has been taken up with PC of A(Fys.), Kolkata vide OF Board letter dated 17-12-2013 for issue of necessary Instruction in terms of CAG Letter dated 03-02-2010. PC of A(Fys.) has been expedited vide OFB letter dated 11-02-2014.

11.3 Overtime allowance at par with O.F. Chanda Factory O.T. for Revalidation work of fuzes.

A good number of Charge3man's/IEs of O.F. Chanda are being deputed to Leh, Laddakh, Bharatpur, Siligudi for revalidation work of fuze. It is learnt that some Chargemen who have no experience of working / dealing with Fuze are also being deputed for the subject job. Following few points in this regards are being submitted for consideration at OFB:

- i) Chargeman will supervise the subject revalidation work which will be done by Industrial employees deputed from OFCH and few others that are available at the site.
- ii) A Ch'man who has no experience of working with/supervising the work with Fuze will not be able to detect any fault / non-conformity, if any at site with the established procedure for subject job.
- iii) If the procedure followed while dealing with Fuze deviates from established procedure, there are fair chances of occurrence of a major accident.
- iv) If an accident occurs during such revalidation anything viz. person, property etc in the sphere of influence, everything will be affected / demolished / destroyed.
- v) Who will be held responsible, if such accident occurs at the site of revalidation?
- vi) Who will be held responsible for probable loss to nation's property and life of government servants if such accident occurs at the site of revalidation?
- (a) As this duty of revalidation/dealing with Fuze is very vital and sensitive in nature, it is humbly requested to direct the concerned to ensure that the Chargemen who are having experience of dealing with Fuzes are only be deputed for the subject revalidation work.
- (b) Chargeman/IEs from other factories (dealing in Explosive) may also be deputed for revalidation work of fuze considering the huge target of O. F. Chanda.
- (c) O.T. at par with O.T. allowance of OF Chanda factory may be given as special case for revalidation work for deputations. This deputation brings disparity of Salary when at Local station. Hence, Overtime allowance should be given to CMs/IEs during deputation to Outstation.

Action Taken/Present position

A committee has been constituted vide OF Board Order dated 21-01-2014 to examine the issue and make presentation before the Board.

11.4 Escort duty.

Escorting of any ammunition is to be carried out by DSC Personnel vide MOD instruction No.20/US(IS)D(Fy-II)2003 dt. 09-08-2004 & OFB No.65/Escort/Policy/Fys/A/S dt.05-08-2009. In OF Chanda a good number of Ch'man/SK/LDC are being deputed for escorting of Ammn/samples.

Therefore it is requested to (a) exempt those Ch'man/SK/LDC who are not willing for escort duty. In case of urgency or requirement, depute only those Chargeman/SK/LDC who are willing for the same by to & fro journey of train and not by explosive van or armed personnel's vehicle.

Action Taken/Present position

The Escort duty is a functional necessity which cannot be waived.

- 11.5 Risk allowance for Chargeman/JWM:** Workmen are covered with Risk allowance whereas Chargemen/JWM working in same hazardous / danger areas/buildings of the Factory are not entitled for the same. Therefore Risk allowance should also be given to Chargeman/JWM and introduction of Life Insurance Scheme for those Chargeman/JWM who is working in such hazardous areas.

Action Taken/Present position

A proposal is pending with MoD. Certain new inputs have since been studied and being forwarded to MoD for necessary consideration.

12.0 REMARKS OF SHRI B. R. NARESH KUMAR, MEMBER/STAFF SIDE

- 12.1 Payment of PLB to IEs:** (a) IEs work on day-wage basis and wages are calculated minute to minute. Monthly wages of IEs are paid only for the duty worked by them only. The PLB, however is calculated on monthly basis. IEs are working 298 days (Excluding 52 Sundays and 16 holidays)/year. Average monthly working days are 24.83 only.

Present Calculation of PLB

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

As per IEs wages system

Yearly days	Sundays + holidays	Yearly working days of IEs (1-2)	Average monthly working day of IEs	Bonus ceiling	Per day bonus ` (5/4)	No. of bonus days	Total bonus amount of ` (6/7)
365	52+16=68	298	24.83	3500	140.95	40	5636

Hence, payment of the bonus limit amounts to Rs 3500/- divided by monthly average working days of IEs i.e., 24.83 X number of days please.

