

**STATUS REPORT ON THE GENERAL POINTS  
RAISED BY THE STAFF SIDE MEMBERS IN  
THE 16<sup>TH</sup> ORDINARY MEETING  
OF OFB JCM III LEVEL COUNCIL (11<sup>TH</sup> TERM)  
HELD ON 26-08-2014 AT OFB HQrs., KOLKATA**

**3.0 REMARKS OF SHRI C. SRIKUMAR, LEADER/STAFF SIDE**

- 3.1 Regular meetings of the JCM should take place so that the number of points / grievances of the employees can be reduced. He also requested the Chairman to hold the APC Meeting during the last week of October, 2014 – CS, RS, VKT

**Action Taken / Present Position**

As pointed out JCM III Meetings have been held regularly. As regards APC Meetings, it has been decided to streamline the functioning of Factory-level LPC Meetings so that appropriate deliberations may be held in the next Meeting of APC as per technical requirements of the Organisation.

- 3.2 Defence Industries are under serious threat due to the decision taken by the Government to allow 49% FDI in Defence and also to start joint venture in Defence Production with Indian Private Industries and Foreign Companies. This decision of the Government is expected to have a serious impact on the future of Ordnance Factories. The Ordnance Factories are time-tested organizations and in the interest of national security, the Government should strengthen and develop the Ordnance Factories. The OFB Management may take this issue seriously and formulate their strategy and planning for facing the above challenges. The three Federations have jointly protested against the steps taken by the new Government in this regard. – CS, RS, SS

**Action Taken / Present Position**

This point pertains to General Policy of Govt. of India. OFB has communicated its concern to DDP and necessary feedback is provided from time to time during interactions at different levels.

- 3.3 Press report that India did not have enough Ammunition to undertake a full – blown war with “Intense fighting” for even 20 days. The report has alleged that it is due to the sluggish performance of the Ordnance Factories. Similarly another report was critical about the Dhanush Gun developed by GCF even though it was successfully tested and proved about its performance capability. OFB should have a mechanism to counter such wild allegations against the OFB by the vested interested groups.

**Action Taken / Present Position**

The matter is under consideration.

- 3.4 AIDEF has demanded for incorporating a safety clause protecting interest of Ordnance Factories in the DPP 2013. He thanked the Chairman for taking necessary steps in this regard especially to

incorporate OFB as the only Development Agency under Government set up, and also to ensure that upgrades and next generation system of the existing products of OFB may be undertaken with OFB alone or along with Defence PSUs etc. OFB may seriously pursue the matter with MOD and ensure the above provisions are included in the DPP.

#### **Action Taken / Present Position**

OFB has made its concerns known to MoD and have requested that wherever products under consideration fall within the technological capability of OFB, and OFB is willing to take up the development project, OFB should be considered as one development agency under Govt. set up. It has also been requested that upgrades and next generation system of the existing products of OFB may be undertaken with OFB alone or along with DPSUs/Indian Industry. It has also been highlighted that DPP in its objectives must clearly lay emphasis on Reliability in supply, sustainability of supply during war time, maintainability during use and capability to upgrade in future. It is thought that with these objectives in place, OFB would be able to retain its premier position as regards its supplies to Armed Forces are concerned.

- 3.5 OFB held discussions with the Federations with regard to the proposals to be submitted to the 7<sup>th</sup> CPC. The Federations have submitted their Memorandum to the 7<sup>th</sup> CPC and Copies have already been forwarded to OFB. However, OFB has not taken the Federations in to confidence before forwarding its Memorandum to the 7<sup>th</sup> CPC. Moreover, copies of the Memorandum is also not provided to the Federations. The same may be provided. –CS, SK, VKD

#### **Action Taken / Present Position**

As demanded copies of the Memorandum have been provided to the Federations.

