

Implementation status on the Minutes
of the 3rd Meeting of JCM III Level Council
at DoO(C&S), Kolkata held on 03/02/2023

D:1. Medical and Hospital related issues/problems faced by the Employees of 41 Ordnance Factories:

- a) **Procurement of Medicines:** Staff side intimated that there is no running supply order for medicines in hospitals. Most of the CMO I/C's are hesitant to exercise their financial powers and most hospitals are functioning without essential emergency drugs. The medicine supply in some Fys like, OFKat, OFMk, VFJ, Armapur, OCFS, GSF, Bhusawal, Ambarnath etc. is not sufficient.
Regarding Medicine procurement and LPC, it was intimated that progress is being monitored on weekly basis. Administrative control of Hospitals has been handed over to the DFUs. Medicines are available in all hospitals and have supply from AFMSD. Further, detailed status of placement of supply orders and processing of cases for the same was intimated to the house. Purchase through LPC is also being done. Emergent requirement is also being met through Cash purchase.

Proposed to close in the next meeting: Position was explained in the meeting. The issue has been resolved. Difficulties are being faced only in 2 Hospitals, e.g., OFCh and OFBh which is also likely to be resolved shortly.
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- b) **Medical equipment for investigation:** Staff side stated that in some hospitals e.g. in VFJ and Medak, obsolete medical equipments such as blood pressure machine, capillary blood glucose testing machine, and machine for other vital parameters are giving erroneous results.
It was intimated that X-ray facility is available in all hospitals except 4 hospitals i.e., Armapore, Bhandara, Dehradun, VFJ. These 4 hospitals have also been advised for procurement of new equipment and approval has already been given for Dehradun. It was also intimated that Lab facility is available in all hospitals. Reagents are being procured as per requirement.

Proposed to close in the next meeting: The issue has been resolved. Necessary sanction has been given for procurement.
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- c) **Ambulance shortage:** Some hospitals e.g. in Ishapore, Medak have less than 1/3rd of authorized strength and are asking patients to hire auto/cab in emergency. It was intimated that hiring of Ambulance in hospitals has been sanctioned wherever required. SO has been placed w.r.t. 13 Hospitals, LPC done for 3 Hospitals, Case at AON/TEC stage for 3 Hospitals, Factory support in 10 Hospitals. OFH Ishapore has 03 ambulances and more ambulances are being hired.

In Progress: Difficulties are being faced in 2 Hospitals; e.g. OFMk and CFA where contracts could not be placed since the bidders defaulted. Hence, re-tender is in process. Till such time Factory is providing support.
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- d) **Staff deployment in hospitals:** It was intimated that support to hospitals is being provided by staff at Field units. Regarding specific issues raised w.r.t. OHA, Kanpur and Katni hospital, it was intimated that approval for hiring of Paramedical Staff for OHA, Kanpur has been accorded on 06/12/2022 and that OFH Katni has full strength of doctors.

Proposed to close in the next meeting: Position was explained in the meeting. The matter is settled.

- e) **Shortage of Visiting Specialists (e.g. In Ishapore, Khadki, Medak and OFCS):** Details w.r.t. all hospitals was intimated during the meeting. Regular/visiting Specialists are not available in 8 hospitals due to non-availability of local specialists. Efforts are being made to remove the shortage.

In progress: Visiting specialists have been engaged in 16 Hospitals. In other Hospitals, some issues are being faced owing to factors beyond the control of this Directorate.

- f) **Staff side requested to post Female Medical Officer at least weekly once or twice in FHCs** where there are considerable women employees in factory. It was intimated that whenever female employees need to be examined for Gynecological issues at FHCs, cases may be referred to hospital.

Proposed to close in the next meeting: The issue was raised particularly in r/o OCF Avadi. Arrangement has been done so that a Female Medical Officer visits FHC twice in a week.

- g) **Diet Issue e.g. in Ishapore, VFJ, Bhandara:** It was intimated that diet is being provided in OFH Bhandara. In other Hospitals, the matter is being taken care of. Permission for hiring of Cook has also been given.

Proposed to close in the next meeting: The issue has already been resolved.

- h) **Working hours and payment of OT to Hospital Staff:** It was intimated that staff is being detailed as per defined duty hours.

