



भारतीय प्रतिरक्षा मजदूर संघ

BHARATIYA PRATIRAKSHA MAZDOOR SANGH

(AN ALL INDIA FEDERATION OF DEFENCE WORKERS)

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

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

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REF: BPMS / MOD / AGENDA / 91st SCM

Dated: 06.01.2015

To,
The Under Secretary D(JCM),
Govt of India, Min of Defence,
Room No. 136, 'B' Wing,
Sena Bhawan, New Delhi - 110011

Subject: Projection of Demands for the Meeting of the Steering Committee for the 91st Departmental Council (JCM) of MOD scheduled to be held on 19.02.2015.

Reference: MOD F. No. 5(8)/2014/D(JCM), Dated 30.09.2014

Respected Sir,

With due regards, it is submitted that this federation has decided to nominate the following persons to participate in the ensuing Steering Committee meeting which is scheduled to be held on 19.02.2015 under the Chairmanship of JS (E):-

1. Shri M P Singh, Member JCM-II Level Council (MOD)
2. Shri Mukesh Singh, Member JCM-II Level Council (MOD)

Further, I am submitting Agenda Points on behalf of this federation's JCM Members in Steering Committee as Annexed to this letter, for your kind perusal & inclusion please.

Kindly acknowledge.

Thanking you.

Sincerely yours

(M P SINGH)
General Secretary

Encl:- As above

(Annexure of letter no. BPMS / MOD / AGENDA / 91st SCM, Dated: 06.01.2015)

1. CGHS Facility has not been extended to the Industrial Employees of COD Mumbai. This issue has been discussed in the 17th Steering Committee meeting of JCM-III Level Council (Army HQ) held on 30.10.2014 wherein OS Dte clarified that the matter has been taken up with Min of Health & Family Welfare to extend the facility to COD Mumbai but the proposal has been denied and intimated that MOD may take up appointed Agency of the proposed Health Insurance Scheme, when introduced to these employees.

It is worth to mention here that the civilians paid from the Defence Services Estimates and their families brought under the coverage of Central Services (Medical Attendance) Rules, 1944 vide MOD letter No. 9(4)/54/8278/D(Civ-II), dated 18th July, 1957, as amended by Corrigendum No. 9(4)/54/1160/D(Civ-II), dated 25th September, 1957, 13/(130/63/3177/D(Civ-II), dated 19th March, 1963 and Ministry of Health letter No. F. 28-14/63-H.I., dated 06th April, 1963.

Govt of India, Min of Health & Family Welfare's O.M. F.No. S.14025/7/2000-MS, dated 28th March, 2000 stipulates that the issue for grant of permission for treatment of Central Government employees and the members of their family in any of the hospitals recognized by the State Government/CGHS Rules/CS(MA) Rules, 1944, had been under consideration of the Government for some time past and it has now been decided that the Central Government employees and the members of their families may be permitted to avail of medical facilities in any of the Central Government, State Government hospitals and the hospitals recognized by the State Government/CGHS Rules/CS(MA) Rules, 1944, as well as the hospitals fully funded by either Central Government or the State Government subject to the condition that they will be reimbursed the medical expenditure at the rates fixed by the Government under the CGHS Rules/CS(MA) Rules, 1944 or the actual expenditure incurred, whichever is less. In other words, the permission can be granted by the Head of the Ministry/Department/Office to the Central Government employees/members of their families to obtain medical services from any of the private hospitals recognized under CGHS in the 18 CGHS covered cities also.

In such circumstances, Head of Department/Office of COD Mumbai cannot discriminate between Civilian Officers/Staff/Non-Industrial/Industrial Employees for obtaining medical treatment in any of the private hospitals recognized under CGHS in Mumbai. Further, no permission of Min of H&FW is required in this regard. Hence, this issue should be resolved forthwith.

2. 04 Grade structure for Artisan Staff Cadre in Ministry of Defence was introduced vide I.D. No. 11(5)/2009-D(Civ-I), dated 14.06.2010 with retrospective effect from 01.01.2006. hence, the vacancies in MCM grade of different trades from 01.01.2006 to 13.06.2010 have been filled in accordance with mandate given vide MOD letter dated 14.06.2010 but vacancies occurring in OS Dte on or after 14.06.2010 are not being filled up on the plea that MOD has clarified that these vacancies are to be filled up in accordance with Recruitment Rules for the post of MCM on its finalization.

