

Action Taken Report on the minutes of the Steering Committee Meeting held on 06.09.2016 under the Chairmanship of JS(E). (Action Taken on Agenda Points)

Agenda Point No.1: Allotment of office Accommodation in Delhi for recognized Federations/CDRA.

Action:- JS(E/CAO)/D(JCM)

Decision:

(a) As an immediate step, the infrastructure and facilities in the present JCM House at 18 Lodi Estate can be improved. Moreover, feasibility of installing 4 portable cabins to be used as offices each for three Federations and Confederation (CDRA), would be explored. (b) As per reply of DG:DE, suitable piece of land may be made available for construction of JCM building thereon and other formalities would require permission of MoD/Hon'ble RM. (c) Alternatively, any old constructed building in Delhi Cantonment but not in use, can also be considered for office accommodation (JCM building) . (d) A Staff Room for JCM members allotted earlier in Sena Bhawan by General Admin Section of MoD may also be restored to JCM under the control of D(JCM) and Staff Side was asked to give the vacant building name and number for their consideration.

Comments: Matter is under examination in D(JCM).

Agenda Point No.2: Grant of Trade Union Rights to the Civilian employees of Military Hospitals & Training Centers.

Action:- D(JCM)

Decision:

Matter would be discussed separately with the Associations/Confederation/ HQrs /Orgns of MoD in order to reach to a consensus.

Comments: This issue is pending in the lower JCM council i.e. JCM level III , we may await the decision of the lower councils in the matter. After that if the Staff Side is not satisfied with the decision of the Chairman of the JCM Council then they can move their grievances to the higher forum of JCM council.

Agenda Point No.3:

Revision of the Recognition Rules of Trade Unions:

Action:- D(JCM)

Decision:

Views have been received from all the Federations/Confederation, organizations/HQrs except DRDO.A meeting would be called separately in the Ministry to consider revision of recognition rules framed in 1993 & 1995 for Associations/Unions respectively.

Comments: A meeting on the subject matter is needed to be held separately among the staff side and official side where the suggestions of both the side would taken into consideration on merits and the meeting would be held after the Steering Committee meeting.

Agenda Point No.4:

Withdrawal of the recognition granted to the Associations of “workers” under the provision of CCS(RSA) Rules, 1993.

Action:- D(JCM)

Decision:

The Chairman asked to put up the present issue on file. However, he assured that if it was a direction by the apex body (JCM Level-I) headed by Cabinet Secretary, it would be implemented subject to legal opinion received. [Comments from all the Dtes/Organization will be taken and after that matter will be discussed.](#)

Comments: In this connection, DoPT directed to hold a meeting on the CCS(RSA) Rules,1993 and asked to seek the views of all the stakeholders in the matter. Accordingly, a meeting was held on 26/09/2017 under the Chairmanship of JS(E) wherein it is consensually decided that views of Ministry of Labour,Ministry of Law and JCA Division of DoPT may be obtained in order to clear the doubts about the”Defence Workmen” participating in the Associations-only after that decision would be taken as the issue has a historical background behind it and MoD would take a decision on the issue.

Agenda Point No.5:

Permission to the Federations for changing their nominations in the Departmental Council (JCM).

Action:- D(JCM)

Decision:

Efforts would be made to vacate interim stay order of October 2012 and other legal course to resolve the matter on priority. File would be submitted to Defence Secretary for a decision.

Comments: CGSC has been making efforts to vacate the stay granted by the Hon`ble Madras High Court. Besides,that D(JCM) officials visited the chamber of CGSC in the premises of Madras High Court (in month of August on 16th & 17th August, 2017) and matter was discussed at length about the applicability of the stay order and CGSC was convinced that the stay order is limited to HVF Factory,Avadi (JCM 4th level council of HVF) and it does not apply to other JCM councils. CGSC stated that MoD should give in writing to get his opinion on the issue through HVF Factory Avadi and MoD already wrote to the HVF Factory,Avadi. Now, MoD is waiting to get the reply from the CGSC through the HVF Factory,Avadi. Matter is likely to be resolved soon.

Agenda Point No.6:

Settlement of all Cadre Review proposals and also the cases referred to DoP&T and Department of Expenditure by D(Civ.I) Section.

Action:- D(Civ-I)

Decision:

A time limit was given by the Defence Secretary to complete all Cadre Review proposals by the end of September,2016. The matter was being monitored in the Senior Officers meeting. An updated status on progress on Cadre Reviews would be provided to staff side.

Comments: Cadre review exercise is to be under taken by the respective Cadre controlling authority in accordance with guidelines issued by DoP&T – the nodal Ministry on the subject of Cadre Review.

Agenda Point No.7:

Setting up of Permanent Negotiating Machinery (PNM) at MoD as proposed by the Federations.

Action:- D(JCM)

Decision:

Matter may be taken up in consultation with DoP&T. However, the Leader Staff Side has asked for revival of the alternative system as per order of Defence Secretary and the same may be strengthened and institutionalized. The issue will be submitted on file for a decision.

Consultation with Staff Side with JS concerned may be arranged regularly.

Comments: Effort is being made to make arrangements for Meetings at JS level of the concerned wings/Divisions as an additional mechanism for resolving/settlement of the issues.

Agenda Point No.8:

Participation of Chargeman category in Trade Union Activities.

Action:- D(JCM)

Decision:

Matter would be discussed separately with the Associations/Confederation/ HQrs /Orgns of MoD in order to reach to a consensus.

Comments: In this connection, it is stated that matter was examined in the MoD and the demand of participation of Chargeman category officers was not accepted as the post is Supervisory in nature carrying GP-4200 with non-gazetted status.

Agenda Point No.9:

Holding of the Departmental Council (JCM) under the chairmanship of the Defence Secretary regularly as per the JCM Scheme and also the instructions of the Cabinet Secretary and DoP&T.

Action:- D(JCM)

Decision:

91st Departmental Council Meeting was held on 18.11.2016. The file seeking the convenience of Defence Secretary for holding next (92nd) Departmental Council Meeting will be submitted after this Meeting.

Agenda Point No.10:

Request for implementation of uniform application of Recognition Rules.

Action:- D(JCM)

Decision:

BPMS and CDRA were requested to respond on the issue quickly to consider the matter further.

Comments: BPMS and CDRA have provided the details about its office bearers and the same is being examined. In the meantime, on the request of MoD INDWF have removed some of their in-eligible office bearers. However,

some issues in the matter are still under examination pertaining to the MoD recognized federations and the same would be communicated to these federations in due course of time. Ministry of Defence had time and again instructed all the federations to stick to the rules while nominating their office bearers.

Agenda Point No.11:

Inclusion of various categories of employers for participation in Works Committee elections.

Action:- D(JCM)

Decision:

Matter has been noted and necessary instructions issued to obtain comments. [Matter are pending for want of comments from various HQ/Orgns.](#)

Comments: This issue pertains to Unit/command level of MoD which can be settled to the most at HQ level by raising it in the lower JCM councils at IIIrd and IVth level. Moreover, there are guidelines in the matter issued from DoPT wherein it is clearly mentioned that participation in the JCM mechanism is limited for Group "C" and erstwhile Group "D" employees of and Industrial Establishment. MoD is of the view that such issues which can be settled at lower JCM councils ,are being referred to JCM level II which can be settled at the lower JCM councils under the JCM mechanism until or unless there is some intricate and complicated cases which involve lengthy examination.

Agenda Point No.12

Recommendations to 7th CPC for various categories functioning under Ministry of Defence.

Action:- D(PCC)

Decision:

Matter is settled and all the Notifications /orders of 7th CPC issued were uploaded in Ministry's website. The file of constitution of the Departmental Anomaly Committee is under submission.

Comments: Department of Anomaly Committee is also constituted.

Agenda Point No.13

Grant of overtime allowance to the Fireman and Telephone Operators.

Action:- D(O-II)/OS Dte

Decision: The official side (D(O-II)) has been asked to move to the court on the issue.

Agenda Point No.14 **Grant of Four Grade structure to the Cooks of all Defence Establishments at par with Air Force.**

Action:- All Admin Sections/D(Civ-I)

Decision: D(Civ) has issued the instructions to other services Dtes to work out proposal to implement the four grade structures for the Cooks in a way similar to four grade structures to the cooks of Air Force. All concerned would submit their views /proposal in a time-bound manner, **i.e., within 30 days.**

Comments: Matter is under consideration for taking approval of Ministry of Finance.

Agenda Point No.15 **Grant of GP Rs.5400/-to PA/PS and Sr. PS who were given MACP in GP Rs.4800**

Action:- All Admin Sections/D(Civ-I)

Decision: The issue involves ministries /Departments and has wider implications .May be taken up at National level JCM/DoP&T.

Comments: The issue has implications spread over all the Ministries/Departments of Government of India. So, the matter may be taken up with National JCM.

Agenda Point No.16 **Ignoring placement from semi-skilled to skilled in the case of MACP as is being done for ACP in EME.**

Action:- D(Civ-I)/D(O-II)/D(Works-II)

Decision: A fixed timeline of one month was given to D(O-II) and D(Works-II) for completion of action in this regard. **Comments by EME within 15 days are to be given.**

Comments: The information received from OFB and EME are under examination and will be sent to DoP&T.

Agenda Point No.17 **Clarification regarding restoration of Trade Union Rights for employees posted in various depots located in peace establishment.**

Action:- Army HQ

Decision: Matter is settled and decided to drop this item.

Agenda Point No.18 **Implementation for regularization of casual service with all consequential benefits and extending the statutory pension to the Cochin Naval base employees.**

Action:- MoD (Navy)

Decision: Matter is settled and decided to drop this item.

Agenda Point No.19 **Implementation of Hon'ble CAT Chandigarh Bench Judgment in OA No. 1360/HR/2012 and other four OAs.**

Action:- D(Civ-I)/Concerned Div.

