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JCM MATTER/PRIORITY

Integrated HQrs of MOD (Army)
Addl Dte Gen of Manpower & Planning
Adjutant General's Branch
Army Headquarters, West Block-3
Wing-2, R K Puram, New Delhi-110066

17151/ 15 Addl /12T/ MP-4 (Civ) (JCM)

01 Jul 2013

To

All Staff Side Members, 12th Term
AHQ JCM Level III Council

FORWARDING OF MINUTES OF THE 15 TH ADDITIONAL MEETING /12 TH TERM OF THE ARMY HQ JCM LEVEL III COUNCIL HELD ON 16 APR 2013

1. Minutes of the 15th Additional Meeting of 12th Term of the Army HQ JCM Level III Council held on, **16 Apr 2013** duly approved by the Chairman are forwarded herewith for your information please.

(Ashok Kumar)
Dir (JCM & Adm)

Encl: As stated

Copy to:-

The General Secretaries of

AIDEF **INDWF** **BPMS** **CDRA**

The Chief Labour Commissioner,
Ministry of Laabour

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LIST OF PARTICIPANTS
15th ADDITIONAL MEETING OF THE 12TH TERM OF AHQ JCM COUNCIL
Held on 16 Apr 2013 At 1030 Hrs

Maj Gen K D Singh ADG MP (P&P) - Chairman
Shri J Patro DDG (CP) & Member Secretary
Shri Ashok Kumar- Director JCM

OFFICIAL SIDE

STAFF SIDE

<u>Members</u>	<u>Members</u>
Brig Sanjiv Kumar, DDG PPE, LWE Dte	Shri Anil Sharma, AIDEF Offg, Leader Staff Side
Col H Bhatnagar, Dir (Pers) E-in-C	
Col Ajay Kumar, Dir RVS (Pers)	Shri M Jayachandran, INDWF Secretary Staff Side
Col R G Iyer, Dir EME(Civ)	
Shri B S Chawla, Dir DGMS 3B	
Shri D K Chakraborty, Dir SD-7	
Lt Col Krishan Kumar, Offg Dir (MP-8)	<u>Reps AIDEF</u>
Dr. Rajesh Kumar, Jt Dir EME (Civ)	Shri CH Satyanarayana
Lt Col Vivek Jt Dir CS	Shri A Thirumalai
Shri D S Shokeen, Dy Dir (Pers)	Shri Bijoy Kumar Kar
Shri B P Singh, Dy Dir OS (Pers)	Shri S C Saha
Shri Raghubir Singh, Dy Dir ST-12	Shri H Chakraborty
Shri Rajiv Kichloo, Dy Dir Inf-6	Shri Raj Karan
Shri R C Gupta, Dy Dir CSO (S)	<u>Reps INDWF</u>
Shri C S Yadav, SO ST-12	Shri Pardeep Kumar
Lt Col I S Yadav, SO-1 (Pers)	Shri Ajay Kumar Mishra
<u>Officers of MP-4 (Civ)</u>	<u>Reps BPMS</u>
P C Naik, LWC (C)	Shri KK Sharma
Mrs Jayshree Galgotia, Dir (CP)(MP)	Shri Charanjit Singh
Shri Sanjay Sinha, Dir CP(P)	<u>Reps CDRA</u>
Shri Sujay Kumar, Dy Dir Civ (c)	Shri V P Yadav
Mrs Amarjeet Kaur, Dy Dir (JCM &Adm)	Shri Hari Mitter
Mrs Sarika Sharma, Dy Dir (CP) (MP)	
Shri Rohit Srivastava, Dy Dir CP(P)	
Shri Ravindra Thakur, SO (JCM)	
Shri R P Arora, SO (Adm)	
Shri A K Shahare, PS DDG(CP)	

MINUTES OF THE 15TH ADDITIONAL MEETING – 12TH TERM
ARMY HEADQUARTERS JCM LEVEL-III COUNCIL HELD ON 16 APR 2013

1. The 15th Additional Meeting of the 12th Term of the Army Headquarters, JCM Level-III Council was held under the Chairmanship of ADG (MP)(P&P) Maj Gen K. D. Singh on 16 Apr 2013 in the Conference Hall, Room No. 129-D, South Block, New Delhi.
2. The proceedings commenced with the welcome address of DDG (CP). He welcomed all present for the meeting. Thereafter, DDG (CP) expressed gratitude on behalf of the House for the dedicated and positive approach of the Chairman which has resulted in resolution of several issues raised by the Staff Side Members. He requested the Chairman of the Additional Meeting to give his Opening Address.
3. At the outset, the Chairman expressed his heartfelt condolence on the sad demise of Shri R. C. Jha, Leader Staff Side of this Council. Further, the Chairman placed on record his immense contribution in redressing the grievances of the employees in the Lower Formation of the Army through this Forum.
4. Thereafter, he welcomed Shri A. Thirumalai, newly appointed member to this Council and hoped that his vast experience will make significant contribution to the deliberations in this House in future.
5. Further, he expressed his appreciation for the harmonious relations and positive understanding displayed by the Staff Side Members as well as the Official Side Representatives. This mutual cooperation has enabled this Forum to function in a very

conducive manner with several important issues being resolved amicably. In order to make the JCM Level III comprehensive and more responsive as a mechanism for the redressal of grievances of the Defence civilians, the system has been suitably modified to make it more transparent with greater emphasis on comprehensive examination and assessment of all issues raised by the Staff Side Members.

6. Further, he expressed his immense satisfaction to the modified system which is working properly. This was evident from the fact that a total of 99 issues were raised as Mention Points to be placed before the Steering Committee Meeting. All the 99 issues were examined, 48 issues were selected for discussion during Steering Committee Meeting which was held on 24 May 2012. After detailed discussion during Addl Meeting, 22 issues were admitted for discussion during Addl Meeting, 22 issues were dropped / closed and further 04 issues were shifted to Appendix 'A'. At the request of the Staff Side, a Review Meeting under the Chairmanship of DDG (CP) was also held on 24 Jan 2013. The Staff Side also attended this Meeting. A total of 46 issues (24 pended issues from 14th Addl Meeting and 22 pended issues from 15th Steering Committee Meeting) were discussed wherein 24 issues were dropped / closed and 22 issues were admitted for discussion in the 15th Addl Meeting. Therefore, a total of 22 issues were to be discussed that day.

7. Thereafter, he pointed out that the Hon'ble High Court of Chennai had stayed the operation of the MOD ID No. 8(2)/2009/D(JCM) dt 29 Dec 2011 regarding reconstitution of the 13th Term of the JCM Council. Thereafter, it was advised by MOD/D (JCM) that the stayed process of reconstitution of JCM Councils of MOD would

be stepped up only after receipt of legal advice from Ministry of Law & Justice. However, the scheduled Meetings of the existing Term of JCM Level III and JCM Level IV Councils be convened regularly. Further, he placed on record his appreciation of the efforts made by all the members of the existing Terms, whose persistent and pro-active approach had resulted in resolution of majority of issues to the satisfaction of all concerned.

8. Thereafter, he requested Units/Estts under various controlling Line Dtes of Army to adhere to the provisions of posting order issued by AG's Branch/MP-4(Civ). As per AO 22/2001, on receipt of posting order and ascertaining availability of the vacancy from the receiving unit, the individual is to be relieved of his duties within seven days. However, in a number of cases, the individuals have not been relieved even after the lapse of one year despite confirmation of vacancies by the receiving units. This not only causes inconvenience / harassment to the civilian employees but also put the receiving units at a disadvantageous position since posts remain vacant. He requested all Line Dtes to issue instructions to all units in their ambit for strict compliance of the posting orders.

9. Thereafter, he highlighted the progress of following ongoing issues:-

- (a) National Training Policy: During the 13th Steering Committee Meeting of the 12th Term of the AHQ JCM Level III Council, Shri K. K. Sharma, Staff Side Member had requested that a National Training Policy for the Defence Civilians in the Army may be formulated. Thereafter, the ADG MP (P&P) in his capacity as

Chairman of the 13th Addl. Meeting of the AHQ JCM Level III Council directed that a National Policy for Training of Defence Civilians in the Army may be formulated in consultation with the Line Dtes and Federations / CDRA under the nodal authority of AG's Branch. Accordingly, a Committee of Officers was set up under the Chairmanship of DDG (CP). Based upon the inputs given by the Line Dtes and after due consultation with Federations / CDRA, the Committee formulated a comprehensive Draft Report. The Draft Report is being circulated to all concerned for their views/comments.

(b) Formation of Army Civilian Sports Board: A case for formation of 'Army Civilian Sports Board (ACSB)' has been taken up with Ministry of Defence by AG/MP-4(Civ). After much deliberation, MoD has agreed to process the case. Based on the direction of MoD, the file was sent to Financial Planning (FP) Dte of Army for provisioning of funds for the ACSB.

However, FP Dte has opined that comments of all the Command HQs and some of the major units have to be obtained before the final decision. Accordingly, letters have already been issued to all the Command HQs and some of the major units through Line Dtes to forward their comments at the earliest. Reply from Command HQs is still awaited. As soon as it reaches MP-4(Civ) the file will be resubmitted to FP Dte and MoD for approval and issue of orders.

(c) Defence Civilian Medical Aid Fund (DCMAF): DCMAF was constituted with a motto to extend financial assistance to the Defence Civilian employees working

in the Army installations during medical emergency. Pursuant to decision taken in Annual Meeting, a sub-committee of DCMAF was constituted to devise the means to extend its membership to all the Defence Civilians so that the benefits of the Fund should be extended to most of the employees deployed in Army Estts.

Consequently, letter issued by MoD asking details of the present strength of membership has already been circulated to all the Line Dtes. Accordingly, all the Line Dtes and JCM Members are requested to give wide publicity of the scheme amongst the Defence Civilians so as to enroll themselves as members of DCMAF and get benefitted out of the fund.

10. In conclusion, the Chairman reiterated that mutual consultation and positive dialogue are the bases for harmonious Industrial Relations and urge all to strive for making the JCM Forum a success by maintaining the same. The Chairman, thereafter requested Leader Staff Side to address the House.

11. The Officiating Leader Staff Side, Shri Anil Sharma raised following issues:-

(a) Holding of JCM Meetings: - Army HQ JCM Council is one of the dynamic JCM Forum and meetings are held on regular basis. This helps the staff side and the official Side to solve the problems of the employees. It was requested that the JCM meetings be held regularly.

(b) Man handling against civilians: - Proactive response to the representation of the AIDEF regarding an unfortunate incident of manhandling of civilian

personnel by a service personnel is satisfactory. The facts that Army HQrs have issued instructions to all Line Dtes to desist from such inhuman activities were admitted. It was demanded that the concerned service personnel should not be left free.

(c) Functioning of Welfare Committee: About effective function of Welfare Committee, Army HQ has once again issued instructions about effective functioning of Welfare Committee. However, it was requested that there should be some monitoring mechanisms in the Line Dtes and a feedback may be given to the staff Side in every meeting of JCM Council.

(d) Sub Committees of Works Committee (EME): As per the rules and instructions issued by Army HQ, the subcommittee of the works committee and office bearers of the works Committee have to be elected by a simple majority amongst the members of elected works committee. However, some of the units including 506 Army Base workshops Jabalpur are not implementing the said provisions thereby creating disturbance in IR situations. Therefore, it was requested that Army HQ may issue specific instructions in this regard.

(e) Withdrawal of Grade pay Rs 4600 granted to industrial employees (EME): In EME and other Army Units MCM is not the feeder category for CM. However, MoD on wrong interpretation, issued instructions that MCM is feeder category for promotion to CM and since both are carrying the same Grade Pay, they are not eligible for MACP in the Grade pay of Rs. 4600/-. This wrong interpretation has been brought to the notice of MoD and further has taken up the matter with

DOP &T. However, PCDA has withheld the Grade pay of Rs. 4600/- without waiting for the decision of DOP&T. It is requested that Army HQ may issue instructions to continue the Grade Pay of Rs. 4600/- already granted.

(f) Promotion to the post of MCM in EME: The eligible employees are subjected to undue financial loss and demoralization since promotion to the post of MCM are not being held since long. It is requested that the date of holding DPC may be fixed and promotion order published forthwith.

(g) Special Casual leave for union activities (EME): As per DOP&T instructions, 20 days special casual leave is authorized for trade union and federation activities. However, 506 Army Base Work Shop Jabalpur has opined that trade union representatives are eligible for 15 days special casual leave only. It is requested that Army HQrs may issue necessary instructions in this regard.

(h) Processing of application for recognition of Trade Union: As per MoD and Army HQ instructions, whenever a union submits its application for recognition, the local administration has to verify the documents as per check list, conduct membership verification and forward the same with recommendations. However, this is not being complied with in many units including OD Kolkata and OD fort Allahabad. It is requested that Army HQrs may issue instructions to the Line Dtes in this regard.

(j) Trade Unions Rights to the employees of MH and Training centers: Recently ministry of Labor has issued a list of industries including Hospitals and Educational institutions where trade unions are allowed to function. It is

requested that Army HQrs discuss the matter with the federations to reach on an understanding to grant trade union rights to the civilian employees of MH and Training centers.

(k) Re-designation of Chowkidar and Safaiwala of MES as Mate: The Ernakulum CAT has directed the E-in-C and MoD to promote Safaiwala and Chowkidar to skilled grade at par with Mate. However, the E-in-C has neither decided to re-designate Safaiwala and Chowkidar as Mate nor promoted them to skilled post. It is requested that Chairman may kindly consider the issue and a favourable decision be taken.

(l) Renewal of CSD Smart Card for civilian Employees: At present Smart Card of CSD has to be renewed every year so far as the civilian employees are concerned. However, in the case of Service personnel no such renewal is required. It is requested that Army HQrs may remove this disparity.

12. Thereafter, The Secretary Staff side, Shri M Jayachandran, desired to place on record his appreciation for the following officials for their remarkable contributions:-

(a) ADG MP (P&P) for payment of Rs.10,000/- as one time grant to the family members of the deceased Defence civilian employees serving in the Army.