Proposed to close in the next meeting: Position was explained in the meeting.

- i) **Non-payment of contractual employees in OFMk Hospital due to budget constraint:** It was intimated that there is no budget constraint.

Proposed to close in the next meeting: Position was explained in the meeting.

[Medical, H&S]

D:2. Compassionate appointment: In this regard, it was intimated that consequent upon corporatization, Compassionate Appointment issue was taken up with DDP vide this Directorate's letter dt. 27/10/2021 and 21/12/2021. Subsequently, vide this Directorate's ID dt. 10/11/2022, a proposal was sent to DDP requesting to issue guidelines to authorize the DPSUs to frame their own guidelines for compassionate appointment and consider all pending as well as fresh cases under such guidelines. Various queries raised by DDP have already been replied to. Matter is being pursued with DDP. DDP's decision is pending.

Pending with DDP: Last expeditor/reminder issued on 12/05/2023.

[CP]

D:3. Non-forwarding of Compassionate Ground transfer application to AG Branch under Army
Hqrs.: As AG Branch does not accept transfer applications directly from employees, staff side

requested that DoO(C&S) may issue instructions to OFs and DFUs to forward the applications to the Directorates etc. under MoD. It was intimated that DoP&T instructions stipulate that applications can be forwarded only if there is an advertisement or circular for the vacancy. In cases where individual sends his/her application to an establishment under MoD after obtaining NOC, it has been decided that application can be subsequently forwarded by this Directorate or the concerned OF, if an intimation is received from the concerned MoD establishment that vacancy in the applied post exists. A circular in the matter will be issued by DoO(C&S). It was decided not to further pursue this point.

Proposed to close in the next meeting: On the basis of the decision at JCM, a circular has been issued by Nil of DoO(C&S) on 03/02/23 regarding forwarding of applications in connection with inter-departmental transfer to any other department under MoD.

[CP]

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D:4.1. Undue delay in promotion of JWM(SG) to AWM: Detailed position was intimated. Matter is pending with DDP/UPSC and is being actively pursued.

In Progress: A court case has been filed in Hon'ble CAT Allahabad regarding vacancies of JTS. Final order of the Hon'ble tribunal has been received. As per directives given by CAT, Allahabad, list of eligible candidates has already been published on 11/03/2023. Meanwhile the applicants have filed a contempt petition which is scheduled for hearing on 03/08/2023. As advised by UPSC, matter has been taken up with DOP&T through DDP on 26/05/2023. Every attempt is on to conduct the DPC in consultation with DDP and UPSC.

[GB]

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D:6. Long pending issue of LDCE to JWM (SG) due to improper action: Staff side stated that around 600 vacancies are lying vacant. Notification for LDCE to the post of JWM (SG) may be issued by seeking the relaxation of SRO and other hurdles. It was intimated that in view of pendency of RRs for the post of JWM/SG(T/NT), vide DoO(C&S) ID dated 30-08-2022 MoD was requested to approach UPSC to accord one-time relaxation to conduct LDCE to fill up the vacancy in the grade of JWM/SG(T/NT). UPSC vide communication issued on 16-11-2022 has advised to submit the proposal through RRFAMS portal. Process to upload the same in the portal is being initiated.

In Progress: Draft was uploaded in the Portal. As communicated by UPSC, the draft proposal needs corrections as per guidelines, which is being finalised for submission to UPSC through DDP.

[GB]

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D:7. Cadre Review Issues: It was intimated that all the Cadre Review proposals have been forwarded to DDP through the Nodal Officer, nominated by MoD for the purpose. Proposals are pending with DDP.

Pending with DDP: No updated status to report.

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D:8.1. Delay in Payments of GPF and terminal benefits: Staff Side requested that EL Encashment, GPF, CGEGIS, Gratuity etc. may be credited on retirement day. During the discussion, it was pointed out by the staff-side that the LAO/DFU, AV are demanding for attestation of documents by Gr.A officers. It was intimated that Field Units have been instructed to process PPOs, Terminal Benefit (EL encashment & CGEGIS) cases in time bound manner. The same is being monitored regularly at the highest level. GPF Payments are made within time. But the GPF claims which are forwarded by Fy. to PCA(Fys) through post, take considerable time for reaching finality. It was also decided that PCA(Fys) will direct LAO/DFUAV not to insist an unnecessary attestations.

