

POINTS FOR DISCUSSION IN THE 18TH STEERING COMMITTEE MEETING
OF OFB JCM III LEEL COUNCIL (11TH TERM)
TO BE HELD ON 14-05-2015 AT OFB HQrs., KOLKATA.

1. Review of the procedure adopted for induction of candidates for Apprentice Training under Apprentice Act 1961.

- CS / AIDEF

Ordnance Factories are training Apprentices under the provisions of Apprentice Act 1961. Till the 49th batch i.e. upto 2008 advertisement was given by OFB / Kolkatta Centrally and the Factories concerned were directed to set the question paper and evaluation of answer sheets and preparation of merit list and other process such as issue of PVR, Medical etc. However, from 50th batch onwards OFB has started centrally setting the question paper through contract with some private agencies, evaluation of OMR and preparation of merit list etc. From 52nd batch onwards advertisement is given by OFB centrally with introduction of online application system except conducting examination and publication of final result etc.

During the present Induction Examination conducted by OFB lot of anomalies, irregularities are observed in almost in all the Factories which forced OFB to issue a Circular asking for the details. The AIDEF was also given a note in this regard to OFB. It is not mandatory under the Apprentice Act 1961 to hold a centralized Induction Examination for selecting the candidates for training. Due to the centralized Induction Examination the following situation has arized.

Different State Governments are having different syllabus for 10th Std. in addition to the syllabus followed by CBSE Schools. In this situation the methodology adopted by the private contractors for setting the question paper on which syllabus is not known.

Since, candidates have the option to write the examination in their own language, question papers have to be set in different Indian languages. It is observed that the translation in different languages are of a very poor nature which the candidates cannot understand.

Complaints are received about leaking the question paper to selected Coaching Centers to help the candidates from such Coaching Centers.

Impersonation to a large extend has taken place. Many individuals were caught by the invigilators at HVF Avadi.

To overcome all the above anomalous situation it is requested to review the above situation and to implement the following procedure.

Each Factory may be advised to publish the advertisement in their respective State News Papers only.

No Entrance / Induction Examination is to be held since the same is not mandatory under the Apprentice Act 1961.

After receipt of the applications Merit list may be prepared on the basis of marks secured in the 10th Std. examination and if the marks of the candidates are same then the date of birth criteria to be adopted by giving preference to the elder person.

A waiting list may be kept so that if any candidates do not join or after joining leave the training then candidates from the waiting list can be taken.

OFFICIAL SIDE BRIEF

OFB HRD division is seized of the matter. RDAT is being consulted and Railway model being studied for appropriate action on the matter.

2. Recruitment of Ex-Trade Apprentices in the Ordnance Factories.

CS / AIDEF

After the amendment of Section 22 of the Apprentice Act 1961 the Government has incorporated the following Sub Section in the Section 22 of Apprentice Act 1961 which is given below.

“(I) Every employer shall formulate its own policy for recruiting any apprentice who has completed the period of apprentice training in his Establishments”.

After the above development the AIDEF raised the issue in the Departmental Council (JCM) and also in the OFB JCM-III Level Council Meeting that OFB should formulate its policy in this regard by switching over to the previous system of maintaining batch-wise seniority and recruiting them as and when vacancy arises in the Factory in which the apprentice was trained. Based on the representation of AIDEF MoD has asked the comments of OFB and OFB has given a favorable view to the MoD. MoD vide letter dated 15.04.2005 have now opined that the opinion of the OFB to make recruitment in Industrial Cadre directly from their Ex-Trade Apprentices seems to be at par with Section 22 (I) of Apprentice (Amendment) Act 1961. It is therefore requested that OFB may formulate its policy in this regard for recruiting Ex-Trade Apprentices based on batch-wise seniority in consultation with the Staff Side.

OFFICIAL SIDE BRIEF

Based on amendment in Apprentices Act, a proposal was sent to M of D for direct Induction of IEs from amongst Ex-Trade Apprentices of OFs. M of D (D/Lab) has advised to take Legal Opinion on the matter and forward to parent deptt. of M of D for according approval to the proposal. A reference is being prepared for Ministry of Law.

3. Selection of HVF Apprentices who were trained in the trade of Turner for the post of Machinist.

CS / AIDEF

At HVF Avadi based on Agarwala Committee recommendations when the Factory was under the direct control of MoD the trades like Turner, Miller, Grinder, Engraver, Shaper etc. were merged with Machinist and at present in HVF there is only one Metal Cutting Trade i.e. Machinist. However, in the OFTI HVF candidates who are selected for Apprentice training are being trained in different trades such as Turner and Machinist. So far as HVF is concerned since there is no designated trade of Turner available, whenever recruitment takes place in the trade of Machinist the Apprentices who are having Turner NAC was also considered and they were recruited to Machinist. This is happening from the past so many years. However, to the shock of the Apprentices trained in the trade of Turner at HVF OFTI, the Management arbitrarily took a stand that the candidates in the trade of Turner who were called for the written examination for the trade of Machinist were not allowed for practical test even though they qualified in the written examination.

When the AIDEF Affiliated Union approached the HVF Management in this regard they were told that they are not in a position to allow the Turners to appear for Machinist Trade Test due to OFB Instruction No. 570/A/I(PT)/54/VOL-IV/294 dated 06.01.2011 which reads *“An applicant will be eligible as a candidate for a particular SS trade provided he/she possesses the above said qualification in the trade only that is no interchanging of trade is permissible”.*

The stand taken by HVF Management on the basis of above OFB letter is not justifiable, since HVF itself do not have the trade of Turner in its sanctioned strength. Moreover, there is no much

difference in the Trade Test specification of a Turner and a Machinist. Apart from this 80% of the Machines available in HVF are Central Lathe Pattern (including CNC) only and a Turner is competent enough to work in these Machines.

After the candidates qualified the written examination there is no justification in not permitting them to appear for Trade Test on the plea that Turner trade is not available in HVF. Considering the special circumstances of HVF, OFB may kindly direct HVF Management to allow the candidates with Turner NAC qualification and who have already passed the written examination for Machinist to participate in the Trade Test urgently.

OFFICIAL SIDE BRIEF

As per relevant SRO, for the post of Machinist, only Machinist Trade applicants can be considered. However, advertisement needs to be examined as to whether any other Trade has been made eligible for making an application against the advertised vacancy of Machinist.

4. Provision of a copy / CD of the Service Record of the Employees while on superannuation / death etc.

CS / AIDEF

As per the provisions of GFR Employees are to be given a copy of their Service Record. However, since majority of the employees do not apply for the same while in service the same is not given to them. However, some Factories have adopted a system of handing over a copy of their Service Record / CD along with PPO during their superannuation from service. It is therefore requested that OFB may kindly issue instructions to all the Factories that a copy of the Service Record of the employee may be handed over to him while on superannuation and in the case of an employee while in service a copy of the same may be handed over to the dependents.

OFFICIAL SIDE BRIEF

The suggestion will be examined in the light of extant rules on the subject.

5. Restoration of the MTS posts sanctioned by OFB to the Factories.

CS / AIDEF

Factories were facing difficulties since there are a large number of vacancies in the MTS cadre. The Factories are managing with Contract Labourers. These Contract Labourers are handing sensitive files. After repeated request of the Staff Side to fillup the MTS vacancies in the Factories OFB has allowed all the Factories baring a few to fillup limited number of MTS vacancies through direct recruitment. OFB has sanctioned 407 posts of MTS for direct recruitment. However, we fail to understand that how from 407 it has been reduced to 99. This is not justified. More than 13 Factories have been denied the recruitment of MTS. None of the OEF Group of Factories were given sanction for recruiting MTS. It is requested that OFB may kindly review the position and the original sanction of 407 MTS may be restored by permitting all the Factories to recruit MTS.

OFFICIAL SIDE BRIEF

The point is under examination at OFB.

6. Non circulation of Ministry of Health OM F. No. 2-1/2012/ CGHS/VC/CGHS(P) dated 01st August, 2013 by OFB to the Factories.

CS / AIDEF

Ministry of Health vide their above referred OM has issued clarification with regard to the admissible and non admissible items under CGHS. However, the same is not being taken into consideration for implementation in the Factories on the plea that OFB has not circulated the above OM of Ministry of Health. It is requested to avoid hardship to the employees the above OM may please be circulated to all the Factories for implementation.

OFFICIAL SIDE BRIEF

The Instruction of Ministry of Health & Family Welfare OM F.No.2-1/2012/CGHS/VC/CGHS(P) dated 01-08-2013 has been uploaded in OFB COMNET on 07-05-2015 by Section Per/M of OFB.

7. Problems faced by the Ordnance Factory Employees with regard to supply of medicines by the Factory Hospitals.

CS / AIDEF

The Ordnance Factory Employees are facing the following difficulties with regard to medicines which are provided by the Factory Hospitals.

The present generic drugs which are being issued to employees and their dependents are of very poor quality. Most of the essential drugs have no effect at all. Employees are complaining of drug colour change, moistness in drug, drug becoming powder and poor packaging.

The AFMSD supply drugs, inconsistently and many times the Hospitals receive late notifications that the drug which was supplied earlier have to be destroyed due to poor or toxic nature. By the time, the patients would have consumed it resulting in side effects and sufferings.

Most of the employees and dependents are forced to buy their monthly drugs from private medical shops. The Factory Doctors each time are issuing alternate drugs, different in size and shape causing confusion and less confidence in the patients. The above problems are due to non availability of essential drugs and newer lifesaving drugs.

Rate contract purchase of drugs to be stopped as it causes undue delay in procurement, administrative inconvenience and result in dropout of drugs and vendor competition and above all supply of very poor quality of drugs.

Due to the above mentioned problems most of the patients are not satisfied which ultimately results in disturbance in the IR situation. Therefore, OFB may kindly consider this matter seriously and simple modernization of the Hospital and its building alone will not help the patients. Therefore, the following is suggested.

There should be a Central Drug Procurement Policy functioning under DHS / OFB. All quality drugs should be procured and issued to all OF Hospitals.

Necessary steps to be taken with AFMSD to improve upon quality of drugs and timely supply.

All Hospitals should have a uniform purchase policy which is simple, transparent and which ensures procurement of quality drugs as been followed in Central Government Hospitals and PSU Hospitals.

OFFICIAL SIDE BRIEF

Procurement of Medical Stores is governed by relevant OFMR Instructions on the subject. Attention is also invited to OFB Letter No.005/LP/Per/M dated 23-08-2007 & 16-04-2015 & OFB Letter No.005/Per/M dated 30-01-2012, 30-04-2012, 01-08-2013 and 23-07-2014 (COMNET) which regulate procurement of medical stores in the DGOF Organisation.

In as far as supplies from AFMSD Depots are concerned, Units are being requested to improve liaison with their Depots directly and through sister Factories located near the Depot. Efforts to implement a Central Drug Procurement system is underway.

8. Grant of Incentive Bonus to the Workman deployed in maintenance work at Proof Range in AFK.

CS / AIDEF

The above agenda was discussed in one of the Steering Committee Meeting and based on which OFB vide Letter No. 814/Agenda/OM/A/A dated 21.08.2014 has asked the comments from AFK. The AFK vide its Letter No. V&C/213/JCMIV/2014 dated 13.12.2014 have informed OFB that the tradesman who are deployed in the Proof Range in AFK and engaged in maintenance work are entitled for Incentive Bonus since they are mainly deployed for maintenance of Armory Weapon, its accessories and air conditioners. They are not associated with the Quality Control / Examiners job. They are maintenance workers for all purpose. Therefore, as recommended by the Factory OFB may issue instructions to AFK for grant of Incentive as applicable to the maintenance workers to the workers who are posted for doing maintenance work in the Proof Range of AFK.

OFFICIAL SIDE BRIEF

The Factory must deploy all the maintenance Workers to proof ranges from the concerned Maintenance Section, for the Maintenance Workers to be eligible for Incentive Bonus. The Factory is being clarified accordingly.

9. Proposal of OFB to deploy retired employees on contract basis may be withdrawn as it is against the law of the land and Rules on the subject.

CS / AIDEF

OFB vide Letter No. 108/Syng.Conf(RPF)/QCS dated 06.04.2015 have issued a Circular to all the Factories proposing to engage retired employees on contract basis to do the job of Examiner, NIE and NGOs. This is a clear violation of the Contract Labour (Regulation & Abolition) Act 1979 since the Quality Control activity in the Factory is a direct production activity and it is a permanent and perennial job. As per Rule 165 of GFR consultants can be engaged only in high quality services where the Department does not have requisite expertise. Moreover, engagement of retired Government servant as consultant for routine / normal work is not permissible and appointment of consultant should not be against vacant / sanctioned post.

When the Rule position is as mentioned above we wonder how OFB has taken such a major policy decision against the Rules. Therefore, it is requested that since there is no ban on recruitment the post of Examiner, Chargeman and other NIEs post can be filled up by direct recruitment. The proposal of OFB to engage retired employees may dropped.

OFFICIAL SIDE BRIEF

Point may be discussed in the meeting.

10. Impact of MoDs decision to declare OFB as a Departmental Commercial Undertaking.

CS / AIDEF

MoD vide its Letter No. 207/JS(ES)/2015 dated 20th April, 2015 have conveyed its decision to convert OFB as a Departmental Commercial Undertaking. This decision has been taken without consulting the major stake holders i.e. the employees. Neither MoD nor OFB has discussed the above matter with the Federations, even though there are written assurances that any proposal to change the structure and function of Ordnance Factories would be discussed with the Federations. While the Government has given in writing both in the Parliament and also to AIDEF that there is no proposal for corporatization of Ordnance Factories, we are afraid that the declaration of OFB as a DCU is a step towards corporatization, since the erstwhile DCUs like Government of India Mint, Security Press and Telecom etc. were converted to corporation. It is seen from the above MoD letter that OFB has been directed to submit their proposal by 15.05.2015 when the AIDEF came to know about this development a protest letter has been sent to the DGOF and Chairman and a request was made to convene a meeting with the Federations in this regard to clarify the position. However, the AIDEF has neither received any reply nor any invitation for a meeting to discuss the entire issue. Therefore, it is demanded that OFB may immediately convene a special meeting with the Federations to discuss the above decision taken by MoD without taking the Federations into confidence.

OFFICIAL SIDE BRIEF

The Point may be discussed in the meeting.

11. Progress on extension on the benefit of the order dated 03.07.2013 passed in contempt Petition No. 1678/2011 in WP No. 7424/2005 to the similarly placed employees of OCF Avadi.

CS / AIDEF

The above item was discussed as an agenda in one of the Steering Committee Meeting. OFB vide Fax No. 20/14/16(11)/A/IR dated 18.06.2014 have asked the Factory to forward their comments along with the list of affected employees. Accordingly, OCF Avadi vide their letter dated 03.07.2014 and 15.12.2014 have offered their comments to OFB. The matter still remains unsettled. The 47 affected employees are repeatedly representing to implement the benefit of the Court Judgment by granting the benefit of seniority by notionally giving them the promotion to skilled grade from the date they have completed two years as Tailor Semiskilled and thereafter to give the consequential benefit of further promotions to the next higher grades as being granted to the Petitioners in the above mentioned case. OFB may kindly consider the matter dispassionately and notional seniority and promotion with notional fixation benefit may be granted to the similarly placed 47 employees of OCF Avadi.