Decision: It was asked for taking comments on legal aspects from Legal Defence and thereafter speaking order from MoD to be issued.

Comments: The concern Administrative Division has to take necessary action

Agenda Point No.20 **Creating the Administrative Officer Cadre in MES organization.**

Action:- D(Works-II)/E-in-C's Br

Decision: The matter has been considered in MES /E-in-C's Branch and a decision is expected shortly. [Amendment in R/Rules for 10% DR has been sent to Ministry of Defence by E-in-C's Branch.](#)

Agenda Point No.21 **Exemption of Trade Test for Artisans consequent upon the re-structuring and implementation of 4 Grade Structure for granting up-gradation under ACP Scheme between 01.01.2006 to 31.08.2008.**

Action:- D(Civ-I)/Concerned Admin Sections

Decision: Legal opinion may be obtained.

Comments: The ACP/MACP scheme provides for fulfillment of conditions of promotion for grant of this benefit. As the DoP&T is the Nodal Ministry for this scheme and it is not within the competence of MoD to

grant such relaxation, the concern Administrative Division may seek exemption of DoP&T on case to case basis.

OFB: Legal opinion may be obtained.

Agenda Point No.22

Extension of CGHS Facility to the industrial Employees of (a) COD Mumbai (Army HQ) (b) Naval Dockyard (Naval HQ)

Action:- D(Civ-II)/D(O-II)/MoD (Navy)

Decision:

The requisite data/information to be furnished to Ministry of Health & Family Welfare will be furnished by the respective service Hqrs in a time frame of **one month**.

Comments: Ministry of Health and Family Welfare vide their OM No. S.11030/25/2009-CGHS(P)/EHS dated 21 Apr 2017 has extended the CGHS benefits to Defence Industrial Employees of Naval Dockyard, Central Ordnance Depot and AFMSD in Mumbai. The same has also been communicated to HQ WNC, Mumbai vide our letter No. CP(P)/4519/Medical dated 21 Apr 2017. **The matter stands settled and may be dropped.**

Agenda Point No.23

Filling up of vacancies in MCM grade occurring in OS Dte.

Action:- D(Civ-I)/D(O-II)/OS Dte

Decision:

The official Side informed that DPCs were being held regularly to fill up vacancies. D(O-II)/OS Dte have been asked to submit report to D(Civ-I)/D(JCM) within one month.

Comments: D(O-II)/OS Dte have been requested to submit the report.

D(O-II): For filling up of anticipated vacancies, RRs of MCM is under finalization, which may take time.

Agenda Point No.24

Regarding improving service conditions of Khansama Chowkidar posted in Inspection Bungalows of MES.

Action:- D(Works-II)/E-in-C's Br

Decision:

E-in-C's Branch has been asked to submit the comments within 15 days.

Comments: To responded in the Meeting by the concerned Section; E-in-C's Br.

Agenda Point No.25

Rationalization of workload faced by Army Base Workshop.

Action:- D(O-II)/DG:EME

Decision:

The Staff Sidewas told that outsourcing was not being done. D(O-II) was asked to take comments from DG,EME and submit to D(Civ) within a month.

Comments: 1.EME: There are eight Army Base Workshops out of which 04 Army Base Workshops are under loaded primarily due to reduction in targets because of non-availability of spares in range & depth.

Agenda Point No.26

Up-gradation of Vadsar (Gandhinagar, Gujrat) (47 SU Air Force) to 'Y' class city for the purpose of House Rent Allowance.

Action:- D(Air-III)/D(Q&C)

Decision:

Ministry of Finance has asked some queries from Air HQ. After receiving inputs from them, matter will be sorted out accordingly. Air Hqr will submit information/clarification based on Collector's report, to M/o Finance on priority.

Comments: The proposal for inclusion of Vadsar and Hajipur in Ahmadabad (UA) ensuring grant of HRA to Air Force personnel at 'Y' class city rate wef 13 Feb 2009 till 31 Mar 15 [Ahmadabad (UA) being classified as 'Y' class city as per Gol order dated 29 Aug 2008] and at 'X' class city rate wef 01 Apr 15 onwards [Ahmadabad (UA) being classified as 'X' class city as per Gol order dated 21 Jul 2015] was taken up with Ministry of Defence. MoD/D(Q&C) had returned the case file on 04 Aug 2016 stating that MoD(Finance) had raised certain observations and advised to re-submit the proposal afresh furnishing all the related information such as service conditions, eligibility criteria, accommodation/stay along with latest certificates obtained from the collector in respect of each of the places separately for Vadsar, Hajipur and Kalol i.e, the split locations of units 47 SU under HQ SWAC, IAF and 15 BRD under HQ MC, IAF for taking up the matter with MoF (DoE). Accordingly, HQ SWAC, IAF and HQ MC, IAF were apprised of the

directions of MoD and requested to resubmit the proposal as desired by MoD.

Agenda Point No.27

Disbandment of HQ CWE (Commander Works Engineer) Kanpur (MES): HQ CWE Kanpur.

Action:- D(Works-II)

Decision:

Matter is settled and decided to drop this item.

Agenda Point No.28

Granting of ACP retrospectively on passing the trade test in first attempt in CWE Jaipur (MES).

Action:- D(Works-II)

Decision:

Matter is settled and decided to drop this item.

Agenda Point No.29

Implementation of restructuring of Artisan Cadre in Artificial Limb Centre, Pune under DGAFMS.

Action:- D(Med)

Decision:

Matter is with Defence Finance. Outcome is awaited. The matter would be pursued vigorously.

Agenda Point No.30

CSD Facilities to Retired Defence Civilians.

Action:- D(Mov)

Decision:

Matter is settled. Representative of CDRA requested for enhancement of entitlement for purchase of Car through CSD. The concerned Division to examine the issue.

Agenda Point No.31

Conversion of Ammunition Depots into Field Ammunition Depots.

Action:- D(N-II)

Decision:

Matter is settled and decided to drop this item.

Agenda Point No.32

Risk Allowance to Left out categories/units.

Action:- D(Civ-II)

Decision:

Issue would be taken up for the restoration/revival of Risk Allowance for 45 hazardous operations before the Committee on Allowances. **Firstly retain the Risk Allowance and then include the left out categories/Units.**

Comments: Govt. has decided to retain grant of Risk Allowance and revise the existing rate from Rs.60 p.m to

Rs 135 p.m in contrast to VII CPC recommendations to abolish it. With respect to the left out categories/units, MoD has written to various defence establishments to forward the number and categories of staff proposed to be included for grant of Risk Allowance, with the recommendation of the JS-in-charge of the concerned administrative division. Information is awaited from some of the lower formations/Def Estts. Last reminder was issued on 18.07.2017. The issue would be taken up with DoP&T once the requisite information is received from all the lower formations/Def Estts.

Agenda Point No.33

Increase the age limit of Direct Recruitment Post from 25 years to 27 years in different Organizations (Lower formations) under Ministry of Defence.

Action:- All Admin Sections

Decision:

The DoP&T instructions would be followed in this regard and instructions will be issued.

Agenda Point No.34

One-Time Relaxation to Govt. Employees Availing LTC by Air, other than Authorized Travel Agents.

Action:- D(Civ-II)

Decision:

The Matter, with the approval of Hon'ble Raksh Mantri, has been referred to DoP&T.

Comments: DoP&T has re-visited the matter and advised this Ministry to examine each case on certain parameters/criteria and re-submit the proposal in the prescribed pro forma for granting relaxation in r/o employees for booking the journey tickets on LTC through private travel agents. Accordingly, all concerned have been requested to examine the matter afresh in the light of the detailed criteria/parameters of DoP&T vide MoD ID No. 11(1)/2013/D(Civ-II) dated 18.07.2017.

Agenda Point No.35

Inclusion of OFB in Compassionate Ground Posting, which are being done by AG's Branch under Ministry of Defence for certain categories.

Action:- Army HQ/D(Estt./NG)

Decision:

OFB, although disagreeing the proposal for posting in a suitable/favorable area on compassionate ground, have

been asked to submit comments on the file and action taken thereon to submit the same to the concerned branches, i.e, DDP and AG Branches immediately and advisory will be issued to OFB in this regard.

OFB: OFB, although disagreeing the proposal for posting in a suitable/favorable area on compassionate ground, have been asked to submit comments on the file and action taken thereon to submit the same to the concerned branches, i.e, DDP and AG Branches immediately and advisory will be issued to OFB in this regard.

Agenda Point No.36

Scrap Unwarranted Posting/Transfer Policy under CML of Group 'C' & 'D' Employees working under E-in-C's Branch.

Action:- D(Works-II)

Decision:

D(Works-II) has been asked to obtain comments from concerned stakeholders on new policy and take action accordingly.

Agenda Point No.37

Allotment of 18 seats to staff side in Naval Hqrs JCM-II Level Council instead of 14 seats in the present term.

Action:- D(N-II)

Decision:

It has been decided to allot 18 seats to Staff Side in NHQ JCM III Level Council when the new term is constituted. At present the matter is sub-judice and status quo to be maintained.

Agenda Point No.38

Clarification of SRO 308/78 which is regarding retention of Govt. married accommodation for those employees who have been posted to Hard/Tenure/Field Station.

Action:- D(Q&C)

Decision:

Proposal already sent by D(Q&C) to concerned HQ/Orgns for consideration and to be followed up.

Agenda Point No.39

Regularize the provisional pension in the absence of Documentary Evidence.

Action:- All Admin Sections

Decision: Matter is settled and decided to drop this item.

Agenda Point No.40 **Minimum entry level pay w.r.t (pre-revised scale of Rs 7500-12000) Assistant Account Officer of Defence Accounts Department of Rs 18750.**

Action:- Def Fin(AG/PB)/DAD(Coord)/CGDA

Decision: Matter is sub-judice in the Supreme Court of India.