- 3.6 After the Strike negotiation and the settlement reached on 06.02.2014 the Federations have postponed their proposed indefinite Strike to reciprocate the goodwill. However, it is unfortunate that even after 6 months many of the demands of the Ordnance Factory Employees are remaining unsettled. He made a special reference to the following issues.
- a) Settlement of the issue of payment of time wages / DOT to the Industrial Workers who are deployed on Piece Work System. – CS, RS, SS, VKD, BRNK
  - b) Correlation of hourly rate of the Piece Workers w.e.f. 01.01.2006.
  - c) Approval of all the pending cadre review proposals.
  - d) Revision of Night Duty Allowance based on Court Judgments.

#### **Action Taken / Present Position**

- (a) The matter has been decided to be deliberated in the 17<sup>th</sup> Ordinary Meeting of OFB JCM III Level Council as an AGENDA item.
  - (b) The matter has been referred to Defence (Finance) for approval of D(Estt./NG) Section.
  - (c) All the Cadre Review proposals are with M of D and being regularly expedited.
  - (d) Matter has been taken up with MOD seeking decision for implementation. MOD has intimated that DOP&T is considering the issue. Decision is awaited. (A/A)
- 3.7 The Calcutta CAT has directed the OFB and MoD to grant ACP benefits to those employees who are placed in HS Grade-I w.e.f. 01.01.2006 by ignoring the placement. The CAT has given the direction based on various Supreme Court Judgments in this regard. OFB is requested to implement the judgment to all the employees of the Organization. – CS, SS

### **Action Taken / Present Position**

The matter is sub-judice with Hon'ble High Court, Kolkata.

- 3.8 The Parliament has amended various provisions of the Apprentices Act 1961. One of the important amendments is in Section-22, which now empowers the establishments which is training the Apprentices to formulate their own policies for recruiting trained Apprentices. Taking advantage of this position, OFB may kindly take a decision to recruit trained Trade Apprentices as per batch-wise seniority without going for advertisement in the media etc. In case of non-availability of qualified apprentice, then only Factory may go for advertisement for filling up of the Skilled Vacancies. This will ensure quick action for filling up of the Skilled posts by the Factories. – **CS, SS**

### **Action Taken / Present Position**

A proposal in this regard is being considered with OFB for being forwarded to M of D.

- 3.9 It was decided in a meeting held at MoD on 12/07/2011 on various Quality Assurance issues including sampling, inspection. It was decided in the meeting that pending final decision on deviation/concession status-quo on items of existing instructions on the subject of inspection on sampling basics will continue. Since then 100% inspection has been continuing especially in case of garments manufactured by OEF Gp. of Factories. At present the resident SQAQO of OCF Avadi and other Factories are pressing for sampling inspection. This is creating lot of problems in the Factory. It is understood that Addl.DGOF/OEF has already taken up the matter with DGQA authorities. The issue may be settled as per the decision already taken by MoD in this regard. – **CS, RS**

### **Action Taken / Present Position**

OEF HQ and DGQA have been continuously interacting on the issue. After a lot of deliberation, the point has been agreed to in principle by DGQA. As a result certain items have been identified in each factory for introducing sampling inspection. The same is planned to be introduced gradually in respect of as many items as possible based on mutual consultation and success of the outcome.

- 3.10 The man power sanction in the industrial and non-industrial establishments are not yet issued. MoD has clarified that since there is no ban on recruitment, OFB can take recruitment action for filling up of the vacancies. OCF Avadi has proposed for sanction of 227 Skilled posts considering the workload position and the retirement profile. However, OEF HQrs. have not forwarded the proposal of the group to OFB. Similarly AV Group, WV&E Group and A&E Group of Factories have also proposed for manpower. The proposal of M&C group has not yet been submitted. Chairman OFB is requested to consider the above proposals and issue necessary sanctions. – **CS, VKD, SCN**

### **Action Taken / Present Position**

The manpower in Industrial as well as Non-Industrial categories has recently been sanctioned to 19 OFs.

- 3.11 HVF management is not taking action to recruit 230 labour post sanctioned to the Factory by OFB. It is understood that the management is proposing to surrender those posts. This is not justified since due to shortage of Labourers in the factory, more than 700 Contract Labourers are deployed in permanent and perennial jobs in violation of the Contract Labour Act. HVF

management may be advised to start the recruitment process for 230 labourers. OFB may also make efforts to get the approval of MOD for setting up of OFRC, so that the recruitment can be centrally done.