OFFICIAL SIDE BRIEF

The issue is under examination at OFB.

12. Stepping up of pay of Nursing Staff in comparison with the directly recruited junior appointed on or after 01.01.2006.

CS / AIDEF

After the implementation of 6th CPC recommendations separate entry pay is given to the direct recruits in the Pay Band for each Grade Pay. Due to this there was an anomaly by which the seniors who are promoted earlier to the direct recruitee were getting less pay than the junior who was directly recruited. This was raised in the National Anomaly Committee and Government issued orders for stepping up of pay of the promotes at par with the junior direct recruitee in the particular post. Accordingly, some of the Nursing Staff of OF Bhusawal have applied for stepping up of pay at par with their junior direct recruitee posted at GSF Cossipore. OF Bhusawal has forwarded the case to OFB and OFB vide their Fax No. 450/6th CPC/PER/M dated 23.02.2015 have rejected the case. This is not justified since the affected Nursing Staff are eligible for stepping up of pay at par with their junior. OFB may kindly reconsider their stand and necessary instructions may please be issued to OF Bhusawal for stepping up the pay of the affected Nursing Staff at par with their juniors.

OFFICIAL SIDE BRIEF

Action Taken by OF Bh/ OFB is as per the Rules in vogue.

13. Amendment in Part-V of schedule to CCS (CCA) Rules 1965 in respect of Group “B” posts in Ordnance Factories.

CS / AIDEF

Since, the schedule of the CCS (CCA) Rules 1965 for declaring the disciplinary authority for the Group “B” non gazette post in the Ordnance Factories is getting delayed the categories of employees in the post of MCM and Chargeman etc. are subjected to unnecessary hardship since all the matters pertaining to disciplinary cases of theirs has to be forwarded to OFB as DGOF is the appointing authority. It is understood that OFB has taken up a proposal with MoD for declaring the General Manager as a disciplinary authority for Group “B” non gazetted posts. The progress in this regard is not yet known to the Staff Side. The proposal may be pursue and necessary amendment in the schedule of CCS (CCA) Rules 1965 may be published.

OFFICIAL SIDE BRIEF

The matter is under examination of Ministry of Defence where a reference has been made by OFB for declaring Sr.GM/GM as disciplinary authority for all Gr.B posts. Cosequent upon such approval, necessary amendment in Part-V of the schedule to the CCS (CCA) Rules, 1965 will be carried out.

14. Recruitment in Group “C” Posts through local Employment Exchange.

CS / AIDEF

In the past direct recruitment to the Group “D” and Group “C” posts used to take place through Employment Exchange. Due to this there was no delay in filling up of vacancies and mostly

local candidates are recruited and hence subsequently there was no pressure from them for transfer to their home town. However, after 1996 this system was stopped and even for filling up of 1 Group “C” vacancy like Labour, MTS etc. advertisement is given in newspaper throughout the country. As a result thousands of applications are received for filling up of limited number of posts and the Factory Management are not interested to scrutinize those applications and conduct written examination / Trade Test etc. For example OFB has given a sanction to HVF to fillup 230 posts of Labour Semiskilled through direct recruitment a few years before. Till date the Factory has not published any notification in this regard and it is understood that the Factory Management has written to OFB proposing to surrender the sanction already issued. When the AIDEF Affiliated Union approached the HVF Management, they have expressed their inability to conduct written examination since they anticipate more than a lakh applications from the job aspirants since the minimum qualification required for the Labourer is only Matriculation.

Apart from the above the candidates who are selected and appointed through all India Employment Notification, immediately after joining service they start representing for transfer since they are not local people. Some of them join duty and remain for a few months and thereafter resign and leave for better job. Due to which the Factory suffer since that vacancy cannot be filled up from the merit list.

To avoid the above situation OFB may take up a proposal with MoD to recruit candidates for Group “C” posts through Local Employment Exchange.

OFFICIAL SIDE BRIEF

The point will be examined at OFB.

15. Payment of DA Arrears, Bonus and any arrears less than Rs. 25,000/- by cash at the option of the Employees.

CS / AIDEF

As per Department of Expenditure OM dated 31st March, 2012 circulated vide MoD (Finance) ID No. 11(35)/BUD-I/2012 dated 15.05.2012 the Government servants are permitted to receive their salary by direct credit to their Bank Accounts through payment advises at their option. Further the OM also provides that other than Salary any amount exceeding Rs. 25,000/- should be made through Bank payment only. This means that employee has got an option to receive their salary through cash at their option and any other payment less than Rs. 25,000/- can also be received by the employees through cash. However, this order is not being implemented in the Ordnance Factories. Even though, employees are eligible to take their monthly salary through cash, almost all the employees have opted their salary through Bank. However, when the employees wanted to take payments like DA Arrears, Bonus, Promotion Pay Fixation Arrears and any other payment less than Rs. 25,000/- by cash they are not being permitted to take the payment. This is illegal and against the above provision of the Government Orders. During the last Bonus Payment the employees of OCF Avadi wanted to take Bonus Payment through cash. General Manager, OCF Avadi also approved the same and requested the Accounts Authorities to make the Bonus payments through cash. However, the Accounts Authorities refused to make the payment through cash and forcefully deposited the same in the employees Bank accounts against the option of the employees. To avoid any situation like this in future OFB / PC of A (Fys.) may kindly arrange to issue instructions to make the payments less than Rs. 25,000/- in cash mode if the employee opts for the same.

OFFICIAL SIDE BRIEF

Ministry of Finance, time and again has directed all Ministries to implement its guidelines for making payment electronically,. In this connection OFB last circular no. 112/2015/Per/Policy dated 06-05-2015 refers.

16. Review of disciplinary cases pending at the Factory level for more than an year.

CS / AIDEF

It has been brought to the notice of the Staff Side that disciplinary cases against the employees are pending in the various Factories for more than an year without any progress / decision. There are cases which are pending for 2-5 years in spite of the fact that there is no delay on the part of the employees in concluding the proceedings. Instances have also come to the notice that after a period of 2-3 years the disciplinary action concluded with a minor penalty due to the outcome of the case. The penalty imposed may be minor, but due to the pendency of disciplinary proceedings and subsequent conclusion with minor penalty the promotion / MACP due to the individuals are unreasonably delayed. Therefore, it is requested that OFB may take feedback from the Factories and necessary instructions may please be issued to Factories to complete the disciplinary cases within reasonable time limit so as to avoid any hardship to the employees. There should be also a monitoring system at the level of OFB in this regard.

OFFICIAL SIDE BRIEF

The point has been noted. OFB vide Circular No. 3977/Board Meeting/A/Disc dated 05.12.2013, advised factories that disciplinary cases of employees with less than two years of service are to be monitored strictly to ensure that passing of final orders are preferably done before the superannuation of the delinquent employees. However, completion of a disciplinary case depends upon the facts and circumstances of the case, the course of action involved and co-operation of the delinquent employee. As such, it may not be possible to complete the disciplinary proceedings in each and every instance.

17. Inter Factory Transfer of Industrial Employees

- RS/INDWF

After the Honble Supreme Court of India Judgement in the year 2007, the process for recruitment of IES in Semi Skilled Grade (Trades Man) is carried out through open advertisement, Since each Factory is issuing advertisements in different periods and conducting written tests /Trade tests on different dates. The applicants are applying to more than one ordnance factory and sometimes they are selected more than one Factory, Responding to 1st Factory call though the place is far off but they join in those distance Fys. Later they even get appointment in the nearer Fy they are losing the chance.

As a result , many hundreds and thousands of employees got migrated to distant places for want of employment but these employees got migrated are continuously using their influence politically, officially and Trade unions for getting their Jobs done and to achieve their requirement of Transfers

Some factories are Leaving these applicants on mutual , compassionate grounds but some factories are totally refusing to forward the applications even on mutual basis. Some factories are liberally considering such requests,

In this regard , it is requested that for Direct recruitment and Transfers the following Proposals may be considered and guidelines may be issued to follow uniformly by Ordnance factories to put an end for request of transfers.

I. For Direct Recruitment

- (a) All Ordnance Factories should conduct written test for Tradesman (SSK) Post on one day to avoid the persons restricting them to appear in one Factory. So that migrations can be avoided.
- (b) To avoid impersonation, the documents should be verified before the written Test. Now it is done after written test.

II. For Transfers

- a) Applications Seeking Transfers on mutual basis with same Trade & Grade or otherwise may be considered leniently.
- b) Extreme Medical Grounds, Self, Spouse and Children may be considered sympathetically.
- c) If more number of applicants are seeking transfers from one centre to another centre the post, may be given to releasing Fys to that extent so that no Fy is allowed to suffer for manpower detailed discussion needs and policy to be decided to consider the cases pending and a comprehensive policy needs to be decided at OFB Level.
- d) As per the directives of DOP&T, employees or their working in Ordnance Factories, State Governments , Central Govt and PSUs, their cases be considered to get their postings nearer to their home town.

OFFICIAL SIDE BRIEF

It has been reiterated time and again that Industrial Employees are factory based posts. As such Sr GMs/GMs of respective factories are in best position to assess the individual cases and arrive at a decision in consultation with the factories to which transfers are being sought.

18. Recruitment of IEs, NIEs Group ‘C’ Posts in Ord. Factories

- RS/INDWF

Large number of Direct Recruitments are taking place in Ordnance Factories after lifting ADRP both in Industrial and Non Industrial Establishments. Process of Recruitment is cumbersome and put the Fys in heavy work load. Fys are not having required resources. Standard of Question papers are also not according to the Direct Recruitment Qualifications Prescribed. Highly qualified persons are also not restricted. Even after conducting the written test some Fys were identified that some irregularities are reported and led to cancellations. Therefore it was demanded by the Staff Side to constitute a centralised agency at OFB Level which is pending at least for more than 5 years. The process which is being adopted in Ord Fys now for conducting written test without verifications for both Direct Recruitment and Trade Apprentice selection Test, many proxy candidates are appearing. In some Fys, they were identified in these written tests and they were let off without any action. Recently in HVF, after written test ,

verification was conducted before Trade Test in which 3 persons were caught and many around 25 Persons left the spot since they happened to be Proxy candidates.

To avoid impersonation, proper directives may be given to Fys to avoid these proxy candidates appearing for written test etc both for Direct recruitment and Trade Apprentice selection

OFFICIAL SIDE BRIEF

Necessary standing operating procedure (SOP) has been issued to all Factories for necessary compliance vide OFB Circular on COMNET Dated 11-05-2015.

19. Medical Facilities for the employees and families of Ordnance Cable Factory, Chandigarh

- RS/INDWF

At present OCF Chandigarh is having a Dispensary for providing the medical care during work shop Hours of the factory. No Authorised Medical Attendants are listed. To avail the treatment for employees and their families after working hours and on holidays they have to go to Govt Hospitals. CS(MA) facilities are also not allowed since they are residing within 8 kilometres radius. Therefore to provide full fledged medical facilities to the employees and their families proper arrangements may be made for them by allowing them to avail CS(MA) facilities or by identifying the recognised CGHS hospitals for the purpose.

OFFICIAL SIDE BRIEF

Case has already been examined in Detail No.OFMR beneficiaries at OCFC is 395. In an emergency during non-working hours/holiday employee can go to nearest Hospital Pvt./Govt. unrecognized /recognized. For availing treatment from routine OPD on holidays/non-working hours they can go to nearest recognized /Govt. Hospitals in the vicinity. List of recognized CGHS Hospitals is available in CGHS Website and in variably in the Factory.

20. Misuse of Manpower in Ordnance Factory, Itarsi.

- RS/INDWF

Ordnance Factory, Itarsi is one of the Explosive Factory under OFB. Safety is the foremost important to be followed by Fy Management and Employees. In Itarsi, many accidents have taken place in the recent years, including fatal accidents. Now the factory management is detailing Firemen in the Explosive Works, Ambulance and Fire Engine Drivers are detailed to operate explosive Vehicles, Charge man are detailed to do welding works. When these things are objected, the concerned union leaders are targeted by the Management. This kind of Misusal of Manpower only to meet the production Target Leads to Violation of safety norms and may lead to further accidents. A committee should be sent to study and to advise the factory management to avoid such things and to avoid conflict and confrontation.

OFFICIAL SIDE BRIEF

Necessary comment is placed as Annexure-I.

21. Finalization of Departmental Enquiry under Rule 14 of CCS &CCA Rule 1965 in respect of employees before their Superannuation

- RS/INDWF

Where disciplinary action initiated under Rule 14 of CCS &CCA Rule and Pending in respect of retiring employees, necessary instruction may please be issued to Sr GMs/GMs to complete the Enquiry and close the case, So that the Terminal and Pensionary benefits can be settled on the day of his/her retirement.

While Departmental enquiry is pending , on the day of retirement, individual is granted only provisional pension and other terminal benefits are withheld. After the case is completed the punishment can only be announced by President of India, UPSC only decides the Quantum of Punishment. In few cases Quantum of Punishment awarded is very abnormal.

Therefore OF Board may issue necessary instruction to Fys to finalise these cases at their level so that the employees are not put in very disadvantage position. Sometimes, Union Leaders are also put in such kind of situation to make them to suffer financially and mentally.

OFFICIAL SIDE BRIEF

The point has been noted. In this regard, necessary action can be taken after approval of the competent authority. However, completion of a disciplinary case depends upon the facts and circumstances of the case, the course of action involved and co-operation of the delinquent employee. As such, it may not be possible to complete the disciplinary proceedings in each and every instance. However, in this regard, OFB Circular No. 3977/Board/Meeting/A/Disc dated 05.12.2013 is relevant wherein it has been emphasized to complete the disciplinary cases and pass final orders before the superannuation of the delinquent employee. For the cases being dealt at OFB, the date of superannuation of the delinquent employee is one of the primary considerations amongst other issues involved and early disposal of such cases is being taken care of.

22. Review of Suspension Cases involved in Police Cases or with CBI

- RS/INDWF

The employees involved in Criminal cases filed by State Police or Central Agencies are placed under Suspension, because of their remand of more than 48 Hours. While reviewing the suspension by the appropriate authority, such cases also may be reviewed since the suspension is prolonging more than a year or two and their subsistence allowances are also not reviewed to enhance to 75% despite no fault of them. Paying subsistence allowance and keeping employees out of their duty is required to be reviewed keeping the interest of the Organisation.

OFFICIAL SIDE BRIEF

Discipline division of OFB is concerned with the review of suspension cases where suspension has been done owing to involvement of an employee in a criminal case filed by state police and the employee had been detained in custody for a period of more than 48 hours and the trial is on. Such cases are reviewed and depending on the status of the pending criminal case, the suspension is extended or revoked. Regarding enhancement of Subsistence allowance to 75%, concerned factories are required to submit proposals with proper justification. Thereafter, an appropriate decision is taken by the Chairman, Permanent Review Committee.

Review of suspension cases where criminal case has been filed by Central Agencies, are dealt with by the office of CVO.