Agenda Point NO.41 **NEW AGENDA-Appointment/Posting of Medical Officer, CASO and Establishment Officer in ABW,Agra.**

D(O-II)/DG:EME

Decision: Action has been initiated by AG's Branch. Action Taken Report to be submitted to D(JCM) within 15 days.

Comments: 1.EME: The Cadre controlling authority is as under:-

- (1) Medical Officer. DGMS/DGAFMS
- (2) CASO. MoD/D(MoV)

The deficiency has already been projected vide Dte Gen of EME letter No. 2010/13-O/CASO/EME Civ-3 dt 03 Jun 2016.

Agenda items related to Deptt. of Research Development Organization (DRDO)

Agenda Point No.1: **Upgradation of Tech 'C' in the Grade Pay of Rs 4200/- in pay band II by removing the anomaly and systematic injustice meted out.**

Action:- D(R&D)

Decision: The proposal has been declined by Ministry of Finance. (Finalized and decided to drop this item.)

Agenda Point No.2: **Reimbursement of medical expenses in emergency cases.**

Action:- D(R&D)

Decision:

The matter is under process for delegation of powers to Lab Director level within 60 days. A decision to be conveyed to D(JCM)

Comments: In order to settle medical claims expeditiously, the Director of Labs/Estts have been delegated power to approve medical claims in respect of treatment availed under emergency subject to, the overall limit of Rs.2 Lakh per case. Earlier, these cases were being processed at the DRDO HQ for sanction.

Agenda Point No.3:

Extension of medical facilities for DRL,Tejpur employees from MI Room/Military Hospital.

Action:- D(R&D)

Decision:

Being a remote location and absence of medical infrastructure, MI Room/Military Hospital may consider for allowing the medical facilities for employees of DRL, Tejpur and [take up the matter at RM level and copy of that will be given to DS\(CP\).](#)

Comments: No proposal for extending medical facilities at DRL, Tejpur is pending at this HQ. The necessary action will be taken at this HQ on receipt of suitable proposal from the lab as per MoH&FW.

Agenda Point No.4:

Recruitment of Store Officer under DRDO may be as per Admin Cadre of DRDO and RRs should be revised.

Action:- D(R&D)

Decision:

Cadre Review is to be done by 2017 as last exercise has been done in 2012.

Comments: Cadre Review Committee has been constituted in 2016, which will peruse this issue and submit its report in due course of time. Accordingly, action will be taken to review the Stores Cadre.

Agenda items related to Department of Defence Production (DDP).

Agenda Point No.1:

Implementation of Madras Bench CAT Judgment in 16 OAs dated 27.08.2014 for revision of NDA rates.

Action:- D(Civ-II)/D(Estt./NG)

Decision: Item settled and may be dropped.

Agenda Point No.2: **Grant of parity in pay scale to the Assistants and Stenographers of Ordnance Factories and OFB Hqrs., by implementing the judgment of Hon'ble High Court of Delhi in WP(C) 4606/2013.CM No.10601/2014, dated 14.102014.**

Action:- D(Estt./NG)

Decision: SLP has been filed in Supreme Court. Hence, no action at present.

Agenda Point No.3: **Formation of Centralized Recruitment Board/Cell for Ordnance Factories.**

Action:- D(Estt./NG)

Decision: Matter is in advance stage of implementation and order issued on 29.4.2016.Issue settled and to be dropped.

OFB: Ordnance Factory Recruitment Centre has already been constituted and functional.

Agenda Point No.4: **Revision of Recruitment Rules for Placing of Laboratory Technicians serving in Ordnance Factories Hospitals in PB-2 plus GP Rs4200.**

Action:- D(Estt./NG)

Decision: Ministry of Finance has turned down the proposal and to be taken afresh with modified criteria.

Comments: OFB: Proposal has been approved by MoD and DoP&T, currently under examination in MoF.

Action Taken Report on the minutes of the Steering Committee Meeting held on 06.09.2016 under the Chairmanship of JS(E). (ATR on Speech Points)

I. Speech Point of Shri C. Srikumar, Leader Staff Side

At the outset, he welcomed the Chairman and thanked him for convening the meeting of Steering Committee which was overdue. He requested the Chairman to take a serious note on the issue of guaranteeing a minimum three meetings of the Departmental Council and Steering Committee meeting which is as per JCM Scheme and convey the same to Defence Secretary.

Action:D(JCM)

Comments:

Efforts are being made to arrange Meetings frequently.

2. On the line of Railways, earlier the Leader Staff Side has demanded PNM (Permanent Negotiating Machinery) for which, according to him, the Defence Secretary has issued an order to have an alternative mechanism chaired by the Joint Secretaries of various wings under MoD to have regular meetings with recognized Federation. However, this arrangement never took place since its inception. He therefore, requested that either PNM may be constituted or the alternative mechanism may be activated in structured manner, so as to make regular meetings with Federations.

Action:D(JCM)/All concerned HQ/Orgns

Comments:

Effort is being made to make arrangements for Meetings at JS level of the concerned wings/Divisions as an alternative mechanism for resolving/settlement of the issues.

3. In view of the recommendation of High Level Committee appointed by Raksha Mantri for implementation of various Court Judgements given in favour of employees, a committee of JCM may be constituted for expediting the same.

Action:D(JCM)/All concerned HQ/Orgns

DGAFMS: Beyond the purview of DGAFMS. However, all Court Judgements given in favour of employees under DGAFMS are being implemented/otherwise as per directions of the MoD.

4. The AIDEF has represented to the MoD enclosing a copy of the agreed demand between Railway Board and their recognized Federations for revising the intergrade ratio of Railway Workshop Staff and requested to revise the intergrade ratio of the Artisan Staff/Workshop Staff of Defence Ministry in Consultation with the recognized Federations in the same way.

Action: Action:D(JCM)/All concerned HQ/Orgns

Comments:

Navy HQ: Comments have been sought from all Command HQrs. On receipt of the comments the case will be taken up with MoD for revising the inter grade ratio of the Artisan Staff.

DGAFMS: Beyond the purview of DGAFMS. However, the cadre restructuring of the Artisan Staff posted at Artificial Limb Centre, under DGAFMS, has been approved by the Ministry of Finance on 30 Sep 2016, as per provisions of MoD letter dated 14 Jun 2010. The formal orders on the same are to be issued by the Administrative Ministry MoD/D(Med). The revised intergrade ration can only be taken up, subsequently

OFB : Proposed Intergrade Ratio has already been forwarded to MoD with detail of financial implication for consideration vide OFB ID No. 20/12/90/A/IR dt. 10-11-2016.

5. Exemption from Police Verification for issuing Security Pass (DAC Pass) to the retired employees, who are JCM members and Federation Leaders should be implemented.

Action: JD, Security Office (DHQ)

Comments:

The decision taken on the issue has already been communicated to General Secretary & Leader Staff Side vide letter No. 1049/DAC/Security dated 11 Apr 2017.

6. Govt. of India has issued orders for setting up of National and Departmental Anomaly Committee. The Departmental Anomaly Committee with the Federation representatives may be constituted immediately.

Action : D(Civ.I)

Comments:

MoD has setup the Departmental Anomaly Committee vide O.M dated 06.10.2016.

7. The employees governed under Factories Act 1948 is eligible for overtime wages in the 7th CPC pay scales w.e.f 1/1/2006. Since it is a statutory obligation, it is requested that the MoD may kindly arrange to issue instructions.

Action: D(Civ-II)/Def Fin (AG/PB)

Comments:

D(Civ-II): Matter is under consideration in this ministry in consultation with Ministry of Labour & Employment. Last reminder in this regard was issued on 5th July, 2017.

8. MoD may kindly recommend the categorically demand of Risk Allowance on 45 risky operations being paid to the Defence Civilian Employees to continue and also to extend Risk allowance to newly identified risky operations, inclusion of additional categories and left out organizations and also to revise the rates in 6th CPC & 7th CPC pay scales. Again, as per Court Judgement for revision of NDA Rates in 5th and 6th CPC pay scales, NDA rates may be revised in 7th CPC pay scales w.e.f 1./1/2016.

Action:D(Civ-II)

Comments:

Demand to continue the grant of Risk Allowance on 45 Risky operations: 7th CPC had recommended abolition of Risk Allowance on the ground of meagreness. However, Govt has now decided to retain grant of Risk allowance and revise existing rate from Rs60/p.m to Rs. 135/p.m Necessary order to implement this decision in MoD would be issued on receipt of OMs/Orders from the Nodal Ministries.

Extension of Risk allowance to newly identified categories, inclusion of additional categories and left out organisation: comments are furnished in Agenda point no.32.

Revision of rates of Night duty Allowance as per 7th CPC pay scales: 7th CPC recommendations with regard to NDA have been accepted. Necessary order to implement Govt. decision would be issued on receipt of OM/orders from the Nodal Ministries.

9. MoD may reconsider the policy of recruit for the Ex-Trade Apprentices of the entire MoD through batch wise seniority to avoid the considerable delay which is taking place in Recruitment process. In this way Defence Industrial Establishments will get skilled man power who are exclusively trained for Defence Production activities.

Action:D(Lab)

Comments:

D(Lab): The Agenda was raised in the Standing Committee of National Council (JCM) where Staff Side National Council(JCM) has suggested that Ministry of Labour should formulate a common recruitment policy for all Government Industrial Establishments and PSUs for recruitment of Apprentices after completion of Training. So far as MoD is concerned, there is no change in views/comments as issued in MoD ID No. 2(3)/2014/D(Lab) dated 3.11.2015 except that MoD DDP have formulated a policy vide their ID No.50(41)/2016-D(Estt./NG) dated 09.05.2016 and decided to grant five extra marks to Ex-Trade Apprentices of OFB in final merit list of the written examination.

10. MoD may kindly arrange to issue instructions for granting compassionate appointment in all the Defence Establishments for the pending applicants as a onetime measure.

