



भारतीय प्रतिरक्षा मजदूर संघ Bharatiya Pratiraksha Mazdoor Sangh

(AN ALL INDIA FEDERATION OF DEFENCE WORKERS)

(AN INDUSTRIAL UNIT OF B.M.S.)

(RECOGNISED BY MINISTRY OF DEFENCE, GOVT. OF INDIA)

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REF: BPMS / MOD / DMA /Surplus / 186 (8/1/R)

Dated: 20.02.2020

To.

Gen. Bipin Rawat,

Chief of Defence Staff &

Secretary, Deptt of Military Affairs,

Govt of India, Min of Defence,

South Block, New Delhi – 110011

Subject: Regarding Civilian Manpower- Post disbandment of Station Workshops/Depots in DGEME/DGOS.

Respected Sir,

With due regards, it is submitted that a meeting held on 09.03.2018 in MoD with 03 recognized federations under the Chairmanship of the then JS(Army) wherein we reflected our concerns over the impact of implementation of recommendations of Committee of Experts in respect of Station Workshops, Army Base Workshops under DGEME, Depots under DGOS etc.

The JS (Army) assured that no employee will be retrenched and the effect of GOCO Model on employees of ABWs and the manpower requirement of MES would be considered. As far as possible, all efforts will be made to not dislodge the employees from their existing workshops, Depots and MES. In case redeployment becomes necessary, appropriate training will be given to the employees to retain them in the same unit. As regards the concern of the Federations with regards to the surpluses of employees, it will be our Endeavour that employees are not subjected to hardships {kindly refer minutes of the meeting circulated vide MoD ID Note No. 17(6)/2017-D(JCM), dated 12.03.2018}.

It is very unfortunate to note that the above assurance is not being complied with in true spirit. Civilian employees are not only being posted /transferred to the out of station but they are being downgraded to lower time scale which is causing hardships to them. Such an order has been issued by DGEME on 10.02.2020 with instructions to complete the process by 28.02.2020.

Further, your attention is invited to F.R. 15(a) which stipulates that a Government servant shall not be transferred substantively to a post carrying less pay than the pay of the permanent post except on account of inefficiency or misbehavior or on his written request.

Furthermore, your attention is invited to CCS (Redeployment of Surplus Staff) Rules, 1990 Rule 4(6) deals with absorption of surplus staff within the Ministry or Department and stipulates that the Ministry or Head of Department may, under the intimation to the concerned Cell, adjust an employee declared surplus by it against a vacancy in any post located in any office under its control and carrying equivalent pay scale for appointment to which he is considered by the appointing authority to be suitable. Rule 5(1)(i) reiterates that as far as

possible. a surplus employee shall, subject to his suitability, be redeployed in a post carrying a pay scale matching his current pay scale.

It is worth to mention here that due to implementation of recommendations of 7th CPC the pay in pay scale is now Cell in Level of Pay Matrix under the CCS (RP) Rules, 2016.

From above, it may be deduced that no surplus civilian employee of MoD should be downgraded / transferred to lower time scale and all efforts should be made to post/transfer him in the same/ nearby / choice station through a Cell maintained in the AG/MP 4(Civ) for adjustment of Surpluses of Gr 'C' & 'D' regular civilian employees under the Min of Defence.

Therefore, you are requested to intervene in the matter so that hardships of all the surplus civilian employees may be mitigated without further delay.

Thanking you.

Sincerely yours



(MUKESH SINGH)

General Secretary/BPMS &
Member, JCM-II Level Council (MOD)

Copy to: The DGEME,
Dte Gen of EME (EME Civ),
MGO's Branch, IHQ of MOD (Army),
DHQ PO, New Delhi – 110011

- With request to reconsider the order for Adjustment of Surplus Civs issued vide your letter No.B/66237/S&D/EME Civ(C-3)(ii), Dt 10.02.2020