It appears that OS Dte has not considered the Para 3.1 of Govt. of India, DoP&T O.M. No. 22011/5/86-Estt.(D), dated 10th April, 1989 issued as consolidated instructions on Departmental Promotion Committee stipulates as under:-

“ A vacancy shall be filled in accordance with the recruitment rules in force on the date of vacancy, unless rules made subsequently have been expressly given retrospective effect. Since amendments to the recruitment rules normally have only prospective application, the existing vacancies should be filled as per the recruitment rules in force. Holding of DPC meetings need not be delayed or postponed on the ground that recruitment rules for a post are being reviewed/amended.”

Such issue was raised by this federation BPMS as Agenda Point No. 11 in the meeting of Steering Committee for 90th Departmental Council JCM (MOD) held on 01.08.2014 and the chairman of the meeting JS (E) directed that all concerned administrative authorities, present in the meeting note the matter and they were requested to hold the DPC meeting timely (kindly refer Minutes circulated vide MOD ID No. 5(7)/2014/D(JCM), dated 21.08.2014).

Hence, the concerned authorities of OS Dte should be instructed again to hold the meetings of DPC regularly to fill up the vacancy of MCM occurred on or after 14.06.2010.

3. The service conditions of Khansama Chowkidar posted in Inspection Bungalows of MES are very poor. To improve this, it is demanded that Khansama Chowkidar should be detailed for 08 hrs duty per day. Weekly off, closed holidays, National holidays and restricted holidays should also be granted to him at par with cooks working in Ord Fys. This issue was discussed in the 17th Steering Committee meeting of JCM-III Level Council (Army HQ) held on 30.10.2014 wherein it is stated that the matter is pending with MOD. This should be expedited.
4. BPMS rep raised an issue in the 17th Steering Committee meeting of JCM-III Level Council (Army HQ) held on 30.10.2014 that Army Base Workshop are facing heavy deficiency of workload and the same is being transferred to Public Sector Undertakings like BEL, BHEL etc which is not in the larger interest of entire Corps of EME. The official side representing the EME Branch that MOD has to take a policy decision in this regard. Hence, attention of the concerned Joint Secretary, MOD is invited to look into the matter personally.
5. In the 15th Steering Committee meeting of JCM-III Level Council (Naval HQ) held on 26.09.2014 at HQ ENC, Visakhapatnam an issue was discussed that in case of emergency, civilian employees of Naval Dockyard Mumbai are not being provided with facilities of Naval Hospitals in Mumbai and they are being referred to Municipal hospitals. It is also a matter of concern that Industrial Employees of Naval Dockyard Mumbai are not being extended the facilities of CGHS in Mumbai. In this regard, official side admitted that the emergency cases are being referred to Municipal hospitals and they are not referred to private hospitals as these hospitals are not agreeing for CGHS rates.

It is worth to mention here that the Industrial Employees of Naval Dockyard Mumbai and their families brought under the coverage of Central Services (Medical Attendance) Rules, 1944. Para 2 (a) & (b) of MOD letter No. 9(4)/54/8278/D(Civ-II), dated 18th July, 1957, as amended by Corrigendum No. 9(4)/54/1160/D(Civ-II), dated 25th September, 1957, 13/(130/63/3177/D(Civ-II), dated 19th March, 1963 and Ministry of Health letter No. F. 28-14/63-H.I., dated 06th April, 1963, which stipulates as under:-

“

2(a) The Defence civilians and their families should normally receive medical attendance from the civil hospitals under the civil rules referred to above.

(b) However, in stations where no civil hospitals exists they shall be given, free of cost, out-patient treatment in Local MI Rooms/Sick bays/Station sick quarters and Armed Forces Hospitals. In such stations, they may also be admitted to Armed Forces Hospitals under the order of the OC Station in the same way as other non-entitled personnel, provided that accommodation is available.

(c) Even in station where a civil hospital exists, they may be admitted to local Armed Forces Hospital in case accommodation is not available in the civil hospital subject the conditions:-

.....“

Further, your attention is invited to Section 4.(2A) of the Employees Compensation Act, 1923 which is applicable from (18.01.2010) which stipulates that the employee shall be reimbursed the actual medical expenditure incurred by him treatment of injuries caused during the course of employment.