Action:D(Lab)

Comments:

D(Lab): The file concerned [No. 19(1)/2016-D(Lab)(Pt.III)] was submitted on 21/08/2016 for approval of Defence Secretary before referring the file to DoP&T requesting them to grant one time relaxation on the lines of relaxation given in 1993. However, Defence Secretary, desired to know dimension of the problem & the number of backlog vacancies. Subsequently, information was called from various Orgnsns/formations under MoD. However, the information is not forthcoming from major organisations. Last D.O reminder from DS(CP) level was issued on 25/09/2017.

11. After the issue of CCS(RP) Rules 2016 the employees who were holding the pre-revised pay scales without GP due to want of matriculation qualification, were not given the 7th CPC pay scales. Similarly, the casual employees with temporary

status are also not given the 7th CPC pay scales even though they are holding the GP of Rs.1800/-. It is understood that OFB has made a reference in this regard to MoD. Mod may kindly arrange to issue instructions in this regard.

Action:D(Civ-I)/D(Est.NG)

Comments: OFB: It is a policy decision of the Govt. of India. No action can be taken without clarification/order from DoP&T/ Ministry of Defence on the subject.

12. MoD may take efforts to get the approval of all the pending cadre review proposals.

Action: D(Civ.I)

Comments:

Cadre review proposals are regularly monitored by Defence Secretary. All the wings were requested to review the Cadres under their control and furnish the information to D(Civ-I) for compilation of Cadre Review status.

13. MoD may kindly issue necessary instructions as per the directions of the Hon'ble High Court of Delhi Judgement in WP(C) No.5471 of 2008 dated 4th may 2009 for regularizing the legal strike period as "No work No Pay" and not as "Dies non" and to count the strike period as regular service.

Action:D(JCM)/All concerned Hq/Orgns.

Comments:

OFB: The WP has been file by CGHS Employees Association, Delhi Branch and same pattern of case also filed against Banglore Water Supply and Sewerage Board, OFB/employees of OF Organisation is no where involved in this case.

14. A joint proposal finalised by Federations and DRDO HQ on the DRTC review during a meeting in February 2016, it was decide that DRDO would make efforts to get the proposal approved by the Government. Necessary steps therefore should be taken by DRDO in this regard.

Action:D(R&D)

Comments:

The Cadre review proposal of DRTC Cadre of DRDO has been approved by the Hon'ble Raksha Mantri. At present, the same is under process with Deptt of Expenditure, Ministry of Finance.

15. The DRDO Hqrs., have issued arbitrary instruction to all the DRDO labs to not deal with Unions which are not recognized in violation of MoD instruction on the subject. As per MOD Instructions Unions which are affiliated to the recognized Federations and fulfill the condition of recognition are to be treated as recognized Unions and allow them to participate in JCM IV level Council. MoD may kindly instruct the DRDO to withdraw the instruction in this regard. AIDEF has already represented this matter to MoD and DRDO.

Action:D(R&D)

Comments:

The Clarification have been issued vide this HQ letters No.DOP/07/79900/M/01 dated 10 Aug 2016 and DOP/03/37005/M/08/Misc dated 11 Jan 2017.

16. The cadre review of left out categories of DRDO including Senior DEO is pending without any settlement. This issue also needs to be settled at the earliest.

Action:D(R&D)

Comments:

Data Entry Operator (DEO) Cadre of DRDO has been declared dying cadre. Hence, for betterment of the cadre and to mitigate the stagnation of DEO 'D' (Senior most), an amendment in the Recruitment Rules of Admin Officer (25% entry through LDCE from DEO 'D' & Sr Admin Assistant) was proposed as per DoP&T instruction. The proposed recruitment rules were also uploaded on DRDO website for comments from the stakeholders. However, the statkeholders did not agree for the same. Therefore, the proposal has been kept in abeyance. Further, a proposal regarding creation of post of 'Data Officer' was also floated and the same was turned down by the Ministry of Defence (Finance).

17. In spite of the repeated representation by the AIDEF the 20th May 2003 and 14th June 2010 MOD instructions on revision of intergrade ratio to the Artisan Staff of SBC under ATVP is not yet settled. MOD may kindly arrange to issue instructions to the SBC in this regard.

Action:D(CiV-I)/ATVP HQ

Comments:

D(Civ.I): Headquarter ATVP informed vide letter No. 1/A/090/04/UM/ATVP/Pers dated 2nd March 2017 that a suitable reply on this issue had already been sent from Hon'ble RM to Shri Tapan Sen, Hon'ble MP(RS) vide DO No. 1/D/007/SBC/Union/2245-F/RM/16 dated 10th May 2016.

ATVP HQ: As far as ATV Program is concerned, there is no ratio-based Artisan Staff of Skilled Grade, Highly Skilled Grade-II, Highly Grade-I and Mastercraftsman (MCM). Hence, this HQ has NIL comments to offer regarding revision of inter-grade Ration of Artisan Staff.

18. A proposal for one time relaxation for passing the LTC claims in the case of those employees who have traveled by purchasing Air tickets from other than authorized agents is pending with MOD it is requested that MOD may kindly recommend the case to the DOP&T for getting one time relaxation.

Action:DS(GenI)

19. Government has introduced GST for all the goods. The same should not be made applicable to items purchased through CSD. All non gazette employees may be allowed to purchase motor car through CSD.

Action:D(Mov)

20. The artificial ceiling of Rs.12,380 imposed arbitrarily for payment of NDA in 6th CPC pay scale is in violation of the Court order which amounts to contempt of court since the court order is to pay the NDA in the actual basic pay of the employees. This issue may be settled.

Action:D(Civ-II)

Comments: The Hon'ble CAT order has already been implemented by this Division vide MoD letter dated 08th May, 2015. However, the issue of ceiling limit for entitlement of NDA was raised by PCA(Fys) and OFB which is under consideration. However, an interim clarification has been issued on 07.07.2017 which allowed OFB/Field Offices/Defence Establishments to determine the entitlement of their employees for the purpose of NDA in terms of this clause in the DoPT OM dated 04.10.1989 that provides that there shall be no ceiling for entitlement of NDA in r/o such officials who were getting this benefit at that point of time as per extant criteria; till such time the new pay parameters based on the current pay structure to determine the entitlement for NDA are prescribed by the nodal Ministry. OFB and other Defence Establishments has also been advised to issue a one-time office order, specifying in definite terms, the designations/categories/levels of non-gazetted employees (Industrial and Non Industrial) who were getting this benefit of NDA in accordance with extant instructions i.e, DoPT OM dated 04 Oct 1989, so as to ensure their seamless deployment at night shifts and payment of NDA based on current pay.

21. The DOP&T has now advised the MoD to take its own decision for granting 3rd MACP in GP Rs. 4600/- to the "Skilled" grade workers who were given 2nd ACP in Rs. 5000 – 8000 up to 31/12/2005. MoD may now kindly issue necessary instructions in this regard.

Action:D(Civ-I)

Comments:

MoD Order has already been issued on 19.10.2016.

OFB: All the OF were requested to implement the MoD order dated 19.10.2016 vide circular No. Per/I/01/CR/658 dated 25.10.2016.

22. The grant of time wage / DOT to the Industrial employees deployed on piecework system of OFB is not yet settled. The same may be settled at the earliest.

Action:D(Estt./NG)

Comments: The matter was referred to Finance Division/OFB who had opined that within the ambit of existing piece of work incentive scheme; there exists no scope to grant incremental pay to the piece workers for working during departmental OT working hours. As the opinion contradicted the views taken by OFB, a committee was constituted with the officers of OFB including DDG/Finance, JC of A (Fys.) and representative of Federations, to examine the issue of payment of incremental pay to piece workers beyond 44 $\frac{3}{4}$ and upto 48 hrs in a week under Departmental Rules, under the Chairmanship of Member/TS.

The committee submitted its report along with the dissenting views of the representatives of the Federations. After due examination, the report of the committee including the dissenting views of the Federation was forwarded to MoD vide OFB I.D No. 834/A/A dated 26/11/2014.

The matter has since been studied by a two Member Committee. Based on the recommendations, a proposal was forwarded to OFB/Finance for necessary concurrence before sending to MoD for approval.

After due examination of the proposal, OFB/Finance has not concurred in the proposal of OFB.

23. After the implementation of 6th CPC pay scales w.e.f 1.1.2006 the piecework rate of Ordnance Factories was correlated only after 8 years. To avoid any financial loss to the workers the piecework rates may be correlated in the 7th CPC pay scale w.e.f 1.1.2016 immediately.

Action:D(Estt./NG)

Comments: OFB: A committee has been formed for correlation of Piece Work Rates on 7th CPC Pay Scales. The first meeting of the Committee was held on 05.06.2017.

24. The following issue are pending under the consideration of DDP.

a) Grant of Piecework hourly rate in 6th CPC pay scale w.e.f 1/1/2006.

b) Grant of one day PLB reduced by the Ministry of Finance for the past more than 7 years.

The same may be settled.

Action: (a)D(Coord/DDP)/(b) All Concerned HQ/Orgns.

Comments:

OFB: Both the cases are still pending with MoD

25. The Madras CAT in OA No. 310/01190/2014 dated 22.06.2016 and also OA No. 310/00033/2014 dated 22.7.2016 has directed the Government to grant the minimum entry pay of Rs 7510/- and Rs. 8560/- for Highly Skilled Grade II and Highly Skilled Grade I respectively, for all the promotes working in HVF and OCF Avadi. This Judgment may please be implemented.

Action:D(Civ-I)/D(Estt./NG)

Comments:

D(Civ.I) The concern Administrative Division has to take necessary action to implement/contest the Hon'ble CAT Order.