However, some of the Directorates have not implemented the said order particularly in MES. It was requested that necessary order may be issued to implement the above welfare measure without any delay.

(b) The E-in-C. DG(Pers), Jt. DG(Pers), particularly Dir(Pers) Col. H. Bhatnagar, SO1(Pers) Lt Col I S Yadav, Dir-CSCC Shri Rakesh Sharma for conduct of Board on Compassionate Ground Appointment under 5% quota for consecutive three years 2009-2010, 2010-2011 & 2011-2012 in all Command HQrs except Southern Command.

(C) The DG EME and their team particularly Dir EME(Civ) Col. R. G. Iyer , Jt. Dir EME (Civ) Dr. Rakesh Kumar for grant of MCM promotion for more than 750 Industrial Employees of various Wksps w.e.f. 01 Jan 2006 and further revision of RR's of Industrial and Non-Industrial categories including Group A & B .

13. Thereafter, the Secretary Staff Side highlighted the following issues:-

(a) Constitution of 'Sports Board' for civilian employees of Army Dtes.

(b) Sanctioning of Training Grant for civilian employees of Army Dtes.

(c) Re-designation of Industrial 'Mazdoor' (previous Group-D) at ASC, MF Dtes as 'SEMI SKILLED' at par with MES, AOC and EME Dtes. In this regard, Govt. of India, Ministry of Defence have also issued instructions vide letter No. F.No. 410/2006-D(Civ-1) dated 27 Feb 2013.

(d) Non-implementation of Re-structuring of Artisan Staff in the Depots, Wksp's, GE's Units of AOC, EME, MES Dtes w.e.f. 01 Jan 2006 as per MoD order dt 14 Jun 2010.

- (e) Extending the facilities to JCM Members of Army HQrs Council to visit Army HQrs, AG's Branch at par with Air HQrs, OFB, DGQA, DRDO JCM Council Members.
- (f) Non-deduction of membership subscription through check-off system by local management in respect of Avadi Army Ordnance Depot Civilian Workers Union of Ordnance Depot Avadi Chennai under OS Dte.
- (g) Grant of double the rate of washing allowance (expenditure) Rs.16/- w.e.f. 01 Sep 2008 and enhanced rate of washing allowance Rs. 20/- w.e.f. 01 Jan 2011 to the industrial MES employees.
- (h) Non-grant of Rs. 100/- Fixed Medical Allowance (FMA) w.e.f. 01 Jan 2011 to the MES Civilian Employees of Bengdubi Area, as well as 5 FOD, 16 FAD of AOC Depot. Further the same was not enhanced as Rs. 300/- per month w.e.f. 01 Sep 2006 as per the existing Government order.
- (j) After implementation of 6th CPC, the eligibility criteria of participants in JCM IV, III and II Level are fixed based on the category and Grade Pay of the respective JCM Members and necessary order have also been issued by the Govt. However, in the case of Works Committee, the category and the Grade Pay has not been fixed after implementation of 6th CPC. Therefore, it is requested that

necessary 'SOP' or eligibility criteria / policy may be circulated to all the Line Dtes for strict compliance.

(k) Constitution of Labour Welfare Fund for all Defence Civilian Employees working in Army Units/Estts is extended by AI-144 of 1956. Necessary circular has also been circulated in this regard by AG's Branch on 05 Jul 2010, but the same has not been implemented so far in some of the Dtes including Station HQrs under SD Dte.

(l) The following problems of Conservancy Safai Karamcharis of Station HQrs under SD Dtes have not yet been sorted out:-

(i) Labour Welfare Fund has not been constituted.

(ii) MACP has not been granted.

(iii) Compassionate ground appointment of 5% has not been granted based on the correct number of wastage vacancy of existing Group C category.

(iv) Not a simple promotion has been granted to the Conservancy Safai Karamchari so far.

(v) Compassionate ground postings of Conservancy Safai Karamchari are considered by AG/MP-4(Civ) but all of sudden, SD-7 issued posting/transfer policy and guideline for Conservancy Safai Karamchari stating therein that posting/transfer of Conservancy Safai Karamchari on compassionate ground/mutual basis will have to be dealt independently

by DGSD without intervention of AG's Branch. This is against AG's Branch instructions as well as AO 22/2001.

Therefore, it is requested that orders be issued to SD Dtes to constitute a sub-committee to resolve the above genuine grievances of Conservancy Safai Karamchari of Station HQrs under SD Dte.

14. The Secretary concluded his remarks with thanks to the Chair.
15. Thereafter, the Chairman thanked the members of the Staff Side for their views and opened discussion on Agenda Points.
16. The Meeting ended with Vote of Thanks to the Chair.

(Ashok Kumar)
Dir (JCM & Adm)
May 2013

17151/15th Addl Meet/12T/MP-4(Civ)(JCM)

1. POINT NO.24(f)/ 9M/12T

**WITHDRAWAL OF JCM IV SEATS AND DIALOGUE FACILITY
FROM THOSE CWES WHICH CAME INTO EXISTENCE AFTER 1979
WHERE AREA LEVEL UNION CAN NOT FUNCTION**

(POINT RAISED BY: SHRI K K SHARMA)

It is stated that CWE (AF) Bamrauli Allahabad came into existence after 1979, where a branch unit of MES Employee Union Agra is working and enjoying the facilities of recognition like JCM seats and dialogue facility, which is in contravention to GoI MOD letter No 7(2)/96/D (JCM) dated 24 Jan 2000 and E-in-C Branch letter No B/20917/BPMS/EIG(2) dated 26 Jul 2000, which clearly state that no branch of union will work in those CWEs which came into existence after 17-10-1979. It is requested that the facilities given to branch of above union may be withdrawn immediately and JCM IV seats be allotted to Rastriya MES Karmchari Sangh GE (AF) Gorakhpur, which is the only union working in CWE Gorakhpur.

PROGRESS FOR 13TH ADDL MEETING – 12TH TERM

LWC

LWC vide their note dated 18 Mar 11 has intimated that a meeting with E-in-Cs Br is being organized to resolve the issue of implementation of policy laid down by MoD letter No. 7(2)/96/D(JCM) dated 24 Jan 2000.

LWC vide their note dated 24 May 11 has intimated that MOD in principle has approved policy of 2000. The action is pending with E-in-C's Br.

E-in-C's Br

1. On the same issue based on order of Hon'ble High Court of Jabalpur, an order has been issued duly approved by MoD to the concerned Unions, Federations and a copy is being presented to the Hon'ble High Court.

2. A Show Cause Notice was issued and the reply to it has been received from the Union. The reply along with recommendations of CWE are being processed with MoD for further directions on the subject.

DECISION – 13TH ADDL MEETING / 12TH TERM

1. The Chairman directed that the issue be expedited.
2. The Point was pended.

Action: E-in-C's Br/ LWC (C)

PROGRESS FOR 14TH ADDL MEETING – 12TH TERM

LWC

1. Reply from E-in-C's Br is still awaited. Reminder has been issued vide their Note No. 16337/JCM/MP-4(Civ) (c)/X dated 15 Nov 2011.

E in-C

1. The next date of hearing in the Hon'ble High Court has not been fixed yet.
2. The reply received from Union on the show cause notice was forwarded to MoD. MoD has now asked for the case files of the two cases. The same has been called for from the concerned formation by hand. The files shall be submitted to MoD by 25 Nov 2011.

DECISION – 14TH ADDL MEETING / 12TH TERM

1. The DDG CP recommended that functioning of Unions in various CWEs needs to be looked by E-in-C's Branch keeping in view the M of Def instructions of 24 Jan 2000 and subsequent developments and a view taken on the issues raised by Staff Side on this Point as well as Points No 14 SCM/12T/36 and 14 SCM/12T 39 in consultation with Federations. In case any clarificatory instructions are required to be obtained by Min of Def, a proposal with relevant details and suggestions could be forwarded to AG's Branch for onward reference to M of Def.
2. The Chairman directed that E-in-C's Br should take a final decision based upon total appreciation of the case.

3. The case was pended.

Action: LWC(C)/E-in-C's Br

DECISION – REVIEW MEETING / 12TH TERM

1. The Staff Side was apprised of the position of the case.
2. The Chairman directed the Rep of E-in-C's Branch to expedite the case by calling meeting with the Staff Side.

3. The case was pended.

Action: LWC(C)/E-in-C's Br

PROGRESS FOR 15 TH ADDL MEETING -12 TH TERM

E-in-C's

A Meeting of E-in-C with the reps of three federations was held on 14 Mar 2013 to review the functioning of Trade Unions. The views of the three federations along with E-in-C's recommendation have been forwarded to D (JCM) to resolve the issue.

	<p align="center"><u>DECISION – 15TH ADDL MEETING / 12TH TERM</u></p> <ol style="list-style-type: none"> The Staff Side was apprised of the current progress in the case. The case was pended. <p align="right"><u>Action: LWC(C)/E-In-C's Br</u></p>
2.	<p><u>Point No.21(vi)/5M/12T</u></p> <p align="center"><u>INACTION OF CWES (ARMY) SEC'BAD AND CWE (AF) SEC'BAD IN PROCESSING OF RECOGNITION PAPERS (POINT RAISED BY : SHRI CH SATYANARAYANA)</u></p> <p>Although MES Civilian Employees' Union, Mud Fort Secunderabad, affiliated to AIDEF have submitted its application for grant of recognition to CWE (Army) Sec'bad and CWE (AF) Sec'bad on 3rd Sept 2007, no action has yet been taken by them to process the papers in terms of existing Govt orders and instructions of 9 Jan 2007 issued by AG's Branch as amended on 30 Nov 2007. It is, requested that these CWEs be directed to process the papers duly completed in all respects without further delay.</p> <p align="center"><u>PROGRESS FOR 13TH ADDL MEETING – 12TH TERM</u></p> <p><u>E-in-C's Br</u></p> <ol style="list-style-type: none"> The Papers of MES Civilian Employees Union, Mud fort were received from the CWE (Army) on 18 Jan 2011 and the same were returned on 14 Feb 2011 for rectifications. The requisite documents were not submitted by the Union till then. The case of the union of CWE (AF) was sub judice. <p align="center"><u>DECISION – 13TH ADDL MEETING / 12TH TERM</u></p> <ol style="list-style-type: none"> The Chairman directed that Court order and its implication relating to union under CWE (AF) may be re-examined. The rep E-in-C's Br was directed to interact with the CWEs. The point was pended. <p align="center"><u>PROGRESS FOR 14TH ADDL MEETING -12TH TERM</u></p> <p><u>E-in-C's Br</u></p> <ol style="list-style-type: none"> The papers are under scrutiny with CE (Fys) Hyderabad. The case of the Union of CWE (AF) is subjudice. <p align="center"><u>DECISION – 14TH ADDL MEETING / 12TH TERM</u></p> <ol style="list-style-type: none"> The Staff Side was apprised of the position of the case. The case was pended. <p align="right"><u>Action: E-in-C's Br</u></p>

DECISION – REVIEW MEETING / 12TH TERM

1. The Staff Side was apprised of the current position, including the fact that there are certain observations in the case.

2. The case was pended.

Action: E-in-C's Br

PROGRESS FOR 15 TH ADDL MEETING -12 TH TERM

E-in-C's Br

Recognition papers received from southern Command on 22 Jan 2013 have been scrutinized as per rules in vogue and returned with certain observations. Papers will be processed as and when received duly completed.

The point may be closed.

DECISION – 15TH ADDL MEETING / 12TH TERM

1. The Staff Side was apprised with the fact that the papers for the recognition have been returned with certain observations and the same will be processed as and when received duly completed.

2. The case was pended.

Action: E-in-C's Br

3. **POINT NO. 13SCM/12T/10**

STEPPING UP OF PAY
(RAISED BY SHRI AK MISHRA)

It was submitted that approx 400 senior employees were drawing less salary than the juniors. How this technical snag had come into existence is not understood. COD, Kanpur may be directed as a one time measure to rectify the anomaly to meet the ends of justice. List of few employees to justify the anomaly that Senior's are drawing less pay then juniors is given below :

SENIORS					JUNIORS				
S No	T.No.	Name	Date of Appt	Basic Pay	Sl No	T.No	Name	Date of Appt	Basic Pay
1.	2289	Raj Pal	02.07.80	10270	1.	2894	Anand Kumar	04.07.1981	10430
2.	2288	Jeewan Lal	1980	10270	2.	2385	Sunder	1981	10430
3.	2209	Munni Lal	10.12.79	10270	3.	2923	Bikhi Ram	01.01.1979	10430
4.	3344	Sushil Kumar	1993	8130	4.	3344	Ram Pyre	1996	8920
5.	3822	Jai Shankar	1993	9130	5.	3725	Ramesh Chaudhary	18.05.1995	9410

6.	3898	Ram Prasad	02.12.93	8860	6.	3774	KP Sharma	18.05.1995	9130
7.	3559	Dilip Kumar	12.08.93	8860	7.	3702	Rama Shankar	06.04.1995	9130
8.	3488	Rajendra Pd	20.02.90	9100	8.	3505	G Prasad	10.11.1990	9250
9.	3011	SN Singh	02.03.88	9250	9.	3249	Kailash	17.12.1988	9390
10.	3333	Vijay Prakash	13.03.89	9250	10.	3335	BR Pal	13.03.1989	10470
11.	3003	GS Pandey	28.02.88	9250	11.	3120	AW Khan	27.04.1988	9390
12.	3000	Ashok Kumar	29.02.88	9250	12.	3259	RP Rana	1989	9390
13.	3118	Alam Khursheed	27.04.88	9250	13.	3120	AW Khan	17.04.1988	9390

PROGRESS FOR 13TH ADDL MEETING – 12TH TERM

OS Dte:

As intimated on 19 May 11 by OS Dte, the point was referred to COD Kanpur for their examination and necessary action in the matter. They have intimated that juniors are drawing more pay than their seniors for the following reasons :-

- i. Certain seniors who had not passed trade test and were consequently granted ACP later on passing trade test;
- ii. Due to difference in option i.e. from the date of ACP/MACP or from the date of increment;
- iii. Due to date of increment falling between 02 Jan 2006 to 30 Jun 2006;
- iv. Revised option has been called from the concerned employees on 25 Oct 10
- v. Indl absented himself on EOL;
- vi. Indls are not of identical rank/pay scale;
- vii. Stepping up is not allowed in such cases where the senior employee is getting less pay than his junior under ACP/MACP scheme in term of Para 10 and 11 of DOP&T letter, in case they are not of identical rank/ pay scale.