**Action Taken / Present Position**

HVF quoting OFB Letter dated 29-02-2012 instructing Factories not to convert indirect trades to direct trades has proposed for converting the sanction of 230 Labour post to trade post. HVF is being asked to follow OFB's approval for recruitment of 230 Labours and that their proposal is not acceptable.

- 3.12 Secretary Personnel/DOP&T has written a D.O. letter to all the Secretaries including Defence Secretary to reduce litigations on service matters and the grievances should be settled in true spirit. OFB may kindly prepare a list of Court judgments which were delivered in favour of the employees in common service matters and forward the same to the MOD for implementing the same so as to avoid multiplicity of litigation as proposed by Secretary Personnel.

**Action Taken / Present Position**

OFB is taking necessary steps to follow the guidelines contained in DOP&T letter an action has been taken to review the present position.

- 3.13 The IV Level JCM Council of HVF is not functioning due to stay order of Madras High Court. Due to this there is no forum for the Recognised Unions to discuss and settle the various service matters of the factory employees. HVF may be instructed to have periodical discussions with recognized Unions on Agenda Points. –CS, RS

**Action Taken / Present Position**

The matter is under examination.

- 3.14 Based on OFB Circular, IEs, NIEs, NGOs, JWMs and Officers have applied for transfer to the stations where their spouse is working. While OFB has considered the request of other category of employees, the IEs case is not yet considered. All the pending applications in this regard with OFB may be considered favorably and in future the respective factories may be advised to consider such cases based on DOP&T instructions. –CS, RS, SS, DHU, RPS, SKS, BBM

**Action Taken / Present Position**

Industrial Employees being the Factory-based posts, it has been decided that any transfer application in the Industrial Category will be decided by the respective Factories in consultation with Factories where the transfer is being sought. As regards other categories, decisions are being taken based on merit cum feasibility.

- 3.16 The AFV Fitter and AFV Mechanics are specialized trades of HVF Avadi. The meritorious candidates were designated as AFV Fitter and AFV Mechanics. Since their strength is very less, stagnation level is very high in these trades. OFB may consider to increase the sanctioned strength of these Trades considering the present and future workload of HVF and the Trades may be incorporated in the SRO.

### **Action Taken / Present Position**

The matter was taken up with HVF. The Factory intimated that there is no surplus strength available with the Factory for increasing the sanctioned strength in the Trade of AFV Fitter. Also any proposal for merger with the Trade of Fitter cannot be considered because it will adversely affect the promotional prospect of present incumbents in the Fitter Trade. As discussed in the last Steering Committee Meeting, the Trade is being considered for inclusion in the new SRO, being proposed.

- 3.17 The Office Council of OFB is not functioning regularly. As per the scheme, the Office Council Meeting should take place once in a month.

### **Action Taken / Present Position**

The last meeting of Office Council was held on 14-11-2014. As a normal practice the meeting has to be convened once in two months. The meetings of Office Council are scheduled as per the convenience of both the Staff Side and Official Side.

- 3.18 The Seniority list of Chargeman category is not yet finalized due to which the promotions to JWM is not taking place. Efforts may be taken to finalize the seniority list so that the promotions can be operated. – CS, SK

### **Action Taken / Present Position**

The Seniority list of Ch'man has been published. Feedbacks are being sought from the Factories for correcting the errors.

- 3.19 As per the Department of Revenue Circular No. 8/2013, dated 10<sup>th</sup> October, 2013 all deductors (including Government deductors who deposit TDS in the Central Government Account through book entry) shall issue the Part A of Form No. 16, by generating and subsequently downloading it through TRACES Portal and after duly authenticating and verifying it, in respect of all sums deducted on or after the 1<sup>st</sup> day of April, 2012 under the provisions of Section 192 of Chapter XVII-B. Part A of Form No. 16 shall have a unique TDS certificate number. Part B of Form No. 16 shall be prepared by the deductor manually and issued to the deductee after due authentication and verification along with the Part A of the Form No. 16. However, factories while issuing Form No. 16 to the employees Part B is not being issued. OFB may kindly issue necessary instruction in this regard.