- (a) OFB / Ministry of Defence / Government of India is not paying the PLB for the IEs as per the monthly earning wages. But the calculation system for the bonus is as per the monthly ceiling payment i.e. Rs 3500/-.

The Ordnance factories are production units and turnover is calculated on fiscal year basis. These Factories are covered under Factories Act 1948 and all the employees are covered under PAYMENT OF BONUS ACT, 1965 RULE 10.

PAYMENT OF BONUS ACT, 1965 RULE 10 says that : payment of minimum bonus.-
“Subject to the other provisions of this Act, every employer shall be bound to pay to every employee in respect of the accounting year commencing on any day in the year 1979 and in respect of every subsequent accounting year, a minimum bonus which shall be 8.33 per cent of the salary or wage earned by the employee during the accounting year or one hundred rupees, whichever is higher, whether or not the employer has any allocation surplus in the accounting year”.

Hence, PLB should be paid as per Bonus act 1965 to all employees of OFB units please.

Action Taken/Present position

Matter is being examined at OFB.

- 12.2 ISSUE THE CLARIFICATIONS/ORDERS TO ALL GENERAL MANAGERS NOT TO SINGLE FACTORY GENERAL MANAGER: Any factory working under OFB seeking clarifications which are is general in nature and applicable to all factories, should be clarified to all factories.

Ex: i) Regarding MACP clarification ofb No. 800/MACP/A/I/551 dated 10/04/2013 sent to OLF Dehradun only.

- (ii) 340/MISC/Durwan/A/NI dt. 25-06-2013 regarding granting of ACP/MACP to Durwans sent to concerned factory only.
- iii) Regarding eligibility to LDCE exam for CM (T&NT) OFB No. 2982/LDCE/CM (T&NT)/2013/A/NG. Dt. 12.09.2013 to HVF Avadi says that “candidates from open university without completion of HSC/12th standard considered eligible for appearing in the LDCE for the post of Chargeman (NT)”.

Action Taken/Present position

The case specific clarifications are issued to factories only so that other factories do not get confused where matters are already clear. Circulars are issued on matters of common concern and policy guidelines only.

- 12.3 RE-DESIGNATION NIE TO IE IN Rs 1900/-GP: As on date NIE re-designation to IE is in Grade pay of Rs 1800/-. Most of the employees who are completed 10 years service have got ` 1900/-GP, they are not being considered for NIE to IE re-designation. This should be looked into.

Action Taken/Present position

NIE to IE re-designation has to be done by factories based on their functional requirement.

12.4 Implement the COURT JUDGMENT on NDA to all Factories Employees :

The instructions issued vide MOD ID No. 52(11)/2013-D(Estt/NG) dated 25.09.2013/04.10.2013 for grant of NDA on the basis of actual salary to the applicants only who are appealed in Hon'ble CAT Chennai. In this please refer the Hon'ble Apex Court and various other courts judgments that 'any common issues pertaining to same group of employees the benefits are to be extended to all' to stop unnecessary litigations on the same matter.

Action Taken/Present position

The matter is pending before Ministry of Finance.

12.5 Grant of Pay Scale of Promotion Policy to Photographers at par with DGQA.

Photographers Grade Pay Rs.1900/- given in Ordnance Factory Board, whereas in DGQA (M of D), Photographers entry Grade Pay is Rs 2400/- with three promotions i.e. Rs.2800/-, Rs.4200/-, 4600/-. DGQA is paying higher pay scale than OFB photographers from IIIrd CPC even though both directorates are working under Ministry of Defence.

Action Taken/Present position

The matter is being examined at OFB. (A/NI)

12.6 Allot the vacant quarters or pay the HRA: In HVF Avadi around 40 to 50 quarters are vacant in Type I, II & III. Near about 250 to 300 employees are waiting for quarters from last one year. They are forced to reside in the surrounding area of HVF by paying huge amount of advance and paying rent with out any facilities for accommodation. Many times union have requested to Sr. GM HVF to allot the quarters or pay the HRA to non –accommodation employees. The issue should be resolved.

Action Taken/Present position

Necessary Instruction to Dir/A/W has been issued for constitution of Committee at the Factory level to find out habitable and inhabitable quarters and to issue NAC for grant of HRA.