OFB: It is clarified in MoD ID No. 11(4)/2008/D(Civ.I) dated 06.05.2011 that stepping up basic pay of seniors can be claimed only in the case of those cadre which have an element of direct recruitment and in cases where a directly recruited junior is actually drawing more basic pay than the seniors. This MoD ID was issued with the approval of Ministry of Finance. Since no direct recruitment is sanctioned in HS Gr.-II as well as HS Gr.-I in our organization, the question of stepping up of basic pay, i.e, granting of minimum entry pay as per direct recruited candidates does not arise. Therefore, implementation of the order of the Hon'ble CAT, Madras Bench will lead to violation of Govt. Order on the subject. Accordingly, factory has been requested to file writ petition to the Hon'ble High Court, Madras.

26. The office provided to the Staff Side of Departmental Council (JCM) near to the D(JCM) section has been withdrawn without the knowledge of the Staff Side. This office accommodation may please be restored to the Staff Side.

Action:DS(GenI)

27. In the past AIDEF has represented that the Defence Civilian Employees may be exempted from NPS at par with the Armed forces Personnel. The MoD has taken up the matter with Department of Economic Affairs. The same may please be expedited.

Action: D(Civ.II)

Comments:

The issue has implication across all the Ministry/Department of Govt. of India. So the matter may be taken up with National JCM.

II. Speech Point of Shri R. Srinivasan, General Secretary, INDWF

1. In MES, the Skilled, HS & MCM who got ACP Rs.5000-8000 on account of 2nd Financial upgradation may be considered for 3rd MACP Rs.4600/- on completion of 30 years of service to avoid litigation.

Action:D(Civ-I)/D(Estt./NG)/D(works-II)

Comments:

D(Civ.I) A Clarification in this regard is sought from DoP&T.

2. It is requested that MoD may kindly consider the revision of Industrial Profile in Defence at par with Railways to the Artisans of Defence who are carrying out various activities in manufacturing, maintaining such as Aircrafts, warship, War equipment etc.

Action:D(Civ-I)/D(Estt./NG)

Comments

D(Civ.I) Various Federation/Association of Defence Civilian employees may be requested to submit their detailed proposal in this regard to their concerned Administrative Div. for further processing.

OFB: Proposed Inter Grade Ratio has already been forwarded to MoD with detail of financial implication for consideration vides OFB ID No. 20/12/90/A/IR dated 10/11/2016.

3. MoD is requested to convene the meeting to discuss Allowances to be retained and continued between the Federations and concerned administrative divisions of MoD so as to send the recommendations to the high level committee.

Action:D(Civ-I)/D(Estt/NG)

Comments:

D(Civ.I): The comments of MoD relating to Defence Civilian Employees were sent to MoF. Vide Resolution dated 06.07.2017. MoF have taken decision on various Allowances.

4. On 02.09.2016, nationwide one day strike was observed by the unions on the directives of Central Trade Unions. Due to the management unfair policy and with an intention to break the strike certain actions taken by the managements in Ordnance Factories, particularly in OF Katni and OEF Kanpur, resulted in clashes and further disturbing the Industrial peace and led to loss of production. It is therefore, requested to inquire into the incidents and to maintain the guidelines issued by DoP&T and MoD on Strike situation.

Action:D(JCM)/All Concerned HQ/Orgns.

OFB: All kind of incidents in Strike days within OF Organizations are generally handled as per existing guideline/instruction of DoP&T by competent authority.

5. It is proposed that method of holding the meetings under MoD regularly and periodically to discuss and settle the grievances.

Action:D(JCM)

Comments: Efforts are being made to device alternative negotiating Machinery like PNM for holding Meetings often so as to resolve the grievances timely.

III. Speech Point of, M.P Singh, General Secretary, BPMS

1. BPMS has been demanding for exemption of National Pension System (NPS) for defence civilians who are recruited on or after 01.01.2004 at par with uniformed personnel.

Action:D(Civ.II)

Comments:

Comments have been furnished in point no. 27, AIDEF.

2. The post and pay of Highly Skilled Gr-II and G-I should be merged and granted the level-5 under CCS (RP) Rules, 2016.

Action:D(Civ.I)

Comments:

HS-II and HS-I were in the GP of Rs.2400 and Rs.2800/- respectively. The 7th CPC have only recommended for replacement scale for them in the Pay Matrix only. **The 7th CPC have not recommended for merger of HS-II and HS-I.**

3. MoD had constituted an Expert Committee under the Chairmanship of Lt. Gen. Mukesh Saberwal (Retd) to minimize the litigations on service matters; it is unfortunate to note that most of the issues discussed therein haven't been resolved yet.

Action:D(Civ.I)

Comments:

The comments of MoD relating to Defence Civilian Employees were sent to MoF. Vide Resolution dated 06.07.2017 MoF have taken decision on various Allowances. **The issue may be closed.**

4. Cadre Review of various civilian posts in MoD has not been completed yet in consultation with staff side.

Action:D(Civ.I)

Comments:

Cadre Review exercise is to be under taken by the respective cadre controlling authority in accordance with guidelines issued by DoP&T – the nodal Ministry on the subject of Cadre Review. The cadre review has to be done by the concerned Administrative Division.

5. Regarding 7th CPC recommendations, a meeting was convened on 09th march 2016 under the Chairmanship of Defence Secretary. It is unfortunate that all the major issues discussed and agreed therein have not been accepted by the Govt. of India like minimum wages be enhanced to Rs 26000/- or 24000/-, multiplication factor for pay fixation be enhanced to 3.42 from 2.57, non-abolition of allowances and interest free advances etc. Hence all those issues should be re-submitted to Govt. of India so that employees may be benefitted. In this regard, MoD should constitute a joint team of official side and staff side.

Action:D(Civ.I)

Comments:

The issue has implication across all the Ministry/Department of Govt. of India. So the matter may be taken up with National JCM.

6. CSD should be exempted from GST.

Action:D(Mov)

7. Govt. has adopted the resolution on the recommendation of 7th CPC regarding MACP, it stipulates that in the new Pay Matrix, the employees will move to the immediate next level in the hierarchy. Hence, MoD should issue necessary instruction so that MACP may be granted in promotional hierarchy.

Action:D(Civ.I)

Comments:

MACP/ACP scheme has to be followed by various Ministries/Departments as per the instructions issued by DoP&T from time to time. So far DoP&T has not issued further instructions relating to recommendations made by 7th CPC on the MACP issue.

8. Erstwhile 'Dresser' of Ordnance Factories have been re-designated as 'Medical Assistant' in the GP Rs 1800/-. Government has accepted the recommendations to upgrade the GP of 'Dresser' of Ministry of Railways from Rs. 1800/- to Rs 2000/-. Hence, this upgradation should be granted to 'Medical Assistant' of OFB.

Action:D(Civ.I)/D(Estt./NG)

Comments:

D(Civ): Relates to D(Estt./NG).

OFB: The matter has already been settled.

9. The employees who are drawing pay below GP 4200/- but pay in pay band Rs 7440/- are getting Transport Allowance @1600/- plus DA in A-1/A class cities. Now, the 7th CPC has recommended that the employees in Level-1 & 2 will draw transport allowance @1350 plus DA. Hence, to mitigate the financial hardship to such employees whose revised pay is more than Rs 23750 (as per 7th CPC), irrespective of Level-1 or 2, should be granted transport allowance @ 3600 + DA.

Action:D(Civ.I)

Comments:

The issue has implication across all the Ministry/Department of Govt. of India. So the matter may be taken up with National JCM.

10. JWM of Ordnance Factories who are working as a safety officers should be paid allowance at the rate of 6% of Basic Pay (as per 7th CPC recommendation) just like, in Indian Railways, Senior Supervisor of workshop cadre deputed as safety officers get allowances @7.5% of Basic Pay.

Action:D(Civ.I)/D(Estt./NG)

Comments:

D(Civ.I) Matter relates to D(Estt./NG).

OFB: Matter will be decided as per Govt. notification on 7th CPC allowance.

11. As per CDS(RP) Rules, 2016, the Grade Pay of Direct entry of Diploma Holder Yantrik in Indian Coast-Guard have been upgraded from Rs 2400/- to Rs 2800/-. On the above analogy, all the Diploma holders directly recruited in Artisan Cadre as civilian in Indian Navy, Air Force, or EME should be recruited in Highly Skilled Grade-I in pay level-5.

Action:D(Civ-I)

Comments:

The proposal may be submitted to the concerned Administrative Divisions for examination.

12. Grant of one time relaxation for compassionate appointment in all the Dtes/Hqs of MoD like OFB, DGQA, DGAQA, EME, AOC, MES, Mill-farm, DGST, DRDO, Air Force, Navy should be expedited.

Action:D(Lab)/All concerned HQ/Orgns.

Comments:

Navy HQ: This demand has also been received and discussed in JCM Level III. The proposal of one time relaxation is considered not administratively feasible. However, in order to mitigate the grievances, it is recommended that a case may be taken up with DoP&T for enhancing the quota of Compassionate Appointment from existing 5% to 8% of DR Vacancies.

DGAFMS: The compassionate appointments are being granted as per extant provisions on the subject. However, one time relaxation for granting Compassionate appointment to all the pending applications is recommended.

13. Civilian employees of Army, Air Force and Navy should be exempted from Professional Tax levied by State Government.

Action:D(Civ.I)/Deptt.of Fin.Services/Army HQ/NHQ/Air HQ

Comments:

D(Civ.I): So far D(Civ.I) is not concerned with this issue.

14. There is much discontentment amongst the re-employed ex-servicemen on pay-fixation/protection. This should be looked into.

Action:D(Res)

Comments

OFB: The cases so far referred to OFB have not been found to be eligible for pay protection as per rules and instructions on the subject.

15. Various Ordnance Factories and Ordnance Equipment Factories have submitted detailed Project-Report (DPR) for capacity enhancement which are pending since long in MoD. These should be expedited.