### **Action Taken / Present Position**

All OFs/Units are following the provisions of Income Tax Act and Instructions on the matter. Specific name of the Factories is required to be mentioned so that guidelines in the matter may be issued.

## **4.0 REMARKS OF SHRI R. SRINIVASAN, SECRETARY/STAFF SIDE**

- 4.4 AV Division particularly HVF which has got several projects and new machineries are under erection and the new buildings were inaugurated but no sanction of manpower to start the activities. Manpower sanction may be given immediately.

### **Action Taken / Present Position**

A proposal to M of D was forwarded for 80% direct induction of Manpower and 20% re-employment of Ex-Serviceman. On this M of D made a query on justification of additional manpower in view of hold on T-90 project. Necessary clarification on this, however, issued to M of D vide OFB ID No.800/MP/A/I/849/BM dated 11-12-2014, stating that on the basis of 11<sup>th</sup> Board Meeting 2014, held on 27-04-2014, the augmentation of capacity of T-90 (1M) tank 100 to 140 number per annum has been initiated as per the scope of original sanction to meet the recent requirement of Army for 1500 numbers of T-90 tank. M of D is being expedited on the matter, last expeditor was issued on 09-01-2015.

- 4.7 Work load in Small arms Factories is very low, as a result, OT was reduced. PW profit reduced and some factories have become idle. Action taken by OFB may be discussed in this Forum and also necessary steps to be taken to provide work load. – **RS, SS, SK, VKD**

### **Action Taken / Present Position**

The four small arms manufacturing factories viz Rifle factory, Ishapore(RFI), small Arms Factory (SAF), Ordnance factory Tiruchirapalli (OFT) & Ordnance factory Project, Korwa(OFPKR) are established primarily to cater the requirement of Defense Forces.

User is looking for induction of new technology weapons, OFB has sensitized the factories about this transition stage. New weapons can be inducted after fructification of RFPs and resultant absorption of ToT to meet the user aspiration.

Considering this situation, OFB has proposed the AHQ, to consider for working out a five year indicative requirement of Rifle and its spares for the interim period. Considering the annual wastages of Rifle INSAS, to sustain the small arms production line and manufacturing skill.

#### **Future load scenario :**

1. **Development of MRAR :** DAC for procurement of 1,87,825 nos Assault Rifle was taken on 20.11.2009 as BUY and MAKE' designating OFB as Nodal Production Agency (NPA). RFP issued on 19.11.2011. User trials conducted at Leh and Bakloh Cantt. RFI is the nodal factory for absorption of ToT and productionization along with OFT.
2. **Development of CQB carbine :** DAC decision was taken in Feb 2006 for procurement of 1,60,082 nos of CQB carbine as BUY and MAKE designating OFB as nodal Production Agency (NPA), RFP was issued in 2010 . Confirmatory Trials completed in August 2014. Gs evaluation is under process. OFPKR has been identified for absorption of ToT and production. However, SAF is also equipped to provide support to OFPKR.
3. **Development of 12.7 mm SRCG :** DAC accorded approval for procurement of 747 nos SRCG. RFP issued in October, 2013, TEC concluded in June,2014. Field evaluation trial expected from December, 2014 to February, 2014. This will provide workload to OFT.
4. **Development of 7.62 mm LMG :** DAC decision was taken in 2013 for procurement of 44,559 nos of 7.62 mm LMG as BUY and MAKE designating OFB as Nodal Production agency (NPA). RFP issued in 2014. TEC concluded on 21.11.2014. this will provide workload for SAF.