12.7 RE-IMBURSEMENT HOSTEL SUBSIDY FEES: As per DOP&T OM No. 12011/07/2011-Estt. (AL), dt. 31-05-12, the term Hostel subsidy means expenses incurred by the Govt. servant if he/she keeps his /her children in a hostel of residential school/institution located beyond a distance of 50 kilometres from his/her residence.

As per the academic procedure for study period after 10th standard is 2 years i.e. 10+2 in all states. Once children admitted in a particular institution they have to study two years in the same institution. The employees wards are studying from last academic year 2011-2012 i.e 10+1 before the issue of the above MoD order in the college which is below 50 kilometers distance from his/her residence and their wards are studying continuously in the same college i.e 10+2 in the next academic year of 10+2 in the academic year @ 2012-2013. In some of the transfer cases also the employees have left their children in the old station by keeping their wards in hostel. Later the employees are transferred back to

their old station. In such type of situations, they cannot take out their wards from the hostel in the middle of the academic year which is two years.

Instructions therefore should be issued to all the factories to pay the hostel subsidy to those who are studying continuously in the same college (10+2) till completion of their academic session of two years please.

Action Taken/Present position

OFB has already issued Instruction circulating DOP&T OM dated 31-05-2012. However, the present issue raised by the Staff Side Members is not supported by any Govt. Govt. Order issued after 6th CPC in the matter re-imbursement of Hostel subsidy under children education assistance scheme brought by 6th CPC.

12.8 HARASSMENT BY GROUP OFFICER IN HULL SHOP AT HVF AVADI:

Group Officer of Hull Shop in HVF Avadi is harassing the workers to complete the 200% target without any piecework. T- 90 hull assembly shop material is not given in time to workers. 72 front bottom plates are getting assembled as T- 90 dummy plate, because of non availability of T- 90 Front Bottom Plates. T -90 hull assembly work is getting completed in 14 to 15 shifts. Group officer has given instruction/written in log book work should be allotted to newly recruited IEs for up to 200% target, with strict action if target not completed.

Workers are completing the target without any piece/hourly rate from last one year.

HVF should supply the required material to concerned section in time and introduce the piece/hourly rate to all workers who are working in production sections please.

Action Taken/Present position

Factory has been asked to offer comments on the matter.

13.0 REMARKS OF SHRI S. C. NAHA, MEMBER/STAFF SIDE

13.1 Payment of PLB to Chargeman on probation: This issue is long pending. An early action to settle the issue is requested.

Action Taken/Present position

The matter is being put up for approval in the Board Meeting.

13.2 Promotion to the post of Chargeman through LDCE: Diploma certificate obtained through distance education may kindly be considered for appointment to the post of Chargeman (T) through LDCE.

Action Taken/Present position

As per SRO, only a diploma from AICTE approved institutes is a necessary qualification. The distance education diplomas are not AICTE approved.

- 13.3 NIE up gradation under ACP/MACP against the merged posts: As per decision of JCM-III meeting the upgradation of NIEs under ACP/MACP may kindly implemented without further delay.

Action Taken/Present position

The point is being examined at OFB.

- 13.4 Recruitment of Physical Education Teacher - Physical Education Teacher in all O.F. Schools should be recruited for providing Physical education.

Action Taken/Present position

OFB has issued 15 posts of TGT for direct recruitment. Factories may make the recruitment as per their requirement.

- 13.5 Opening/Re-open of Primary Schools: Some OF Primary Schools are closed. To provide education to the employees of Ordnance Factories, the closed schools should be opened and primary schools should be started.

Action Taken/Present position

The matter would be examined at the appropriate level.

- 13.6 Providing the employment oriented training: Ordnance Factories were having employment oriented training schemes like Journeyman training, skilled craftsman training which were very useful and gave better skilled Training who later became best Supervisory staff as well. Therefore, in house Training Scheme should be designed and introduced in addition to the Apprentice Act – 1961 Scheme.

Action Taken/Present position

The point has been noted. However, keeping in view the fact that pay anomalies under different schemes lead to a lot of functional problems and discontentment, the same is found avoidable. Firstly our FTIs, as on date are not equipped to handle and train such incumbents. Secondly given the fact that CTS, from which NAC and NTC candidates qualify, are Govt. promoted schemes, such proposals may not find favour with the Govt.