Action:D(Estt./NG)

Comments:

OFB: Status of all existing projects is being monitored by OFB regularly and it quarterly report also being forwarded to MoD(Director/P&C) regularly. Please refer latest forwarding report vide OFB U.O No. 007/HPR/Proj(C) dated 12/06/2017. Name of the running/existing projects are enclosed herewith.

16. Ordnance Factories Hospitals are suffering from deficiency of doctors – 75% specialists and 25% of GDMOs. A few more are going to superannuate within a couple of months. Govt. of India has enhanced the retirement age from 60 yrs to 65 yrs in Ministry of Health and Family Welfare, Ministry of Railways, Ministry of Home affairs, etc. Hence, similar benefit of enhancement of retirement age may be extended in favor of IOFHS forthwith.

Action:DGAFMS

Comments:

Beyond the purview of DGAFMS. However, a case for enhancing the age of superannuation of all the Civilian Doctors under cadre control of DGAFMS, is with the MoD/D(Medical) w.e.f 01 Jun 2016, court case in this regard filed by Dr. Chandana Biswas (superannuated on 30 Sep 2016) in the Hon'ble CAT Mumbai vide OA No. 633/2016.

17. It is requested to stop discrimination among the fee of children of uniformed personnel and defence civilians residing at 'NAD Karanjia' and studying in Navy Children's School.

Action:D(N-II)

Comments:

The issue has already been discussed in the 20th main Meeting of NHQ JCM Council (Level III) held on 09 May 2017. It has been decided that cases of only existing

children of Defence Civilian studying in Navy Civilian School will be considered and the same is being deliberated in consultation with all concerned.

18. The Industrial relation is being bad to worst in CVD Delhi Cantt due to feudal mindset of the Commandant. It is therefore, requested that Joint Secretary (Ordnance), MoD kindly grant an interview to this Federation with so that all the grievances like harassment of trade union activities, and their concern over unethical, illegal activities/decisions.

Action:D(O-II)

19. In the most of the CWEs (MES) Night Duty Allowance is not being paid even after the GOI/MoD order due to the flimsy observations of Local Accounts Offices.

Action:D(Civ-II)/D(Woks-II)

Comments:

D(Civ.II): The Staff Side may be advised to submit a detailed note.

20. If a Staff Side Member, Departmental Council (JCM, MoD) superannuates and is continued in the JCM, then Defence Access Card (DAC Pass) should be issued without obtaining Police Verification Report.

Action: Security Office, 'H' Block

Comments:

In this regard a clarification letter has already been issued to Leader Staff Side by Security Office.

21. It is also demanded that the facility of JCM Office (for Staff Side) may be restored in Sena Bhawan.

DS(Genl.)

22. Highly Skilled employees are being promoted to the post of Chargeman in DGOS whereas existing Master Craftsman are not being considered for Chargeman though they are senior. This anomalous situation is causing discontentment amongst the incumbents. This should be resolved.

Action: D(O-II)/D(Estt/NG)

23. In DGOS the pay fixation benefits under FR22 (I)(a)(1) are not being granted to the employees on their movement from HS to HS-I and HS-I to MCM. This should be looked into.

Action: D(Civ-I)/D(O-II)

Comments:

D(Civ.I): Concerned Section may look into this issue.

24. Instead of granting additional 5 marks in final select list, there should be fixed quota for Ex-Trade Apprentices in recruitment in defence installations.

Action: D(Lab)

Comments:

OFB: The Apprentices (Amendment) Act, 2014 has provided the flexibility for formulation of policy for recruiting the Ex-Trade apprentices training in any establishment. The organization as well as the Ministry of Defence analyzed the import of Article 14 and Article 16 while formulating the policy, and arrived at a conclusion that outright preference to the ex-trade apprentices of the organization

would be in direct conflict with these provisions of the constitution. Further, giving opportunity only to Ex-Trade Apprentices of the recruiting factory by maintaining batch-wise seniority will be contravention of the judgment of Madurai bench of Madras High Court in WA(MD)No. 318 of 2007-M. Sarinathan & Anr. Vs UOI and Ors, upheld by the Hon'ble Supreme Court of India in SLA (Civil) No. (S) 21454/2008. Accordingly, MoD has formulated a policy vide ID No. 50(41)/2016-D(Estt/NG) dated 09.05.2016 and decided to grant five extra marks to Ex-trade Apprentices of Ordnance Factories in the final merit list of the written examination conducted for total 100 marks in all future recruitments for the post of Tradesman/Semi-skilled.

25. The Audit Authorities of GE Morar (Gwalior) under CWE (AF) Gwalior have denied grant of increments and pay fixation on promotion on the plea that the employees have participated in one day nation-wide strike which took place in the year 1989. This issue should be resolved without further delay.

Action: D(Air-III)

26. HQ Base workshop Group of EME located at 510 ABW Meerut campus has 70 Industrial/Non-Industrial employees working and settled in Meerut. However, it has come to notice that HQ BWG is being disbanded. This disbandment will adversely affect the civilian employees. Hence, it is requested not to disband the HQ BWG.

Action: D(O-II)

IV. Speech Point of General Secretary, CDRA

1. Till the revised Recruitment Rules are being finalized and published it is requested that One Time Relaxation may be granted in Group "C" post & One Time Permission in Higher Hierarchy may be granted for holding of DPCs in different levels so that all promotional posts can be filled up.

Action:D(O-II)

2. It is requested to progress the cases of Cadre Review so that they can be finalized in a time bound manner & Railway type mechanism may please be evolved for Cadre Reviews under Ministry of Defence.

Action:D(Civ-I)

Comments:

As stated in Point No. 04 of BPMS.

3. It is requested to allow change of Nomination on allotment of seats in Department Council JCM & 3rd Level JCM Council of Different Wings on Rotation Basis to Various Recognized Staff Associations of CDRA. It is noted that Hon'ble High Court of Madras granted the Stay Order on allotment of seats in JCM-IV Level.

Action: D(JCM)

4. Issue of Non Grant of Meetings by Most of the Line Dtes and different High Officials of Ministry of Defence on the Service Matters to Concerned Different Recognized Associations/Confederation should be resolved immediately.

Action:All Concerned HQ/Orgns.

Comments:

DGAFMS: No request of any meeting has been received by the O/o DGAFMS.

5. It is requested to issue Minutes on the Meeting Held with Hon'ble Defence Secretary on 09-03-2016 related to various Demands with Confederation/Federations.

Action:D(Civ-I)

Comments:

It was decided to not to disclose the Minutes due to all the Confederation/Federations were present in that meeting.

6. Finalisation of Recruitment Rules of Various Categories after implementation of 6th CPC/Cadre Review should be expedited by issuing guidelines. **Action:D(JCM)**

(a) Cooks under Air Force, MoD. **Action:D(Air-III)**

(b) Storekeeping Staff (Now Material Staff) under AOC, MoD

Action:D(O-II).

(c) Fire Fighting Staff under EME, MoD. **Action:D(O-II).**

(d) Draughtsman of various Dtes, MoD. **Action:All Concerned HQ/Orgns.**

Comments:

Navy HQ: Draft RRs of Draughtsman have been framed in accordance with Model Recruitment Rules issued by DoP&T. The comments of all stake holders have been sought. On receipt of the comments the case for revising of RRs of various categories of Draughtsman will be taken up with MoD.

(e) Clerical Staff under OFB, MoD.

Action:D(Estt./NG)

(f) Storekeeping Staff of OFB, MoD

Action:D(Estt./NG)

(g) JE (QS&C) under E-inC's Br, MoD **Action:D(Works-II)**

(h) Stenographers of various Dtes, MoD. **Action:All Concerned HQ/Orgns.**

Comments:

Navy HQ: RRs of Stenographers have been approved by DoP&T, Ministry of Defence and Ministry of Law and are presently pending with OLW/Ministry of Law for Hindi version.

DGAFMS: The recruitment rule for Stenographer Grade II has been notified on 09, under Jul 2014 (S.R.O 45).

7. The case for release/revival of balance 9923 posts carrying the Grade Pay of Rs 1800/- & Rs.1900/- out of balance 2/3rd of projected 19460 posts pertaining to ADRP year 2005-06 to 2008-09 is presently under consideration of MoD. The same may be revived and released.

Action:D(QA)/D(Apptts.)/All Concerned Hq/Orgns.

Comments

DGQA: The case for revival of vacancies surrendered under ADRP has already been initiated and submitted to the MoD. After finalization of Cadre Review proposal of Gp 'B' & Gp 'C' posts of DGQA organization in Mar 2016, the case has been returned by MoD with request to examine the case afresh keeping in view of the said Cadre Review. Accordingly, distribution of posts consequent to Cadre Review is under finalization. Once finalized, further action will be taken in the case of restoration of posts pertaining to ADRP.

DGAFMS: The case for release of 116 vacancies pertaining to ADRP year 2005-06 to 2008-09, under DGAFMS, is still pending.

8. It is requested not to allow categories like Chargeman, Employees working in Military Hospitals, Training Centers, and Supervisory Categories to participate in Trade Union activities.

Action:D(JCM)/All Concerned Hq/Orgns.

Comments:

DGAFMS: Union activities should not be allowed in Military Hospitals and Training Centers, as per the extant rules on the subject.

9. For purchase of CSD Stores/Items, kindly consider the entitlements for Defence Civilian including retired and allow the followings:-

- a) Civilian Officer Group 'B' Gazetted Pay Band-2 may be allowed monetary limit of Rs 11000/- from current Rs. 8000/-.
- b) Purchase of Four Wheeler upto 2000CC may be allowed for Defence Civilian Group 'B' Gazetted Officer in Pay Band-2 & upto 1800CC for Equivalent to OR.
- c) Civilian Officers including Group 'B' Gazetted Officer may be allowed to purchase of Four Wheeler upto 3000CC.
- d) As in the Old age of Card Holders a Facility of Dependent Card may be allowed to one of the Family Member/relative who can help in purchasing and shifting the CSD Items from CSD Canteen on Authority.