5. **Development of JVPC :** Carbine 5.56mm was taken up for development by ARDE in 1982 along with INSAS Rifle & LMG. First prototype (single trigger) was made ready in 1987 for User trial. Subsequently, double trigger was demonstrated in 1988. However, Army issued GSQR No. 880 for Modern Sun-Machine Carbine in 2001. DAC accorded AON in 2006 for 2, 18,320 as MAKE by OFB. In April 2009 OFB started development in association with ARDE for development for JVPC. 20 nos weapons manufactured in August 2011. User assisted technical trials conducted with two weapons in August, 2013 and both the weapons have met requirement of GSQR No. 880. Trial directive issued on 05.09.2014. User trial expected from Jan 2015. SAF is the nodal factory.
6. **Development of MCIWS :** OFB in association with ARDE has taken up the project as per GSQR No. 1379. ARDE has placed SWOD on RFI for barrels. 5.56mm and 7.67mm barrels are under manufacture and to be supplied by Dec, 2014. Designing of 6.83mm barrel is under finalisation with ARDE.

**OFB simultaneously has undertaken following IRD projects to obtain workload from users:**

**RFI**

- i. **12 Bore PAG :** Sale to nationalized Bands.
- ii. **5.56mm Ex-Calibur Rifle :** This weapon has the potential to replace INSAS Rifles developed by RFI. PMS allocation received for 1454 nos.
- iii. **7.62mm Assault Rifle (Ghaatak) :** RFI, SAF has developed this weapon and successfully trial evaluated by BoO of MHA. PMS allocation received for 3007 nos.

**SAF**

- i. **Anamika 9mm Carbine :** SAF is developing this weapon by reverse engineering process. MHA is regularly enquired for this project. Successful development will provide sustained workload for SAF.
- ii. **Amogh 5.56mm Carbine :** There is substantial workload from Navy and various SPOs for this weapon.

**OFT**

- i. **40mm MGL :** Army has placed an indent for supply of 1670 nos of 40mm MGL. OFT will supply after successful validation trial by Army & MHA.
- ii. **38mm MSL :** BoD of MHA has concluded the User trial in Nov,2013 and recommended for induction of 38mm MSL in Law enforcing Agencies of the country. Later on MHA has projected requirement of 815 nos of 38mm MSL.
- iii. **AGS-30:** Army is regularly enquiring about the project. 5 prototypes have been developed with indigenized components and are ready for in-house trials. After successful trial evaluation, workload may be obtained.

**PKTM Gun :** Presently the development of PKTM gun is under progress with the help of trade sources and also within the sources of OFT. Army has been expedited for placement of indent for supply of spares of PKTM gun.

- 4.8 Medical Section withheld the transfers of Matrons and Staff Nurse on all India basis and regional basis respectively due to representations received from Nursing Staff. Since it is stopped, against, 1 Vacancy 2 or more Matrons are posted in one Hospital due to which the work load is increasing for Staff Nurse. Policy revision was not consulted with JCM.

### **Action Taken / Present Position**

The senior most Matron in a Hospital functions as the Head of Section of the Hospital. All other Matrons in that Hospital perform normal Nursing duties and if required are put on shift duties also. Thus the contention that work load on staff Nurse r for that matter on any Nurse is increasing is devoid of any merit.

- 4.9 OF Khamaria, the present unrest due to misbehaviour of certain staff of OFK resulted in death of an employee which has provoked the employees and Unions to agitate against the security staff and resulted in unrest. This may be enquired and ensured that there is no victimisation against the employees as well as the persons responsible for the incident may be taken action against.

### **Action Taken / Present Position**

All the ten IEs have preferred an appeal against the penalty Order to OFB and the same have been forwarded to OFB on 30-10-2014. The decision on the appeal is still awaited from OFB.

- 4.10 Appreciated the brief given by Chairman, OF Board about the achievements made in respect of development of Dhanush, BMCS, increase in the production of Pinaka, RGB 60 and RGB-12 etc. The vision and efforts are to be appreciated. Despite constraints being a departmental Industry, we could rise to the occasion and do our business well. It would be better to consider the proposal for appointing Public Relation Officer for OFB to propagate the progressive activities of OFs.