- 13.7 Take over the M/S Jessop & Company Ltd by O.F.Board : M/S Jessop & Company Ltd. is very close to OFDC. The company has become sick. Around 80 Acres of Prime Land and Machineries are available. OF Board may try to take-over and expand the Ordnance Factories Organisation as was done in case of sick PSUs.

Action Taken/Present position

The point has been noted.

14.0 REMARKS OF SHRI R. S. REDDY, MEMBER/STAFF SIDE

- 14.1 Sanctioned strength of CMDs is to be maintained: It is noted that the Sanctioned strength of CMDs has been reduced due to retirement and Fys especially OF Chanda & AFK are facing acute shortage of CMDs. Permission maybe granted to the Fys to recruit the CMDs and maintain the sanctioned strength.

Action Taken/Present position

Sanctioned strength of CMDs in factories remains the same. However, wherever there are vacancies due to retirement etc., factories must send recruitment proposals to OFB for further necessary action.

- 14.2 Implementation of OFB Instructions & Compliance report thereof: A number of Fys are not implementing the OFB Instructions and are depriving the employees of their legitimate dues. For Instance the Instruction w.r.t. Payment of PW/Incentive to all those Unskilled workmen who were Merged with Semi Skilled Labour , Deduction of subscription of Rs 60/- instead of Rs 30/- for CGEIES to MCMs. etc.

OFB may ask for compliance report of all such instructions so as to ascertain that the employees are getting their legitimate dues.

Action Taken/Present position

Instruction has already been issued vide OFB Instruction No.71/A/IR dated 04-12-2013.

- 14.3 Promotion of Sports activities in Ordnance factories:

The Sports Promotion activities may be revived so as to extend all possible support and financial help to sportsman. It has been observed that sports has been totally neglected and different factories are adopting their own methods in dealing with this subject. The following may kindly be considered;

- a) Sports Apex council may review the existing facilities and privileges being extended to sportsman and recommend to enhance the same.
- b) The amount sanctioned for conducting the Zonal & All India Tournaments may be increased / Enhanced so as to enable the teams to participate in a befitting manner.
- c) Good quality sports Kit and their Game related items should be provided to the sportsman so that they are motivated and perform to the best of their ability.
- d) Sportsmen representing in the state and National level should be given additional privileges for motivation and better performance. Winning teams should be rewarded.
- e) The members of the sports councils should be invited as special invitees to attend the All India Sports Meets.

Action Taken/Present position

- a) The present facilities for practice of players to continue. Suitable training and coaching to be arranged by the sports councils of factories in consultation with respective zonal councils.
- b) The amount of money is sanctioned each year based on requisition submitted by respective zonal councils and availability of funds.
- c) The matter is being put up on file for necessary examination.
- d) Specific reference may please be made as to what facilities are being referred.
- e) The suggestion is not practical.

14.4 Illegal constitution of JCM IV Council at Of Itarsi:

The JCM IVth Level council at OF Itarsi has been constituted in the most illegal manner and the same has been brought to the notice of OFB. However till date no concrete efforts have been taken to correct the illegality. The OF Itarsi management has clarified that they shall act as per the directives of OFB. Hence the matter may be considered on priority and necessary instructions may be issued to OF Itarsi to withdraw the illegal nominations to the JCM IV forum.

Despite repeated assurances to withdraw the illegal participants from the JCM IVth Forum no such instructions have been issued and the illegally constituted JCM IV has been allowed to function. OFB should consider this issue on priority as it is sending a wrong message that while forming the JCM forums factories can manipulate the policies as per their whims and fancies.

Action Taken/Present position

The matter was taken up with the factory and Gen. Secy/INDWF. It has since been brought to notice that there are anomalous situations in several other factories. The same is being studied at OFB.

- 14.5 Industrial Canteen Staff to be maintained in Fys Canteen: In many Fys it has been observed that the canteen Vendors & Bearers have been **re-designated** to Labourers and thereby have outsourced the entire process of vendors & Bearers through contracts. The issue has now reached to such a dangerous situation that the Factory is totally dependent on contractors who do not perform their duties with any integrity and sense of belonging towards the organizations. OFB may review the situation and issue instructions to Fys to maintain the posts in industrial canteens as it is a statutory requirement. Also for AFK additional posts may be released in the Cook Grade as the present cooks are far less than the Sanctioned Strength.