DECISION 13TH ADDL MEETING / 12TH TERM

1. Based upon the clarifications sought by the Member Staff Side, the Chairman directed that a detailed examination in respect of all affected individuals including the 13 specified by the Member Staff Side be carried out.
2. The point was pended.

Action: OS Dte

PROGRESS FOR 14TH ADDL MEETING – 12TH TERM

OS Dte

1. Comments are awaited from COD Kanpur. They have been expedited by issue of a Signal on 11/11/11.

DECISION 14TH ADDL MEETING / 12TH TERM

1. The Staff Side was apprised of the case.
2. The Chairman directed the Rep of OS Dte to expedite the case.
3. The case was pended.

Action: OS Dte

DECISION – REVIEW MEETING / 12TH TERM

1. The Chairman directed the Rep of OS Dte to expedite the case and take final decision in the Meeting.
2. The case was pended.

Action: OS Dte

PROGRESS FOR 15 TH ADDL MEETING -12 TH TERM

OS Dte

Specific cases in respect of 13 indls quoted by JCM Member have been scrutinized in consultation with COD Kanpur. COD Kanpur vide their letter 46643/DPC/Gen/Estt (Cell)-1 dt 25 Nov 11 have intimated that Stepping up is not applicable in any of the 13 cases pointed out by JCM Member. Summary is as under :-

Sl No	Name of Sr Emp	Name of Jr. Emp	Remarks
1	Raj pal	Anand Kumar	Pay of both indls is equal. No anomaly.
2.	Jeewan Lai	Sunder	Difference of Rank and stage.
3.	Munni Lal	Bhikha Ram	Difference in Option and date of increments.
4.	Sushil Kumar	Ram Pyare	Pay of both indls is equal. No anomaly
5.	Jai Shankar	Ramesh Chaudhary	Pay of both indls is equal. No anomaly
6.	Ram Prasad	K P Sharma	Pay of both indls is equal. No anomaly
7.	Dilip Kumar	Rama Shankar	Pay of both indls is equal. No anomaly

	8.	Rajendra Prasad	B Prasad	Difference of Ranks and increments date.
	9.	S N Singh	Kailash	Difference in Option and date of increments.
	10.	Vijay Prakash	B R Pai	Pay of both indls is equal. NO anomaly.
	11.	G K pandey	AW Khan	Difference of Option
	12.	Ashok Kumar	R P yadav	Difference of Option
	13.	Alam Khursheed	A W Khan	Difference of Option
<p align="center">The point may be treated as closed.</p> <p align="center"><u>DECISION – 15TH ADDL MEETING / 12TH TERM</u></p> <p>1. The Rep of OS Dte clarified that stepping up is not applicable in any of the cases pointed out by the JCM member.</p> <p>2. The Staff Side agreed with the clarification given by the Rep of OS Dte.</p> <p>3. The case was closed.</p>				
4.	<p><u>POINT NO. 13SCM/12T/71</u></p> <p align="center"><u>INDUSTRIAL EMPLOYEES PROTECTIVE CLOTHING (OVERHAUL MAZRI REPLACED BY TERRYCOAT PANT & SHIRT)</u> <u>(RAISED BY SHRI M JAYACHANDRAN)</u></p> <p>Since Independence, the protective clothing (Overhaul Mazri) issued to the Industrial employees of Army Directorates particularly MES, AOC, EME, & ASC Dtes has neither changed nor has been upgraded. The quality of the Overhaul Mazri is also very poor in comparison with the other uniforms/protective clothing's issued by the Air force / Navy/OFB. In the present environment the Overhaul Mazri does not suit the majority of Industrial workers. The other sister Organizations under MoD (i.e. OF Board, DRDO, DGQA) have already replaced the Overhaul Mazri to Terry coat pant & Shirt.</p> <p>Therefore it is requested that, necessary arrangement may please be made to replace the protective cloth (Overhaul Mazri) issued to the Industrial civilian employees of MES, OS, EME, ASC Dtes with "Terry cotton pant & shirt" uniformly at par with other sister Organizations of MoD.</p>			

PROGRESS FOR 13TH ADDL MEETING – 12TH TERM

OS Dte :

As intimated on 29 Apr 11 Dangries/aprons/hand clobbers & other protective/equipment are being provided to Industrial employees to safeguard them from all risks after on the spot research/experiment by various specialised agencies not only in India but from other Industrially advance countries. Any changes as suggested by the Staff Side Members may adversely affect the very purpose of protective clothing. The suggestion/opinion of the Safety Council of India may also be taken into account before implementing such proposal.

E-in-C Br :

As industrial staff of MES is required to carry out day to day maintenance of houses and installations, Overall Mazri is better suited from functional point of view for this type of job. Terry Cotton pant and shirts are not suitable for this.

EME Dte:

Terry cot pant and shirt will not meet functional requirement. Hence, not recommended.

ST Dte :

ST Dte vide their note dated 10 May 11 has recommended that authorization of terry cot pant and shirt is not suitable for the nature of job performed by the labour of ASC (Sup) Depot. However, improvement of quality of cloth for Overhaul Mazri is recommended.

DECISION 13TH ADDL MEETING / 12TH TERM

1. The Member Staff Side clarified the background of the case. He stated that the question of changing over to terry cot pant and shirt was based on the poor quality of the existing overalls and the fact that this was followed by OFB, DRDO, Navy and Air Force.
2. The Chairman directed that a DO letter would be written to DG Ord Services to examine the issue.
3. The point was pended.

Action: OS Dte / E-in-C's Br/ EME Dte /ST Dte

PROGRESS FOR 14TH ADDL MEETING – 12TH TERM

Dir CP (MP)

1. As advised by ADG MP (P&P) a case was taken up with OS Dte to improve the quality of protective clothing and a DO was sent to DG OS on 01.07.2011. DGOS vide his DO letter dated 20 Jul 2011 has intimated that the issue regarding improving the fabric of Mazri had been discussed earlier in the Alteration Committee Meeting held in 2009 at OCF Avadi. Based on the discussions, MGO Br (EM/GS&C) has already formulated the specs and Cloth Drill Cotton Dark Grey has been approved as the basic fabric for Overall Mazri and that the subject of 'Project Improvement' is being dealt with by MGO/EM. Accordingly, a DO letter from ADG MP (P&P) was sent to ADG EM 12.08.2011. Reply was still awaited till then.

OS Dte

1. Provision of protective clothing is based on functional requirement and any change may adversely affect the safety.

EME Dte

1. Terry cot pant and shirt would not meet functional requirement, hence not recommended.

E-in-C's Br

1. As industrial staff of MES is required to carry out day to day maintenance of houses and installations, Overall Mazri is better suited from functional point of view for this type of job. Terry Cotton pant and shirts are not suitable for this. The case is pending with MoD.

ST-12

1. It has already been recommended vide our Note No 78802/SCM/JCM/Q/ST-12 (Civ) dated 10 May 11 that the quality of clothes for Overall Mazri may be improved. Further action in this regard was to be taken by OS Directorate. As such, no further action in the matter is called for on the part of this Directorate.

DECISION 14TH ADDL MEETING / 12TH TERM

1. The Staff Side was apprised of the position.
2. The case was pended.

Action: Dir CP(MP)/E-in-C's Br / OS Dte / EME Dte/ST Dte

PROGRESS FOR REVIEW MEETING / 12TH TERM

EME

Terry cot pant and shirt would not meet functional requirement, hence not recommended.

Dir CP (MP)

The case was taken up with DGOS, who in turn has intimated that change of fabric of Overall Mazri had been considered by the Alteration committee and MGO Branch has already formulated the specifications. The Drill Cotton Dark Grey (V No. 3 of IS:177) has been approved as the basic fabric for Overall Mazri and it has been decided that, for new Overall Mazri this fabric will be issued shortly to all Ordnance Depots. In this connection letter No. 16801/AG/4 MP-4 (Civ) (d) dated 13 Dec 2011 refers.

The case may be treated as closed.

OS Dte

Comments of CQA (T&C) and CFEES (Centre for fire Environment & Explosive safety) have not been recd so far.

DECISION – REVIEW MEETING / 12TH TERM

1. The Chairman directed that the issue be re examined. The case may be taken up with MGO/EM.
2. The case was pended.

Action: Dir CP(MP)/E-in-C's Br / OS Dte / EME Dte/ST Dte

PROGRESS FOR 15TH ADDL MEETING – 12TH TERM

OS-10

The issue was taken up with Centre for Fire, Explosive & Environment Safety. It is intimated that though terry cot fabric has certain advantages like durability, feel, easy to maintain etc. over other fabrics; but it cannot be recommended for use by industrial employees for ammunition and explosive applications due to possibility of fire hazards in industrial environment as well as static charge encountered in synthetic fabric.

Further, fire retardant cotton fabric (conforming to IS: 1187-Determination of flammability and flame resistance of textile fabrics) or inherent FR fabric will be comfortable and suitable for the aforesaid application. In this regard, a copy of Govt. of India, MoD/ CFEES letter No. 0225/TFA/CFEES / 2012 dated 19 Oct 2012 is enclosed for ready reference.

	<p><u>EME</u></p> <p>Terry Cot Pant and Shirt will not meet functional requirement, hence not recommended.</p> <p><u>E-in-C'Br</u></p> <p>An industrial Staff of MES is required to carry out day to day maintenance of houses and installations, Overhaul Mazri is better suited from functional point of view for this type of job. Terry Cotton pant and shirts are not suitable for this. Better quality of cloth has been recommended by this HQ. The case is with AG's Br/ MoD.</p> <p>The point may be closed.</p> <p align="center"><u>DECISION – 15TH ADDL MEETING / 12TH TERM</u></p> <ol style="list-style-type: none"> 1. The Rep of OS Dte clarified that terry cot fabric can't be recommended for the use of Industrial Employees due to possibility of fire hazards as well as Static Charge encountered in synthetic fabric. The Staff Side stated that the changing over the terry cot fabric was based on the poor quality of existing Overhaul Mazri. 2. The Staff Side Members did not agree with the remarks made by the Rep of E-in-C's Branch. They sought a meeting with E-in-C with rep of all Federations/CDRA. 3. The Chairman directed to make a formal request with E-in-C for meeting. 4. The case was pended. <p align="center"><u>Action: Dir CP(MP)/E-in-C's Br / OS Dte / EME Dte/ST Dte</u></p>
5.	<p><u>POINT NO. 13SCM/12T/88</u></p> <p align="center"><u>IMPLEMENTATION OF NATIONAL TRAINING POLICY IN ARMY FOR CIVILIANS (RAISED BY SHRI KK SHARMA)</u></p> <p>As per National Policy on training the 01.5% of the budget on salary may be spent on training of civilian personnel which will be granted over and above the sanctioned budget. This is being implemented in Air force.</p> <p>It is requested to instruct Line Directorates to allocate the budget accordingly so that the civilian work force may also get trained as per modern environment.</p> <p align="center"><u>PROGRESS FOR 13TH ADDL MEETING – 12TH TERM</u></p> <p><u>MT Dte</u></p> <p>MT-7 vide their note dated 23 May 11 has intimated that Training courses on service rules and regulations to the civilian personnel of the training establishments under DGMT are proposed to be held in the months of May-Jun 2011.</p>

	<p align="center"><u>DECISION 13TH ADDL MEETING / 12TH TERM</u></p> <p>1. The Chairman directed that there was a need to form a national policy for training of Defence Civilians in consultation with Line Dtes and Federations / CDRA. This could be formulated under the nodal authority of AG's Br.</p> <p>2. The point was pended.</p> <p align="right"><u>Action: MT Dte/AG/MP-4(Civ)(JCM)</u></p> <p align="center"><u>PROGRESS FOR 14TH ADDL MEETING – 12TH TERM</u></p> <p><u>Dir (JCM & Adm)</u></p> <p>1. A Committee of Officers under the chairmanship of DDG CP was constituted by the order dated 02 Sep 2011.</p> <p>2. Series of Meetings have been held by the Committee. Comments were also invited from Staff Side Members on 29 Sep 2011.</p> <p>3. The Draft Report is under preparation.</p> <p align="center"><u>DECISION 14TH ADDL MEETING / 12TH TERM</u></p> <p>1. The Staff Side was apprised of the position.</p> <p>2. The case was pended.</p> <p align="right"><u>Action: Dir (JCM)</u></p> <p align="center"><u>PROGRESS FOR REVIEW MEETING - OF 12TH TERM</u></p> <p><u>MT-7</u></p> <p>A case for organizing Training Programme for Civilian Employees of Cat 'A' Training Establishments under DGMT through Defence Headquarters Training Institute (DHTI) has been taken up with Ministry of Defence.</p> <p align="center"><u>DECISION – REVIEW MEETING / 12TH TERM</u></p> <p>1. The Staff Side was apprised of the current position of the case.</p> <p>2. The case was pended.</p> <p align="right"><u>Action: Dir (JCM)</u></p> <p align="center"><u>PROGRESS FOR 15TH ADDL MEETING/ 12TH TERM</u></p> <p><u>Dir (JCM & Adm)</u></p> <p>The Draft Report is approved by ADG MP (P&P) and the same is being circulated to all concerned for their views.</p>
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	<p><u>MT-7</u></p> <p>MT-7 deals with the matters pertaining to Cat 'A' trg Ests under DGMT only. Since the point pertains to nationwide training policy for civilians working in all establishments under Army, is required to be dealt by AG's Br. The Chairman of 13 th Meeting/12 th Term has already directed that the training policy could be formulated under the nodal authority of AG's Branch.</p> <p align="center"><u>DECISION – 15TH ADDL MEETING / 12TH TERM</u></p> <ol style="list-style-type: none"> 1. The Staff Side was satisfied with the progress of the case as apprised by the Dir(JCM) Army HQ JCM Level III Council that the Draft Report on Training Policy is being circulated. 2. The case was pended. <p align="right">Action: Dir (JCM)/ MT-7</p>
<p>6.</p>	<p><u>POINT NO. 13SCM/12T/102</u></p> <p align="center"><u>NON INTIMATION OF GP 'C' VACANCIES BY THE MES TO THE AG'S BRANCH (RAISED BY SHRI ANIL SHARMA)</u></p> <p>As per AHQ instructions all the Directorates have to inform the vacancies in the various posts to the AG's Branch, so as to enable the AG's Branch to post applicants on compassionate grounds in these vacant posts. However, while all other Directorates including the Directorates outside the AHQ like NAVY, DGQA etc. inform the vacancy position to the AG's Branch, the MES/ E-in-C is not informing the vacancy position to the AG's Branch. Due to this many applications are in the waiting list awaiting for compassionate posting.</p> <p align="center"><u>PROGRESS FOR 13TH ADDL MEETING – 12TH TERM</u></p> <p><u>Dir CP(MP) :</u></p> <p>A meeting was held on 26 May 11 to discuss the issue with the reps of E-in-C's Br. It was intimated by rep E-in-C's Branch that they had command wise PE only and therefore could not give unit/station wise vac. Status. It was impressed upon them by Dir CP (MP) that for adjustment of Surplus /postings on comp. grounds it was essential to have station/ unit wise vacancy status. They were again requested to review the case and intimate vacancy status as per AO 22/2001.</p> <p>Rep E in C's Branch further intimated that they will not give vac. of Mazdoor as the post had since been converted to Mate (semi skilled). In response they were again advised to give the vac. status and RRs as and when revised in respect of the category of posts in Mate (semi skilled) as these were also Direct recruitment posts.</p>

E-in-C's Br :

Command HQs have already been issued instructions to intimate vacancies as per the rules as intimated on 11 May 2011.