### **Action Taken / Present Position**

The proposal for appointment of Public Relation Officer (PRO) for OFB to propagate the progressive activities of OFs is under consideration at the appropriate level. It will take some more time to complete the process.

- 4.11 Factories are Interpreting the Govt. Order in respect of granting ACP/MACP benefits to the employees. Some factories granted rightly but some factories are denying the same due to which issues are being referred or represented. Uniform decision is to be taken and the rules/orders issued by DOP&T, MOD should be implemented in right perspective to grant the benefits. –RS, SS

### **Action Taken / Present Position**

The matter has been taken up with NADP for conducting a Conference on ACP/MACP matters at an early date.

- 4.12 MOD in its letter dated 4<sup>th</sup> February, 2014 granted the benefit of 3<sup>rd</sup> MACP Rs. 4600 GP for those who got Rs. 5000-8000 Pay through ACP – II till 31-12-2005 if they are HS/MCM. But there are skilled grade employees who are granted ACP-II in the Scale of Rs. 5000-8000 on or before 31-12-2005 but they are not granted the benefit since skilled grade was not mentioned. Skilled Grade employees who were in 5000-8000 Pay Scale are to be granted 3<sup>rd</sup> MACP Rs. 4600/- Grade also. For which proposal may be sent to PC of A(Fys) to grant the benefit.

### **Action Taken / Present Position**

The matter has been taken up with MOD (D-Civ-I) and (Est/NG section) vide OFB ID No. Per/I/SRO/245 dated 13-11-2014 in response to their ID Note No. 11(5)/2009-D (Civ-I) dated 12<sup>th</sup>



September 2014. OFB in their ID no. mentioned above stated that in SRO there are as many as 47 trades. In many smaller trades, till such time a vacancy is created in higher post, employee cannot be promoted to higher posts. In view of this, many employee in lower cadre, say skilled who have spent more than 30 years remain in same grade. Keeping this in view OFB requested MOD to consider them for GP of Rs 4600 as being given to HS/MC in line with MOD order dated 6<sup>th</sup> February 2014.

- 4.13 CAT, Kolkata in OA No. 172 of 2012 in its judgement granted the plea that their movement on account of re-structuring of artisan Staff w.e.f. 01-01-2006 from HS to HS – I is to be treated as placement and that should be treated as re-designation and ACP benefits should be granted. But OFB preferred an appeal against the CAT, Kolkata judgement. Whereas in the similar issue a case bearing OA No. 331 of 2014 BY Anand Ballabh Vs UOI & Others before CAT, Allahabad passed an interim order allowing the movement from erstwhile HS to HS – I on 01-01-2006 as placement and not promotion for the purpose of MACP. Both the judgements are similar and the judgements are in favour of petitioners but OFB advised RFI Management to file a Writ Petition before the Hon'ble High Court, Kolkata whereas CAT Allahabad, judgement was allowed to be implemented by OFB and was directed to GM/OLF vide OFB letter No. OFB//I/OLF/CC/OA-331/2014 dated 09-04-2014. The benefit was granted by SAF and OLF. Therefore the petitioners were granted Rs.4200/- GP by treating their movement from HS Grade to HS-I Grade and not counting as promotion. Therefore, the decision taken to file Writ petition before Hon'ble High Court, Kolkata may be withdrawn or pending to final order, CAT, Kolkata judgement be implemented as being done in SAF & OLF.

#### **Action Taken / Present Position**

In Santosh Kumar & Ors. Of SAF & Anand Ballav of OLF Dehradun filed a case to CAT Allahabad in which CAT Allahabad gave an interim judgement of awarding of benefit of ACP/MACP to HS-I. Interim order cannot be challenged in High Court unless same is vacated. As the judgement in respect of RFI employees was absolute, as such it has been challenged in the High Court based on DOP&T Instructions on the subject forwarded by M of D.

- 4.14 As per CCS(RP) Rules 2008, employees appointed prior to 01-01-2006 and promoted between 01-01-2006 and 31-08-2008 were allowed through giving option to fix their Pay in the revised Pay on the date of Promotion forgoing their benefits of VI CPC from 01-1-2006 and the date of fixation.