Action Taken/Present position

Since new posts are not being sanctioned in the non-essential category, especially with the onset of austerity measures, taking support by outsourcing becomes unavoidable. Furthermore, local unions keep insisting for conversion of NIE categories to IEs, which results in reduced strength in NIE categories.

- 14.6 ACP to Durwans and MTS: It is understood that the PC of A Fys have issued instructions to extend ACP and MACP as per the rule in this regard. However the letter/Instruction is issued to a specific factory. It is requested that the instruction may be issued to all Fys for implementation in a uniform manner.

Action Taken/Present position

The matter is pending with DOP&T.

- 14.7 HS I to be granted promotional benefit from the date of completion of 3 years after becoming HSII.

Due to the implementation of 4 grade structure the incumbents were awarded one time relaxation for promotion from Skilled to HS II. However after their 3 years of residency period

from the date of becoming HS-II if vacancy is available in a particular grade the Fys are refusing the promotional benefit on the plea that no DPC has been conducted to accord promotion.

The orders to implement 4 grade structure were issued in the year 2010 with retrospective effect from 01/01/2006 as such the question of holding DPC for the post of HS I does not arise. However the basic requirement of completing the residency period is completed and all such employees who have no disciplinary proceedings initiated or having no adverse recommendations against them should be considered for promotion to HS Gr I without insisting for the DPC.

Action Taken/Present position

It has already been clarified that for movement of HS-II to HS-I, only trade test is required. No DPC need to be held. As such the point is not fully understood.

15.0 REMARKS OF SHRI A. P. SINGH BAGHEL, MEMBER/STAFF SIDE

- 15.1 After the clarification of PCA(Fys.) regarding grant of financial up-gradation under ACP/MACP to Durwan, instruction has been issued by OFB to SAF and other factories. SAF and OF Muradnagar have implemented the same instruction but OF Katni and others have not followed the same instruction. Matter should be looked into as soon as possible.

Action Taken/Present position

OF Katni has been asked to offer comments on the issue. (A/NI)

- 15.2 According to clarification of DOP&T OM No.35034/2008-Estt.(D) dated 19-05-2009, OFB clarification No. (i) 800/MACP/A/I/551 dated 13-07-2011 (ii) 800/MACP/A/I/551 dated 22-09-2011 (iii) 800/A/I/551 dated 07-02-2012 should be reviewed and rectified. Kindly issue the necessary instructions on above mentioned subject.

Action Taken/Present position

The instructions mentioned above are amply clear. The point where clarification is required may please be elaborated.

- 15.3 Since long time a proposal of making 'a uniform pay slip' is pending. This has not materialized till date. This should be looked into.

Action Taken/Present position

Instruction has been issued vide OFB Instruction No.111/A/A dated 11-02-2014.

- 15.4 Now-a-days moped is not in demand. So the advance on moped should be reviewed. Minimum market value of motorcycle should be provided as advance money by the authority from 30000/- to 50000/-.

Action Taken/Present position

The factories are to be distributed from the available budget. Within that allocation the factories have to allocate maximum number of employees as per their entitlement and application.

- 15.5 Paper Processing of HBA is too difficult and critical. Due to lengthy procedure, employees are facing difficulties. So its paper process should be made easy in the interest of employees.

Action Taken/Present position

OFB has no role on the point raised. Paper processing of HBA is being pursued in accordance with the procedure prescribed in HBA Rules.

- 15.6 Ordnance Factories do not provide the guest-houses to those employees who go on temporary duty from other sister factories. In this situation, employees are facing difficulties for their accommodation. Necessary Instructions may be issued to the factories.

Action Taken/Present position

Employees are provided accommodation as per availability. Any specific case of exception may be intimated.

- 15.7 Only Rs 400/- has been provided by the management to those Sportsmen who go for participating in all-India tournaments. This amount is too less. Kindly review and increase the same.

Action Taken/Present position

The matter will be examined.

- 15.8 Recruitment of Ward Sahayak and CMDs is urgently required in OF Katni.

Action Taken/Present position

There is no proposal at OFB in regard to recruitment in the above categories.

- 15.9 Long journey of CMDs should be stopped. Ordnance Factories do not have vehicles fit for long distance transportation. Maximum CMDs have also crossed 55 years age. Therefore, they are not physically capable of long journeys.

Action Taken/Present position

The proposal is not practically found feasible.