DECISION 13TH ADDL MEETING / 12TH TERM

1. The issue was discussed in detail. Since there was a discrepancy in the views held by Member, Staff Side and E-in-C's Br, the Chairman directed E-in-C's Br to resolve the issue expeditiously.

2. The point was pended.

Action: E-in-Cs' Br / Dir CP(MP)

PROGRESS FOR 14TH ADDL MEETING – 12TH TERM

Dir CP(MP)

1. A meeting was held in the office of DDG (CP) with Dir (Pers), E1C, E-in-C's Br on 01 Sep 2011. Dir (Pers), E1C, E-in-C's Branch while accepting the fact that a large number of deficiencies existed in various units of E-in-C stated that requirement of manpower in MES units keeps changing frequently. Hence, it would not be possible to report deficiency on a real time basis. He, however, stated that, as already decided in the meeting with ADG MP (P&P) on 09 Jun 2011, vacancies would be reported once every year preferably in April and subsequent changes would be communicated to the extent feasible. He intimated that vacancies would be reported shortly, since a request for issue of NACs is being forwarded to AG/MP-4. DDG CP pointed out that AG/MP-4 is functioning as surplus cell of Defence civilians belonging to Gp 'C' and erstwhile GP 'D'. AG/MP_4 is also the nodal agency for compassionate postings. Hence, indication of station and unit where deficiencies exist is essential as per AO 22/2001. A broad consensus was reached on the issue. E-in-C's Branch would indicate the station.

E-in-C's Br

1. The number of vacancies is being intimated now.

DECISION 14TH ADDL MEETING / 12TH TERM

1. The Staff Side was apprised of the position.

2. The case was pended.

Action: E-in-Cs' Br / Dir CP(MP)

PROGRESS FOR REVIEW MEETING - OF 12TH TERM

Dir CP (MP)

The vacancies have since been intimated while seeking Non-Availability Certificate and postings for Direct Recruitment on compassionate grounds issued where required/ applicable.

The point may be closed.

	<p align="center"><u>DECISION – REVIEW MEETING / 12TH TERM</u></p> <ol style="list-style-type: none"> The Chairman directed that fresh instruction may be issued to all Line Dtes. The case was pended. <p align="right"><u>Action: E-in-Cs' Br / Dir CP(MP)</u></p> <p align="center"><u>PROGRESS FOR 15TH ADDL MEETING/ 12TH TERM</u></p> <p><u>E-in-C's Br</u></p> <p>A meeting was held in the Office of DDG (CP) with Dir (Pers) and Dir E1C E-in-C's Br on 01 Sep 2011. Dir (Pers) and Dir E1C E-in-C's Br while accepting the fact that a large number of deficiencies existed in various units of E-in-C stated that requirement of manpower in MES units keeps changing frequently. Hence it would not be possible to report deficiency on a real time basis. He, however, stated that as already decided in the meeting with ADG MP (P&P) on 09 Jun 2011, vacancies would be reported once every year preferably in April and subsequent changes would be communicated to the extent feasible. He intimated that vacancies for the year 2013-14 would be reported shortly, as part of request for issue of NACs.</p> <p align="center"><u>DECISION – 15TH ADDL MEETING / 12TH TERM</u></p> <ol style="list-style-type: none"> The Rep of E-in-C clarified that it would not be possible to report deficiency on real time basis as manpower in MES units keeps changing frequently. Hence vacancies would be reported once every year and subsequent changes would be communicated to the extent feasible. The Chairman assured that direction will be issued to all concerned to forward a copy of the vacancies to MP-4 as this Dte is functioning as surplus cell of Defence Civilians Group 'C' erstwhile Group 'D' and is the Nodal Agency for compassionate posting. The case was closed.
7.	<p><u>POINT NO. 14SCM/12T/26</u></p> <p align="center"><u>NON —GRANT OF FIXED MEDICAL ALLOWANCE TO THE CIVILIAN EMPLOYEES OF GE — FATEHGARH (RAISED BY SHRI M JAYACHANDRAN)</u></p> <p>The civilian employees of GE -Fatehgarh Cantt (UP) who are not covered under CS (MA) Rules were granted Fixed Medical Allowance at the rate of Rs. 100/per month up to May 2006. But the same was stopped w.e.f June 2006 based on the direction issued by PCDA CC Lucknow. E- in-C's Branch accorded sanction on 26 Sep 2008 for FMA @ Rs.100/- per employee per month for the period from 01 June 2006 to 31 May 2009. In spite of the above, PCDA CC Lucknow & AAO of GE — Fatehgarh are reluctant to pass the FMA bill for the period of 01 Jun 2006 to 31 May 2009.</p>

Therefore it is requested that, necessary action may please be taken to implement the order of the E-in-C's to sanction the bill of FMA w.e.f June 2006 to Dec. 2009 as early as possible without any further delay.

PROGRESS FOR 14TH STEERING COMMITTEE 12TH TERM

E-in-C's Br

1. The CWE office had sent a liaison officer to resolve the issues. It has been intimated by PCDA (CC) Lucknow that the matter was taken up by them with CGDA New Delhi about admissibility of FMA to GE (MES) Fatehgarh employees. As per the advice of CGDA New Delhi, a certificate to the effect from Distt authorities is being obtained by CWE Kanpur in terms of Govt. of India Min of Health and Family Welfare letter No.14025/33/98-MS dated 18 Jan 1999.

2. The point may be pended.

DECISION 14TH STEERING COMMITTEE MEETING/12TH TERM

1. The Staff Side member was apprised of the progress.

2. The point was admitted for forthcoming Addl Meeting.

PROGRESS FOR 14TH ADDL MEETING -12TH TERM

E-in-C's Br

1. The CWE Office had sent a liaison officer to resolve the issues. It has been intimated by PCDA (CC) Lucknow that the matter was taken up by them with CGDA New Delhi about admissibility of FMA to GE (MES) Fatehgarh employees. As per the advice of CGDA New Delhi, a certificate from Distt authorities is being obtained by CWE Kanpur in terms of Govt. of India Min of Health and Family Welfare letter No. 14025/33/98-MS dated 18 Jan 1999.

DECISION 14TH ADDL MEETING / 12TH TERM

1. The Staff Side was apprised of the position.

2. The case was pended.

Action: E-in-C Br

DECISION – REVIEW MEETING / 12TH TERM

1. The Staff Side was apprised of the current position of the case.

2. The case was pended.

Action: E-in-C Br

	<p align="center"><u>PROGRESS FOR 15TH ADDL MEETING -12TH TERM</u></p> <p><u>E-in-C's Br</u></p> <p>It has been ascertained from CE Central Command that Dr Ram Manohar Lohia Hospital is located within 05 Km radius of Fatehgarh Cantt and one more 30 Bed Civil Hospital has also been recently constructed within 04 Km radius of Fatehgarh Cantt. As per Ministry of Health & Family Welfare OM No 14035/93/98-M8 dt 18 Jan 1999 (copy enclosed), FMA is granted to the employees working in remote localities where no State Govt/ Local body Hospital/ Dispensary is available within the radius of 05 Kms. Hence in the instant case, FMA cannot be granted to the Civilian Employees of GE Fatehgarh.</p> <p>The point may be closed.</p> <p align="center"><u>DECISION – 15TH ADDL MEETING / 12TH TERM</u></p> <ol style="list-style-type: none"> The Staff Side was apprised of the case. The case was pended. <p align="right"><u>Action: E-in-C Br</u></p>
<p>8.</p>	<p><u>POINT NO. 14SCM/12T/36</u></p> <p align="center"><u>ILLEGAL FUNCTIONING OF UNIONS OPERATING AT AREA LEVEL IN MES</u> <u>(RAISED BY SHRI CHARANJIT SINGH)</u></p> <p>As per Govt of India, Min of Def letter No. 7(2)/96/D(JCM) dated 24 Jan 2000 the area of operation of recognized union of MES workers operating at area level or in more than one CWE will be restricted to CWEs existing on 19.10.79 and such union will not operate in CWEs which came into existence after 19.10.79. Formation and functioning of unions in CWEs which came into existence after 19.10.79 will be allowed strictly at CWE level, as per Para 4 of the ibid letter participation of such unions in JCM IVth level council will also be restricted to CWEs existing after 19.10.79 on the same analogy. According to Para 3 of the letter referred, to execute this decision E-in-C Br had prepared a list of such unions (operating at area level) and CWEs existing before 19.10.79 circulated to all Chief Engineers Command HQs for compliance on 02 May 2000. Here I would like to draw your kind attention towards the letters issued by the DG (Pers) E-in-C Br time to time in connection with implementation of above referred Govt instructions are in true sprits:</p> <ol style="list-style-type: none"> B/20917/BPMS/EIC (2) dated 03 Jan 2006 B/20917/BPMS/EIC (2) dated 07 Jul 2007 B/2091 7/BPMS/EIC (2) dated 20 May 2009 <p>I am constrained to apprise your honour that in spite of repeated directions by the various authorities the lower formations/the CWEs which came into existence after 19.10.79 are not implementing the Govt orders in their true and correct</p>

perspective and spirit. Restricted unions are frequently functioning and also participating in the JCM IVth level in the CWEs which came after 19.10.79 except CWE Mamun. It is also pertinent to mention that there is an ample proof of the functioning of these restricted unions as they have been given symbol to participate in the election/ verification to determine the membership of various unions, associations of federations and confederation held on 03.02.2010. In this connection the complaints regarding participation in such unions have already been made well in time not to allow such restricted unions to participate in the verification process held on 03.02.2010.

It is therefore requested that the illegal functioning of restricted unions in the CWEs raised on or after 19.10.79 be stopped and the votes scored by them may also be deleted. The names of CWEs which came into existence on or after 19.10.79 as under :

- (i) HQ CWE Dehradun (Hills)
- (ii) HQ CWE MHOW (MP)
- (iii) HQ CWE AF Maharajpur (Gwalior)
- (iv) HQ CWE Mamun Pathankot
- (v) HQ CWE (KR) Yol (Himachal)
- (vi) HQ CWE (AF) Bamrouli

It is requested that the points may please be looked into seriously and directions issued to the authority concerned to implement the Govt orders in their true spirit and perspective & oblige.

PROGRESS FOR 14TH STEERING COMMITTEE 12TH TERM

E-in-C:-

Detailed comments are sought from the Commands on the subject.

LWC:-

1. The comments/reply from E-in-C's Br is awaited.
2. The point may be pended.

DECISION 14TH STEERING COMMITTEE 12TH TERM

1. The Staff Side member was apprised of the progress.
2. The point was admitted for forthcoming Addl Meeting.

Action: E-in-C's Br / LWC

PROGRESS FOR 14TH ADDL MEETING – 12TH TERM

LWC

Reply from E-in-C's Br is still awaited. Reminder has been issued vide their Note No. 16337/JCM/MP-4(Civ) (c)/V dated 15 Nov 2011.