Proposed to close in the next meeting: PCA(Fys) Kolkata had deputed a team of 7 officials at FAO, Avadi and the team has cleared around 78 service books. A team of PCA has carried out inspection from 20/02/2023 to 24/02/2023 of FAO, Av and found no cases getting delayed. As of now there is no significant pendency in any of the cases of GPF and other terminal benefits. If any specific case of delay at present, the same may be informed.

[PCA(Fys)]

D:8.3. Denial of arrear payments for the period before 01/10/2021 in OPF: Staff Side requested that in OPF, arrear payments (difference of OTA, Pay Fixation, NDA, LTC etc.) of period before 01/10/2021 are being denied by F&A on the plea that they do not have any record prior to 01/10/2021, i.e., prior to corporatization. It was intimated that a letter has been sent to OPF on 27/01/2023 for settling the issue.

Proposed to close in the next meeting: It has been confirmed by OPF that no payment is pending as on date. Regarding the issue, a reply has also been given by OPF to the concerned staff side member of JCM III Council.

[CP]

D:8.4. TA/DA claims (Advance & Final Both) of JCM-III, JCM-II & JCM-I members:

- (a) It was intimated that all DFUs have been conveyed through e-mail on 05/04/2022 regarding payment of TA/DA to the JCM Members for attending JCM meeting. Further clarification in the matter has been issued by DoO(C&S) (IRG) on 27/01/2023 and 31/01/2023 on Comnet. It was decided to issue a clarification stating that Fy would process the TA/DA Bills and forward the same to the concerned DFUs for payment.

Proposed to close in the next meeting: On the basis of decision taken in the meeting, a clarification has been issued on 14/03/2023.

[IRG]

- (b) Staff side stated that LAOs are demanding copy of journey ticket for processing the TA/DA advance, which is not as per rules. At times, affidavit is demanded from JCM Members wherein the members have to state that the journey was performed by them. It was decided that PCA(Fys) will issue instructions to LAOs attached to DPSUs to follow relevant rules/instructions.

Proposed to close in the next meeting: Directives have been given by PCA to FAOs not to insist for submission of any such document for processing the TA/DA advance cases.

[PCA(Fys)]

D:9. Service records should be kept online with access to the concerned employee: It was intimated that DPSUs & DFUs have been directed to scan the Service Books of employees posted in respective DPSUs and DFUs. The process has already started.

In Progress: The present status is enclosed at Annexure-1.

[IT]

D:10. Re-designation of NIEs to IEs: As per OFB orders, NIEs having grade pay of Rs 1800 (or above with ACP/MACP) are allowed for re-designation. Staff side requested that opportunity of re-designation may also be given to NIEs in Rs 1900 grade pay such as Cook, Fireman etc. It was informed that as per Note 4 of the existing SRO, transfers by way of re-designation from NIEs to IEs are being done in the same or identical or nearby scale of pay. Accordingly, only the NIEs in GP of Rs. 1800 can be re-designated. It was decided to examine whether the NIEs with GP 1900/- can be reverted to GP 1800/- and then re-designated to IEs.

Proposed to close in the next meeting: Necessary instructions have been issued vide DoO(C&S) circular dt. 12/04/2023.

[NII]

D:16. Payment of OTA arrears: It was intimated that DoO(C&S) has issued comprehensive instructions on this matter on 12/12/2022. Further, application for early hearing has been filed in Hon'ble Supreme Court on 13/01/2023.

Pending with others: As per the directives of AOR/Supreme Court of India, Urgent Mentioning Applications have also been filed by the UOI & Others before Supreme Court of India on 18/01/2023, 17/02/2023 and 17/03/2023. A Circular has been issued on 05/04/2023 to all concerned for defending the case as per the relevant IDs issued by DoO(C&S), Kolkata and NDO.

[LC]

D:18. Implementation of court orders for grant of NFG benefit Rs 5400/- to those who have completed 4 years of regular service in the grade pay of Rs.4800/- inclusive of those who was granted ACP/MACP. It was intimated that the matter has been examined and it has been decided to refer the case to DDP for suitable clarification.