- 15.10 17 Family Planning Centres which are working under DGOF are attached with OF Hospitals. Nurses, Medical Assistant and Ward Sahayaks are getting consequently Nursing and Patient Care Allowance. Lady Health Visitors are also getting Nursing Allowance who are working in Family Planning Centres. Family Planning Attendant is a single post who are not getting any Allowance against their services. Injustice to Family Planning Attendant should be removed.

Action Taken/Present position

Medical Assistant and Ward Sahayaks are getting Nursing and Patient Care Allowance based on a list circulated by MoD which does not include FPAs. Also there is a letter from DGAFMS which covers Lady health visitors only. The proposal will be studied at OFB and forwarded DGAFMS for necessary clarification.

16.0 REMARKS OF SHRI PURAN SINGH, MEMBER/STAFF SIDE

16.1 MACP to the Electrician be granted after attaining the age of 45 yrs.

Action Taken/Present position

The demand appears to be that for exemption from obtaining the competency certificate. The same is not permissible under the rules on the subject.

16.2 Protection of promotion be granted to 28 employees of OF Dun, who were promoted from SS to HS between 14-06-2010 and 13-12-2010.

Action Taken/Present position

The matter has been studied. As per MoD instructions, no exemption for promotion can be granted after 14-06-2010.

16.3 DOT to PWs of OF Dun be granted between 43¾ hrs and 48 hrs on Sunday and Holiday.

Action Taken/Present position

The matter is pending with M of D.

16.4 PWs may be granted PW correlation as per 6th CPC scale from 01-01-2006.

Action Taken/Present position

M of D has returned the proposal to OFB with certain observations. The same is being studied for appropriate response.

16.5 Training period of Boy Artisan may please be considered for ACP/MACP purpose.

Action Taken/Present position

This point has been considered and dropped in the past. A detailed proposal may please be submitted for necessary examination of the issue.

16.6 Cadre review of NIEs categories be resolved as fast as possible.

Action Taken/Present position

The cadre review proposals are being expedited with MoD.

- 16.7 The issue of IE categories regarding MACP of 4600/- may please be resolved as fast as possible.

Action Taken/Present position

Necessary instructions have been issued vide OFB Circular No. 01/CR/A/I/658 dated 18-02-2014.

17.0 REMARKS OF SHRI S. K. SAHU, MEMBER/STAFF SIDE

- 17.1 Presently, Clothing Factories are not having sanctioned strength of Sewing Machine Operator (Machinist) Trade for training facility in their FTI. Only Tailor Trade is available for training. As a result, there is an acute shortage of trained workers of SMO in OEF Group of Factories. In view of the above, the posts of SMO should be given to all FTIs of OEF Group of Factories.

Action Taken/Present position

The point has been noted for necessary action.

- 17.2 Long pending Cadre Review of Fire Fighting Staff, Store Keeping, Paramedical Staff, Industrial Canteen and Stenographers should be finalised at the earliest to redress their grievances.

Action Taken/Present position

The cadre review proposals are being expedited with MoD.

- 17.3 As per the service conditions of Industrial Workers they can not be detailed on Election duty. But it has come to known from OEF Hazratpur that all employees including IEs are being detailed for Assembly/Lok Sabha Elections. This is violation of service condition rules. The same has not been opposed with Election Commissioner and DM Firozabad (UP) by GM, OEF Hazratpur. Hence, this issue should be taken up with appropriate level before forthcoming Parliament Elections.

Action Taken/Present position

The factory has been interacted with. The civil authorities who act on behalf of the Election commission have been apprised. However, in emergent conditions the powers vested in Election Commission are invoked.

- 17.4 As per 4-grade structure in OPF implemented from 14-06-2010 reservation roster was also to be implemented with retrospective effect from eligibility date but the same is being implemented from current date.

Action Taken/Present position

The point may be further elaborated. No reservation was applicable in the process of restructuring as per MoD communication forwarding DOP&T clarification. However reservation roster would apply for all the promotions thereafter.

- 17.5 As per DOP&T Order No.20/16/1998, dated 19-02-2013, 10% deduction from gratuity from retired employees is to be made only from those employees who are residing in Govt. quarters/ Estate. It is regretted that this deduction is being made from all retiring employees, whether they are living in Govt. quarters or not. DOP&T Order should be followed in this matter strictly.