	<p><u>E-in-C's Br</u></p> <p>1. Detailed comments are sought from the Commands on the subject. The matter is under consideration.</p> <p align="center"><u>DECISION 14TH ADDL MEETING / 12TH TERM</u></p> <p>1. Position reflected as Point No 2 above. (The case was pended)</p> <p align="right"><u>Action: E-in-C's Br / LWC</u></p> <p align="center"><u>DECISION – REVIEW MEETING / 12TH TERM</u></p> <p>1. The Staff Side was apprised of the position of the case.</p> <p>2. The Chairman directed the Rep of E-in-C's Branch to provide a copy of the comments received from concerned command.</p> <p>3. The case was pended.</p> <p align="right"><u>Action: E-in-C's Br / LWC</u></p> <p align="center"><u>PROGRESS FOR 15TH ADDL MEETING – 12TH TERM</u></p> <p><u>E-in-C's Br</u></p> <p>A Meeting of E-in-C with the reps of three federations was held on 14 Mar 2013 to review the functioning of Trade unions. The views of the three federations along with E-in-C's recommendation have been forwarded to D (JCM) to resolve the issue.</p> <p align="center"><u>DECISION – 15TH ADDL MEETING / 12TH TERM</u></p> <p>1. The Staff Side was apprised with the progress in the case.</p> <p>2. The case was pended.</p> <p align="right"><u>Action: E-in-C's Br / LWC</u></p>
<p>9.</p>	<p><u>POINT NO. 14SCM/12T/37</u></p> <p align="center"><u>FORMATION OF WELFARE COMMITTEE AT STN HQ DHRANGADHRA (RAISED BY SHRI KK SHARMA)</u></p> <p>There is no Welfare Committee working in the station whereas Army Civilian employees union BPMS is working at this HQ. It will be fruitful to form the Welfare Committee in consultation with union to resolve the local issues expeditiously.</p>

	<p align="center"><u>PROGRESS FOR 14TH STEERING COMMITTEE 12TH TERM</u></p> <p><u>LWC:-</u></p> <ol style="list-style-type: none"> 1. Matter was referred to SD-7 who have stated that Station HQ Dharangadhra have confirmed formation of Welfare Committee and conduct of regular meetings. 2. The point may be pended. <p align="center"><u>DECISION 14TH STEERING COMMITTEE 12TH TERM</u></p> <ol style="list-style-type: none"> 1. The Staff Side member was apprised of the progress. 2. The point was admitted for forthcoming Addl Meeting. <p align="center"><u>PROGRESS FOR 14TH ADDL MEETING – 12TH TERM</u></p> <p><u>LWC</u></p> <ol style="list-style-type: none"> 1. SD Dte has been requested to confirm that Welfare Committee has been formed as per guidelines and its meetings are held regularly at Station HQ Dhrangadhra as per instructions on Welfare Committee. Their reply is still awaited. <p align="center"><u>DECISION 14TH ADDL MEETING / 12TH TERM</u></p> <ol style="list-style-type: none"> 1. The Staff Side apprised of the position. 2. The case was pended. <p align="right"><u>Action: LWC</u></p> <p align="center"><u>DECISION – REVIEW MEETING / 12TH TERM</u></p> <ol style="list-style-type: none"> 1. The Staff Side was apprised of the latest position of the case. 2. The case was pended. <p align="right"><u>Action: LWC</u></p> <p align="center"><u>PROGRESS FOR 15TH ADDL MEETING – 12TH TERM</u></p> <p><u>LWC</u></p> <p>SD Dte has been requested to confirm that Welfare Committees have been formed as per guidelines and its meetings are held regularly at Station HQ, Dharangadhra as per instruction on Welfare Committee. Reminder issued on 26 Mar 13. Furthermore, a circular dated 12 Mar 2013 has been issued to all the Line Dtes on formation of Welfare Committee and to ensure its meetings are to be held on regular interval.</p> <p>SD Dte has been requested to confirm that Welfare Committee has been formed as per guidelines and its meetings are held regularly at Station HQ, Dhrangadhra as per instructions on Welfare Committee. Reminder issued on 26 Mar 2013.</p>
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	<p align="center"><u>DECISION – 15TH ADDL MEETING / 12TH TERM</u></p> <ol style="list-style-type: none"> 1. The Staff Side was apprised of the fact that meeting is held regularly at station HQ Dhangadhra. 2. The Staff Side requested for Minutes and they have been provided the copy of the same. 3. The case was closed.
10.	<p><u>POINT NO. 14SCM/12T/38</u></p> <p align="center"><u>NOT A SINGLE REPLY OF THE REPRESENTATIONS MADE BY THE RECOGNISED SERVICE ASSN BY THE DDG (I OF R). (RAISED BY SHRI VP YADAV)</u></p> <p>It is submitted that Inspectorate of Records AG/MP-8 is silent in giving reply to the 'All India Defence Civilian Clerks Assn of AOC & Record Offices' the recognized Staff Service Assns letters/representations. Several requests in person by reps of the said Association were made to DDG & Dir and also in written representations made by the General Secretary, but not a single reply was given by the Dte.</p> <p>It is further intimated by the concerned Assn that they have requested in person and in writing that victimisation of Civ Staff of Armed Corps Record Ahmed Nagar still continues. Staffs serving under them are being harassed by the CRO. Till date no action has been initiated against the Officer. Now and then he gives orders for working hrs to Civ Staff from 0800 hrs to 1400 hrs and 1600 hrs to 1800 hrs in the evening. Now he has given verbal order of working hrs from 0800 hrs to 1500 hrs. The said Officer has stated that no one can do anything against him. I of R have not given any response in this regard.</p> <p>More than 200 documents of various Record Offices are held with I of R for more than six months. I of R has neither given MACP to the affected employees and nor they have implemented the Min of Def order No 24305/AIDCCA/58/OS-C (ii)/618-C/D(O-II) dated 28th June 2010 regarding implementation of Hon'ble CAT Principal Bench New Delhi Order dated 01 May 2009 passed in OA No 2089/2008 filed by the 'All India Defence Civilian Clerks Assn of AOC & Record Offices' due to holding of the service documents of Record Offices.</p> <p>Chairman of the AHQ rs JCM Council is requested to consider this case sympathetically and issue instructions so that grievances can be resolved.</p> <p align="center"><u>PROGRESS FOR 14TH STEERING COMMITTEE 12TH TERM</u></p> <p><u>MP-8</u></p> <ol style="list-style-type: none"> 1. Only one representation regarding misuse of power was received from Branch Secretary All India Defence Civilian Clerks Association Record BEG (K) through CRO BEG(K) on 01 Jul 2011. Comments from concerned CROs were

obtained as follows:-

- (a) BEG Records Roorkee: Complaints raised earlier by AIDCCA Branch have been settled. There are no outstanding issues.
- (b) BEG Records Kirkee Pune: No complaint from any Staff member. Shri KC Moudgil, Gen Secy, AIDCCD Civilian Clerks Association, Delhi was warned by Branch Secy AIDCCA Records BEG Kirkee to restrain from writing baseless allegations to avoid unnecessary correspondence.
- (c) DSC Records: Association Staff Welfare Committee Members and Sexual Harassment Committee members stated that there was no report of victimization, harassment or ill treatment.
- (d) AMC Records: No complaints from any Staff members.
- (e) Records the Garhwal Rifles: No complaints have been reported.
- (f) Armored Core Records: Some civilian employees are resorting to anonymous complaints. Most of the civilian while signing the circular were not aware of what circular they were required to sign. Therefore, the complaints are baseless.

DECISION 14TH STEERING COMMITTEE 12TH TERM

1. The Staff Side member was apprised of the progress.
2. The Chairman directed the Member Staff Side to provide copies of letters addressed to AG/MP-8(I of R).
3. The point was admitted for forthcoming Addl Meeting.

Action: MP-8(I of R)

PROGRESS FOR 14TH ADDL MEETING – 12TH TERM

MP-8(I of R)

1. No change.

DECISION 14TH ADDL MEETING / 12TH TERM

1. The Staff Side apprised of the position.
2. The case was pended.

Action: MP-8(I of R)

DECISION – REVIEW MEETING / 12TH TERM

1. The Staff Side was apprised of the position of the case.
2. The case was pended for forthcoming Addl Meeting.

Action: MP-8(I of R)

PROGRESS FOR 15TH ADDL MEETING – 12TH TERMMP-8 (I of R)

First and foremost it is presumed that Gen Secretary of HQ AIDCCA is either not linking the correspondence or not going through the facts before raising such points which is only a repetition of old points and probably raising these points are for the sake of points only. In support of this the details are given in succeeding paras.

It is intimated that MP-8 has never been silent and always indorse the copy of letter/correspondence to HQ AIDCCA which are required for their info/ action. Regarding victimization of Civ Staff at Armoured Records, Civ Welfare Committee by them, that no body has approached to Welfare Committee. Further, Sh NS Pund, Chairman, AIDCCA, Branch Armed Records also informed Gen Secretary HQ AIDCCA Vide their letter No AIDCC/ACR/110/2011 dated 08/12/2011 about the latest position. In addition CRO Armed Reords vide their letter No. 1092070/RGK/LA (Civ) dated 15 Apr 2013 has also confirmed that there is no issue with Civ Staff and they are working in a cordial manner.

All the cases for payment of arrears after counting the 'In Lieu of Combatant service' in r/o the affected employees as per the Hon'ble CAT (Principal Bench) order in OA No. 2083/2008 dated 01 May 2009 have been cleared (except two cases of Records the Gndr/Raj Rif) due to time bar are in progress. Letter mentioned at para 4, it is amply clear that the Office of HQ AIDCCA has been informed about the point pertaining to Armed Records. Gen Secretary HQ AIDCCA may please be approached and shown these letters so that he can refer these in his office which he might not have seen.

With regard to pending of documents more that 6 months in Mp-8 as mentioned in the Agenda Points is totally baseless. No document more than 2 months old is pending in this Dte. At present appx 145 Service Books/ ACR Dossiers have been received in this Dte for granting MACP vide our letter No./A/21020/MACP- 13 /MP- 8 (I of R) (C) dated 07 Jan 2013. As per program, the Screening Committee Meeting was scheduled to be held on 16 Apr 2013. However, keeping in view with JCM-III Level Meeting, the date of MACP Board has now been postponed to 17 Apr 2013. Once the screening is over, the service books and ACR dossiers will be returned to the concerned Records Office. The Gen Secretary of HQ AIDCCA may please be advised, not quote wrong info in the Agenda Points, rather he should bring out factual information.

The Gen Sec HQ AIDCCA has visited and met the undersigned, only once about 3 to 4 months back to discuss the points and the latest position of that time when the information was shared with him. This office has never been hesitant in informing the office of HQ AIDCCA about sharing of any info which can be shared with them as per the laid down procedure. So far there is no pending issue in this Dte in isolation.

	<p align="center"><u>DECISION – 15TH ADDL MEETING / 12TH TERM</u></p> <ol style="list-style-type: none"> 1. The Rep of MP- 8 (I of R) clarified that not a single document is pending with MP-8. Letters were wrongly addressed. 2. The Staff Side was apprised with the fact of the case. 3. The case was closed.
11.	<p><u>Point No 14 SCM/12T/41</u></p> <p align="center"><u>NOT HOLDING ELECTION OF DEPOT WORKS COMMITTEE AT COD KANPUR EVEN AFTER EXPIRY OF SEVEN MONTHS FOR TENURE OF DWC (RAISED BY SHRI RAJ KARAN)</u></p> <p>The concerned authorities of COD Kanpur are not holding the DWC Elections, though previous term of DWC has been completed seven month back. Thus there is violation of Section-3 of ID Act 1947.</p> <p align="center"><u>PROGRESS FOR 14TH STEERING COMMITTEE 12TH TERM</u></p> <p><u>OS Dte:-</u></p> <ol style="list-style-type: none"> 1. The Comdt COD Kanpur was requested to fwd comments on the subject. Reminder sent on 5 Oct 11. <p><u>LWC</u></p> <ol style="list-style-type: none"> 1. The comments/reply from OS Dte is awaited. 2. The point may be pended. <p align="center"><u>DECISION 14TH STEERING COMMITTEE 12TH TERM</u></p> <ol style="list-style-type: none"> 1. The Staff Side member was apprised of the progress. 2. The point was admitted for forthcoming Addl Meeting. <p align="right"><u>Action: OS Dte / LWC</u></p> <p align="center"><u>PROGRESS FOR 14TH ADDL MEETING – 12TH TERM</u></p> <p><u>OS Dte</u></p> <ol style="list-style-type: none"> 1. COD Kanpur has given the feedback that election to new Depot Works Committee cannot be held because of an order of status quo by RLC Kanpur.

LWC

1. Reply from OS Dte is still awaited. Reminder has been issued vide their Note No. 16337/JCM/MP-4(Civ) (c)/VIII dated 15 Nov 2011.

DECISION 14TH ADDL MEETING – 12TH TERM

1. The Staff Side was apprised of the position.
2. The Chairman directed that this issue being similar to the issue raised at point No. 34 and the two issues may be clubbed together.
3. The case was pended.

Action: OS Dte / LWC

PROGRESS FOR REVIEW MEETING - OF 12TH TERM

OS Dte

COD Kanpur has intimated this HQ vide their letter No. 2120/ID/MP/75/ Adm dated 16 Aug 2012 that stay on holding Depot Works Committee election has been vacated by ALC (C) Kanpur and also requested this HQ to confirm if process of Works committee election can be initiated. This HQ vide letter No. 25316/ OS-10 A (ii) dated 29 Aug had advised that necessary process of election may be initiated under intimation of RLC.

DECISION – REVIEW MEETING / 12TH TERM

1. The Staff Side was apprised of the position of the case.
2. The case was pended.

Action: OS Dte / LWC

PROGRESS FOR 15TH ADDL MEETING – 12TH TERM

OS Dte

The unit has intimated this HQ that the stay on holding of Depot Works Committee election was vacated by ALC(C), Kanpur vide order dated 25 Apr 2012. Accordingly, the unit was advised to take necessary action for holding the election vide this office letters No. 25316/OS-10A (ii) dated 29 Aug 2012, dt. 23 Jan 2013 and 08 Apr 2013 respectively.

Progress on the subject is awaited.