Pending with DDP: The matter has been referred to DDP on 10/02/2023. Some queries have been raised by DDP on 09/03/2023. Reply to the observations has been sent on 10/04/2023. Now DDP vide ID dt. 31/05/2023 has asked to furnish the outcome of the hearing of the OAs filed before Hon'ble CAT Jabalpur and Kolkata. The OA pertaining to CAT, Jabalpur adjourned for next hearing on 30/08/2023 and next hearing for all OAs pertaining to CAT Kolkata has been scheduled on 26/07/2023. This has already been communicated to DDP vide this Directorate ID dt. 08/06/2023.

[GB]

D:22. The following points were raised with the permission of chair:

- (i) Staff side stated that pre-corporatisation, Labour Welfare Fund (LWF) used to run in all OFs as per the instructions/O.M. issued by Ministry of Labour, where workers used to contribute as well as Fys used to contribute also as matching contribution from the management side. The fund has been discontinued after corporatisation of OFs. It was decided that Secy./Staff side will submit the relevant document showing that LWF falls under the purview of Govt/Directorate. Thereafter, the Directorate will examine the matter.

Proposed to close in the next meeting: On receipt of the relevant documents from the staff side, Director/CFU (Welfare Section) had taken up the matter with GSF and MSF to collect the details on the modalities of operation of Labour Welfare Fund. As per the information received from GSF and MSF, it has been found that both the factories have been continuing the Labour Welfare Fund after corporatisation of OFs. GSF has also intimated that booking of Labour Welfare Fund is done through Contingent Bill under Budget Head 810/12. However, DPSUs concerned may decide continuation of such welfare measures as before corporatisation.

[Secretary/Staff Side, SJ]

- (ii) DFUAV as well as the concerned LAOs, are not taking proper action for auditing the service books. It was decided that PCA(Fys) would resolve the matter. It was stated that this issue had also came up earlier in discussion between DGO(C&S) and PCA(Fys) wherein it was assured that PCA(Fys) would resolve the matter.

Proposed to close in the next meeting: No delay have been found. A team of PCA has carried out inspection from 20/02/2023 to 24/02/2023 of FAO, AV and found that all past cases have been cleared.

[PCA(Fys)]

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- (iii) Staff side stated that the 3 posts viz., Durwan, Jamadar Durwan and Subedar Durwan are of same pay-scale. For promotion to Supervisor post, 11 years in service to all 3 posts should be considered instead of 11 years in Subedar Durwan post. It was intimated that SRO stipulates 11 yrs. of service in SD post. It was decided to examine the issue.

Proposed to close in the next meeting: It was already informed in the JCM Meeting that as per the recruitment rules of Supervisor(NT), qualifying service of 11 years in Subedar Durwan is required. As decided in the meeting, matter was examined. Proposal to merge the posts of Durwan, Jamadar Durwan and Subedar Durwan into a single post called Subedar Durwan has already been sent to DDP in Jan, 2022. If the Cadre Review Proposal is agreed to, it will have the effect of counting qualifying service in the 3 posts together for promotion to Supervisor(NT). DDP's decision is pending. In view of the above, the issue may be closed.

[NII]

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- (iv) In AFK, around 20 employees had submitted their option for pay-fixation which were not acted upon by the Fy management during the Covid period. Now factory is refusing to reopen the cases. Staff side was requested to submit the details of the cases to the DFU with copy to this Directorate for appropriate action.

Proposed to Close in the next meeting: Staff side has intimated that presently, AFK management has decided to resubmit the pending cases with approval of GM/AFK for consideration of the Field Unit and FA for concurrence. If the same is again not accepted by the AFK authorities, relevant documents will be forwarded to DoO(C&S) by the staff side for necessary action. Till such time this point may not be pursued.

[Secretary/Staff side, DFUPU]

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- (v) Staff Side stated that in some OFs, JCM Members are not being allowed to enter their Union office within the factory premises, which is not as per the extant practice. It was decided that an instruction will be given to all DPSUs to permit all JCM members to avail facilities and visit OFs as per extant Govt. instructions.