23. Implementation of the Provisions of the (Amendment) Act 2014 for Direct Recruitment of Ex-Trade Apprentices of Ord Fys.

- RS/INDWF

The issue was considered by the previous Central Government and by the Present Govt of India and some amendments were proposed in the Apprentice Act 1961 which is called as The Trade Apprentice (Amendments) Act -2014 and the same was enacted by Parliament in the 65th year of the Republic of India.

According to section 22 of the Principle Act, Sub Section (I) shall be substantiated namely:-

“ (I) Every Employer shall formulate its own Policy for recruiting any apprentice who has completed the period of Apprenticeship Training in his establishment”

Therefore, OFB may take necessary decisions to recruit 100% Ex-Trade Apprentices of Ordnance Factories against Direct Recruitment vacancies by adopting the amendment of the Apprenices (Amendment)Act 2014 published in the Gazette of India Dt 8th Dec-2014 and circulated by Ministry of Labour & Employment DGET Letter No: DGET-I(I)/2014-AP Dt 30-12-2014

OFFICIAL SIDE BRIEF

Same as Pt. No.2.

24. Review of Man Power sanction in Ordnance Factories according to work load and New Projects.

- RS/INDWF

The present manpower sanction in each Fy is required to be reviewed based on the increased work load and new projects sanctioned. There is a heavy imbalance in the sanctioned strength in the Factories. Where new projects and added work load sanctioned, Plant and Machineries are commissioned but due to lack of Man Power the required production activities could not be carried out. Therefore, taking into account of the overall sanctioned strength of Ordnance Factories review is to be done to shift the unfilled manpower sanction without affecting the Promotional Prospects of the Fys.

OFFICIAL SIDE BRIEF

The matter is under examination at OFB. Meanwhile manpower is being sanctioned to all Units based on their work load and retirement profile.

25. Proper implementation of Hon'ble Madras High Court Judgment, dt. 18-10-2011 regarding regularization of casual service for all the benefits at HVF :

- TP/AIDEF

The above Hon'ble court judgment was accepted by OFB in turn the OFB directed HVF to implement the Court Order. So, far 50% of the Order has been implemented but remaining portion yet to be implemented.

Since the Hon'ble High Court judgment directed "therefore the petitioners are entitled to be regularised from the date of their initial appointment prior to the regular appointment with all the consequential benefits". Hence the management condoned all break-in-service period when the petitioners were put as a casual and claimed MACP those who are crossed 20 years and 30 years of service. But the HVF LAO refused to accept the HVF proposal stating that MACP cannot be granted for break-in service. Since it is high court order the PC of A should directed HVF LAO to accept the HVF proposal for granting of MACP. It is pertinent to mention here it is not the fault of the petitioners, because they have not taken long leave, the administration gave them break-in service which is now be condoned to Hon'ble the High Court Order. PC of A may direct HVF LAO for their early acceptance for MACP in turn to honour the Court Judgment.

OFFICIAL SIDE BRIEF

The point will be taken up with PC of A (Fys) for appropriate action.

26. Implementing of Hon'ble Chennai CAT Order, (RA No.310/00045/2014 arising out of OA No.1601/2013) dt. 23-03-2015 :

- TP/AIDEF

As per the 6th CPC in Engine Factory Avadi already paid the arrears of NDA from 01-01-2006 onwards. Hence I request the above mentioned CAT Order may be implemented to HVF also from 01-1-2006 onwards for 6th CPC.

The HVF employees Union already got an Hon'ble Chennai CAT Order(OA No.162/2002) to implement Night duty allowance as per the 5th CPC. But it was not implemented in the meantime CAT judgment (OA No.1391/2010) was implemented in EFA Avadi for the Petitioners only and arrears were paid from 01-01-1996 onwards -. Since the adjacent factory under OFB already paid the 5th CPC NDA arrears the same cannot be ignored to HVF which will lead to a labour unrest and spoil the industrial relation. Early order is expected from OFB.

OFFICIAL SIDE BRIEF

Necessary orders have been received from MoD and are being circulated to factories for implementation.

27. In the ongoing recruitment process at HVF, 50 years old procedure of recruiting TURNER HVF apprentice as MACHINIST has been refused for practical test, although they have been allowed written test and passed. – Immediate remedial action please.

- TP/AIDEF

OFFICIAL SIDE BRIEF

Same as Point No. 3

28. Review of the list of posts identified and update the list taking into consideration the developments in technology the Persons with disabilities (Equal opportunities, Protection of Right and Full Participation) Act 1996 in compliance to section 32 (b) of the said Act. The review is to be done on every three years basis. For the past decade there is no review in this category. Metallurgical Stream is to be included for PH Quota.

- PJR/INDWF

OFFICIAL SIDE BRIEF

OFB has issued necessary instructions vide Circular No. 140/Per/Policy dated 17/02/2015 making necessary review of identified posts for the PWDs in terms of notification no. 16-15/2010-DD.III dated 29/07/2013 issued by Ministry of Social Justice & Empowerment amending list of Identified posts in all groups for PWDs.

29. Implementation of Hon'ble CAT - Hyderabad orders in OA-450/2015 as regard to issue to MACP benefits in OFPM compliance with CAT Orders. The CAT – Allahabad orders in OA-331/2014 were implemented in OLF-Dehradun and same are applicable in OFPM Case.

- PJR/INDWF

OFFICIAL SIDE BRIEF

OFB is not in receipt of CAT Hyderabad judgement. Once received, the same will be examined at OFB for appropriate action.

30. Safety food products such as Juice and other items issues are being delayed in procurement. It is proposed to sanction Safety Allowance to employees instead of delayed issue of food items.

- PJR/INDWF

OFFICIAL SIDE BRIEF

It is responsibility of the factory management to provide the entitled items. There is no provision of any allowance in such cases. If felt appropriate, the matter may be raised in the factory level JCM IV.

31. OFMK has been sanctioned Rubber components project and OFMK production targets have been enhanced from Rs. 650.00 Crores to Rs. 850.00 Crores. It is proposed to enhance sanctioned strength of OFMK and other factories in view of Enhanced Production targets which will clear the way for career progression of the employees. Many factories have recruited Industrial Employees and the same have not been added up in the sanctioned strength due to which career progression is held up.

- PJR/INDWF

OFFICIAL SIDE BRIEF

The matter is under examination at OFB.

32. **Motor Transport vehicles in many factories are obsolete and their fuel consumption ratio is high as such factories may be sanctioned to procure new vehicles in place of obsolete vehicles.**

- PJR/INDWF

OFFICIAL SIDE BRIEF

The requirement of vehicles is to be assessed by individual factories and forward their proposals to OFB for necessary sanction.

33. **Rain harvesting is to be encouraged in Ordnance Factories.**

- PJR/INDWF

OFFICIAL SIDE BRIEF

Draft water conservation policy is being analysed by NADP.

34. **Solar Power generation to be established at all OFs which will reduce Power Bills to respective state governments.**

- PJR/INDWF

OFFICIAL SIDE BRIEF

Board has already approved for installation of Roof Top Solar Power Plant under NC grant for following Factories :

OFBa – 100KW, OFMK – 150KW, OFCh – 160 KW, OFV – 170 KW, OFA – 40 KW and OFAj – 3MW

Board Memorandum for assigning to SECI for doing tendering for installation of Solar Power Plant in OFB establishments forwarded to OFB/Finance for concurrence. Phase-wise installation of Solar Power Plant for all OFs will be taken as per Board directives.

35. **All Types of quarters are to be provided with Exhaust Fans.**

- PJR/INDWF

OFFICIAL SIDE BRIEF

There is an authorization for each type of quarter. Based on the authorised scale, facilities to be created in each type of quarter by the factories. Also, facilities and quarter conditions vary from factory to factory. The point may therefore be raised in the local level JCM IV for appropriate remedy.

36. Profession Tax exemption for OFs employees to be taken up with respective State Govt. as OFB employees are fourth Arm of Armed Forces.

- PJR/INDWF

OFFICIAL SIDE BRIEF

The matter of exemption from Professional Tax is to be taken by the factories with the respective State Govts.

37. Denial of Ex-Gratia to employees meeting serious accidents while performing their official duties:

- RSR/AIDEF

Many factories are not granting Ex-gratia to the employees meeting with fatal accidents mainly due to ignorance on the subject. At OF Muradnagar the employees meeting fatal accidents are not being paid any ex Gratia (Rs. 5000/-) Also at AFK a Durwan who met with a very fatal accident recently while going towards his place of posting has not been granted the ex-gratia and also his leave has not been regularized as Medical/Hurt Leave.

OFFICIAL SIDE BRIEF

Feedback will be sought from the factories concerned.

38. Up-Gradation from Semi-skilled to Skilled Grade :-

- RSR/AIDEF

At Ordnance Factory Project Korwa the up gradation from Semi Skilled to Skilled has not been done even though many of the industrial employees have completed their residency period. The unprecedented delay has caused acute discontentment amongst the employees who have been put to unnecessary financial hardships and also has caused a barrier for further promotions. It is requested that :-

- (a) The promotions may be granted from the date of completion of 2 years in the semi skilled grade.
- (b) Arrears arising out of the affected promotions should be granted.
- (c) Further promotions may be granted if the required residency period is completed.

Necessary instructions may be issued to the Korwa management please.

OFFICIAL SIDE BRIEF

The factory is facing problems in deciding the seniority of the Industrial Employees because of PVR issues. The matter is being examined at OFB.

39. Recovery of LTC Claim with interest :-

- RSR/AIDEF

A number of IEs and staff due to ignorance of purchasing the Air Tickets through authorized Agencies have been issued notices with recovery of the entire LTC amount to be recovered with interest at AFK. It may be possible that such situation may also be prevailing at other OFs. The concerned employees are very much disturbed and are shocked as they had produced all the tickets in original while claiming the advance.

It is requested that the LAO's and PC of A(Fys) may consider the issue sympathetically as the concerned employees have travelled with their families failing which a one time relaxation may be sought from the Competent Authority to regularize the bills. In the mean time AFK management may be instructed not to recover the amount with interest.

OFFICIAL SIDE BRIEF

The matter will be examined.

40. The Appointment letters may be released to incumbents who have been selected in the recruitment process at SAF Kanpur :-

- RSR/AIDEF

The SAF Kanpur had initiated a recruitment process for appointment of about 69 Semi-Skilled Workmen and the entire exercise has been completed with the result of the selected candidate being published. It is however learnt that the issuing of Appointment letters to the candidates was stalled due to shortage of workload to the SAF Factory. It may be noted that the OFs are now being projected with a huge target of achieving 20,0000 Crores which require both immediate modernization and additional manpower.

As the entire procedure of the recruitment has been completed successfully Chairman/DGOFOFB may kindly permit the appointment of the selected candidates who are eagerly waiting to join the OF.

OFFICIAL SIDE BRIEF

SAF : OFB had sanctioned the 60 posts for direct recruitment in IEs Cadre in SS Grade vide OFB Letter No.800/MP/2011-12/A/I/697 dated 08-08-2011 and 20-09-2011 and 8 posts were lying vacant from the previous recruitment process. Accordingly process of recruitment for total 68 posts of IEs had been initiated. Written Examination was held on 22-04-2012 and result of the written examination was published on 24-02-2013. But the whole recruitment process was put on hold by OFB vide Letter No.33/Misc/CC/SAF/CO/PW&V dated 11-06-2013 due to insufficient work load in SAF. The work load situation has not improved since then.

41. To consider yearly increment as on 01-07-2006 for the employees who has been promoted to HS II/HS I Grade from the Skill/HS Grade w.e.f. 01-01-2006 on the basis of implementation of MOD Order dated 14-06-2010 regarding 4-Grade Structure of IEs.

Employees who had been on leave on 01-01-2006 onward and joined on duty subsequent dates. MOD allowed relaxation in regard to Trade Test and qualifying service but some LAO had effected the promotion w.e.f. the date of joining of such employees and he lost the yearly increment due on 01-07-2006. An instruction may be issued to give relaxation in such case also.

- SCN/INDWF

OFFICIAL SIDE BRIEF

Govt. instructions on the subject to prevail.

42. To consider the enhanced rate of OTA/OTB in respect of Piece Worker on implementation of Correlation of new job rate.

- SCN/INDWF

OFFICIAL SIDE BRIEF

Payment of OTA/OTB to piece workers is guided as per existing instructions on the subject. As such the point is not clear.

43. To consider the posting of Headmaster for Primary Section and posting of Principal I & II for HS School of Ordnance Factory, Chanda which are lying vacant from the couple of years.

Since the school has been awarded Best School Award for the Consecutive 2 years, the special initiatives may be taken for posting of Teachers accordingly.

- SCN/INDWF

OFFICIAL SIDE BRIEF

The point is under examination at OFB.

44. To discuss regarding MOD letter No. 207/JS(ES)/2015 dated 20-04-2015 on the subject matter "Declaration of OFB as a Departmental Commercial Undertaking and adoption of Commercial format of accounts.

- SCN/INDWF

OFFICIAL SIDE BRIEF

The point may be discussed in the meeting.

45. It is very unfortunate that Meeting of Apex Productivity Council has not called at the OFB Level since last two years. This issue has been raised repeatedly but no satisfactory reply has been give.

In this regard, it is being requested to provide specific reply which may be treated as Mandatory at the Meeting to be held on 14-05-2015.

- VKT/INDWF

OFFICIAL SIDE BRIEF

The point of holding of APC meeting is under consideration of OFB for quite some time. However, while ordering membership verification for the unions, OFB found that certain instructions of MoD are not being complied with by the federations. The matter has accordingly been referred to the three federations as well as MoD. Further necessary action would be initiated once the necessary inputs are received from all concerned.

46. OFB has issued instructions on Membership Verification for recognition of Unions, but Gun & Shell Factory, Cossipore has not issued any Circular till date in compliance of OFB Instruction on the subject matter. The matter should be investigated.

- SS/BPMS

OFFICIAL SIDE BRIEF

Necessary feedback is being taken from GSF.

47. Highly explosive Factory, Khadki has not issued any circular on Membership Verification in the Factories. This may be looked into and suitable instruction should be issued.

- SS/BPMS

OFFICIAL SIDE BRIEF

HEF Management has informed that necessary Circular has been issued on 17th Jan, 2015 regarding Membership Verification to be held on 16-06-2015 to 19-06-2015 of the Trade Unions functioning inside the Factory and the Unions have been informed accordingly.

48. Two Unions in the same factory is not permitted under the Trade unions Act. 1926. In some fo factories, the Registrar, Trade Unions have issued the notices under Rule 28 'B' to stop functioning of both factions of registered Trade Unions, OFB's intervention is required so that such factions may not participate in the verification process until they resolve the factionalism.

- SS/BPMS

OFFICIAL SIDE BRIEF

References wherever received from factories in this regard, are being examined at OFB.

49. HAPP has projected the workload of 12.99 Lakhs SMH for year 2016-17, so extra manpower should be granted for HAPP.

- SS/BPMS

OFFICIAL SIDE BRIEF

Manpower sanction is being accorded to factories based on load position, in consultation with operating divisions.