Action Taken/Present position

DOP&T Order on the issue has been circulated vide OFB Instruction No.307/A/A dated 22-03-2013.

- 17.6 Matter of compassionate appointment of vacant posts in OPF is still pending which should be expedited to grant relief to the families of diseased employees.

Action Taken/Present position

Information was sought from OPF. OPF has intimated that necessary action to fill up 3 posts for the year 2014 has been taken up.

18.0 REMARKS OF SHRI B. B. MAJUMDAR, MEMBER/STAFF SIDE

- 18.1 At OFAj the critical inspection/gauging work is carried out by hired contracted Labourers in place of Factory Examiners. This point was raised in the JCM IV Level Council and other forums at the Factory but no fruitful action has been taken to dissociate contracted labourers from the above work. This has resulted re-inspection of the same materials by Examiners thereby waste in the manpower also. In the interest of production and quality of products, this practice should be stopped.

Action Taken/Present position

The factory has been apprised of the position. The available workforce in the factory has to be deployed in a manner to optimize output. Contract labourers are deployed only where the work is not of sensitive nature and does not affect quality. Also it has been intimated that the factory is utilizing the contract labourers for shifting of material only.

- 18.2 As per DOP&T Letter No.36035/3/2004-Estt(Res) dated 29-12-2005 and Ministry of Social Justice and Empowerment Notification circulated by OFB vide L/No.039/44/A/A dated 16-08-2013 bearing instruction No.3373/A/A dated 16-08-2013, the reservation in case of promotion to Group C posts are required to be extended to the persons suffering from (i) blindness or low vision (ii) hearing impairment and (iii) locomotor disability or cerebral palsy in the post identified for each disability. Vide above mentioned OFB Letter, certain posts were identified for being held by persons with disabilities. These posts are of general designations, hence specific posts prevailing at OFs are required to be notified to extent the reservation. Further, in para 6 of the letter of Ministry of Social Justice, the list of posts being notified is not an exhaustive list, the department can further supplement the list. This process is required to be carried out at OFB Level and communicate to factories to extend the benefit of reservation for the persons with disabilities. A large number of employees have been inducted in the process of direct requirement against handicapped quota, there is a need to carry out the exercise of reservation for them urgently.

Action Taken/Present position

OFB Instruction No.3373/A/A dated 16-08-2013 was issued circulating Ministry of Social Justice & Empowerment Notification dated 15-03-2007 for implementation at all OFs. It is stated that till date no clarification has been sought by any OFs regarding identified posts.

- 18.3 UDCs are eligible for promotion in two distinct lines i.e., Chageman after completion of 6 years and OS after completion of 8 years (now 10 years). The competent authority obtains willingness from the incumbents depending upon the availability of the vacancies in the above grade. Certain individuals do not render the willingness for the post of Ch'man and await for their turn for promotion to OS. Such individuals are denied the benefit of MACP-III stating that they have refused the promotion. This is not in accordance with the rules. This should be looked into to avoid litigation on denial of MACP to the concerned employees of OFAJ.

Action Taken/Present position

The factory has been asked to comment on the issue. Reply is awaited.

- 18.4 As per the instructions of OFB, the tradesmen in Annexure A are up-graded to Skilled grade on completion of 2 years service in the SS. As far as employees belonging to Annexure B are concerned, they will be considered after completion of 3 years. Certain Trades have been shifted from Annexure B to A for example Welder (departmental promotee) is considered only after completion of 3 years whereas direct recruitees are promoted after completion of 2 years. Also Forgeman promotee who is in Annexure B is considered after completion of 3 years whereas Forgeman (DR) who is in Annexure B is considered after completion of 2 years. This anomaly needs to be looked into and corrective action taken by issuing suitable directives.

Action Taken/Present position

The matter is being examined at OFB.

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

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

Dated the Feb., 2014

Distribution:

1. The Chairman, OFB JCM III Level Council
2. All Members of the OFB JCM III Level Council (including Special Invitees)

ORDNANCE FACTORY BOARD
10/A, SHAHEED KHUDIRAM BOSE ROAD
KOLKATA – 700 001.

ACTION TAKEN REPORT ON THE
MINUTES OF 14TH ORDINARY MEETING
OF
OFB JCM III LEVEL COUNCIL (11TH TERM)

HELD ON
28-11-2013

AT
O.F.B. HQrs., KOLKATA