Proposed to Close in the next meeting: Necessary instruction vide DoO(C&S) letter no.20/22/3(11)/A/IRG dt. 17/03/2023 has been issued to all DPSUs with copy to staff side members.

[IRG]

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C:18. Relaxation of NDA ceiling for OF employees as allowed for Railways vide DoP&T OM dt. 14/07/2022: Vide ID dt. 19/08/2022, this Directorate has taken up the matter with DDP.

Pending with DDP: DDP is being expedited through letters and in discussions, for early decision. Last expeditor/reminder issued on 23/03/2023.

The issue has also been discussed with JS(LS) and JS(E) at MoD on 21/02/2023, 15/03/2023, 16/03/2023 and 17/03/2023. The matter is being expedited regularly. Last reminder has been sent on 11/05/2023.

[CP]

C:25. Delay in granting Computer Advance to employees in OFs: Regarding all personal loans/advances, this Directorate took up the matter with DDP.

Pending with DDP: DDP is being expedited through letters and in discussions, for early decision. Latest observation from Defence(Fin) has been received which has been replied to on 30/03/2023.

[CP]

B:4.7.10. Continue the functioning of Hospital Welfare Committees

Proposed to close in the next meeting: The consolidated instructions on Medical Welfare Committee(MWC) has been finalised and circulated on 09/05/2023.

[Med]

B:4.8.2. Payment of HPCA/PCA at 7th CPC rates

Proposed to close in the next meeting: Necessary circular regarding revision of rate of HPCA/PCA as per 7th CPC recommendation to the paramedical (non-ministerial) employees working in OF hospitals and dispensaries has been circulated by this Directorate on 01/03/2023.

[Med]

B:4.10.1. Diversion of 692 DR posts to LDCE for CM: Proposal seeking one-time relaxation submitted to DDP in Sept 2021. DDP's response awaited.

Pending with DDP: DDP's various queries have been replied to. DDP had asked for live vacancies for 2021 and 2022. Based on the information received from the factories, a total of 889 vacancies were shown in the DR quota of CM (T/NT). MoD also asked DoO(C&S) to take into consideration the manpower rationalization being proposed by DPSUs. This Directorate has expedited NDCD for early furnishing of comments.

[GB]

B:4.10.9. Distance education candidates for CM-JWM promotions

Pending with DDP: Some clarifications in this regard have been forwarded to MoD on 28/11/2022. Meanwhile, clarification on the issue has been received from AICTE on 08/12/2022. Accordingly, an addendum to the DoO(C&S) ID dt. 28/11/2022 was issued to MoD on 11/01/2023. Subsequently, DDP vide ID dt. 14/02/23 has asked to seek further clarification AICTE. Accordingly, the matter has been taken up with AICTE on 22/03/2023. AICTE has been expedited vide letter dt. 06/06/2023. Moreover the issue is sub judice in different Cats and High Courts.

[GB]

B:4.11.2. Risk Allowance: It was decided that Directorate will examine the matter of payment of risk allowance to left-out categories of employees and operations; and expedite the matter regarding left-out factories which is pending with DDP.

Pending with DDP: Matter is being pursued with DDP for early decision to include NGOs under risk allowance for the 45 operations already identified as hazardous by MoD/DoP&T. Last expeditor issued on 13/04/2023 and 08/05/2023. The issue has also been discussed with JS(LS) and JS(E) at MoD on 21/02/2023, 15/03/2023, 16/03/2023 and 17/03/2023. The matter is being expedited regularly. Last reminder has been sent on 11/05/2023.

[CP]

A:3.12. Option to employees who are getting entry pay benefit so as to get their pay fixed in 6th CPC w.e.f. 01/01/2006 and thereafter to fix their entry pay from the date of promotion: Granting of Re-option on account of entry pay was taken up twice with MoD in consultation with PCA(Fys). MoD vide ID dt. 24/09/2019 intimated that exercising of option is not required, "being un-contextual". The same has accordingly been circulated by this office vide dt. 10/11/2020 to all OFs. ID, containing illustration, will be sent to DDP before 31/08/2022. Matter to be pursued by this Directorate.