50. Though OFB has intervened in the matter of confirmation of probation and promotion of Semi-Skilled to Skilled post, OF Korwa has not settled the issue. This should be looked into.

OFFICIAL SIDE BRIEF

The factory is facing problems in deciding the seniority of the Industrial Employees because of PVR issues. The matter is being examined at OFB.

51. Redressal of anomalies in Seniority List of Chargeman & immediate Publication of Seniority list as on 01/01/2015 :-

- SK/AIANGOs(CDRA)

Association has gone through the seniority list of Chargeman published through OFB letter No. 2365/CH/TECH/SNTY/2013/PE/NG dated 20-04-15 and meticulously discussed the methodology/modalities adopted by task force as well as observations received from almost all branches and found that the said seniority list contain plethora of discrepancies (and filled discontentment among the cadre. It is also observed that this list is more bogus than the earlier list. The gist of these observations is narrated below:-

- A large number of Candidates are still missing from the Seniority list even after representations by the candidates.
- The Seniority list of Chargeman Grade-I has also been fully disturbed due to which the inter-se junior has become Senior to their superiors.
- Double entries are still available even after representations from the individuals.
- The names of candidates belonging to Chemical stream have been reflected in the Chemical as well as Civil stream.
- The placement of Promotee / LDCE / DR for the post of Chargeman (Tech & Non-Tech) in the list is still erroneous.
- Rota Quota has not been followed for fixing the Seniority of Promotee / LDCE / DR.
- There are so many instances observed that when date of promotion in the grade of Chargeman (Tech & Non-Tech) are appeared to be equal then date of birth. It has also been observed that in so many cases the age of appointment is lower than 18 years for direct recruittee.
- Batch wise Seniority has also not been mentioned. Candidates belonging to the junior batch have been made Senior to their superiors. For instant example Chargeman inducted in CMOP 5th Batch is placed below Chargeman inducted in CMOP 6th Batch.
- Correction in the names has not been carried out even after representations.
- Date of exam, result and marks has not been mentioned to make the list more transparent.
- Merit list has been followed for making the list in the instant case of DR 2010 batch as it is fully contradict to the para (vii) of the letter under reference at (1). OFB vide letter No.3265/CM/(T&NT)/SNTY/2009/A/NG Dated 12/08/2013 annexure "1", has circulated the marks of the majority of the candidates but the same has also not been taken in to

consideration while preparation of the Seniority list. As per the OFB letter No.3265/CM/(T&NT)/SNTY/2009/PER/NG Dated 17/07/2014 annexure "B", it was clarified that "while deciding the year of availability in respect of those joining in different financial years, 'person senior in a particular merit list, although appointed late, will get position above his immediate junior in the same merit list, while fixing rotation of quota of vacancies in different modes of appointment. The year of availability in that case will be determined with reference to the last person appointed in that particular year. All persons, senior to the last person in that merit list joined in the particular year will be considered in the same year for determining year of availability." But the same has not been followed in the list.

- The para (2) (i) of the letter under reference at (1) is highly irregular that the neither factories nor OFB are having the marks of the candidates recruited as Chargeman and the candidate has not been given due justice. It may lead to serious vigilance case.
- The data such date of Birth, Date of appointment, Date of Chargeman-II, Date of Chargeman-I, Date of Chargeman has not been correctly mentioned.

In the wake of above, it is felt that due to slackness of OFB, the seniority list could not be published in time and after lapse of years. When it has got published, it is carrying a lot of discrepancies and non-implementation / violation of Govt. orders and resorted to lame excuses. Hence it is again requested to look into the matter and take a serious note on the issue so that right, bestowed by Govt. of India can be safeguarded and promotions from CM to JWM can be ordered at the earliest. It is also noted that there are cases, where juniors of existing Chargeman had been promoted to post of JWM, in previous orders, therefore, pl. ensure to issue promotion order in respect of those Chargeman to the post of JWM from the date of promotion of their immediate juniors without delay.

OFFICIAL SIDE BRIEF

The revised seniority List of Ch'man has been published on COMNET on 20-04-2015.

52. Development of web based Online system for preparation of Seniority list with more accuracy:-

- SK/AIANGOs(CDRA)

It is requested to develop a web based online system for preparation of Seniority list to minimize the Data manipulation in the line of ARS system of OFB. In this system all factories will up-date the data on day to day basis and program will update the Seniority. For any mis-feeding of the data, the individual sufferer candidate can approach to his management for amendment instead of OFB. In this way the data error will be minimized.

OFFICIAL SIDE BRIEF

The Pt was discussed in the Periodical Meeting with the Association and it was decided that this will be examined at OFB.

53. Holding of review DPC for the year w.e.f. 2009 to 2015 & DPC for the year 2014-15, 2015-16 for promotion of Chargeman to JWM:-

- SK/AIANGOs(CDRA)

30% vacancies lying vacant for promotion from CM(T&NT) to JWM(T&NT) for the year 2013-14. On the other hand DPC for the year 2014-15 & 2015-16 is also pending. Now as the seniority list of Chargeman (T&NT) has been published so necessary action may be taken immediately for promotion of JWM (T&NT) from CM (T&NT) for mentioned tenure.

OFFICIAL SIDE BRIEF

The revised seniority List of Ch'man has been published on COMNET on 20-04-2015. Further action on Review DPC and DPC will be taken up.

54. Implementation of concept of Advance DPC for promotion from CM to JWM w.e.f. 01.04.2016 for the year 2016-17 & onward:-

- SK/AIANGOs(CDRA)

For timely promotion of JWM from Chargeman necessary action may be taken for holding of advance DPC for the year 2016-17 as per DOP&T OM No: 22011/4/2013-Est.(D)dtd:28/01/2015

OFFICIAL SIDE BRIEF

The revised seniority List of Ch'man has been published on COMNET on 20-04-2015. Further action on Review DPC and DPC will be taken up.

55. Corrective action on anomaly in promotion for CM-NT (OTS) & OS to JWM-NT(OTS) and Parity in promotion from CM (T&NT) to JWM (T&NT) and Increase the ratio 30% to 40% of JWM-NT (Store & OTS) at par JWM(T): -

- SK/AIANGOs(CDRA)

Strength of Office Superintendent is not included with the strength of Chargeman (NT/OTS) in total strength for calculation of Inter Grade Ratio and vacancies for promotion but they (OS) are getting promotion to the post of JWM (NT-OTS) side by side with CM-NT (OTS). This way, those Office Superintendents who gets promotion to the post of JWM (NT-OTS) occupies the vacancies of JWM-NT which are supposed to be filled rightfully by the promotion from the post of Chargeman (NT/OTS) only. It has resulted as injustice with the Chargeman (NT/OTS) by loss in promotion.

OFB has been referred Cadre review proposal for clerical cadre to MoD vide OFB letter Dt 13.02.2014 in which the proposed post OS is 1600. Whereas the sanctioned post of Ch'man-NT-OTS is 1062 & JWM (NT-OTS) is 480+466 = 946 which is equal 25.51% only. As per the demand of AIANGOs the above post of JWM(T) & JWM (NT) to be equal according to the inter-grade ratio. As per the OFB proposal it is less about 497 i.e. 14.5% of the post of JWM (NT-OTS).

In view of the above, it is requested to again look in to the matter and do the enhancement in the vacancies of JWM against OS sanctioned strength or otherwise stop the promotions of OS in the post of JWM and formulate another separate mechanism for them.

OFFICIAL SIDE BRIEF

The revised seniority List of Ch'man has been published on COMNET on 20-04-2015. Further action on Review DPC and DPC will be taken up.

56. Points pertaining to LDCE For Chargeman & JWM:-

- SK/AIANGOs(CDRA)

- **Model Calender for LDCE:-** OFB should prepare a model calendar for the LDCE of Chargeman & JWM and plan accordingly. So that the vacant post can be filled with in time frame and scarcity of manpower can be encountered up to desired level.
- **LDCE for Chargeman (NT) to JWM (NT):-** It is requested to start LDCE for Chargeman (NT) to JWM (NT) in the line of Chargeman (T) to JWM (T) to avoid intergrade discrimination.
- **Eligibility Criteria:** - Date of eligibility for both Chargeman & JWM should be the last date of application. Apart from this the qualifying marks level for both exam should be similar.
- **Fixing the methodology for calculation of vacancies for Chargeman (T)/ IT for LDCE:-** It is requested to frame a methodology to calculate the LDCE vacancies of Chargeman for IT stream immediately. Since IT is sub stream of Mechanical trade, there is no separate sanctioned strength for IT stream. So many General Managers are denying to publish the vacancies against the IT Stream for LDCE of Chargeman though they are regularly recruiting candidates of IT stream through direct mode.
- **Model detailed syllabus & Study material for LDCE of Chargeman & JWM:** - There are so many changes in the departmental procedures and the study material uploaded as various com-net websites is age old. Therefore it is requested to publish the updated study material based on the latest syllabus for the convenience of the candidates.
- **Review of Result of LDCE-2012 & 2014 for JWM:** - During the meeting held on 07/04/2015 with Member / Per a representation was submitted to review the "**Result of LDCE-2014 for JWM**" based on the discrepancies observed in the standard answer sheets. Another representation was also submitted during the steering committee meeting held on 29/12/2014 to review the "**Result of LDCE-2012 for JWM**" based on the discrepancies observed in the standard answer sheets. Therefore the same to be reviewed and the revised result to be published immediately.

OFFICIAL SIDE BRIEF

- (i) The subject issue is under consideration at Per/NG of OFB and relevant Instructions/Guidelines will be issued shortly.
- (ii) Presently there is no existing recruitment Rules for JWM(NT), therefore the subject post is being filled through promotion only. Induction through LDCE would require specific percentage of vacancies to be filled up which would be a provision for mode of Recruitment of SRO.
- (iii) The issue will be taken care of in the forth coming Notification of LDCE for both Ch'man and JWM.
- (iv) Presently there is no such proposal / methodology is under consideration of Per/NG.

(v) As per present dispensation only sample Question and Syllabus are being issued for recruitment of Ch'man and JWM through LDCE. No study material is being circulated for the same.

(vi) The matter has already been taken up in view of submission of representations.

57. Permanent mechanism for Direct Recruitment at OFB level :

- SK/AIANGOs(CDRA)

The strength of supervisory cadre (Chargeman) are decreasing rapidly in OFB organization and on the other hand vacancies of Chargeman against Direct Recruitment are lying vacant, which is affecting production activities in the organization. In order to overcome this, a permanent mechanism at OFB level to be set for in timely completion of above tasks.

OFFICIAL SIDE BRIEF

Vacancies in the DR Quota for the post of Ch'man (T & NT) are being filled regularly. The result of the Competition Examination for selection to the post of Ch'man (DR) has already been forwarded by NADP which was taken against the vacancy year of 2014. The process of recruitment will be initiated after observing the necessary formalities.

58. Fixation of pay with one additional increment on promotion to a post (CM-II to CM-I, AF to JWM) carrying higher duties and Responsibilities but carrying the same grade pay:

- SK/AIANGOs(CDRA)

OFFICIAL SIDE BRIEF

Proposal in this regard has been submitted to MOD vide OFB ID No. 100/PF/ADM/Per/NG dated 14-11-2014. Reminder / expeditor issued on 04-12-2014 and 04-02-2015.

59. Implementation of uniform colour code on Laminated pass/ribbon for different status of employees as prescribed by OFB to all Ordnance Factories:

- SK/AIANGOs(CDRA)

It has been observed that different Ordnance Factories are implementing the OFB instruction in this regard differently e.g. in OFK Office Superintendent allotted blue laminated gate pass/ribbon though as per OFB instruction OS are treated as NIEs. So OFB should implemented the same uniformly to all ordnance factories.

OFFICIAL SIDE BRIEF

The existing colour code of card (colour stripe 01 cm on top portion) and ribbon for different categories are appended below, vide IS Note No. 142/CMC/OFB HQ/A/S dated 23-04-2014.

Category	Colour 1 cm on top Portion of Card	Colour of ribbon with Fy. Name
Officers (Group-A&B)	Red	Red
NGOs	Blue	Blue
NIEs	Green	Green

IEs	Yellow	Yellow
Other Organization	Orange	Orange
OFB	Normal	Ribbon Colour
	Card/Pass	Red

The teachers may also be asked to wear the same Colour Code as per their classifications. There is no particular colour for common category of employees across the Factories.

60. Additional one increment may be granted to those who were promoted MCM to CM (for higher responsibility).

- SK/AIANGOs(CDRA)

OFFICIAL SIDE BRIEF

The matter of grant of MACP in the GP of 4600/- was taken up with M of D. M of D, in consultation with DOP&T intimated that carrier progression benefits cannot exceed the GP of normal channel of promotion. As such MACP in 4600/- is not found admissible. The matter has again been taken up with M of D. If promotional benefits are granted by allowing 3% increment, the claim for 3rd MACP in 4600/- GP will become infructuous. As such M of D response needs to be awaited.

OFFICIAL SIDE BRIEF

The point is being examined at OFB for appropriate action.

61. SRO of Ch'man & JWM should be finalized immediately and to be submitted before 7th CPC. Distance mode education & technical education from a recognized institution to be included as eligibility criteria.

- SK/AIANGOs(CDRA)

OFFICIAL SIDE BRIEF

Regarding SRO of CM (T&NT) : Proposal had earlier been forwarded to MOD vide ID No. 100/MISC/SRO/Tracer/A/NG dated 26-06-2011. DOP&T raised specific points on the proposal. The queries raised by the DOP&T were addressed by OFB HQrs. and both the proposals have been re-submitted to MOD for approval. Subsequently, the Federations have raised objections in respect of the Edn. Quals. Proposed, through letter to MOD, and submission in JCM-III. Case file has been submitted for suitable directions in the matter. Further queries has been received from MOD vide ID dated 23-03-2015, reply to which will be submitted shortly.

Regarding SRO of JWM (T): Draft SRO had been circulated on 04-06-2012 to all Units/Federations & Associations for study and comments/consent. The views

thus received have been compiled and forwarded to MOD vide ID dated 27-11-2013. Latest queries / observations of MOD has been received on the educational qualification prescribed for LDCE. Reply to the same has been submitted to MOD on 12-12-2014. Presently the proposal has been forwarded on-line to DOP&T for necessary acknowledgement. Decision is awaited.

Regarding SRO of JWM(NT): Draft SRO had been circulated on 04-06-2012 to all Units/Federations & Associations for study and comments/consent. The views thus received have been compiled and forwarded to MOD vide ID dated 06-12-2013. Reply to the latest queries/ observations of MOD received vide ID dated 09-3-2015 has been forwarded through OFB ID dated 19-03—2015.

62. Compulsory BOND for Direct Recruited Chargeman (T&NT):-
- SK/AIANGOs(CDRA)

As per the existing procedure direct recruited Chargeman & JWM has to filled compulsory BOND, for Rs. 1 Lakh in case they resign within stipulated time. Whereas for other direct recruitment post like: Store Keeper, LDC etc there is no provision of such kind of bond. So bond for DR Chargeman should be eliminated from the existing system.

OFFICIAL SIDE BRIEF

Bonds are generally being enforced where there are training involved for smooth functioning and therefore for both the posts of Ch'man and JWM were being trained in various OFILs/Training Institutes are being enforced to execute such a Bond.