Hence, the concerned authorities of Naval Dockyard Mumbai / Naval Hospitals Mumbai to extend the in-door/out-door medical facilities to the Industrial Employees of ND Mumbai and their family members available in MI Rooms/Armed Forces Hospitals/CGHS recognized private hospitals and in case of injuries caused during the course of employment the employee should be provided best medical treatment in the recognized/unrecognized hospitals and expenses should be fully reimbursed as per Employees Compensation Act, 1923.

6. The Screening Committee meeting of JCM-III Level Council (DRDO) held on 19.09.2014 at DRL Tejpur wherein the issue of reimbursement of medical expenses in emergency cases was discussed and the official side intimated that the CGHS beneficiary is not authorized to take treatment from private hospital empanelled under CGHS without prior permission and in case of emergency , such claims are to be settled/finalized by the “Head of Department” only i.e. DG DRDO as the financial powers are delegated to him which cannot be further re-delegated.

In this regard, your attention is invited to MoH&FW O.M. No. S.11011/7/99-CGHS (P), Dated 27.04.2011 which stipulates that serving Central Government employees and

their family dependent and eligible family members and holding a valid CGHS Card and on a visit to non CGHS covered area may obtain treatment under emergency from Government hospitals (Central Government / State Government / Local Self Government / hospitals recognized under Central Services (Medical Attendance Rules, 1944 / hospitals and clinics empanelled under Es-servicemen Contributory Health Scheme (ECHS) and the medical claim shall be submitted to the concerned Ministry / Department / Office.

Hence, MOD should declare the Director of Labs of DRDO as “Head of Department” for the purpose of CGHS under the General Financial Rules so that medical claims may be settled at Director Level considering the precious time of DG DRDO.

7. The Screening Committee meeting of JCM-III Level Council (DRDO) held on 19.09.2014 at DRL Tejpur wherein the members demanded for extension of medical facilities for DRL Tejpur employees from MI Room / Military Hospital.

This may be extended according to the Ministry of Health letter No. F. 28-14/63-H.I., dated 06th April, 1963, which stipulates as under:-

“

2(a) The Defence civilians and their families should normally receive medical attendance from the civil hospitals under the civil rules referred to above.

(b) However, in stations where no civil hospitals exists they shall be given, free of cost, out-patient treatment in Local MI Rooms/Sick bays/Station sick quarters and Armed Forces Hospitals. In such stations, they may also be admitted to Armed Forces Hospitals under the order of the OC Station in the same way as other non-entitled personnel, provided that accommodation is available.

(c) Even in station where a civil hospital exists, they may be admitted to local Armed Forces Hospital in case accommodation is not available in the civil hospital subject the conditions:-

“

8. Vide this federation’s letter dated 04.2014, the authorities of Air Hqrs were requested for upgradation of Vadsar (47 SU Air Force) to ‘Y’ class city for the purpose of House Rent Allowance. In this regard, Air Hqrs intimated that Ministry of Finance (Department of Expenditure) has raised some observation and to offer the comments thereupon the case is lying with MOD (Q&C). This federation has been requesting to D(Q&C) to expedite the matter but all in vain.
Kindly take appropriate action to resolve this issue without further delay.

9. **Disbandment of HQ CWE Kanpur (MES):** HQ CWE Kanpur responsible for looking after the welfare of industrial personnel of various GEs under Military Engineer Services besides the matters related to Defence Works, has since been ordered for

disbandment. According to the set up of Military Engineer Services, the office of CWE is formed amongst at least 2-3 GEs under it.

There are more than 600 industrial personnel in the area of HQ CWE Kanpur and with its disbandment, there would be lot of administrative problems for them, few of which are mentioned below :-

(a) The records are to be transferred to the various authorities wherein :-

(i) Matters related to GP Fund, Medical claims/Advance of Fatehgarh have been transferred to HQ CWE Agra excepting of service books and pension documents which are to be transferred to HQ CWE Lucknow. The records pertaining to Legal matters have been transferred to CE Lucknow Zone.

(ii) Matters related to other GEs are to be transferred to HQ CWE Lucknow. However, the matters related to Pension, Promotion, Seniority List, MACP, Legal cases and service books are to be dealt with by Adm Cell being formulated at Kanpur with its Headquarters at Lucknow.

(iii) Matters related to Legal cases of Officers and Basic categories have been transferred to GE Kanpur. The cases of industrial pers have been transferred to CE Lucknow Zone.