Proposed to close in the next meeting: DoO(C&S), vide ID dt. 29/08/2022 took up the matter again with DDP/MoD to re-examine and issue guidelines/directives. In turn, MoD has referred MoD ID no.50(50/2019-D(Estt./NG) dt. 18/05/2020. Copy of the same is enclosed at Annexure-2 for ready reference.

[CP]

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A:3.29. Chance to IEs to opt in favour of Factories Act 1948 or CDS(IE) Leave Rules

Pending with DDP: Last reminder has been sent on 28/03/2023.

[NII]

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A:15.3. Placement of erstwhile HS employees in HS-I w.e.f. 01/01/2006 not to be counted as promotion for ACP/MACP: Madras High Court judgment dt. 24/06/2019, which is in favour of the demand, may be implemented. MOD vide ID no. 11(5)/2009-D(Civ.I) dt. 01/12/2010 & 20/06/2011 clarified that placement of 50% of the erstwhile HS to HS-I w.e.f. 01/01/2006 is to be treated as promotion. SLP against Madras High Court Common Order dt. 24/06/2019 has been filed. Next date of hearing is 21/04/2022. EFA is the nodal factory. On 22/04/2022, Court granted 4 weeks' time, as a last chance, to respondents to file counter affidavit and stated that after the expiry of the said period, matter to be processed for listing before the Court as per rules. Next hearing was on 10/10/2022.

Pending with others: SLP is still pending in the Hon'ble Supreme Court. Previously, the hearing was scheduled on 02/12/2022, but hearing didn't take place. Last hearing was held on 04/05/2023. Next hearing has been scheduled on 03/07/2023.

[NII]

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AGENDA FOR HOLDING DISCUSSION IN THE
4TH JCM III MEETING OF DoO(C&S), KOLKATA
TO BE HELD ON 23/06/2023 AT AYUDH BHAWAN, KOLKATA

E:1. Medical Issues:

E:1.1. Patient Care Allowance arrear have not yet been paid to various eligible OF Hospital staffs e.g. Cossipore.

E:1.2. Granting 1st MACP to Medical Assistant - As a "Ward Sahayak" were recruited by the many factories for deployment in OF hospitals in GP 1800 and thereafter same employees have been merged in the "Medical Assistant" post in same GP. After the implementation of 7th CPC, Medical Assistant post was upgraded from GP 1800 to GP 2000. Now these employees have completed their 10 years and fulfilled the conditions of 1st MACP but some OFs, like OFA, OFAJ and OFBA, are denying this promotion.

E:1.3. OFBa Hospital is not admitting the patients for deficiency of staff.

E:1.4. There is no hospital near OFI. Being chemical Fy, they should be facilitated with Radiographer, Physiotherapist, Paramedical staff. Arrangements may be made for local purchase of essential medicine & other essential equipment.

E:2. NPS to OPS matter:

Smooth implementation of DoP&PW OM dated 03/03/2023 for conversion of employees governed under NPS to OPS may be assured by solving the following issues:

- (i) Regarding OFB letter no 307/NPS/coordinator/policy and 3675/2023/coordinator/policy dt 03/03/2023, there's a delay in forwarding of option form from OFC factory end to DFUKN. It has not been sent till date.
- (ii) Clarification on "notification" and "advertisement".

The sanction issued for DR by the Ministry/Department/Headquarters of the Directorate should be treated as "notification" and if that sanction of vacancies letter is dated prior to 22/12/2003 then the employees who were recruited on

the basis of the sanctioned vacancies they all should be governed under OPS irrespective of the date of advertisement, since the advertisement publication is always delayed by the DAVP / Employment News Journal.

- (iii) In case of Appointment of Trade Apprentices, if the vacancies were released by the HQ formation before 22/12/2003 then all those ex-TAs who were recruited based on such sanction are all eligible for OPS irrespective of their joining date. The same principle will be applicable for employees recruited for T-90 projects since the project sanctioned which was issued prior to 22/12/2003. In this regard, DFUs are taking different type of actions in similar cases.
- (iv) Candidates who were issued call letter for Compassionate appointment on or before 22/12/2003, are eligible for OPS.
- (v) In cases of Appointment of land displaced persons, the date of application given by the Head of the family / or authorized persons for appointment, on or before 22/12/2003, are eligible for OPS.
- (vi) Appointment which took place after 22-12-2003 but against DR vacancies available on 22/12/2003, are eligible for OPS.
- (vii) Many employees, recruited after 22/12/2003 till now, do not know about their advertisement date, are asking the documents from the Fys. Some Fys. are informing the employees that they do not have the documents to verify the claims made by the employees for their conversion from NPS to OPS. Advertisement date may please be intimated to all such employees.