63. Escort duty related problems:
- SK/AIANGOs(CDRA)

- a- The committee for Escort Duty related problems has submitted its report to OFB. A copy of the report may please be provided to this Association for study and comments/consent.
- b- Implementation of JCM-III decision in respect of Escort duty related issues like OT and exemption of food bills receipt
- c- Exemption of registration/VAT No. of Hotel Bills for Escorting journey duty.

OFFICIAL SIDE BRIEF

The Mughate Committee Report has been submitted. The Committee has to make a Presentation in the Board Meeting. The copy or the Report will be provided to both the Associations viz., AIANGOs and NDNGSA.

Regarding Food Bill and Hotel Receipts - PC of A(Fys.) has referred the matter to CGDA. Since last one year the matter is pending, PC of A(Fys.) will be expedited in this regard.

- 64. Filling of BOND for witnessing of proof firing in Proof ranges and coverage of insurance policy for civilian employees as per military personnel: -**
- SK/AIANGOs(CDRA)

As per the present norms a BOND has to be filled up by every individuals who is deputed for witnessing of proof firing in proof ranges, whereas the civilian employees are covered only under CGEIS scheme while the para military personnel are covered under insurance policy scheme which amounts a lot of financial differences between the CGEIS and insurance policy scheme. While both the group of employees are Defence employees covered under the Central Govt. rules and also covered the same circumstantial risk.

OFFICIAL SIDE BRIEF

Vide IS Note no.100/MISC/CPE/Proof/Per/NG dated 07-05-2015, the issue has been brought to the attention of DDG/Ammunition with request to initiate necessary action in the matter.

- 65. Showing of correct status on permanent & laminated identity pass :**
- SK/AIANGOs(CDRA)
- In the present time permanent identity pass issued to NGO cadre has been printed as NON-GAZETTED STAFF, it should be change and to be printed as NON-GAZETTED OFFICER.

OFFICIAL SIDE BRIEF

The matter has been referred to Per/security for examination of the issue involved.

- 66. Subsidiary Items:**
- SK/AIANGOs(CDRA)
- OFB issued the instructions vide order No:814/per/pm(A/A) Dtd:01/07/14 regarding the issue of subsidiary items viz., Furniture, Personal Computer, Towel, Soap, Pens etc., to Group-B officers & equivalent. The discretion power is given to concerned Sr.GM/GM/HOD's. Numerous complaints have received from factories that the GM's are interpreting the orders in such a way, by which NGOs are not covered in above order. Hence, clear instructions may be issued to the factories to issue above items & New year diary to all chargemen as they are carrying out different types of duties viz., Scrap Loading duty, Gate duties, Canteen Duties and piece work booking every month.

OFFICIAL SIDE BRIEF

OFB circular dated 01-07-2014 stated above was issued specifically for Group B Gazetted Officers and it is intimated that decision in respect of Chargemen (Group B Non-Gazetted Officer) was not adopted.

- 67. Forwarding of applications & issuing NOC for outside employment as per DOP&T-Guide Lines for better career prospects without hindrance within the specified time limit as advertised by the concerned employer. In this regard, uniform policy adopted like JWM for other employees:-**
- SK/AIANGOs(CDRA)

OFB has issued policy regarding forwarding of application/NOC for out side employment for JWM but same has not properly maintained by the factories on the other hand applications of other categories like : Chargeman are not forwarding as per said policy. OFB should issue similar policy for all categories of employees and to be implemented by the factories accordingly.

OFFICIAL SIDE BRIEF

Per/NG issues NOC for outside employment, in cases of JWMs, following the revised guidelines circulated on 19-06-2013. For Chargeman, the powers for consideration / decision have been delegated to Sr.GM/GM/HOU.

68. Meeting should be conducted once in month in factories with Sr. GM/GM with a forum of Gr.-B officers (G&NG) for redressal of grievances:

- SK/AIANGOs(CDRA)

It is observed that due to non availability of appropriate forum, the problems of Gr.-B (G&NG) in the factories are not properly projected and as a result issues related to the cadre became unsolved/unsettled in prolong period. So for proper redressal/settlement the grievances/problem a monthly meeting with Sr. GM/GM should be conducted. OFB may issue appropriate order in this regard.

OFFICIAL SIDE BRIEF

A Circular will be issued to all Sr. GMs /GMs of all OFs for holding regular meetings with the Staff representatives of associations to redress their grievances.

69. Proposed Cadre review proposal for CM & JWM by OFB should be incorporated with the amendment in the GP of Ch'man as Rs. 4600, in place of 4200 and GP of JWM 5400 (PB- 3)

- SK/AIANGOs(CDRA)

OFFICIAL SIDE BRIEF

Cadre review proposal for Group-B Cadre of JWM and CM has been prepared and submitted after due consultation. Creation of higher level of Section Manager (PB-2, GP-5400) and Sr. Section Manager (PB-3, GP-5400) has been proposed to meet the functional requirement of OFB as well as to explore promotional opportunity for JWMs. However, in order to comply with the existing norms of Cadre restructuring, the proposal was made budget neutral and hence the grade pay for the existing posts in the subject cadre has been kept unchanged.

70. Present Sanctioned strength of AWM may please be increased in proportion of the sanctioned strength of JWM to ensure appropriate career progression of CM & JWM.

- SK/AIANGOs(CDRA)

There is considerable stagnation in the post of JWM as per present structure and sanction strength of AWM and WM. A very few JWMs get promotion to AWM because the Sanction Strength of AWM is 375 out of which 188(50%) is available for promotion and remaining 187 for DR.

OFFICIAL SIDE BRIEF

4th Cadre Review is to be initiated. OFB(PER/G) will take necessary action in this regard.

71. Withdrawal of Reversion order of Chargeman promoted/appointed based on Distant Education from various Institutes. Publication of promotion orders of those candidates who have qualified LDCE examination based on distance education/IME.

- SK/AIANGOs(CDRA)

OFFICIAL SIDE BRIEF

As per SRO 66 dated 27.05.2003, the essential educational qualification to the post of Chargeman (Tech) through DR/LDCE is “three years Diploma or equivalent qualification in the relevant field duly affiliated by AICTE” only. However, AICTE has clarified that Engg / technology disciplines Diploma / Degree certificate obtained through distant mode has not been recognised by them. Same academic criteria had been proposed in the draft SRO for CM (T). However, regarding Distance Education/Open University Degree holders for appearing in the LDCE for Ch'man, relevant instructions/guideline has already been issued vide OFB L dated 18.11.2014 which has been uploaded on OFB com-net for wide circulation. However, Cases of reversions that were effected in compliance to OFB Order dated 21/24-10-2014 are presently sub-judice before various Benches of Hon'ble CAT.

72. MACP in the promotional hierarchy of Post in the light of CAT Chandigarh, High Court Chandigarh, Principal CAT New Delhi judgments and also rejection of SLP by Supreme Court in the matter.

- SK/AIANGOs(CDRA)

OFFICIAL SIDE BRIEF

In connection with the above, MOD has already intimated OFB that Hon'ble Delhi High Court has issued stay of operation on the order of CAT Principal Bench New Delhi. MOD also intimated OFB that the issue of grant of MACP in the promotional hierarchy is pending before Hon'ble Apex Court. Accordingly no comments can be offered on the issue. (Dir/Admin)

73. Night Duty Allowance as per Revised Rates to be sanctioned in Ordnance Factories.

- SK/AIANGOs(CDRA)

OFFICIAL SIDE BRIEF

Necessary orders have been received from MoD and are being circulated to all units for implementation.

74. MoD proposal for framing of recruitment rules for MCM & Ch'man for Granting equal GP 4200 and their further promotion will be directly in JWM.

- SK/AIANGOs(CDRA)

It has been mentioned by OFB in the minutes of 16th Steering Committee meeting that **QUOTE**“The views of OFB in this regard have already been submitted to MoD expressing that it is a functional necessity to have a grade of Chargeman between Mastercraftsman and JWM , and to address the problem of MCM and Chargeman being in same grade pay of Rs. 4200/-, a possible solution lies in upgrading of Chargeman to Rs. 4600/-. Nothing further has been received in the matter from MoD”**UNQUOTE**

The copy of the above proposal may please be forwarded to 7th Pay commission and also to be provided to staff side.

OFFICIAL SIDE BRIEF

The matter is under examination at OFB.

75. Transfer Policy for Chargeman :-

- SK/AIANGOs(CDRA)

Previously selection & posting of Chargeman was unit wise. Later on consolidated recruitment was started and posting was based on the Unit adopted in the application. Now a transparent system of counseling has been started. But the earstwhile candidates who has been recruited far away from their home town has not been given any chance to come near to their home town/ choice station even though on compensate ground because General Manager does not accept the proposal mentioning the scarcity of manpower in the factory.

In view of the above, it is proposed that prior to direct recruitment , choice station to be asked from the existing chargeman willing for the transfer and they should be replaced by the new recruitee. Non willing candidates should not be disturbed.

OFFICIAL SIDE BRIEF

No such proposal is presently under consideration of Per/NG.

76. Participation of CDRA in all JCM-III sub committees at par with other three recognized federations:

- SK/AIANGOs(CDRA)

It has been observed that in JCM-III sub committees only representation of three recognized federations are given e.g. in committee for incentive, committee for facilities at OFILs etc representation of CDRA are not given. So, it is requested to give appropriate representation of CDRA in all JCM-III sub committees in future.

OFFICIAL SIDE BRIEF

The Associations are intimidated and included in various committees constituted based on the matters related to their Cadre of employees.

77. All those operations where IEs are getting risk allowance should be extended to at the level of workshop supervisory staff also.

- SK/AIANGOs(CDRA)

OFFICIAL SIDE BRIEF

A specific proposal for grant of Risk Allowance to Group A and B including NGOs was taken up with MOD (D/Civ-II). Queries raised by M of D have already been replied and decision on the same is awaited.

78. REMOVAL OF STAGNATION OF SUPERVISORS

- SK/AIANGOs(CDRA)

(a) This point has been raised several times in various forums in the past; besides giving clearance by the full house during the JCM Meetings by both official and staff side members the staff side has given a proposal to divert unfilled DR & LDCE quota vacancies of Ch'man (T) to the Store Stream as one time measure for removal of stagnation of the Supervisors. The matter is yet to be finalized and remains in A/NG section of OFB after seeking the requisite information from various OFs. This may be given utmost priority to finalize.

(b) In addition to above these points may also be taken into consideration to work out for the removal of stagnation of Supervisors.

(i) That MoD vides letter no. 44(I) 2002/III/D (Fy-II); DT 01 Oct'2002 has given the sanctioned strength of Ch'man Gr-I (Store) as 652 nos and Ch'man-II as 1174 nos. At present Ch'man Gr-I & II have been merged and redesignated to Ch'man only and the sanctioned strength should have been 1826 whereas as per ZBB OFB has given only 703 nos and no say about the balance 1123 vacancies till date. These 1123 vacancies may be given to Store Stream in order to remove the stagnation immediately. (Annexure-I) attached.

(ii) Supposingly if the vacancies of Ch'man (Store) and Ch'man (OTS) are clubbed then the total vacancies will be 1765 (703 + 1062) whereas as per MoD sanction strength is already 1826 nos as shown in Annx-I but as per Annx-II OFB has not shown any where the balance 61 nos vacancies of Ch'man (Store). These balance 61 vacancies may be given to Store Stream in order to remove the stagnation immediately. (Annexure-II) attached.

(iii) These 61 vacancies may be brought back which has been freezed by the ADRP on functional requirement basis. As per DOp&T, guidelines already exist to re-coup the vacancies freezed due to obvious reasons in the ADRP.

(iv) It is observed that MoD vide OM No. 02(I) 2007 D (FY-I) UOR-III, dt 01.06.2009 the sanction strength so provided is as per group wise and not as per cadre wise and OFB distributes the above vacancies as per functional requirement of the respective factories hence some vacancies can be diverted from Ch'man (T) to Ch'man (NT/Stores) in order to remove the stagnation immediately. (Annexure-III) attached.

(v) As on date there are nearly 190 posts lying vacant of JWM (NT) due to non-finalisation of seniority list of Chagemans and subsequently the DPC is also unable to take place. Taking this into consideration and exercising the special provisions of GFR 254 **“A Ministry or Department competent to make appointment to posts in any cadre may make appointments in a lower post in the cadre to the extent of vacancies left unfilled in the higher posts”** by OFB these vacancies may be given to Store Stream in anticipation of vacancies to be fallen vacant on their promotion to JWM from Chageman in order to remove the stagnation immediately and the excess Chagemans (NT) will be adjusted once their Seniority list is finalised. (This is already under finalization stage).

(vi) ZBB Revision for both Chageman/Store and Chageman/OTS may be revised.

OFFICIAL SIDE BRIEF

To neutralize the stagnation of Supervisor (store) cadre, proposal of transferring available vacancies of CM (T) to CM(NT/S) was duly considered by the competent authority in the light of views/comments submitted by various OF Units along with relevant RRs and other Govt, Orders. Nearly all the factories stated that diversion of vacancies within their factories may not be resorted to as the same would have an impact on the functional requirements in the factory. Also, change / modification in the SS of CM (T) and CM (NT/S) by virtue of proposed transfer would have the net effect of altering the specific ratios prescribed by 5th CPC and implemented accordingly by GOI/MOD. Consequent of any such transfer of strength / vacancies / post, the prescribed inter-grade ratio between CM (T/NT) and JWM (T/NT) would stand distorted. If this proposal is to be processed further, it may also require deviation / departure from the provisions stipulated in the relevant Govt. Orders and RRS / SRO. However, to neutralize the stagnation of Supervisor (Store), feasibility of implementation of provision of GFR-254 is under consideration of competent authority.

The issue was discussed in detail in the Periodical Meeting with the Associations. The following were mentioned:

- (i) SRO of Ch'man and Supervisors do not provide any provision for transferring Technical posts to Non-Technical posts.
- (ii) ADRP revival proposed by OFB has been refused by M of D.
- (iii) Stagnation profile of Store Keeper and Supervisors will be taken into account together for considering any proposal on the subject.
- (iv) Cadre Review proposal which is under consideration of M of D, may be expedited.

79. CHARGEMAN (NT/OTS) S.R.O Amendment of (Revision by OFB) & Implementation thereof

- SK/AIANGOs(CDRA)

Regarding S.R.O. for Chageman which has been published through OFB Comnet, it is suggested that the proposed amendment as brought out during the 16th Steering Committee

may be incorporated in the S.R.O. and orders for subsequent implementation of the same may be issued.

OFFICIAL SIDE BRIEF

Proposal had earlier been forwarded to M of D vide ID No. 100/MISC/SRO/Tracer/A/NG dated 26-06-2011. DOP&T raised specific points on the proposal. The queries raised by the DOP&T were addressed by OFB HQrs. and the proposal has been re-submitted to MOD on 08-12-2014. Further queries has been received from MOD vide ID dated 23-03-2015, reply to which will be submitted shortly.