(b) GE Fatehgarh is to make all correspondence including sanction of GP Fund, Medical claims/Advance with HQ CWE Agra excepting promotion, pension and service books of industrial personnel which is to be done by HQ CWE Lucknow.

(c) The fate of JCM IV of HQ CWE Kanpur is not still clear, nor has any dialogue been made with this forum.

The disbandment of HQ CWE Kanpur shall increase in channel of correspondence. Also the office staff shall have to be busy in submission of routine and identical reports/returns to the various authorities thereby sparing very little time for the matters related to the welfare of industrial personnel. This will increase the budget allocation on the non-productive work too. However, even after this exercise, there will be hue and cry always due to increasing in the troubles in getting promotion, conducting of trade test, processing of pension papers, barest control on service books, permission in the cases of medical claims/advance etc.

It is regretted to point out that the administrative authorities while coming to the decision of disbandment of HQ CWE Kanpur, has not considered the other options by taking into the account of the enhancement of Defence Budget in the non-productive work which will resultant lot of harassment to the workers. We have reasons to assume that the drastic action would have been proposed to safe-guard some higher authorities due to some foul play in any case (including the case of Recruitment Of 172 Nos Of Mates in Kanpur). This needs to be investigated as already requested in our earlier letters too.

Considering the above aspects in view and so many others which cannot be defined in words, we are of the opinion that keeping a CWE office at Kanpur is essential as :-

(a) Following GEs are working at Kanpur with more than crore of works :- (i) GE(MES) Kanpur (ii) GE(I) R&D Kanpur (iii) GE(I)(P) Fy Kanpur (iv) GE(I) E/M Chakeri (v) GE(I) B/R Chakeri; and (vi) GE(I)(P) Chakeri

(b) The future service career of industrial personnel of more than 600 at Kanpur has become uncertain.

(c) To avoid lot of unnecessary correspondence due to out-stationing of all competent authorities to take any decision at the time of need or in emergency.

(d) In order to maintain harmonious relations in between the workers and department, the sanctity of JCM IV for a large station Kanpur may be kept.

In case the above suggestion is not acceptable for any reason, a CWE at Air Force Chakeri, where presently 03 GEs viz. GE (I) B/R Chakeri, GE (I) E/M Chakeri and GE (I) (P) Chakeri are in existence., may be formed and the adm control of GE (MES) Kanpur, GE (I) R&D Kanpur and GE (I) (P) Fy Kanpur may also be assigned to the newly formed CWE. Moreover, it is not advisable to keep 03 GEs as Independent without having any CWE in a station like Kanpur.

Therefore, kindly intervene into the matter so that the interest of a large number of workers of Kanpur may be safe-guarded without any loss to the State rather to save the Defence Budget in the process.

10. Granting of ACP retrospectively on passing the trade test in first attempt in CWE

Jaipur (MES): Vide this federation's letter dated 14.08.2014 & 30.10.2014 it has been brought to the notice of DG (Pers), E-in-C's Branch that Shri Dayal Singh, MES No. 167982, F/Pipe and Shri Deen Dayal, MES No. 167989, F/Pipe, posted in GE Alwar had to appear in the trade test for Skilled to Highly Skilled category between 11.03.2008 to 18.03.2008. Vide Hqrs CWE Jaipur letter No. 13040/55/EIB, dated 10.02.2009 result of trade test was published and both of them were declared 'Failed' with remarks 'not eligible due to individual in probation period'.

It is worth to mention here that an ineligible employee cannot appear in the trade test hence, he cannot be declared as 'Pass / Fail' whereas instructions issued by nodal ministry DoP&T do not find an aspirant ineligible due to probation period.

However, in the instant case, Shri Dayal Singh & Shri Deen Dayal were declared 'Passed' in the trade test held on 18.03.2008 as per intervention of E-in-Cs Branch vide its letter no. 90237/2017/EIC (Legal-B), dated 17.08.2011.

Further, your attention is invited to the clarification regarding grant of ACP after passing the trade test issued vide MOD I.D. No. PC II 11(5)/99/D(Civ.I), dated 05.02.2004, which stipulates as under –

“2. It is further clarified that the employees who had completed 12/24 years of service after 09.08.99 but before that the date of conducting the first trade test may be granted financial upgradation under ACP Scheme, subject to fulfillment of all other conditions prescribed for grant of ACP, from the date of their

completion of 12/24 years of service, instead of the date of passing of this trade test, in the first attempt as a one time measure.”