Action:D(Mov)

10. It is submitted that a demand of granting 3% increment was requested while fixation of pay in the rank of OOC(s), now Material Manager, but the same was not accepted. However, a similar case was allowed in case of MCM who were promoted to Chargeman having the same Grade Pay of Rs 4300/-. Kindly, examine this issue and arrange to clarify by taking necessary action, so that 3% increment can be granted.

Action:D(Civ-I)

Comments:

Matter pertains to D(O-II). However, D(O-II) stated that, "consequent upon restructuring of Store Keeping Staff in AOC, the posts of OOC(stores) (PB Rs 4600/-) has been merged with Sr. OOC(Stores) (PB Rs. 4800/-) and re-designated as Material Manager PB Rs. 4800/-. All these posts i.e, prior to merger and also post merger are in GP B Gazetted category. It is felt that the grant of Rs.4800/- to the post by Material Manager may not be considered as promotion as it does not bring along higher duties and responsibilities which is essence of Promotion."

11. It is requested to take up the matter of Parity/Upgradation in Pay Scale, Pay Band & Grade Pay of Storekeeping Staff of Ministry of Defence at par with Storekeeping Staff of Indian Railways with Ministry of Finance for their acceptance.

Action:D(Civ-I)

Comments:

The proposal to consider the demand of Store Keeping Staff for parity in pay with Storekeepers in Railways was considered by MoF and by the 7th CPC, **but the same has not been accepted.**

12. It is requested that clear instructions are to be reiterated by Ministry of Defence to all the Line Directorates/Organisations to provide the Circulars/OMs/Instructions on service matters to all the Recognized Service Associations and umbrella body CDRA. It is also requested that these instructions may please be issued at the level of Joint Secretary.

Action:D(JCM)

13. It is submitted that entry qualification of JE post in MES is fixed as Degree in Engineering or three years Diploma in Engineering with 2 years' Experience. This RR was promulgated in 2011. At the time of finalization of the said RR the recommendations of 5th and 6th CPC have been ignored that have been categorically recommended that where the entry qualification to the post is Degree in Engineering, Grade Pay of Rs. 4600/- has to be given but erroneously the Grade Pay of Rs 4200/- is fixed in RR of JE in MES. It is therefore, requested that the DG Pers Dte of MES may please be directed to intimate necessary amendment in RR of JE.

Action:D(Works-II)

14. It is submitted that E-in-C's Branch has proposed for increase of DCRE quota from 20% to 40% in RR of JEs in MES on arbitrary grounds which is not agreed by the concerned Staff Association. It is therefore requested to issue the instructions to the E-in-C not to do this unconstitutional action and direction may please be issued for consultation with DO&PT before making the Draft RR of Jes.

Action:D(Works-II)

15. E-in-C's Branch has initiated a proposal of hiring of JEs from open market on arbitrary and concocted reasons showing acute shortage of Jes in MES. It is requested to discourage such proposals as it will result in sheer financial loss of Crores of Rupees to the State on account of bad Cadre Management by E-in-C's Branch.

Action:D(Works-II)

16. It is submitted that posting policy in r/o Group 'C' and Group 'B' Non-Gazetted Civilians under Various Directorates of Ministry of Defence is violated in many Dtes/Orgns repeatedly. It is therefore, requested to reiterate the posting Policy of MoD again to all the Line Directorates/Orgns.

Action:D(Works-II)/All Concerned HQ/Orgns.

Comments:

Navy HQ: Based on the policies issued by MoD and DoP&T from time time relating to posting and transfer, necessary policy letter for Navy Civilians has already been issued vide letter No. CP(G)/2601/Transfer Policy dated 11 Aug 2015.

DGAFMS: The posting of Group 'C' and 'B' categories are being done as per CVC guidelines and administrative needs.

17. It is requested to direct the E-in-C's Branch to order promotion from AE to EE and in Chain promotions from JE to AE at the earliest to avoid the further financial loss.

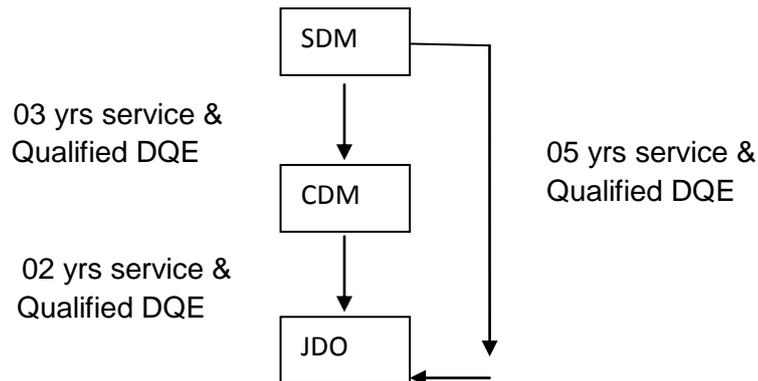
Action:D(Works-II)

18. It is submitted that Navy is still conducting DPC in the merged Grade of CDM and JDP separately both in Grade pay of Rs 4600/- ignoring instructions of Govt. of India, Mod, CAT and even their own official's orders of COP and PDCP. It requested to constitute a Committee under the DS(CP) for detailed study of the matter and conduct a meeting under the Chairmanship of JS(N) after this study for necessary directives as per rules at the earliest.

Action:D(N-II)

Comments:

As per existing recruitment rules, the CDM is the feeder grade for promotion to the post of JDO, whereas the SDM is the feeder grade for both CDM and JDO as depicted below:-



JDOs case for up-gradation of pay scale: As per 6th CPC, CDM & JDO were placed in the same grade pay of Rs 4600/- (wef 01 Jan 2006), which warranted merger of JDO & CDM. However, in light of up-gradation of JDO post wef 01 Jan 1996 (before 6th CPC implementation), being upheld by High Court, and merger of CDM & JDO posts was found not feasible. Further, GoI has filed Civil appeal against the High Court Order, and is pending at Supreme Court for hearing.

CDMs case for Merger: CAT (Hyd) has decided case in favor of merging CDM & JDO. However, this has been challenged by GoI in High Court (AP). The case has not come up for hearing so far. Meantime, the petitioner have filed contempt petition in CAT (Hyd) for implementation of its order on merger. CAT (Hyd) has stated that since no stay order has been granted by High Court (AP) and also the merger case has no direct lik with the pending petition at Supreme Court, CAT directed to merge the post of CDM & JDO and conduct DPC for SDO II.

In deference to CAT (Hyd) orders, approval of COP has been accorded for conditional merger of the post of CDM and JDO, subject to outcome of petition pending at Supreme Court. Accordingly, both CDM and JDO have been merged by maintaining combined seniority list in accordance with relevant orders on the subject issued by DoP&T. However, since merger is conditional, DPC is being conducted separately for CDM and JDO as per the existing Recruitment Rules.

19. It is requested that nomenclature of all Clerical Cadre in all the Field Offices Organisations under Ministry of Defence be changed to avoid discontentment amongst staff of Field Offices

Action: All Concerned HQ/Orgns.

Comments:

DGQA: Clerical Cadre is the common category in various Dtes and organizations under Ministry of Defence. Hence, re-designation of Clerical Cader of DGQA can not be decided in isolation. If any instruction on the subject is issued by the MoD, the same will be implemented in DGQA.

DGAFMS: Orders for same are to be issued by the administrative ministry.

20. It is requested that a case of one time relaxation for Compassionate Appointment as in the past may please be taken up with DoP&T.

Action:D(Lab)

Comments:

Same as furnished above in speech point no.10 of Leader Staff Side.

21. It is submitted that Merger & Redesignation of Storekeeping Staff of OFB have not been implemented, despite MoD order vide letter NO. F.No. 410/2009-D(Civ-I) dated 01-05-2015 & OFB letter No. 01/6th CPC/2015/per/Policy dated 29-07-2015. It should be restored immediately.

Action:D(Estt./NG)

22. It is requested that circular issued by CGDA dated 01-09-2016 in which the recovery of pay & allowances of Data Entry Operator in Defence Accounts Department w.e.f date of appointment is mentioned should be issued after final decision of Supreme Court in the Data Entry Operator case which has been challenged by CGDA itself and till then above mentioned circular be kept in abeyance.

Action:CGDA

23. Assistant Account Officers to be Upgraded to Pre-Revised Grade Pay of Rs 5400/- after completion of 4 years of service, though, accepted in the 7th CPC report but now in Govt notification matter is referred to DoP&T. It is requested that a separate meeting to be arranged with DoP&T before taking any final decision.

Action:D(Civ.I)

Comments:

Matter is under consideration. The matter has been referred to Ministry of Finance for their approval.

24. Grade Pay of Pre-revised Rs.4600/- to Sr. Auditors of Defence Accounts Department at par with Assistant Section Officers of CSS have been principally accepted by the 7th CPC. The same may be implemented.

Action:CGDA

25. CDRA has demanded in its various representations that membership of Workers in the Defence Establishments should not be disturbed and it should be continued in the interest of workers. Further, he has also mentioned in its representations that demand of the Federations of MoD, is not justified as the Associations working in the Defence Establishments were granted recognition even before & after the enactment of CCS(RSA) Rules,1993 after considering all aspects. CDRA has also stated that their membership in the Associations comprise only Non-Industrial Personnels(NIPs) such as Clerks,Cooks and Storekeepers etc. which was also agreed to in a meeting under the chairmanship of the then JS(E) **on 04/06/2003** and it was decided then with the approval of all the Federations, CDRA and Official side to maintain the **status quo** in the matter. Still, CDRA wanted to continue the status quo.

DGAFMS: There are no associations in units under CDRA in DGAFMS.

V. Speech Point of Shri H.N. Tiwari, Vice President, INDWF.

1. Main meeting of Deptt. Council and Steering Committee may be held regularly.

Action:D(JCM)

Comments: Same as in point no. 1, AIDEF.