80. EQUALITY IN PAY SCALE AND GRADE PAY OF SUPERVISORS FOR DR AND PROMOTEE QUOTA

- SK/AIANGOs(CDRA)

On promotion to Supervisors those employees who are inducted through DR Quota are being fixed at a Basic Pay of Rs 7510 with GP Rs 2400 and on the contrary the promotees promoted & appointed through LDCE 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 getting low BP & GP who are more experienced than the new recruits in the same cadre and have served for a considerable period for the Ordnance Factory. Hence it is requested to provide Equal Basic and Grade Pay for DR & Promotee supervisors.

OFFICIAL SIDE BRIEF

The point was discussed in the 16th SCM held on 13-08-2014 at Pt No. 112 and the point was **closed.**

81. CADRE REVIEW PENDING WITH MoD (FINANCE) :

- SK/AIANGOs(CDRA)

Cadre review proposals for Store Keeping Staff are pending with MoD (Finance) for quite some time. Cadre Review pertaining to Security, Fire Fighting Staff, Canteen Staff and MTS are pending with MOD. These proposals of cadre review are to be expedited for early disposal and the status may be given and action for its implementation may be done at the earliest.

OFFICIAL SIDE BRIEF

The proposal has been expedited on 12-05-2015.

82. RECRUITMENT IN NIE CADRE :

- SK/AIANGOs(CDRA)

OFB has conveyed sanction after deriving vacancies of various posts of Supervisors (OTS), Store Keeper and LDC for respective factories. OFB is requested to impress upon Factories to

fill up the vacancies as all Ordnance Factories are facing acute scarcity in NIE Cadre and facing extreme difficulties in carrying out normal routine work smoothly.

OFFICIAL SIDE BRIEF

An expeditor will be issued to all the OFs for an early action.

83. SANCTION OF VACANCIES FOR NIE AND IE FOR THE YEAR 2014-15 :

- SK/AIANGOs(CDRA)

OFB is requested to convey its sanction for the various posts of NIE & IEs (exclusively for Telephone Operators, Photographers, Store Keepers, LDC, Durwan, Fireman and Canteen cadres, labourers and skilled workers, etc) for the year 2014-15 as per the workload of the respective factories and taking into consideration of the depleted strength due to superannuation and deaths of employees.

OFFICIAL SIDE BRIEF

The point is being examined at OFB.

84. GRANT OF FINANCIAL UPGRADATION IN RESPECT OF ERSTWHILE CHECKERS :

- SK/AIANGOs(CDRA)

OFB vide letter No.04/MACP/ PER/NI, dt 30.04.2014 has given circular to Sr GM/GMs of all Ordnance & Ordnance Equipment Factories seeking various information regarding checkers in OF Organisation. OFB after seeking the requisite information from various OFs; may take an early action in this regard to settle the matter at the earliest. Moreover their case may be treated in line as has been considered merger of the AF with JWM, Chargeman Gr-I & II to only Chargeman, PA Gr-I & II to only PA, Fireman Gr-I & II to only Fireman in the 6th CPC without affecting their parent posts for the grant of ACP&MACP. Their is recommendation of Shri OP Bahl, the then Member/Per, OFB DT 17.01.1980 alongwith recommendations of different committees on upgradation of posts of Checkers to LDCs/ASKs. As the matter is a very long pending issue over the years and nearly 95% of the affected employees have superannuated from service hence a sympathetic view may be taken in this matter with utmost priority to finalize and provide natural justice to these aggrieved employees.

OFFICIAL SIDE BRIEF

The Checker post was abolished. Some of the Checkers were re-designated to LDC while certain others were allowed to waste out. As such, the treatment was not at par for all Checkers. Matter has been discussed with PC of A(Fys.) and a view has emerged that the movement is to be treated as promotion onlu. PC of A(Fys.) has been asked to convey its views in writing. After obtaining the views of PC of A(Fys.), ,matter will be taken up with M of D based on the matter of principle that any up-gradation on account of abolition of a post cannot be treated as promotion.

85. DELAY IN GRANTING GRADE PAY OF RS 2800/- TO THE SUPERVISORS OF FIRE BRIGADE

- SK/AIANGOs(CDRA)

Inspite of clear instructions of the MoD that the Supervisors of Fire Brigade sections are to be given the Grade Pay of Rs 2800/-. This has not been implemented by the Factories. Hence the Factories may be advised to honour the MoD letter in its true spirit. (MoD letter No. 2(1)/2009-D (CIV-I), DT 26.07.2010 refers).

86. DELAY IN GRANTING GRADE PAY OF RS 2800/- TO THE SUPERVISORS OF TELEPHONE & TELEPHONE GR-I

- SK/AIANGOs(CDRA)

Inspite of clear instructions of the MoD that the Supervisors of Telephone Exchange sections are to be given the Grade Pay of Rs 4200/-. This has not been implemented by the Factories. Hence the Factories may be advised to honour the MoD letter in its true spirit. (Govt. of India, MoD letter F.No. 410/2009-D(CIV-I) DT 27.02.2013 refers).

87. DELAY IN GRANTING GRADE PAY OF RS 2000/- TO THE TELEPHONE OPERATORS GR-II

- SK/AIANGOs(CDRA)

Inspite of clear instructions of the MoD that the Telephone Operators Gr-II of Telephone Exchange sections are to be given the Grade Pay of Rs 2000/-. This has not been implemented by the Factories. Hence the Factories may be advised to honour the MoD letter in its true spirit. (Govt. of India, MoD letter F.No. 410/2009-D(CIV-I) DT 27.02.2013 refers).

OFFICIAL SIDE BRIEF (For Pts 85,86 & 87)

As on date there is no post of Fire Supervisor, Supervisor of Telephone Gr.I and II. It is a common post of Supervisor(NT), as such GP of Rs.2400/- only can be give. The mater has already been included in the proposed Cadre Review. The development may be awaited.

88. REVIEW OF ZBB STRENGTH OF SUPERVISOR (OTS) :

- SK/AIANGOs(CDRA)

In various factories the feeder grade for the promotion to the post of Supervisors (OTS) are stagnating for a considerable period but are unable to get their promotion to Supervisor (OTS) due to limited number of vacancies. On the contrary in some factories the posts of Supervisors are lying vacant due to non-availability of employees in the feeder grade. For instance in OF Dehradun the sanctioned strength of Supervisor (OTS) is only 03 hence those Telephone Operators of 1991 are stagnated and unable to get their further promotion inspite of fulfilling the eligibility criteria. Hence it is requested to review the ZBB strength to provide an opportunity to remove the stagnation in the feeder grade for promotion.

OFFICIAL SIDE BRIEF

At present as per SRO-30 the sanction for the post of Supervisor is 866 and already it has been distributed to all OFs. Moreover, ZBB is work-based. It cannot be used for re-distribution of available posts. Hence, the proposal cannot be agreed to.

89. GRANT OF MATERIAL HANDLING ALLOWANCE TO STORE KEEPING STAFF :

- SK/AIANGOs(CDRA)

The store keeping staff handles very high value items which are important and valuable stores in their godowns and ensuring its safe custody of the same, maintaining proper LIFO & FIFO systems viz, Rubber items, Chemical items, Explosive items, Leather items, various types of Tools, Inserts, Tips, Clothings, etc and also involves great risks and threats. OFB is requested to explore the possibilities of granting Material Handling Allowance to the Store Keeping Staff also as is being given Cash Allowances to the Cashiers for handling Cash and Risk Allowance to the employees who are working in hazardous conditions.

OFFICIAL SIDE BRIEF

There is no such provision for Store Keeping Staff.

90. 7TH CPC MEETING POINTS INCLUSION OF

- SK/AIANGOs(CDRA)

A meeting on 7th CPC was held under the Chairmanship of Member/Personnel on 19th Jul' 2014, wherein during presentation of Group-II it was agreed to recommend that the Supervisor Post (Store & OTS) in the organization to be abolished. But the recommendation sent by OFB to the 7th CPC has no mention of the subject. OFB is requested to take up the matter and recommendation may be sent to 7th CPC immediately as was done in the case of Supervisor (Tech) during 4th CPC.

OFFICIAL SIDE BRIEF

OFB Memorandum has been finalized after detailed deliberations on various issues /demands of respective Union/Associations and as such further amendment at this stage is uncalled for. In this connection, it is mentioned that the position of the same point has already been intimated by the official side during the 17th Steering Committee Meeting held on 28-12-2014 and same was noted by the Staff Side.

91. OPENING OF NEW PROMOTIONAL AVENUES FOR CANTEEN STAFF

- SK/AIANGOs(CDRA)

OFB has recently given the sanction of various posts for the Canteen Staff. But the existing canteen are unable to get any promotion due to absence of clear guidelines on how to promote the staff viz eligibility, feeder post for the hierarchical post. OFB is requested to issue proper guidelines to the factories so the canteen staff is benefited by getting their promotions in line with their hierarchy as the Vendors & Cooks are serving in the same post since their appointment in the year 1980.

OFFICIAL SIDE BRIEF

Cadre review proposal is under consideration of M of D.

92. GAINFUL UTILISATION OF NEWLY RECRUITED STOREKEEPERS

- SK/AIANGOs(CDRA)

In some factories the services of the newly recruited Storekeepers are being utilized by posting them in Administration, Planning, Personal Assistance by Gr-A Officers, Clerical works and even in Material Management. OFB is requested to instruct the factories to post the newly recruited Store Keepers to Stores and Godowns only for which they have been recruited.

OFFICIAL SIDE BRIEF

Names of Factories may be intimated for taking feedback therefrom and necessary remedial action.

93. Employees who have done three years diploma in Mechanical Engineering should be allowed to appears in the LDCE for Chargeman.

- PS/AIDEF

OFFICIAL SIDE BRIEF

As per SRO 66 of 2003, three years Diploma course from any AICTE institution is allowed to appear in LDCE.

94. Employment be provided to those dependents who are not High School Pass.

- PS/AIDEF

OFFICIAL SIDE BRIEF

The matter is exclusively guided as per provisions contained in the Govt. Order issued by DOP&T vide OM dated 16/01/2013 and 30/05/2013

95. Vacant posts of PTI (01) and PRT (03) in OF Dun School be filled up.

- PS/AIDEF

OFFICIAL SIDE BRIEF

The point is being examined at OFB.

96. Residency Period in R/o O/s should be revised :

- RPS/BPMS

As per existing SRO the minimum qualifying service for promotion of UDC to the Post of O/S is 10 yrs. But in the same organization the minimum qualifying service for promotion of UDC/Supr. to the post of Chargeman(N/T) is 07 yrs. Since both the post i.e. Chargeman and O/S are holding same grade pay of Rs. 4200/- as such residency period in respect of UDC to OS may be amended as 7 yrs.

OFFICIAL SIDE BRIEF

The issue has been studied at OFB and a proposal is being forwarded to MoD.

97. One Time Relaxation is R/o Compassionate appointee for not fulfilling minimum education qualification :

- RPS/BPMS

One time relaxation should be granted for not fulfilling minimum education qualification, to all compassionate appointee who have already been appointed; since they have been appointed to meet over financial crises happened to the family of suddenly demised employee. As such they may be granted pay scale of Rs.5200/- + 1800/- GP.

OFFICIAL SIDE BRIEF

The matter is exclusively guided as per provisions contained in the Govt. Order issued by DOP&T vide OM dated 16/01/2013 and 30/05/2013

98. Procurement of Plant & Machinery for OF Varangaon :

- RPS/BPMS

As we are aware that in OF Varangaon Main Products are being produced through Pipe-Line system. It has been observed that the Machines procured in OF Varangaon are from different companies. Machines are not supplied/installed as per pipe line sequence. Thus hampering production in time.

OFFICIAL SIDE BRIEF

The procurement of individual machines instead of a plant (line concept) was deliberated by TPC-I/OFB on 19-03-2008. As per TPC-I/OFB decision, action has been taken for procurement of "Stand Alone P&M".

99. Filling of Vacancies of Tradesman Semi-Skill in OF Bhusawal :

- RPS/BPMS

All vacancies lying unfilled at OF Bhusawal may be filled immediately which has already been sanctioned by OFB.

OFFICIAL SIDE BRIEF

The SOP for recruitment has been circulated by OFB on 11-05-2015. The factory is being asked to initiate recruitment action based on the same.

100. Enhancement in HBA Limit:

- RPS/BPMS

As increase in property rates minimum HBA limit should be increased to Rs.10,00,000/- or 100 times of Basic+GP which ever is higher.

OFFICIAL SIDE BRIEF

HBA is guided in accordance with Govt. Orderson the subject issued by Ministry of Finance. OFB has no role in the matter.

101. Computer Advance interest rates should be reduced and should be at par with Motor Cycle Advance.

- RPS/BPMS

OFFICIAL SIDE BRIEF

Computer Advance is guided in accordance with Govt. Orderson the subject issued by Ministry of Finance. OFB has no role in the matter.

102. Renaming of Chargeman :-

HT/NDNGSA(CDRA)

Chargeman may be renamed as Junior Engineer at par with Railway. In the last meeting the points was kept for examining which is not yet finalised. OFB vide its letter no. 100/Misc/Renaming/Per/NG dtd. 20.02.2015 has asked comments from Associations for renaming of C/M & JWM by 27.02.2015. This Association has proposed the following names :-

SL. NO.	EXISTING DESIGNATION	PROPOSED DESIGNATION
01.	Chargeman (Tech)	Junior Engineer
02.	Chargeman (NT/OTS)	Section Officer (NT/OTS)
03.	Chargeman(NT/ST)	Section Officer(NT/ST)

The designation proposed are in line with other central govt. departments and allied departments and therefore be approved on priority.

OFFICIAL SIDE BRIEF

Comments have been sought from all the stake holders. After receiving the same, the matter will be examined and put up for approval of the Competent Authority before sending the same to M of D.

103. Grade Pay of 4600 to Chargeman :-

HT/NDNGSA(CDRA)

In Ordnance Factory Organization the role performed by the Middle management i.e. Supervisory Cadre is not hidden, this cadre with the minimum education qualification of Diploma/Degree/Master Degree in relevant field's, deals or say wholly responsible, directly with the production & its quality. It is not exaggeration to say, this cadre is the backbone of the industrial organization. So, considering the education qualifications, responsibilities & difference in cadre, it is demanded to place the Chargeman in the GP of 4600/- and kept in the promotional hierarchy of MCM.

OFFICIAL SIDE BRIEF

Cadre review proposal for Group-B Cadre of JWM and CM has been prepared and submitted after due consultation. Creation of higher level of Section Manager (PB-2, GP-5400) and Sr. Section Manager (PB-3, GP-5400) has been proposed to meet the functional requirement of OFB as well as to explore promotional opportunity for JWMs.

However, in order to comply with the existing norms of Cadre restructuring, the proposal was made budget neutral and hence the grade pay for the existing posts in the subject cadre has been kept unchanged.