Shri Dayal Singh & Shri Deen Dayal, completed 24 years service on 19.09.2007 and both were eligible for 2nd upgradation under ACP Scheme, but they could not be granted the ACP because till that date they were never allowed by the concerned authorities to appear in the trade test for the purpose. There is no evidence that trade test/s was / were conducted for Shri Dayal Singh & Shri Deen Dayal and they appeared but could not pass the trade test.

As per information, made available to this Federation, Shri Dayal Singh & Shri Deen Dayal were allowed to appear in the trade test for Skilled to Highly Skilled category between 11.03.2008 to 18.03.2008 and declared 'Pass' on the verdicts of Hon'ble CAT and directives of higher Hqrs w.e.f. 13.03.2008, i.e., the date of appearing in the trade test.

From above it may be deduced that Shri Dayal Singh & Shri Deen Dayal have passed the trade test in 1st attempt on 13.03.2008 and as per MOD instruction cited hereinabove they are eligible for granting of 2nd financial upgradation under the ACP Scheme w.e.f. 19.09.2007.

In such circumstances, CWE Jaipur and Chief Engineer SWC Jaipur have been requested vide this federation's letter No. BPMS / MES / CZ 65 (1/5/R) dated 31.12.2013 and reminded vide letter of even no. dated 03.06.2014 to comply the instruction of MOD on the subject matter in letter and spirit so that Shri Dayal Singh & Shri Deen Dayal may be granted 02nd ACP in pay scale of Rs. (4000 – 6000) w.e.f. 19.09.2007.

But it is painful to note that neither HQ CE SWC nor HQ CWE Jaipur has taken any action on the representation, even the letter has not been acknowledged till date while their attention has been invited to MOD I.D. No. 11(1)/2000/D(JCM), dated 27.04.2000 whereby all Hqrs/Dtes of MOD have been communicated that the recognized federations are entitled for certain facilities such as dialogue/correspondence/interview at all level and the same facilities have been extended to this federation BPMS.

Therefore, you are requested to take appropriate action so that the grievance may be redressed without further delay.

- 11. Revision of Recruitment Rules for placing of Laboratory Technicians serving in Ordnance Factories Hospitals in PB-2 plus GP Rs. 4200:** It is submitted that Vide O.M. No. AB-14017/2/97-Estt(RR), Dated 25th May 1998, DoP&T issued instructions on 'Fifth Central Pay Commission recommendations-Revision of Pay Scales – Amendment of service Rules/ Recruitment Rules' and OFB revised the Recruitment Rules vide SRO-88 , dated 03.08.2005 by enhancing the entry qualifications of Lab Technician B.Sc + Diploma (DMLT) + 01 year experience bringing it at par other Lab Technician serving in other Central Govt. Departments, but did not upgraded the pay scale from Rs. (4500-7000) to Rs. (5000-8000). This pay scale was correspondingly

revised to PB-1 plus GP Rs. 2800/- due to implementation of 6th CPC w.e.f. 01.01.2006.

This agitated the incumbents and this federation BPMS raised the issue in Departmental Anomalies Committee and Departmental Council (JCM) of MOD, but all is vain. Thereafter, Federation approached the Central Administrative Tribunal (Principal Bench), New Delhi vide O.A. No. 2660/2012, M.A. No. 0643/2012 & 2848/2012. Hon'ble CAT issued necessary directives on 11.10.2013. Thereupon, OFB has issued the order for upgradation of Grade Pay of Laboratory Technicians from present pay scale (PB 1 with GP Rs. 2800/-) to (PB 2 with GP Rs. 4200/-) with effect from 01.01.2006 vide letter No. 042/BPMS/CAT/PER/M, Dated 17.10.2014.

It is painful to note that as per above order all those Laboratory Technicians who are possessing the required qualification as per SRO 88, dated 03.08.2005 will be granted upgraded pay scale GP Rs. 4200/- but who were recruited/promoted to the post of Lab. Tech. prior to issuance of revised recruitment rules (03.08.2005) not having the qualification of B.Sc + Diploma (DMLT) + 01 year experience will not be granted the upgraded GP Rs. 4200/- though they were eligible for appointment/promotion as per SRO applicable at that time. This bifurcate the existing incumbents into qualified & non-qualified which is injustice and creates discontentment amongst them.