2. **The Works Committee/ Welfare Committee/ JCM IV Level/ JCM III Level Forums** of the Industrial & Non-Industrial employees of **Military Training Dte. & IDS Dte.** should be constituted at par with other directorates of MoD.

Action:D(GS-II)

3. Orders may be issued to enhance uniformly the Washing Allowance **to all the Industrial employees** working in all directorates of MoD at par with Non-Industrial employees who are granted Washing Allowance @ Rs. 60/- w.e.f 01-01-1996 and Rs. 90/- w.e.f. 1-1-2016.

Action:D(Civ-II)

Comments:

Govt. has abolished Washing Allowance as a separate allowance and subsumed it in the newly proposed Dress Allowance.

4. Orders may please be issued to grant III MACPS financial benefits @ Rs. 4600/- as grade pay w.e.f. 01-09-2008 to the **HS Tradesmen**, who were granted MCM elevation/ Placement prior to 31-12-2005 and got II ACPS financial benefits up to 31-08-2008 and completed 30 years of regular service on or after 01-09-2008.

Action:D(Civ-I)/D(Estt./NG)

Comments:

D(Civ.I): The issue was examined and referred to DoP&T on 02.11.2016. The file was received back from DoP&T with the observation that the issue needs to be reconsidered in consultation with the D/o Expenditure with the fact that the pay scales of the post of MCM and Chargeman were not in the ladder of hierarchy. DoP&T has asked to provide illustrative examples showing how the entitlement of MACP varies for persons holding the post of MCM at different times.

5. An early action is to be taken on the redistribution of increased posts following the Cadre Review proposals for group B&C Posts of DGQA Organization, **in consultation with the Staff Side & field representatives, as was done in last exercise.**

Action:D(Civ.I)/D(QA)

Comments:

D(Civ.I) Matter pertains to D(QA).

DGQA: Action for implementation of Cadre Review has already been initiated by this HQ. In this connection, a draft proposal for distribution of posts was forwarded to all Technical Directorates on 23 Sep 2016 for confirmation/comments which has since been received and under examination. This has been apprised to the Staff Side members of JCM III Level Council of DGQA during discussion in 20th Steering committee meeting held on 03 Nov 2016.

6. It is requested to appraise the correct position of the **Raman Puri Committee** report and a meeting of the Staff Side may be convened, before transferring the Store/ Manpower from any of the DGQA establishments.

Action:D(QA)

Comments:

Govt. has decided that some of the recommendations made by the Committee would be implemented in 06 Ordnance Factories as a Pilot Project with immediate effect. It is intimated that a meeting was held with Staff side members of JCM III Level Council of DGQA representing various Unions/Federations/Confederation on 03 Nov 2016 to apprise them the status of implementation of Pilot Project.

7. Expedite MoD's approval on "**Merger of Scientific Technical Cadre** and Recruitment Rules in respect of Industrial Cadre, Merger of Isolate Categories of **in DGQA, pending in the MoD for the last three years.**

Action:D(QA)

Comments:

Merger of Scientific, Tech & Drawing Cadre: -The proposal has been turned down by MoD/(QA) in June 2016 stating that the educational qualification/eligibility criteria of Technical, Scientific and Drawing Cadre posts is different, hence the proposal for their merger is not acceptable. Accordingly, it has been decided that the case may not be processed further.

Recruitment Rules in R/O Industrial Cadre: - The file for review of amendment of RRs of Industrial Employees was turned by MoD/D(QA) in Mar 2016 stating that the proposals are in deviation of DoP&T instructions and outcome 7th CPC may be awaited. It is now proposed to take up the issue in a comprehensive manner while amending the said RRs in the wake of 7th CPC recommendations.

Merger of Isolated Categories: - The Proposal has not fructified due to various observations/ queries raised by the MoD(QA). The Suggestion of Leader Staff Side, JCM-III Level Council of DGQA regarding declaration of isolated categories of posts as dying cadre and subsequent surrender of these vacancies, is under consideration.

8. **It is requested to review the procedure for grant of exemption from Police Verification Report (PVR) required every year at the time of renewal the DAC Passes for the retired JCM Members. DAC passes should be allowed for three years and the PVR should be made compulsory on the renewal of the DAC Passes after three years.** Those members, having valid passport, should be exempted from the Police Verification Report, at the time of renewal the DAC Passes since it is repetition of the same PVR. INDWF President Shri Ashok Singh, in a meeting with Hon'ble Defence Secretary during last month, has already requested to address this issue, the Defence Secretary promised to examine the issue for suitable action.

Action:JD, Security Office (DHQ)

Comments: Same as mentioned in Point No.5, AIDEF

9. Final decision on the Rotational Transfer Policy of DGQA held under the Chairmanship of Joint Secretary (LS) is to be issued early.

Action:D(QA).

Comments:

The case file is presently with MoD and the draft new Rotational Transfer Policy in respect of Group 'A' & 'B' employees are under advanced examination at appropriate level.

VI Speech Point of Shri M.K.R Pillai, AIDEF

1. It is requested that MoD should seriously consider for formation of an independent Defence Quality Assurance Board (DQAB) in accordance with the strong recommendations made by C&AG in its report submitted to the parliament in the year 2005. Therefore, the matter may be considered favourably by the Govt.

Action: D(QA)/D(Coord/DDP)

Comments:

A committee was constituted by DDP/MoD vide OM No. 16(1)/2015/D(QA) dated 16 Apr 2015 under the Chairmanship of Vice Admiral Raman Puri (Retd), PVSM, AVSM, VSM, to review the functioning of OFB & DGQA. The Committee has since submitted its recommendations. The said Committee in its report has recommended that it does not see the need to create a separate Department or a Statutory Board for Quality Assurance.

2. Vice Admiral Raman Puri Committee's Report on functioning of OFB and DGQA has submitted its report and the same has been partly implemented as "Pilot Project in Select Ordnance Factories". As far as DGQA is concerned the administration has not taken any step to convene a meeting with the Staff Side on this report. Therefore, it is requested that DGQA may be directed to convene a meeting with the Staff Side and explain the DGQA's views on the recommendations.

Action: D(QA)/D(Estt/NG)

Comments:

D(QA): Comments are already mentioned in Speech Point No.2 of H.N Tiwari, INDWF.

3. It is requested that the DGQA may be directed to convene a meeting with the Staff Side to discuss about the implementation of Cadre Review of Group 'B' and 'C' that was initiated during 2003.

Action: D(Civ-I)/D(QA)

Comments:

D(Civ.I): - D(Civ.I) is not concerned with this issue.

DGQA/D(QA): -Action for implementation of Cadre Review has already been initiated by this HQ. In this connection, a draft proposal for distribution of posts was forwarded to all the Technical Dtes on 23 Sep 2016 for confirmation/comments which has since

been received and under examination. This has been apprised to the Staff Side members of JCM III Level Council of DGQA during discussion in 20th Steering Committee meeting held on 03 Nov 2016.

4. It is requested that a meeting under the Chairmanship of Secretary DP may kindly be convened with the Staff side and official side of DGQA to review Rotational Transfer Policy of DGQA in order to arrive at a mutually agreeable decision in the interest of organization and its work force.

Action: D(QA)/D(Coord/DDP)

5. The Staff Side has requested that the financial powers of DGQA in respect of outsourcing may be increased to Rs.25 Lakhs from existing Rs. 5 Lakhs so as to avoid the abnormal delay in sanctioning the demands of safaiwalas, labours, statutory canteen staff, Security guard especially in CQAL Campus Bangalore and Gunatha Vihar Residential Complex. It is therefore, requested to review the whole system and take necessary action to regularize outsourcing policy without any abnormal delay in sanctioning.

Action: D(QA)/D(Coord/DDP)

Comments:

It is submitted that no abnormal delay occurs in according sanctions for outsourcing cases of a particular establishment. The delay occurs due to procedural and administrative reasons as many cases are forwarded to IFA (MAP) for financial concurrence and MoD for sanction. A number of cases pertaining to CQA(L), Bangalore are under process at various levels. With regard to increase in delegation of financial power of DGQA in respect of outsourcing from Rs. 5 Lakh to 25 Lakh, it is intimated that at present the matter is not under consideration. However, a case for increase of financial limits in respect of delegated financial powers is currently under consideration.

6. There is a demand of the Staff Side to grant a Grade Pay of Rs 4200/- to Pharmacist from existing Rs 2800/-. CAT Bangalore has given verdict in favour to one of the petitioner for the said demand. However, Deptt. has filed an WP in High Court Bangalore against the CAT judgement. As only Six Pharmacist exist in DGQA therefore, it will be injustice to file WP against such a small number of employee. It is, hence, once again requested to review the case in order to give the benefit to this category.

Action: D(QA)/D(Civ-I)

Comments:

D(Civ.I): The concern Administrative Division has to take necessary action to implement the Hon'ble CAT Order.

D(QA): Consequent upon dismissal of appeal filed in High Court of Karnatka by the Govt. of India, a case is presently under active consideration at MoD/D(QA) to arrive at a decision of the Court judgement in CAT OA No.170/2015 dated 16 Oct 2015.

7. The JCM IV level was not functioning after the Madras High Court staying the functioning of JCM IV level. MoD has clarified that meetings of JCM IV level Councils which were in existence prior to stay order may take place as usual. However, HOE's are not serious about the points raised in the meeting, therefore, meeting is convened

only as a ritual and it is not taken seriously. It is therefore requested necessary instructions may be issued to allow the JCM to function in its letter spirit.

Action: D(QA)/D(JCM)

Comments:

DGQA: JCM IV Level Councils are functioning in the DGQA establishments wherever applicable as per existing rules.

Note: Speech points where comments have not been furnished will be responded by the concerned Section/Division in the Meeting.