104. Cadre Review of Group B cadre :-

HT/NDNGSA(CDRA)

One Group 'C' is able to get its pay band change (PB-I to PB-II) within a period of 12-13 years (SS can become MCM), Similarly one Group 'A' is able to get its pay band change (PB-III to PB-IV) within a period of 12-13 years (JTS can become JAG) whereas one Group 'B' entry cannot get PB III for 29 years due to lack of promotional avenues. OFB should treat all the cadres equally. Cadre Review or promotional avenue for GROUP B Cadre should be made in such a way that to grant financial up gradation (Change in Pay Band-II to Pay Band-III) of Group 'B' within a period of 12-13 years like group 'C' and Group 'A' cadres. Even after continuous representations in all the forums for the last two years, Cadre review has not been finalized for Group 'B' Cadre.

OFFICIAL SIDE BRIEF

Same as Pt. No.103.

105. Disparities with the Discipline wise promotions :-

HT/NDNGSA(CDRA)

The Ordnance Factories Organization right from Chageman level being posted not in their relevant field (Trade) but the promotion being carried out in trade wise which is causing many disparities among the cadres. This disparity being continued up to Group A level. This anomaly of stream wise promotions should be rectified from this esteemed organization of defence for maintaining equality among the chageman.

OFFICIAL SIDE BRIEF

The point will be discussed in the meeting.

106. Seniority list of CM & JWMs :-

HT/NDNGSA(CDRA)

The seniority list published by OFB for CM has got many discrepancies and it is. Therefore the seniority list published by OFB may kindly be rectified at the earliest.

OFFICIAL SIDE BRIEF

The revised Seniority List of Ch'man has been published on COMNET on 20-04-2015.

107. Escort duty :-

HT/NDNGSA(CDRA)

It is proposed to stop civilian escort for unnecessary expenditure of TA & DA. At present this can be managed by communication facilities and fax and other electronic communication. The

Committee formed by OFB under the Chairmanship of Shri V.B. Munghate, the copy of Committee report should be provided.

OFFICIAL SIDE BRIEF

Same as point No. 63.

108. Review of Hard Station list :-

HT/NDNGSA(CDRA)

Hard station Ordnance factories may kindly be review by Considering Medical facilities and availability of educational facilities and service facilities to spouse. And Ordnance Factories like OCFS, OFBa & CFA should be included in the hard station list.

OFFICIAL SIDE BRIEF

Now 12 Factories are proposed to 7th CPC as Hard Station. A Committee will be formed and Association views will be included for deliberations.

109. Risk allowance :-

HT/NDNGSA(CDRA)

Risk allowance should be extended to all Group `B` Officers posted in such sections wherever the Industrial Employees are eligible.

OFFICIAL SIDE BRIEF

A specific proposal for grant of Risk Allowance to Group A and B including NGOs was taken up with MOD (D/Civ-II). Queries raised by M of D have already been replied and decision on the same is awaited.

110. Restoration of Unauthorized withdrawal of Promotional increment Benefits to CM and JWM- Incremental Benefit for CM and AF who have earned Promotion after 1-1-2006 to 29-08-2008 may be restored at the earliest.

HT/NDNGSA(CDRA)

OFFICIAL SIDE BRIEF

The matter has already been taken up with MoD vide OFB ID no. 100/MISC/PF /ADM/PER/NG dated 27/10/2014 along with subsequent ID of even no dated 04/12/2014 & 04.02.2015. Presently the matter is at Defence(Finance).

111. Recruitment of Apprentices as per AmendMENT Act 2014 :-

HT/NDNGSA(CDRA)

As per Gazette of India notification on Apprentice amendment act 2014 dated-December8,2014, " Every employer shall formulate its own policy for recruiting any apprentice who has completed

the period of apprenticeship training in his establishment” . The policy may be formulated in Ordnance Factories at the earliest.

OFFICIAL SIDE BRIEF

Same as point No. 2.

112. Energy Conservation :-

HT/NDNGSA(CDRA)

- i) Solar Plants for self electricity production to be setup in the unit’s level.
- ii) LED lamps should be used in replacement of old light fittings in Offices & O F Estates in unit level. So that maximum amount of energy should be saved. It may also reduce the cost of our products.
- iii) The Bi-products which produced during production and being waste may be sold to market for cost reduction. This may be carried out in all the ordnance factories.

OFFICIAL SIDE BRIEF

- (i) Same as Point No. 34.
- (ii) Many OFs have already adopted several energy conservation measures by including LED Lamps
etc.
- (iii) Some OFs are taking initiative to take the projects.

113. Promotion from Chargeman to JWM :-

HT/NDNGSA(CDRA)

It is brought to your kind notice that for the last one year there is no promotion from Chargeman to JWMs even though there is vacancy due to retirement. Therefore it is requested to operate promotion at the earliest.

OFFICIAL SIDE BRIEF

The point has been noted for necessary action.

114. OFB should initiate liaison with MOD :-

HT/NDNGSA(CDRA)

- a) To provide export licence to OFBa for export of RDX & NC.
- b) The products of OFB should be marketed by Private Company and its Quality Assurance should be done by OFB itself.

OFFICIAL SIDE BRIEF

The point will be examined.

115. Local Account should be empowered to pass TA/DA/LTC and Medical Claim bill of Group B (Gazetted & Non Gazetted) :-

HT/NDNGSA(CDRA)

At present Local Accounts of all Ordnance Factories is passing TA/DA/LTC and Medical Claim and GPF final claim of Industrial employees only. All above mentioned bill of Group B

(Gazetted and Non Gazetted) Staff and Officers were forwarded to PCF&A, Kolkata for final Bill. Due to such policy, more expenditure is incurring in postal and Deputations. Hence the all Local Accounts should be empowered to settle the claims of above bills, so that lot of unwanted govt. expenditure can be minimized.

OFFICIAL SIDE BRIEF

It has been repeatedly intimated by PC of A (Fys) in the JCM forum that TA/DA bills and final claims of Medical Bills are passed by PC of A (Fys) in a time bound fashion. As such the same need not be delegated to LAOs.

116. Recruitment for Industrial X-Ray Radiographers :-

HT/NDNGSA(CDRA)

In Ordnance Organization, in most of the factories Industrial X-Ray units are running which are working in high Kilo-volts i.e **220 KV** (Dangerous for health), the JWM, CM & IE's were engaged for radiography i.e. other than their stream, without any Risk allowance. Whereas in hospital, X-Ray radiographer is drawing Risk allowance & also to say he is working in much lesser KV i.e **40 KV**, which is very less hazardous than INDUSTRIAL RADIOGRPHY. So in view of the above it is request to fill up the vacancies of EXPERT INDUSTRIAL RADIOGRPHERS or the INDUSTRIAL RADIOGRPHY should be done by outside agencies by hiring EXPERT INDUSTRIAL RADIOGRPHERS.

OFFICIAL SIDE BRIEF

It was informed in the meeting that there is no such post available in OFB.

117. Relaxation of Hotel bill without Registration No. on TD in remote location:-

HT/NDNGSA(CDRA)

In last JCM meeting the point had been discussed & PCF of A replied the issue is already with CGDA, but as per letter no. 220-135-6 PC/GE-II/2008(III) dt 03/02/2010 of CGDA, it is clear in pt. no. 3(b) Offices may explore the possibility to empanel a few Hotels in different cities/towns by negotiating appropriate rates for different categories of staff. The officials visiting any station may be asked to stay only in the empanelled Hotels & make the payments at the agreed/negotiable rates. So in the light of the letter quoted above the issue should be resolved at the earliest please.

OFFICIAL SIDE BRIEF

Same as Point No. 63.

118. NOC for outside employment :-

HT/NDNGSA(CDRA)

It is requested to issue clear cut guidelines for NOC to apply in Central Govt & PSUs as per DOP&T to all the Sr. General Manager/General Managers for issue of NOC for outside employment.

OFFICIAL SIDE BRIEF

Per/NG issues NOC for outside employment, in cases of JWMs, following the revised guidelines circulated on 19-06-2013. For Chageman, the powers for consideration / decision have been delegated to Sr.GM/GM/HOU. However, the issue was discussed in the Periodical Meeting with Association and it was decided to examine the matter on File.

119. Educational qualification for the DR of AWM should be extended upto MSc (Chemistry) :-

HT/NDNGSA(CDRA)

SRO for the direct recruitment of AWM (Chemical) should be amended & educational qualification of MSc (Chemistry) should be incorporated.

OFFICIAL SIDE BRIEF

The rationale behind the proposal may be submitted in elaborate detail for the point to be examined based on rule position.

120. Court decision should implement for similar type of service matter.

HT/NDNGSA(CDRA)

OFFICIAL SIDE BRIEF

Such matters are examined case to case basis. No blanket assurance can be given on the suggestion.

121. If surplus accommodation is not available for specific category, HRA must be given uniformly in all ordnance factories. Management should be asked to give NAC in such cases.

HT/NDNGSA(CDRA)

OFFICIAL SIDE BRIEF

122. DPC for Promotion from C/M(T&NT) to JWM(T&NT) for the year 2014-15, review DPC for the year 2013-2014 as well as anticipated vacancy for the year 2015-2016 :-

HT/NDNGSA(CDRA)

In compliance of DOPT instructions on the matter, all DPC,s meeting should be completed in March for vacancy year April-March positively. Accordingly, Promotions to the post of JWM(T&NT) from C/M(T&NT) for the vacancy year 2014-15, review DPC for the vacancy year 2013-2014 as well as anticipated vacancy for the year 2015-2016 must be completed immediately. The promotions should not be delayed because of discrepancies in seniority list as on 01.01.2009 and onwards. Seniority list as on 01.01.2005, 01.01.2006, 01.01.2007, 01.01.2008 has yet not been exhausted and already eligible persons are available in the seniority list.

Further, the discrepancies in the seniority list of Chargeman (T&NT) may also be addressed on priority in a time bound manner and amended seniority list may be circulated immediately.

OFFICIAL SIDE BRIEF

Same as point No. 53.

123. Financial up gradation under MACP scheme in MACP-III GP : 4600 for the Employees promoted from HS-I/HS/MCM to Chargeman :-

HT/NDNGSA(CDRA)

OFB vide its letter no. 01/CR/A/I/658 dtd. 17.02.2014 issued directions for grant of 3rd MACP in GP: 4600 to all HS/MCM drawing salary in the pay scale of Rs. 5000-8000 upto 31.12.2005 under ACPS. But, no directions for other two categories of employees has been issued till date. The details are as under:-

- (i) Artisan staff in the pay scale of Rs. 4000-6000 (Pre -2006) and granted ACP-II in the scale of 9300-34800 GP: 4200 during 01-01-2006 to 31-08-2008 on completion of 24 yrs. Qual. service.

PROMOTION/ ACP DETAILS	DATE OF PROMOTION/AC	PAY SCALE	CORR. GRADE PAY	REMARKS
Examiner SSK	02.05.1984	750-1200	--	
Examiner SK	02.05.1987	950-1500	--	Promotion not counted for ACP/MACP as per Govt. instructions.
ACP-I	09.08.1999	4000-6000	--	1st Financial Up gradation
Examiner HS	01.02.2003	4000-6000	--	1st Promotion
Examiner HS-II	01.01.2006	4000-6000	2400	Placement
ACP-II	02.05.2008	9300-34800	4200	2nd Up gradation
Examiner HS-I	26.08.2011	9300-34800	4200	2nd Promotion (Pay fixation not done already in GP : 4200)

- (ii) Artisan staff holding the post of MCM in the pay scale of Rs. 4500-7000 (Pre -2006) and upgraded to the scale of 9300-34800 GP : 4200 w.e.f 01-01-2006 (Cadre re-structuring) granted ACP-II in the scale of 9300-34800 GP : 4200 during 02-01-2006 to 31-08-2008.

PROMOTION/ ACP DETAILS	DATE OF PROMOTION/AC	PAY SCALE	CORR. GRADE PAY	REMARKS
Fitter Genl SSK	17.06.1983	260-400	--	
Fitter Genl SK	01.07.1998	4000-6000	--	Promotion not counted for ACP/MACP as per Govt. instructions.
Fitter Genl HS	01.07.1998	4000-6000	--	1st Promotion
Fitter Genl MCM	05.10.2005	4500-7000	--	Placement
Fitter Genl MCM	01.01.2006	9300-34800	4200	2nd Promotion

OFB is requested to issue immediate necessary directions for grant of financial up gradation to these above 02 grades of employees as MACP-III GP: 4600.

(iv) Grant of increment benefit to employees promoted from MCM TO Ch'man after 01.01.2006:-

As per directions from OFB, employees of industrial cadre in the grade of HS-I/MCM are promoted to the post of Ch'man (T). But financial benefit (Increment) is given to only promotes from HS-I whereas no financial benefit is being given in case of persons holding the post of MCM. OFB may therefore take up the matter for grant of financial benefit (increment benefit) in case of MCM promotes also.

(v) SRO/Cadre Review proposals in r/o Gr.B (NG &G) and clerical staff :-

As known to us the SRO proposals has been forwarded to MOD in Dec/2013(JWM's) and 11/2014(Chargeman). Regarding Cadre review of Gr. B proposal, as known to this association the proposal was forwarded to MOD in 04/2014 whereas in r/o clerical staff was forwarded to MOD in 02/2014. In absence of SRO in r/o JWM/NT, no vacancies against LDCE quota are being earmarked for filling through LDCE, whereas there are provisions for CM (T) for appearing in JWM (T) LDCE. This disparity may be resolved immediately.

This Association demands that MOD may be pressed upon to take up the matter on priority for publication of new SRO's in r/o CM & JWM and approval of cadre review proposals in r/o Gr. B (G&NG) and Clerical staff before 01-01-2016(Before 7th CPC) positively.

(vii) Anomaly in promotion from CM (NT/OTS) & OS to JWM (NT/OTS) :-

Promotions are being regularly effected in the grade of JWM (NT/OTS) from Chargeman(NT/OTS) as well as Office Superintendent also whereas Office Superintendent is not included in the inter grade ratio for calculating the strength/vacancies of JWM(NT/OTS). As per MOD letter dtd. 01.10.2002 (Above) only Chargeman (NT/OTS) is the feeder grade for promotion to JWM(NT/OTS) as distributed in the ratio 70:30 i.e. 1054 : 466.

The anomaly in calculation of vacancy of JWM(NT/OTS) by adding the strength of Office Superintendent if they are being promoted to JWM(NT/OTS) was raised at JCM-III meeting held on 14.10.2011 but still not addressed fully.

As known to us, some 480 no. of additional post of JWM (NT) has been incorporated in the cadre review proposal of clerical staff submitted to MOD in 02/2014. The same is pending at that stage. This association thus demands immediate approval of the cadre review proposal for effecting promotion in the grade of JWM (NT) from CM (NT). The above anomaly may also be looked into and correct no. of vacancies/post may be created in JWM (NT) for better future prospects of NG as well as clerical staff.

124. Disparity in payment of Final Claim of Travelling Allowance of Industrial Workers & Staff.

HT/NDNGSA(CDRA)

In O. F. Chanda a team consisting two Chargeman and 15-20 industrial employees are deputed frequently to various armed depots for revalidation work. The approximate period of such

deputation is of one month. During these temporary duty employees of O. F. Chanda performs their duty in hectic condition in the interest of nation, despite financial loss of piece work and other allowances. While submitting final TA claim of said duty both Staff and IEs it is observed that submitted Bills of staff are cleared of PC (Fy)A Kolkata but same TA final bill of IEs are not clear by Local accounts and adopting adamant attitude. This situation discouraging the high motivated level of employees of O. F. Chanda. It is absolute injustice for not sanctioning of TA Final Claim of Industrial employees. Therefore it is should be expedited for immediate sanction of TA Final Claim with similar nature of staff.