	<p align="center"><u>DECISION – 15TH ADDL MEETING / 12TH TERM</u></p> <ol style="list-style-type: none"> 1. The rep of OS Dte intimated that election process has started. 2. The Staff Side was apprised of the current position of the case. 3. The case was pended. <p align="right">Action: OS Dte / LWC</p>
12.	<p><u>Point No 15 SCM/12T/ 1</u></p> <p align="center"><u>CONSIDERATION FOR REGULAR EMPLOYMENT OF TEMPORARY STATUS CASUAL EMPLOYEES WORKING IN REMOUNT TRAINING SCHOOL & DEPOT SHARANPUR</u> <u>(RAISED BY SHRI M JAYACHANDRAN)</u></p> <p>There are 130 Temporary Status Casual Employees (Labourers) working in RTS & Depot, Sharanpur under RVS Directorate for the past 20 years. Out of them near about 60 TSCLs were appointed as Labourer in the existing Group-D post against regular vacancies in the past five years. The services of remaining 71 Temporary Status Casual Employees have not been regularized so far.</p> <p>The Govt of India, Ministry of Personnel, P.G & Pensions, Department of Personnel & Training vide O.M. No.51016/2/90-Estt (C) dated 10th Sep 1993 issued guidelines for grant of Temporary Status and regularization of casual workers in pursuance of the CAT Principal Bench, New Delhi judgment dated 16th Feb 1990 in the case of RAJKUMAR & Others Vs UOI which in para 8, provides that, “against 3 regular vacancies in Group- ‘D’ 2 casual labourers having temporary status are to be regularized as per seniority and one vacancy to be filled up by direct recruitment”. The same has been circulated to all Command Headquarters by IHQ of MOD (Army) vide letter No. 15226/Org-4(Civ) (a) dated 24th April 1998 for strict Compliance. However the above Govt order has not been followed by the RTS & Depot, Sharanpur.</p> <p>Recently RTS & Depot, Sharanpur recruited 7 Tractor Driver on 14-11-2011 through direct recruitment drive. As per the above Govt order out of 7 posts of Tractor Driver 4 posts should have been earmarked for regularization of casual workers working in RTS & Depot, Sharanpur as TSCL. This action of the authorities is contrary to the Hon’ble Court order and also against the Govt. order.</p> <p>Therefore, it is requested that necessary orders may please be issued to the RTS & Depot, Sharanpur to follow the above Govt. order strictly and to allot 4 posts out of 7 posts of Tractor Driver (DR post) for regularization of TSCL and render justice.</p> <p align="center"><u>PROGRESS FOR 15TH STEERING COMMITTEE 12TH TERM</u></p> <p><u>RVS</u></p> <p>2/3 rd of DR Civilian Gp ‘C’ (erstwhile Gp ‘D’) vacancies are being allotted to CLTS subject to the candidates meeting essential QR.</p>

TSCL are authorized for regularization only for erstwhile Gp 'D' (now Gp 'C') posts. Therefore, they are not authorized for regularization on Tractor Driver Post. Post of Tractor Driver in RTS & Depot, Saharanpur was Gp 'C' posts even prior to VI th CPC. Hence, the allegation is incorrect.

The Point may be closed.

DECISION FOR 15TH STEERING COMMITTEE 12TH TERM

1. The Chairman directed that since the views expressed by the Line Dte and the Member Staff Side needed further discussion, the issue may be pended.
2. The issue is admitted for discussion in the forthcoming Additional / Main Meeting.

PROGRESS FOR REVIEW MEETING - OF 12TH TERM

RVS/RV-1

The contention that Govt orders on regularization of casual workers granted Temporary Status were not followed at RTS and Depot, Saharanpur is wrong. Tractor Driver was a Gp 'C' post before VI th CPC also. TSCL are entitled to regularization only on erstwhile Gp 'D' posts. Therefore, they are not entitled for regularization on Tractor Driver's post which is a Gp 'C' post.

DECISION – REVIEW MEETING / 12TH TERM

1. The Staff Side was apprised of the position of the case.
2. The Chairman directed the Rep of RVS Dte to take up the case with MoD.
3. The case was pended.

Action : RVS Dte

DECISION – 15TH ADDL MEETING / 12TH TERM

1. The Rep of RVS Dte intimated that the case has been processed to DOP&T and order is about to come.
2. The case was closed.

13.

Point No 15 SCM/12T/ 3

NON GRANT OF CHARGE MAN GRADE – II PROMOTION TO ALL CATEGORIES OF TRADESMEN OF (GROUP – 'A' & GROUP – 'B') AOC WITH EFFECT FROM 2007

(RAISED BY SHRI M JAYACHANDRAN)

From the year 2007 onwards the DPC for Chrageman Grade – II for all category of AOC Tradesmen have not been conducted by the AOC Records. In the mean time a large number of eligible tradesmen have retired without getting their Supervisory promotion in time. They have undergone huge financial loss including pension benefits and career progression.

Four years have already lapsed. A large number of posts are still lying vacant in almost all categories of Supervisory posts. But so far no action have been taken to fill up these posts, whereas the promotional posts from Charge man Grade – II to Charge man Grade – I, Charge man Grade – I to Asst. Foreman and Asst. Foreman to Foreman for the period of 2007 to 2011 have been filled up by AOC (R) through DPC recently.

Therefore it is requested that, necessary orders may please be issued to conduct DPC for promotion of Tradesmen to Charge man Grade – II posts with effect from 2007 without any further delay.

PROGRESS FOR 15TH STEERING COMMITTEE 12TH TERM

OS Dte

Comments of AOC(R) have been called for on 16 Apr 2012 on the Agenda Points were awaited.

DECISION FOR 15TH STEERING COMMITTEE 12TH TERM

1. The rep OS Dte clarified that as per telephonic conversation held on 23 May 2012, no DPCs were scheduled since there were no vacancies.
2. Based upon the insistence of the Staff Side Member the Chairman directed that there was a requirement to review the issue in entirety.
3. The issue was admitted for discussion in the Additional / Main Meeting.

DECISION – REVIEW MEETING / 12TH TERM

1. The Staff Side was apprised of the position of the case.
2. The case was pended.

Action: OS Dte

	<p align="center"><u>PROGRESS FOR 15TH ADDL MEETING – 12TH TERM</u></p> <p><u>OS Dte</u></p> <p>The case was reviewed taking into account the present position of ongoing court cases in the Delhi High Court in connection with seniority dispute in the grade of Chargeman Gde-II and its likely repercussions on promotions from Tradesman to Chargeman Gde-II as well as from Chargeman Gde –II to chargeman Gde-I. Approval of DGOS was conveyed to AOC Records to conduct DPC for promotion from Tradesman to Chargeman Gde –II subject to outcome fo Writ petitions pending in Delhi High Court. The DPCs have since been conducted in Feb 2013 by AOC Records and promotion orders issued in Mar 2013.</p> <p>The point may be treated as closed.</p> <p align="center"><u>DECISION – 15TH ADDL MEETING / 12TH TERM</u></p> <ol style="list-style-type: none"> 1. The Staff Side was apprised of the fact that no promotion was made due to court case. The case was looked into in a holistic manner. 2. The Chairman directed the Rep of OS Dte to provide a copy of select List. 3. The case was pended. <p align="right"><u>Action: OS Dte</u></p>
14.	<p><u>Point No 15 SCM/12T/ 4</u></p> <p align="center"><u>NON INCLUSION OF ELIGIBLE TRADESMEN NAMES (GROUP – 'A' & GROUP – 'B') IN THE SENIORITY LIST FOR PROMOTION TO CHARGE MAN GRADE – II BY AOC RECORDS. (RAISED BY SHRI M JAYACHANDRAN)</u></p> <p>The AOC Records circulated the Seniority list of Highly Skilled Trades men of Group – 'A' & 'B' (More than 15 categories) for promotion to Chargemen Grade – II vide their letter No. 29860/Prom/ Tech/ Vol -91 / PC/ CA – 6 dt. 13 Jul 2011 in which names of many eligible employees have not been included on account of not being forwarded by the particular depots. In this regard, two detailed representations were submitted to the DGOS, CRO – AOC (R) and the Director (Pers) vide letter Nos. Army HQ / JCM / 20 / 2011 dated 21/03/2011 & Army HQ / JCM / 46 / 2011 dated 25/06/2011.</p> <p>But so far no action seems to have been taken to include the names of left out senior most Tradesmen who are fully eligible for the post of Chargemen by Promotion. If names of these senior most tradesmen are not included in the Seniority list of AOC, there will be a huge loss of salary as well as loss of career progression to the affected individuals. This may further affect their pensionary benefits also.</p> <p>Therefore it is requested that, necessary orders may please be issued to AOC (R) to call for the left out names of eligible Tradesmen from all the depots before conducting DPC for promotion to Chargemen Grade II w. e. f. 2007.</p>

PROGRESS FOR 15TH STEERING COMMITTEE 12TH TERM

OS Dte

Comments of AOC(R) have been called for on 16 Apr 2012 on the Agenda Points were awaited.

DECISION FOR 15TH STEERING COMMITTEE 12TH TERM

1. The rep OS Dte clarified that as per telephonic conversation held on 23 May 2012, there were no pending cases for inclusion in the select list for promotion. Further, the issue was subjudice.
2. The Member Staff Side insisted that the information given by the Unit was not entirely correct. The Chairman directed that there was a need to review the case.
3. The issue was admitted for discussion in the Additional / Main Meeting.

DECISION – REVIEW MEETING / 12TH TERM

1. The Staff Side was apprised of the position of the case.
2. The case was pended.

Action: OS Dte

PROGRESS FOR 15TH ADDL MEETING – 12TH TERM

OS Dte

Necessary comments were sought from AOC(R) who have intimated that service particulars of left over Tradesmen was called for from all units/depots. No eligible candidates were left out as per certificates by the units/depots.

The point may be treated as closed.

DECISION – 15TH ADDL MEETING / 12TH TERM

1. The Staff Side was apprised of the fact that the AOC Records have circulated the Seniority list.
2. The Chairman directed the Rep of OS Dte to ask all Depots to forward the names which have been left out.
3. The case was closed.

15.

Point No 15 SCM/12T/6

**NON HOLDING OF DPC IN ORDNANCE DEPOT KANPUR FROM MAZDOOR TO MATE AND MATE TO TRADESMAN
(RAISED BY SHRI AJAY KUMAR MISHRA)**

DPC is not being held in ordnance Depot from Mazdoor to Mate and Mate to Tradesman for a long period. Due to that, skilled posts of many categories have not been filled up. DPC for Mate has not been held in COD Kanpur since 2005. It is requested to hold the DPC from back date since the Works Committee and JCM IV is incessantly asking to hold DPC but the Depot Administration has not held it even once. Due to this, the future of the Mazdoors and Mates (SS) of COD Kanpur is in dark.

There is clear instruction of Ministry of Defence (MoD) in this regard that DPC should be held every year but this is not being complied in Ordnance Depots including COD Kanpur.

PROGRESS FOR 15TH STEERING COMMITTEE 12TH TERM

OS Dte

Comments of COD Kanpur have been called for on 16 Apr 12 on the Agenda Points which were awaited till then.

DECISION FOR 15 TH STEERING COMMITTEE 12 TH TERM

1. The rep OS Dte stated that all DPCs till Sep 2011 had been completed. Further DPCs would be held based upon restructuring of the Grades. Since the Staff Side Member insisted that the details given by the rep, OS Dte were not satisfactory, the Chairman directed that the issue may be pended for further discussion.

2. The issue is admitted for discussion in the forthcoming Additional / Main Meeting.

DECISION – REVIEW MEETING / 12TH TERM

1. The Staff Side was apprised of the position of the case.
2. The Chairman directed the Rep of OS Dte to expedite the case.
3. The case was pended.

PROGRESS FOR 15TH ADDL MEETING – 12TH TERM

OS Dte

As per 6 th CPC recommendations the grades of labourer/ Mazdoor (pre-revised pay scale Rs. 2550-3200) and Mate (pre-revised pay scale Rs 2650-4000) have been merged grade as 'Tradesman Mate' has also been notified by the Govt vide letter dt 27 Feb 2013. A case for cadre review of all Tradesmen who are in Gde

	<p>Pay of Rs. 1800 has already been taken up by OS-20 with MOD for upgradation to the Gde Pay of Rs. 1900 and decision of MOD awaited.</p> <p align="center"><u>DECISION – 15TH ADDL MEETING / 12TH TERM</u></p> <ol style="list-style-type: none"> 1. The Staff Side was apprised of the position of the case. 2. DPC could not be held since no vacancy has available the Chairman directed the Rep of OS Dte to issue a letter stating there on, Further he directed to issue DPC programme within 03 month. 3. The case was pended. <p align="right"><u>Action: OS Dte</u></p>
6	<p><u>POINT NO. 15 SCM/12T/ 8</u> <u>PROVISION FOR LINE OF PROMOTION FOR CMDS FROM LISTER DRIVERS</u> <u>(RAISED BY SHRI HARI MITTER)</u></p> <p>CMDs and AFV/Drivers of AOC had been governed by SRO 97/79. There was a line of promotion in this SRO. RRs of AFV Drivers had already been framed separately. AG Branch had amended the RRs of CMDs vide SRO 123 dated 09 Nov 2005. There is no provision for line of promotion in case of Lister Drivers to CMD (OG). OS Dte had already clarified that SRO 79/97 is applicable for CMDs vide their letter No A/23734/OS-8C (ii) dated 12 Feb 2007. But it has been now stopped.</p> <p>Lister Drivers who have passed the trade test for the promotion of CMD are still waiting for their promotion. It is requested to issue necessary instructions on the issue.</p> <p align="center"><u>PROGRESS FOR 15TH STEERING COMMITTEE 12TH TERM</u></p> <p><u>OS 8 C</u></p> <p>The post of CMD in the Army Establishments under the Min of Def is a common category post governed by the provisions of SRO-123 of 9 Nov 2005 (Published in the Gazette dt 19 Nov 2005). According to the SRO, the post of CMD (OG), the lowest one in the cadre, is required to be filled 100% by direct recruitment from amongst candidates possessing civ driving licence for Heavy Vehicles with 2 yrs of experience of driving such vehicles.</p> <p>Matriculation has been prescribed as a desirable qualification. There is no provision for filling of this post by promotion of Lister drivers.</p> <p><u>OS-20</u></p> <p>The post of Lister Driver is under tradesmen category at present and carrying revised pay scale PB-1 with GP of Rs 1800/-.</p> <p>A case for cadre review of all tradesmen who are in the Grade pay of Rs.1800/- has already been initiated for upgradation to the Grade pay of Rs 1900/-. The case was submitted to Mod vide note 1-20 dated 09 Mar 12 recorded on PC to MF No. A/26576/Trades nab / OS-20.</p>