E:3. Grant of compassionate appointment to the dependents of deceased employees of OF Hospitals, Schools and Offices of DoO(C&S).

E:4. GPF payment Matters: DoO(C&S) vide Email dated 18/4/2023 has demanded the following additional documents for claiming final GPF payment viz:

- 1) Annual statements of GPF Accounts (CCO-9) for last 3 years
- 2) Cancelled Cheque Leaf for Direct Bank Transfer

- 3) Payment Slip (Month where GPF Subscription stopped)
- 4) 1st page of bank Pass Book.

Since many of the employees may not be able to produce GPF statement for the last 3 years the same compulsion may be avoided.

E:5. Hospital Welfare Committee: DoO(C&S), Kolkata vide their letter No.384/MWIC/H&S dated 09.05.2023 has issued the composition of the Medical Welfare Committee. On the composition, staff side has given suggestions as follows:

- i. JCM level-IV Staff side member - 1 member
- ii. Works Committee staff side member - 1 member
- iii. Recognised Unions - 1 member from each/unions affiliated to regc. Federations
- iv. JCM Level-II or Level-III member(s) posted in that station
- v. Recognised Association E.C. member- 1 member
- vi. National Council (JCM) member posted in that station - 1 member
- vii. Para medical staff posted in that hospital - 1 member

E:6. Change of particulars in PPO:

- (i) For Pre-2016 Pensioners where there were correct data endorsed in the PPO but the same was not reflected correctly after migration to SPARSH.
- (ii) A number of cases where the Pensioner intends to change some particulars in PPO after migration to SPARSH.

E:7. Release of Promotion for the candidates undergone Technical Courses conducted by the state government: Due to the issue of ODL surfaced in recent times, DoO (C&S) has issued instruction to all factories to comply with the SRO for the promotions. As a result, various complications have evolved. One such case is Diploma courses in Technical Streams offered by the state boards in part time mode (Night classes/contact classes) viz. OFMK. As the SRO has the clause 3 years diploma and AICTE approved, so these incumbents are not being allowed the promotion. E.g. GSF cases.

E:8. Inclusion of the provision of payment of guarantee wages to the Piece Workers in the Wage Package in case their Piece Work earning fall below the actual Basic Time Wages in accordance with MoD Instructions No. 12(10))/81/D(Project-I) dt.

06/04/1984 addressed to the DGOF & Chairman circulated vide fob Letter No. 83/A/A dated 02/05/1984.

It is observed that post Corporatization of Ordnance Factories due to shortage of workload, delay in providing input materials / components etc. the Industrial Employees deployed on Piece Work System are not able to earn even their Basic Time Wages (Rs. 7100 of 6th CPC, since Piece Work rates are not correlated in 7th CPC Pay Scale). In accordance with the above mentioned MoD instructions, Piece Workers in the Ordnance Factories covered by Piece Work Incentive Scheme will be guaranteed the actual basic time wage in this respective Pay Scale for the period the earning of the worker during the period of his duty fall below the actual basic time wages applicable for that period. Since, this provision is not incorporated in the wage package of Industrial Employees, the Piece Workers are getting minus Basic Pay in their wages of the employees which is against the Government Order and amounts to illegal recovery from the wages under the Payment of Wages Act. Therefore, DoO(C&S) may kindly arrange to issue instructions to amend the wage package so as to incorporate the provisions of Guarantee wages to the Industrial Employees deployed on Piece Work System.

E:9. Mandate form with crossed cheque is being asked by AO/DFU in each and every case of advance and final bills of TD, GPF, Leave Encashment etc. This has no practical requirement or use. Mandate form with crossed cheque taken once from an employee may be used in his all kinds of payments.

E:10. Any other point with permission of chair.