125. Reimbursement of Lodging Charges while performing Escorting duty through explosive Van.

HT/NDNGSA(CDRA)

O.F. Chanda detailing NGO as escorts for transporting the consignment from Depot to Proof establishment as such CPE Itarsi, PXE Balasore, Pokharan etc. The reimbursement of loading charges are given for stay at the Destination only. For examples while performing escorting duty from O. F. Chanda to PXE Balasore at least 08 days outstation stay comes (Three day onward journey, two days working at PXE Balasore and thereafter three day return journey), but the lodging charges is only paid for outstation stay at PXE Balasore i.e. two days.

It is needless to mention here that every human has his constitutional right to take daily sound sleep, take bath, and all which need to be completed by every human on daily basis. For completing all these activities lodging is required. The spirit of this requirement is similar with “Swachh Bharat Campain” where in massive message is spread over Sanitation at outside road/farms.

When the pay commission has already recommended outstation lodging charges, there is no justice for not sanctioning the stay completed en-route by the escort during onward and return journey.

Therefore reimbursement of en-route lodging charges while performing escorting duty may be sanctioned.

OFFICIAL SIDE BRIEF

The Mughate Committee Report has been submitted. The Committee has to make a Presentation in the Board Meeting. A considered decision will be taken by OFB in consultation with PC of A (Fys).

126. Payment of overtime allowance for performing Overtime while on temporary duty:-

HT/NDNGSA(CDRA)

Good number of employees is being deputed on temporary duty for various purposes like revalidation of fuzes, escorting, proof witnessing, rectification work etc. The employees of O.F.Chanda are not being paid overtime allowance while on temporary duty.

In specific RTI query, H.E.F. Kirkee confirmed that Overtime is being paid to escort engaged during escorting as per the working hours for that particular period. In support of this RTI HEF KIRKEE provided authority of DGOF letter No. 20/15/2(10)/A/IR dated 25th March 2003 .(copy enclosed)

Apart from the above, a clarification given by Principal Controller of accounts (Fy) Kolkata letter No. Pay/Tech-II/07(A) dated 27/07/2007 (copy enclosed) that Defence civilian employees at outstation may be admitted overtime under Departmental rule (Single rate). (Copy enclosed)

It is surprised when all the Ordnance Factory working under one OFB and One PC (Fy)A, system of payment of overtime varies from factory to factory. OFB should intervene to maintain uniformity.

Accordingly it is requested to give suitable directive for payment of overtime allowance for performing overtime while on temporary duty in OFCH immediately.

OFFICIAL SIDE BRIEF

While overtime is permissible for work performed by employees in other ordnance factories, the same is not permissible for outstation work as there is no rule supporting the claim.

127. Rechecking of Set “C” of GK & Management paper in LDCE 2014 for JWM: – HT/NDNGSA(CDRA)

In this regards a representation has already submitted to OFB and an advance copy forwarded to NADP/Nagpur.

OFFICIAL SIDE BRIEF

The matter will be examined by OFB based on the contents of the representation.

128. Protection from Transfer of office bearers of Association:- HT/NDNGSA(CDRA)

It is requested to Make a policy for protection of Association Office Bearers of Branches (05) like Union.

OFFICIAL SIDE BRIEF

The point may be discussed in the meeting.

129. Implement the Sri Saurabh Kumar Committee Report on Re-Distribution of sanction strength of OFs :

BRNK/BPMS

OFB has taken challenge to target Rs. 20,000 crs. within three years i.e. 2019-2020 and OFB is allotted the targets to all factories as per OFB challenges. All factories are also taken challenges to complete the target within every financial year. Most of the factories are

requesting/demanding for extra manpower to reach the OFB given target. Sri. Saurabh Kumar committee also given recommendation re-distribute the long back sanctioned strength to factories. When OFB is implemented the re-distribute the sanctioned strength court cases also minimized.

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

OFFICIAL SIDE BRIEF

The point under examination at OFB.

130. Implement the various CAT Judgments Cadre Restructuring of IEs :

BRNK/BPMS

CAT, Kolkata OA No. 172 of 2012 and CAT, Allahabad OA No. 331 of 2014 in its final judgments granted the movement on account of artisan Staff cadre restructuring w.e.f. 01-01-2006, HS to HS – I/HS-II to HS-I is not promotion for the purpose of ACP/MACP and to be treated as placement.

Both CAT's given judgments are same; OFB is playing dual role to each and every factory for implementation of CAT judgments even though same. This will happens demoralize the Industrial Employees and they are approach legally in all factories.

Hence, I request the Chairman implement the CAT judgments on restructuring of Cadre review to Industrial Employees in all Ordnance Factories at par with OLF Dehra Dun please.

OFFICIAL SIDE BRIEF

The cases are not comparable. As such identical implementation of CAT judgements is not possible. Point may be discussed in the meeting.

131. Review the IEs Calculation of Payment like Encashment of EL's & Bonus :

BRNK/BPMS

Industrial employees are working on Day wage basis and wages are being calculated minute to minute. Monthly wages of IE's are paid only for the days worked by them. As well as an Industrial Employee taken leave in a month and not submitted the leave application wages are deducting on working days basis only not monthly basis.

Whereas, the Encashment of EL's at the time of LTC/Retirement calculating on monthly basis i.e.30 days instead of working days. As well as the Productive Linked Bonus payment are also calculating on monthly (30 days) basis. Industrial Employees are working 297 days (excluding 52 Sundays & 16 holidays) in a year.

Present calculation EL encashment

	Yearly Days	Average monthly days	Present Monthly Wages(Pay in PB + GP)	Per day (3/2)	No. of days	Encashment/Bonus Amount (2*5)
	365	30	16800	560	10	5600
RETIREMENT	365	30	16800	560	300	168000
BONUS	365	30	3500	16.66	40	4667

EL ENCASHMENT AS PER IE's WAGES SYSTEM

	1	2	3	4	5	6	7	8	9	10
	Yearly Days	Sundays + holidays	Yearly working days of IE's (1-2)	January 2015 working days	Pres. Mont. Wages (Pay in PB + GP)	Per day wages (5/4)	No. of days	Encashment/Bonus Amount (6*7)	Encashment/Bonus Amount as per monthly wages	Difference of paid amount (8-9)
	365	52+16=68	297	25	16800	672	10	6720	5600	1120
RETIREMENT	365	52+16=68	297	25	16800	672	300	201600	168000	33600
BONUS	365	52+16=68	297	25	3500	140	40	5600	4667	933

Hence, Review the calculation of Encashment of EL's & Bonus should be done and paid as per Industrial Employees wages calculation i.e. number of working days please.

OFFICIAL SIDE BRIEF

The point will be examined in consultation with PC of A (Fys).

132. Modify the OT calculation package of Industrial Employees.

BRNK/BPMS

Industrial Employees are losing the OT Bonus when they are punched One minute late deducting wages of 15 minutes, 16 minutes late deducting wages of 30 minutes OT Bonus. All Ordnance Factories are established with high-tech technology punching machines, but till date OT bonus calculation package was not modified.

It is proposed to modify the OT Bonus calculation of IE's pay package P60 instead of P4.

OFFICIAL SIDE BRIEF

The point will be examined in consultation with PC of A (Fys).

133. MT Vehicles should be given to all Employees on amenity basis :

BRNK/BPMS

As on date Factory MT vehicles are giving NGO's those who are having Grade Pay Rs. 4200/- only on AMENITY basis. This facility should be introduced all the permanent employees.

134. One time Relaxation should be given to LTC those who are purchased through Un-Authorised Agents :

BRNK/BPMS

Govt. of India is given relaxation to visit to NES by flight and tickets should be purchase through authorized agents. Some of the employee's flight tickets are purchased through un-authorized agents but travelled in AIR INDIA AIRLINES only. Travel agent is ticket fair is more than Air India Air lines i.e. HYDERABAD TO BAGDOGRA and back one ticket Rs. 13,609/- un-authorized agent is given Rs. 48,800/-.

It is request you to one time relaxation should be given to those who are submitted/claimed un-authorized agents tickets and pay to individual actual Air India ticket fair please.

OFFICIAL SIDE BRIEF

The matter has been repeatedly discussed with PC of A (Fys). It has been amply clarified that Govt. Rules on the matter to prevail.

135. As per SRO – 184 of 1994, the vacant posts of IEs should be filled up by transfer prior to Direct Recruitment. These days a good number of North Indians are working in South Zone (Ordnance factorys). Due to their domestic problems they cannot contribute their 100% ability to the organization. If they may be posted in nearby of their native place, they will deliver the best to organization. Hence a transfer policy for IEs should be formulated.

Earlier, DOP&T has issued instructions for posting of differently abled persons (Handicapped employees) to their native place but ord. fys. are not complying with these instructions. Hence, it is requested that OFB should circulate the above orders to all ord. fys for compliance in letter and spirit so that such employees may be posted to the nearest place of native.

- SS/BPMS

OFFICIAL SIDE BRIEF

Inter factory transfer of IEs presently is governed as per instruction given in OFB letter no. 03/06/A/I dated 29 Nov 2006. However based on deliberation held on 27th & 28th Jan 2014 in the JCM-III meeting, a committee of 4 officers headed by an officer of AGM rank has been formed to formulate a comprehensive guidelines for inter-factory transfer of IEs.

136. Notional seniority should be given to skilled employees in case of successful completion of probation, which was extended for any reason in semi skilled grade.

- SS/BPMS

OFFICIAL SIDE BRIEF

Probation period of the individual is generally extended either for poor performance or disciplinary ground etc as a punitive measure. Hence under this kind of circumstances it is not feasible to maintain the desired notional seniority.

137. LTC claims should be allowed for those employees who have travelled to N. E. Region by Air India but tickets did not purchase from 03 authorized agents or directly from the counter/website of Air India. It is worth to mention that fare charged by the private agencies is less than the authorized agents.

- SS/BPMS

OFFICIAL SIDE BRIEF

The matter has been repeatedly discussed with PC of A (Fys). It has been amply clarified that Govt. Rules on the matter to prevail.

138. It is a matter of great concern that comparatively less target has been given to SAF Kanpur. This should be looked into.

- SS/BPMS

OFFICIAL SIDE BRIEF

The point has been noted. Matter can be discussed in the meeting.

139. In place of open Tender OFB should introduce 'Limited Tender' for material procurement.

- SS/BPMS

OFFICIAL SIDE BRIEF

Comments of OFB (MM Div.) is enclosed as Annexure-II.

140. Considering the workload in ordnance parachute factory Kanpur, additional manpower should be sanctioned there.

- SS/BPMS

OFFICIAL SIDE BRIEF

Manpower is being sanctioned as per requirement projected by factories in consultation with concerned operating divisions.

141. Disparity in considering the promotion from Trades at OFAj.

- BBM/AIDEF

As per the instructions those Trades are required to be considered for Skilled Grade after completion of 3 years. While those recruited directly in the Semi-Skilled Grade are considered after 2 years. This deprives those recruited as Labourer and become Semi-skilled whom 3 years

service is applied. This disparity to be removed and uniformity of minimum 2 years service from Semi-Skilled to Skilled to be applied to all the Trades. Necessary action may be taken be issue of suitable instruction.

OFFICIAL SIDE BRIEF

A revised draft SRO has recently been made. The copy of same has been forwarded to all the three federations and also it has been uploaded in OFB COMNET. In the draft SRO, following have been introduced

- i) Semi Skilled tradesman has been abolished.
- ii) DR to be made in SK grade for NAC/NTC holder
- iii) Labor (SS) to be promoted to SK trade after completion of 3 years of minimum service.

142. Delay in clearing the Compassionate Appointment cases for the cases of relaxation of Educational Qualification i.e. non-matric.

- BBM/AIDEF

The Principle of Compassionate Appointment is to give immediate assistant to the nominee of diseased employee. It is observed that the cases for Compassionate Appointment for relaxation of education qualification as per point i(b) of OFB letter dated 24-10-2013 in respect of 7 individuals referred by OFAJ vide L/No.1111/1/E dated 08-05-2014 to OFB is pending. The pendency period for disposed of those cases is exactly more than one year. From OFB no communication is received and the delay is causing undue hardship to the family of diseased employee and the very purpose of the theme of Compassionate Appointment is totally defeated. It is requested that these cases may be cleared on top priority basis.

OFFICIAL SIDE BRIEF

In this connection it is stated that in respect of 7 individuals, OFB vide their letter no. OFB/Per/I/OFAJ/Feb 2015 dtd 11-02-2015 has asked the factory to forward the case afresh along with necessary documents. The same is awaited. Factory is being expedited

143. Non-maintaining of 80:20 ration in the Machinist and other Trade for departmental promotion :

- BBM/AIDEF

At OFAJ in the Machinist Trade 80:20 ration is not maintained as per as the departmental candidates promotion(20%). This point was raised in the JCM-IV Level during the year 2014 but no action has been taken to induct by promotion 20% in the grade of Machinist whereas in other grades this has been done. Non applying this criteria will result those becoming Machinist junior comparing to the other trades for which 80:20 policy is implemented. This needs to be sorted out immediately.

OFFICIAL SIDE BRIEF

Matter has been referred to OFAJ for obtaining necessary feedback. However, it may please be intimated whether the point was raised in the local level JCM IV for appropriate redressal by the factory management.

144. Non acceptance of transfer on mutual basis at HVF, Avadi :

- **BBM/AIDEF**

In the transfer policy transfer on mutual basis is one of the criteria for getting the transfer to those employees desire to seek transfer. In this the employees also loosing the seniority and maintain the seniority of Junior person amongst the mutual transferring. This policy of mutual transfer is not accepted not even a single case at HVF Avadi. If otherwise in order on eligible mutual transfer are required to be accepted as per the transfer policy. Necessary directives is required to be given to GM/HVF to accept the transfer on mutual basis in which the factory is also loosing the manpower.

OFFICIAL SIDE BRIEF

Industrial Employees being factory based posts, suitability and acceptability of IEs on mutual transfer basis has to be decided by Sr GM/GM of respective factories.

145. Review of compassionate ground appointment cases more than 3 occasions as per DOP&T instructions :

- **BBM/AIDEF**

DOPT has issued instructions not to limit review of the compassionate appointment cases upto 3 occasions. This is not followed and old cases are not reviewed by OFAJ. This is required to be done. It is also understood that recently CAT Mumbai Nagpur Bench has given award for considering one of the case which was restricted for 3 occasions and appointment offered below bench mark point. This need to be looked into to avoid further litigation. This point was raised in the last steering committee meeting but referred for departmental action. Still no progress is visible, hence may be admitted in the regular agenda of JCM.

OFFICIAL SIDE BRIEF

Matter has been referred to OFAj for obtaining necessary feedback. However, it may please be intimated whether the point was raised in the local level JCM IV for appropriate redressal by the factory management.