It has been observed that whenever Central Government upgrades the pay scales of any cadre on the recommendations of the CPCs / Expert Committees due to change in educational qualification etc., the benefit of such upgradations also granted to the existing incumbents though they do not have the changed qualification etc. by imparting some Departmental training or rendering a length of service. For example; Government accepted the recommendations of 6th CPC for such of those existing Group 'D' employees who do not possess the minimum qualifications (Matric or ITI) prescribed would need to be retrained and a training package would need to be evolved separately for each of the individual Ministry/Department/Organization keeping in view their specific needs. After re-training with emphasis on multi-skilling, the Group 'D' staff will be placed in the Pay Band PB-1 of Rs. (5200-20200) with the Grade Pay of Rs. 1800/-. One placed in PB-1 Pay Band, this category of Group D staff will regain their seniority vis-à-vis the other category of Group D staff that already possessed the minimum prescribed qualifications and were, therefore, placed in the PB-1 Pay Band immediately.

On the above analogy, you are requested to take appropriate action so that the Recruitment Rules published vide SRO 88, Dated: 03.08.2005 may be amended for granting the entry pay in PB-2 plus GP Rs. 4200/- w.e.f. 01.01.2006 to the Laboratory Technicians are having the qualification of B.Sc + Diploma (DMLT) + 01 year experience and to those existing Laboratory Technicians who do not have B.Sc + Diploma (DMLT) + 01 year experience but completed 02 yrs service on 01.01.2006 in the Pre-Revised pay scale of Rs. (4500 – 7000) as a Laboratory Technician.

12. It is submitted that the federations have raised the issue in the Steering Committee meeting for 90th Departmental Council (JCM) (MOD) held on 27.09.2013 regarding the

approval of all Cadre Review proposals / Revision of Recruitment Rules of Mil Farms. Vide letter no. B/03651/D(JCM)/Q/MF-1, Dated: 05.12.2013 Dy Dte General Military Farms stated in the follow up action on the minutes as under:-

“Cadre Review proposal has been held in abeyance, awaiting impending restructuring/closure of Mil Farms.”

Contrary to above the said letter further states that (against Speech Points No. 3-B) as under:-

“No instructions regarding closure of Mil Farms have been received by MF Dte.”

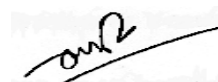
In such paradoxical circumstances, you are requested to do the needful so that the Cadre Review / Revision of Recruitment Rules of Group ‘B’ ‘C’ & ‘D’ Civilian Employees of Military Farm may be done without further delay.

- 13. Implementation of restructuring of Artisan Cadre in Artificial Limb Centre, Pune under DGAFMS:** The Ministry of Finance (Department of Expenditure) vide its Notification G.S.R. 552 (E), Dated 28th July 2009 has amended the Central Civil Services (Revised Pay) Rules, 2008 whereby Master Craftsmen has been granted the Grade Pay of Rs. 4200/- and Highly Skilled Workers are split in a ratio of 50 : 50 and re-designated as Highly Skilled Worker Grade-II (Grade Pay of Rs. 2400 in Pay Band PB – 1) and Highly Skilled Worker Grade-I (Grade Pay of Rs. 2800/- in Pay band PB – 1).

Accordingly the pay scale of Master craftsman has been revised from Rs. (4500 – 7000) to Rs. (5000 – 8000) vide MOD letter F. No. 11(5)/2008/D(Civ-I) Dated 28th Aug, 2009 as per SRO – 11 E and the post of Highly Skilled (4000 – 6000) has been bifurcated in the ratio of 50 : 50 whereby 50 per cent incumbents have been upgraded as Highly Skilled grade – I in the pay scale of Rs. (4500 – 7000). As per above notification, the artisan staff in MOD is restructured w.e.f. 01.01.2006 as under –

1.	Skilled	(5200 – 20200)	plus	1900 Grade pay
2.	Highly Skilled – II	(-- Do --)	plus	2400 Grade pay
3.	Highly skilled – I	(-- Do --)	plus	2800 Grade pay
4.	Master Craftsman	(9300 – 34800)	plus	4200 Grade pay

The above has not been implemented in ALC, Pune under DGAFMS. The Staff Side has been raising this issue in the JCM-III Level Council (DGAFMS) for a long time but the matter is running among MOD/DGAFMS/ALC. This should be settled without further delay.



(M P SINGH)
General Secretary