	<p>The point may be closed.</p> <p align="center"><u>DECISION FOR 15TH STEERING COMMITTEE 12TH TERM</u></p> <ol style="list-style-type: none"> 1. The Chairman directed that the issue needed further discussion and may be pended. 2. The issue was admitted for discussion in the Additional / Main Meeting. <p align="center"><u>DECISION – REVIEW MEETING / 12TH TERM</u></p> <ol style="list-style-type: none"> 1. The Staff Side was apprised of the position of the case. 2. The Chairman directed the Rep of OS Dte to take up the case with MoD. 3. The case was pended. <p align="right"><u>Action :- OS Dte</u></p> <p align="center"><u>PROGRESS FOR 15TH ADDITIONAL MEETING 12TH TERM</u></p> <p><u>OS-20</u></p> <p>The post of Lister Driver is under tradesman category at present and carrying revised pay scale of PB-1 with GP of Rs 1800/-</p> <p>A case for cadre review of all tradesman who are in the Gde pay of Rs. 1800/- has already been initiated for upgradation to the Gde pay of Rs. 1900/-. The case was submitted to MoD vide Note dated 09 Mar 12 recorded on PC to MF No. A/26576/Tradesman/OS-20. The decision is awaited.</p> <p align="center"><u>DECISION – 15TH ADDL MEETING / 12TH TERM</u></p> <ol style="list-style-type: none"> 1. The Staff Side was apprised of the fact that the case was taken up with MoD. 2. The Chairman requested the staff Side to provide SRO of Navy to OS Dte. 3. The case was pended <p align="right"><u>Action :- OS Dte</u></p>
17	<p><u>POINT NO 15 SCM/12T/9</u></p> <p align="center"><u>NON GRANT OF REGULAR MCM PROMOTION TO THE SENIOR MOST MCM OF CWE GWALIOR AGAINST THE GOVT POLICY</u></p> <p align="center"><u>(RAISED BY SHRI M JAYACHANDRAN)</u></p> <p>It is submitted that, MCM elevation & pay has not been granted by the CWE</p>

(AF) Maharajpur to the eligible employees as per Govt. order. For example, promotion of Shri. Munna Lal, MES no. 423273, FGM-HS and Shri. Raj Kumar, MES No. 423483, who were re-designated as MCM w. e. f. 20-05-2003 from FGM-HS, was approved and published vide HQCWE (AF) Mharajpur, Letter No.12003/Artisan/152/E1C (2) dated 08 Dec. 2005. Subsequently, the said MCM promotion was confirmed w.e.f. 31-01-2003 and granted as In-situ promotion vide HQ CWE (AF) Maharajpur, vide their Letter No. 12003/Artisan/90/E1C (2) dated 13 Jun 2005.

Subsequently, on 25 Feb 2009, CWE (AF) Maharajpur, published DPC for revised MCM elevation select list of eligible employees of all categories w.e.f. 01-01-1996 to 01-04-2003 vides their letter no.12003/Artisan/33/E1C (2) dated 25 Feb.2009 in which Shri Munna Lal & Shri Raj Kumar, MES No. 423483, have not been considered for MCM elevation, whereas Shri. Viswanath, MES no. 442703, FGM-HS, who was placed junior most in the previous promotion list of MCM published by the CWE (AF) Maharajpur, letter dated 08 Dec.2005 has been placed as senior in the revised promotion order dated 25 Feb.2009. The affected individuals have submitted number of applications to the authorities.

In this regard, the member submitted a detailed letter to the DG (Pers), E-in-C Branch vide letter Ref: Army HQ/JCM/ 68/2009 dated 09-09-2009. But so far no action seems to have been taken to grant the MCM elevation to the above mentioned senior MCM tradesmen of CWE (AF) Maharajpur.

Therefore it is requested that, necessary orders may please be issued to grant the MCM elevation w. e. f. 31-01-2003 being senior at par with their juniors.

PROGRESS FOR 15TH STEERING COMMITTEE 12TH TERM.

E-in-C

CWE (AF) Maharajpur has been asked to intimate the factual position in the matter, which was awaited till then.

DECISION FOR 15TH STEERING COMMITTEE 12TH TERM

1. Since the Staff Side Member was not satisfied with the clarifications given by the rep E-in-C's Branch, the Chairman directed that the issue may be pended for further discussion.
2. The issue was admitted for discussion in the Additional / Main Meeting.

PROGRESS FOR REVIEW OF 12TH TERM

E-in-C

A meeting with the Officer of CWE Gwalior along with the rep of Federation has been fixed for 21 Aug 2012 at E-in-C's Branch to decide the issue.

A meeting with the representative of CWE Maharajpur was held on 03 Oct 2012. There was no discrepancy. CWE Maharajpur has been instructed to hold a

	<p>meeting in his Office for final disposal of case.</p> <p align="center"><u>DECISION – REVIEW MEETING / 12TH TERM</u></p> <ol style="list-style-type: none"> 1. The Staff Side was apprised of the position. 2. The Chairman directed the Rep of E-in-C's Branch to expedite the case. 3. The point was pended. <p align="right"><u>Action : E-in-C's Dte</u></p> <p align="center"><u>PROGRESS FOR 15TH ADDITIONAL MEETING 12TH TERM</u></p> <p><u>E-in-C's Br</u></p> <p>A meeting of CE CC with the representatives of Federation was held on 13 Feb 2013. Some clarifications are sought from the federation members. The next meeting to resolve the issue is scheduled to be held in 2 nd week of Apr 2013.</p> <p align="center"><u>DECISION – 15TH ADDL MEETING / 12TH TERM</u></p> <ol style="list-style-type: none"> 1. The Staff Side was apprised of the ongoing progress in the case. 2. The case was pended. <p align="right"><u>Action : E-in-C's Dte</u></p>
18	<p><u>POINT NO. 15SCM/12T/21</u></p> <p align="center"><u>FORMATION OF WORKS COMMITTEE/ JCM IV LEVEL IN 26 AMM COY JAISALMER:</u> <u>(RAISED BY SHRI CHARANJIT SINGH)</u></p> <p>The formation of works committee is required to be done under section 3 of Industrial Dispute Act 1947 in all industrial establishments in which 100 or more workmen are employed. Though more than 100 workers are working in the aforesaid Depot, there is no Works Committee constituted in spite of several requests made by the registered union affiliated to BPMS functioning in the 26 Amn Coy. No action has been taken so far to constitute JCM IV level also.</p> <p>It is also submitted that clarificatory instructions for constitution/functioning of the Works Committee and JCM IV level Council on certain Estts on WE have already been issued to all the line directorates vide your HQ Note No. 16032/MP-4 Civ (c) dated 06 Jun 03.</p> <p>It is therefore requested that directions for formation of Works Committee in the 26 Amn Coy Jaisalmer be issued so that the grievances of the workers be put across through their elected representatives.</p>

PROGRESS FOR 15TH STEERING COMMITTEE 12TH TERM

OS Dte

This issue was taken up with CO 26 Amn Coy vide this office letter no. 25239/JCM/IV/OS-10 A (ii) dated 16 Feb 2012. The comments were awaited. Reminder sent on 23 Apr 2012.

LWC

The comments/reply from OS Dte was still awaited. On the receipt of the same, the reply may be submitted.

DECISION FOR 15TH STEERING COMMITTEE 12TH TERM

1. The Chairman directed rep OS Dte that the issue may be resolved expeditiously at an appropriately senior level.
2. The issue was admitted for discussion in the Additional / Main Meeting.

PROGRESS FOR REVIEW MEETING OF 12TH TERM

OS-10A

The Unit has intimated this Office that it is in process of constituting Depot Welfare committee. A clarification has been requested from 26 Amn Coy regarding why the Unit is pursuing Constitution of Welfare Committee & not the Works Committee.

LWC

The comments /reply from OS Dte were awaited till then. On the receipt of the same, the reply may be submitted.

DECISION – REVIEW MEETING / 12TH TERM

1. The Chairman directed the Rep of OS Dte to raise the level.
2. The point was pended.

PROGRESS FOR 15TH ADDL MEETING – 12TH TERM

OS 10A

A clarification was sought from AG's Branch regarding selection of worker's representative for the Welfare Committee vide this Office letter No. PC-25239/JCM/IV/OS-10A (ii) dt 23 Jan 2013 and reply/clarification was recd vide their Note No. 16350/MP-4 (Civ) (c) dt 03 Feb 2013. The unit was advised accordingly on 14 Feb 2013.

However, the Unit has been again requested to intimate whether works Committee/ JCM IV Level has been constituted or not vide letter No PC-

	<p>25239/JCM/IV/OS-10A (ii) dated 04 Apr 2013. Progress on the subject is awaited.</p> <p align="center"><u>DECISION – 15TH ADDL MEETING / 12TH TERM</u></p> <ol style="list-style-type: none"> 1. The rep of OS Dte intimated that Rajasthan is excluded state for union activity which was countered by the Staff Side. 2. The Chairman directed the Rep of OS Dte to verify whether the state is in excluded list & confirm the same to all concerned. Three months time was given by the Chairman for completion of above exercise. 3. The case was pended. <p align="right"><u>Action : OS Dte / LWC</u></p>
19	<p><u>POINT NO. 15 SCM/12T/29</u></p> <p align="center"><u>RECOVERY OF CPF NOT CREDITED AGAINST THE INDIVIDUALS A/C (RAISED BY SHRI RAJ KARAN)</u></p> <p>Recovery of CPF between July 2009 to July 2010 has not been credited to CRA NSDL account of newly recruited individuals under new pension scheme. Point has already been raised in JCM IV th Level at COD Chheoki, but no result has been found till date. It is requested to kindly take appropriate action to prevent Fin loss to Individuals.</p> <p align="center"><u>PROGRESS FOR 15TH STEERING COMMITTEE 12TH TERM</u></p> <p><u>OS -8</u></p> <p>Factual position was been called for from COD Chheoki on 16 Apr 2012 with a copy endorsed to the Staff Side Member.</p> <p align="center"><u>DECISION FOR 15TH STEERING COMMITTEE 12TH TERM</u></p> <ol style="list-style-type: none"> 1. The Chairman expressed his concern about the gravity of the situation and directed the rep OS Dte to pursue the issue for resolution at the earliest. 2. The issue was admitted for discussion in the Additional / Main Meeting. <p align="center"><u>DECISION – REVIEW MEETING / 12TH TERM</u></p> <ol style="list-style-type: none"> 1. The Staff Side was apprised of the present situation of the case. 2. The case is pending with the Audit Authorities. 3. The case was pended. <p align="right"><u>Action: OS Dte</u></p> <p align="center"><u>PROGRESS FOR 15TH ADDL MEETING – 12TH TERM</u></p> <p><u>OS Dte</u></p> <p>Factual position was sought from COD Chheoki who have intimated that compiled data in respect of the affected individuals has been forwarded by them to concerned Area Accounts Officer who have further taken up- the matter with CRA</p>

	<p>NSDL Mumbai for crediting the amount in respective indl accounts allotted by NSDL. Latest position of the case sought from COD Chheoki vide signal dt 05 Apr 13. COD Chheoki has telephonically intimated that action is pending with CRA NSDL Mumbai.</p> <p align="center"><u>DECISION – 15TH ADDL MEETING / 12TH TERM</u></p> <ol style="list-style-type: none"> 1. The Staff Side was apprised of the fact that relevant information has been sought from Lucknow. Issue is pending with CRA NSDL. 2. The chairman directed the Rep of OS Dte to examine the matter and inform all concerned. 3. The case was pended. <p align="right">Action: OS Dte</p>
20	<p><u>POINT NO.15 /SCM/12T/32</u></p> <p align="center"><u>ONWARD SUBMISSION OF RECOGNITION PAPERS OF ORDNANCE DEPOT EMPLOYEES UNION ALLAHABAD AFFILIATED TO AIDEF (RAISED BY SHRI RAJ KARAN)</u></p> <p>(i) Reference IHQ of MoD letter No. 25317/OS-10 A dt 01 June 2011 (ii) AG Br MP-4 (Civ) (C) letter No. 16079/MP-4 (Civ)(C) dt 23 May 2011 (iii) OD Fort Allahabad letter No. 114007/ODEU/Adm dt 19 Dec 2011 addressed to DGO (OS-10A (ii) and copy to Union & dt 22 Dec 2011.</p> <p>Verification of Recognition papers of Ordnance Depot Employees Union Fort Allahabad affiliated with AIDEF has been carried out by Commandant OD Fort Allahabad in 2009 as per letter (i) but the same has not been submitted to the higher authority. In the mean time Comdt has cancelled the verification by giving a ref of Election dt 03/02/2010. IHQ of MoD and AG Br issued suitable instructions to Commandant OD Fort Allahabad to forward verification of recognition papers of Ordnance Depot Employees Union Fort immediately.</p> <p>After completion of verification, the Comdt has not fwd papers intentionally to higher authorities by giving a reason of Dual Membership. This point has already been raised in JCM III rd Level Council for two years.</p> <p align="center"><u>PROGRESS FOR 15TH STEERING COMMITTEE 12TH TERM</u></p> <p><u>OS 10 A</u></p> <p>The issue was taken up with OD, Allahabad. The unit vides their letter No. 114007/ODEU/Adm dated 21 Feb 2012 has stated that total membership submitted by all unions comes to 1624 whereas total number of Civilian employees is 1157.</p> <p>Thus it is necessary to check dual membership of Union before submission of papers for recognition.</p>

DECISION FOR 15TH STEERING COMMITTEE 12TH TERM

1. The Chairman directed the rep OS Dte to raise the level and request DGOS for personal intervention for resolution of the issue within a stipulated time frame.
2. The issue was admitted for discussion in the Additional / Main Meeting.

PROGRESS FOR REVIEW MEETING OF 12TH TERM

LWC

The comments/reply received from OS Dte vide their note No. 25323/14 SCM/12T/OS-10A (i) dated 23 Apr 2012 stated that the issue was taken up with OD Allahabad. The concerned Unit vide their letter No. 114007/ODEU/Adm dated 21 Feb 2012 hasd stated that total membership submitted by all unions come to 1624 whereas total held strength of civilian employees is 1157 only.

Thus it is necessary to check dual membership of union before submission of papers for recognition. Instructions have already been issued to the line Dte to take appropriate action.

DECISION – REVIEW MEETING / 12TH TERM

1. The Staff Side was apprised of the current position.
2. The issue was admitted for discussion in the Additional / Main Meeting.

Action: LWC

PROGRESS FOR 15TH ADDITIONAL MEETING OF 12TH TERM

LWC

Total membership of all the unions is far more than the authorized strength. Dual membership is to be checked and processed afresh. Instruction has already been issued to the Line Dte. Reminder issued on 26 Mar 2013.

OS 10 A

OD Fort, Allahabad was requested to take necessary action vide this Office Letter No. 25317/OS-10A (ii) dated 18 Jan 2013 but action taken report is still awaited.

A signal /AWAN bearing No. 372012 dated 08 Apr 2013 has been issued to the unit to take action on priority and furnish the action taken report on the issue to this Office.

Progress on the subject is awaited.

DECISION – 15TH ADDL MEETING / 12TH TERM

1. The Staff Side was apprised of the fact that verification of membership has been carried out and the verified documents will be forwarded to MP Dte.

	2. The case was pended.	<u>Action: LWC/OS Dte</u>
21	<p><u>POINT NO . 15 SCM/12T/35</u></p> <p align="center"><u>HARASSMENT OF CONSERVANCY SAFAI KARAMCHARIS WORKING UNDER STATION HQRS</u> <u>(RAISED BY SHRI VED PAL YADAV)</u></p> <p>Army HQ, QMG Branch vide their letter No 63161/03(B) dated 03 Nov 2011 have ruled on the duties for Conservancy Safai Karamchari. As per this, Safai Karamchari are responsible for cleaning of single Troops Latrine and cleaning of and maintenance of area outside unit lines (including Training Area unless provision therefore is made in the PE/WE). Their authorizations have also been declared on the various functions. Further these duties were circulated by QMG's Branch vide their letter No D/60 I 72/SD6B dated 29th Nov 1983 on the basis of representation made by Staff Side. On the other hand, there were found many harassment/irregularities which are as under:</p> <p>(a) They are being given other duties for example cutting of trees, digging, fallen of Walls by various Station HQ rs like Station HQ rs Suratgarh.</p> <p>(b) Abusing the Office Bearers of "All India Defence Conservancy Safai Karamchari Assn" and harassing them. For example Station HQ rs Suratgarh.</p> <p>(c) Not allowing to attend the Funeral of their Co-employees. Denial of Leave and taking work for more than specified period. This was also done by Station HQ rs Suratgarh.</p> <p>(d) Conservancy Safai Karamcharis & Office Bearers were abused by the Officers of Station HQ rs Hissar, Suratgarh, Kota, Ajmer, Ambala Cantt & Meerut, Dalhousie etc. Even they pointed on the caste of these employees which is against the Law.</p> <p>(e) Minimum Grade Pay of Rs. 1800/- after 6th CPC was not granted to Conservancy Safai Karamchari like Station HQ rs Alwar (Raj) etc. They are being given Rs. 1300/-. Some of Station HQrs are not giving MACP in Grade Pay of Rs. 1900/-, Rs. 2000/- & Rs. 2400/- respectively.</p> <p>(f) Branch Office Bearers of only one recognised Assn "All India Defence Conservancy Safai Karamchari Assn" are not being heard and on representing Staff grievances, they are being harassed.</p> <p>(g) They have promotion hierarchy in Sanitary Mate, Conservancy Storekeeper, and Account Clerk & Gen/Supervisory. Keeping in view Of 6th CPC, their Cadre hierarchy are to refixed /reviewed.</p> <p>(h) Station HQ Binna Guri (WB) is not paying the medical reimbursement and not granting fixed Medical Allowance to the Conservancy Safai Karamchari.</p>	

(j) Station HQ Ambala Cantt, Meerut Cantt, Roorkee, Dehradun, Bareilly & Amritsar have not deducted the subscription under Check-Off-System as per CCS (RSA) Rules 1993.

There are serious violation of duties and responsibilities. On raising the issue, they are being harassed & threatened. It is requested to call a report from the above mentioned Station HQ rs on these violations. Concerned Assn & National HQ rs CDRA have represented several times and it was found these Station HQ rs try to cover their action by misquoting the instances. Confederation demanded on the spot study including their representative in case of Station HQ Suratgarh (Raj), but no intimation was given.

PROGRESS FOR 15TH STEERING COMMITTEE 12TH TERM

SD-7

All Command HQs have been requested vide this office letter No. C/60547/GS/SD-7 (Adm Civ) dated 20 Apr 2012 to examine the issues in consultation with Stn HQ and fwd comment/factual position.

They have also been requested to issue suitable instructions so that these types of grievances raised in JCM point are resolved at local level itself.

DECISION ON 15TH STEERING COMMITTEE 12TH TERM

1. The Chairman expressed his concern about the several issues raised by the Staff Side Member regarding the working conditions of the Safai karamcharis at Station Headquarters. He directed the rep SD-7 Dte to hold a meeting with the reps of the Federations / CDRA after comments had been received / obtained from the concerned Station Headquarters. He further directed that the issue needed further discussion.

2. The issue was admitted for discussion in the Additional / Main Meeting.

PROGRESS FOR REVIEW MEETING OF 12TH TERM

SD-7

Staff Side is requested to provide a copy of Army HQ QMG Branch both letters No. 63161/03 (B) dated 03 Nov 2011 and D/60172/SD/B dated 29 Nov 1983 based on which representation has been made.

The issue of harassment of Consy Safaiwala karamchari was taken up with Comd HQ rs. The comments received on the points mentioned in the representation are as under:-

- (a) No other duties except auth duties are given/ performed by Consy Safaiwala. They are not being misused.
- (b) No abusive or foul language is being used against the office bearers of "All India Defence Conservancy Safai karamchari Association". All

	<p>Safai Karamcharies are being treated with dignity and due respect.</p> <p>(c) The Consy Staff is permitted to attend the funeral of the employee and free conveyance is also provided. So far as Stn HQ Suratgarh is concerned, reply of reminder Sig dated 28 Aug 2012 was awaited till then.</p> <p>(d) The Consy karamcharies are not addressed by their caste.</p> <p>(e) Stn HQ Alwar vide letter No. 700/9. Cs/Estt dated 16 May 2012 intimated that action with reference to grant of Grade Pay of Rs. 1800/- PM in respect of all affected Consy Safaiwalas has been completed and subsequent fixation/ revision of pay is under process. The MACP has been granted to all eligible consy Staff. Specific case, if any, where MACP to eligible consy Staff has not been granted may be intimated.</p> <p>(f) No such complaint has been received. Any Specific case, if any incident with details may be brought to the notice of this office for further action.</p> <p>(g) DPC for promotion is being conducted regularly as per exiting rules.</p> <p>(h) The point raised by Shri Ved pal Yadav, member Staff Side is similar to the point raised by Shri B K Kar and Shri M Jayachandran earlier (Ref Point No. 15 SCM/12T/45 page No. 34 & Point No. 13 SCM/12T 90 at SI No. 21 /page No. 31 Minutes of the Meeting of 15 th Additional Meeting (12 th Term) and 14 th Additional Meeting (12 th Term) held on 28 Nov 2011 respectively. The point was discussed with Staff Side and position clarified. Finally. It was decided to close the point.</p> <p align="center"><u>DECISION – REVIEW MEETING / 12TH TERM</u></p> <p>1. The Staff Side was apprised of the current position.</p> <p>2. A copy of report from Command HQ handed over to Staff Side.</p> <p>3. The case was pended.</p> <p align="right"><u>Action : SD-7</u></p> <p align="center"><u>DECISION – 15TH ADDL MEETING / 12TH TERM</u></p> <p>1. With growing intricacy in the issue, the Chairman directed the Rep of SD Dte to form a redressal mechanism for the resolution of the case.</p> <p>2. The case was pended.</p> <p align="right"><u>Action : SD-7</u></p>
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POINT NO. 15SCM/12T/40AMENDMENT IN THE RR OF JE (CIV), JE E/M & JE (QS&C) IN MES
(RAISED BY SHRI CHRANJIT SINGH)

The recruitment rules in respect of JE (Civ), JE E/M & JE (QSC) have been amended vide Govt of India Gazette notification part-II Section 4 bearing No. 65/2008 SRO-45 and E-in-C Br AHQ P.C-4/B/75011/JE (Civ) and JE (E/M) Amendment/CSCC/296/D/Appts/08. As per ibid SRO the method of DR was 80% and 20% by promotion of Tradesmen who were in possession of three years diploma in Civ Engr, Elect Engr and Mechanical Engr with 16 years regular service in the skilled grade with 8 years regular service in the Highly skilled grade and with Zero service for MCM category for promotion as JE Civ, JE E/and JE (QS&C). The RR of JE E/M, JE Civ have been further amended vide SRO-32 dated 27 April 2011 circulated vide E-in-C Br DG (Pers) No. PC-4 (ii)/B/75011/JE (Civ) & JE E/M Amendt/CSCC dt 26 July 2011 in which the method of recruitment by DR 60%, 20% by promotion and 20% through deputation /DCRE of Armed Forces personnel.

These RR have been amended with the undue reduction in the 20% promotional quota i.e. skilled and MCM categories. Only HS-I & HS-II categories are made eligible for promotion of JE Civ & JE E/M with the 6 yrs and 11 yrs of regular services in the grades. The category of skilled and MCM have been deleted in this SRO-32 for which a great resentment and unrest is found amongst the qualified skilled and MCM categories in MES.

It is pertinent to mention that these R/Rs under SRO-32 have been amended without giving any opportunity to put forth the view points of the any staff side members of various federations and confederation.

In this connection please refer Govt of India, Min of Def No. 14 (I) D (Appts) 2006 dated 24 April 2007 therein it is clearly instructed that the staff side may be given an opportunity to put forth their view points while framing the Recruitment Rules.

It is therefore requested that the case of amendment in the RR of JE (Civ), JE E/M may kindly be reviewed/ re-examined and all other categories i.e. skilled, HS-II, HS-I and MCM be included for their promotional avenue upto the level of JE (Civ), JE E/M & JE (QS&C) as per the SRO-45.

PROGRESS FOR 15TH STEERING COMMITTEE 12TH TERME-in-C

SRO-32 of 2011 was issued by Min of Defence after the case was approved by Dept of Personnel & Training and UPSC; All the Provisions were duly checked by DOP&T and UPSC. It was felt that as MCM and JEs are having the same Grade Pay after 6th CPC that is, Rs.4200/- so, the promotion cannot be effected from one post to another having the same grade pay and hence MCM was not included in the relevant column of RR dealing with promotion to JEs.

The post of skilled category was deleted on the ground that there are two channels between skilled category and JEs, that is, Highly skilled-II and Highly Skilled-I and jumping cannot be allowed in promotion and therefore skilled category was not included in the relevant column of RRs.

However, if any direction of E-in-C is received in consultation with Federation/Association regarding amendment of RRs of JE, i.e., SRO-32 necessary action can take in this regard if required.

DECISION FOR 15TH STEERING COMMITTEE 12TH TERM

1. The Staff Side were intimated the latest position of the case.
2. The issue was admitted for discussion in the Additional / Main Meeting.

PROGRESS FOR REVIEW MEETING OF 12TH TERM

E-in-C's Br

It is submitted that the demands of the federation have already been considered and a comprehensive case has been taken up with Min of Defence for amendment to SRO-32 incorporating the following provisions:

(a) In SI No (ii) Col 10 dealing with the method of recruitment, following amendment has been proposed :

- (i) 10% by promotion failing which by direct recruitment,
- (ii) 10% by promotion form Limited Departmental Competitive Examination on merit failing which by direct recruitment.

(b) In the schedule dealing with the provision of promotion, besides skilled category, included for promotion, if possessing requisite qualification, through Limited Departmental Competitive Examination.

It is further clarified that no policy is framed /Rules are amended without consulting the Federations/Associations/Stakeholders. Draft RR/DGL have been provided to the representative of Federations/ Associations under para (a) & (b) above.

Also, amendments have been initiated after the same was insisted upon by Stakeholders/ Federations.

DECISION – REVIEW MEETING / 12TH TERM

1. The Rep of E-in-C's Branch clarified that they are reviewing the matter.
2. The Staff Side was apprised of the position.
3. The case was admitted for discussion in the forthcoming Addl / Main Meeting.

Action : E-in-C'Br Dte

PROGRESS FOR 15TH ADDL MEETING -12TH TERM

E-in-C'Br

It is submitted that the demands of the federation have already been considered and a comprehensive case has been taken up with Min of Defence for amendment to SRO-32 incorporating the following provisions:

(a) In SI No (ii) Col 10 dealing with the method of recruitment, following amendment has been proposed :

(i) 10% by promotion form HS-1 (having diploma in respective field) failing which by direct recruitment.

(ii) 10% by promotion from Limited Departmental Competitive Examination on merit failing which by direct recruitment. For promotion by limited Departmental Competitive Examination, MCM HS-I, HS-II and skilled categories with minimum five years of regular service possessing educational qualification as prescribed for direct recruitment will be eligible for promotion on the merit list based on the result of Limited Departmental Competitive Examination.

(b) Further, MCM and JEs are having same grade pay i.e. Rs. 4200/- and after acceptance of 6 th CPC Report, MCM hold the equivalent post as that of Junior Engineer. Accordingly, MCM has not been included for promotion to JC. It is also brought out that above point was duly examined by UPSC and only then SRO-32 was finalized.

It is further clarified that no policy is framed /Rules are amended without consulting the Federation/Association/Stakeholders. Draft RR/ DGL have been provided to the representative of Federations/ Associations.

Also, amendments have been initiated after the same was insisted upon by Stakeholders/Federations.

The point may be closed.

DECISION – 15TH ADDL MEETING / 12TH TERM

1. The Staff Side was apprised of the fact that amendment in RR has been carried out and the proposal is with MoD.
2. The case was closed and shifted to Appendix.