Employees promoted to skilled and HS Grade – II when promoted after re-structuring of Artisan Staff were allowed for pay fixation in HS-II Grade of Rs. 4000-6000. Whereas the employees in RFI appointed after 01-01-2006, got promoted to SK and HS – II (Quick successive promotion) were not allowed to opt for revised pay on the date of promotion before 31-08-2008, but they were given only 3% increment while fixing their higher pay.

Whereas, in similar case, persons appointed after 06-01-2006 have been allowed to opt for revised pay from the date of their promotion at OF Khamaria. Therefore it may be allowed for RFI.

#### **Action Taken / Present Position**

Issuing of option to the existing employee as on 01-01-2006 has been done by RFI on the basis of Rule V of CDS/RP 2008 and the rule is not applicable of the employees recruiting afresh in

semi Skilled Grade on and after 01-01-2006. The procedure is already being certified by Asstt. Controller of Accounts (Fys) vide letter No.Pay/Tech-II/04 dated 11-09-2014 and the good office of AC of A(Fys) taking of the matter of deviation separately with AFK & OFK.

OFK : In OFK, IEs who were appointed prior to 01-01-2006, were allowed to give their option to fix their pay in the revised pay from the date of promotion forgoing their benefits of 6th CPC and the date of fixation. IEs who were appointed prior to 01-01-2006 as semi-skilled and were promoted to Skilled and HS Gr.II (in quick successive occasions), between 01-01-2006 to 31-08-2008, after implementation of cadre re-structuring those have been allowed to switch over their option to fix their pay in the revised pay from the date of 2nd promotion (i.e., HS II) forgoing their benefits of 6th CPC vide PC of A(Fys.) Fax No.PAY/TECH-II/04/2013/26 dated 16-09-2013. IEs who were appointed after 01-01-2006 in SS Grade and promoted to Skilled and HS Gr.II (in quick successive occasions) after implementation of Cadre re-structuring were not allowed any option to fix their pay in 6th CPC either from 01-01-2006 or from date of promotion.

- 4.16 To appear for LDC Examination, Departmental candidates require Degree in any discipline for the Post of Chageman (NT). Since many employees have obtained Degree from the recognised open universities like IGNOU and Govt Open universities which were not accepted by factories on the reasons they should obtain 10+2+3 i.e. Matriculation with higher secondary and Degree. Open Universities are conducting entrance test for admission and after passing the entrance examination only, they give admission for University studies through distance education. Therefore employees having Degree obtained through Open University (without higher secondary) should also be declared as eligible for appearing in LDCE for Ch'man (NT). Necessary Instructions may be issued to factories to allow them in the current year 2014. – **RS, VLN**

#### **Action Taken / Present Position**

As per SRO 66 dated 27.05.2003, the essential educational qualification to the post of Chageman (Tech) through DR/LDCE is “three years Diploma or equivalent qualification in the relevant field duly affiliated by AICTE” only. However, AICTE has clarified that Engg / technology disciplines Diploma / Degree certificate obtained through distant mode is not recognised by them.

#### **5.0 REMARKS OF SHRI SADHU SINGH, MEMBER/STAFF SIDE**

- 5.2 As per the existing Instructions, Membership Verification of the Recognised Unions may be done after every 3 years. But since last 7 years, no Membership Verification has taken place. As a result for clearing any doubt on the matter, the Unions are forced to go to Court for a decision. Hence Membership Verification of Unions may be done immediately. The court Order regarding membership of Union may be implemented immediately. Where the JCM Meetings are not taking place due to Court Case, the Union Leaders (Recognised) may be discussed to sort out the problems.

#### **Action Taken / Present Position**

Necessary action has been taken in this matter.

- 5.3 In the OFs, GMs remain busy with recruitment process and as a result they cannot monitor production of the factory. To sort out this problem, OF Recruitment Cell may be constituted at the earliest.

- 5.4 In various OFs, Labourers were sanctioned before 1 year. Since a large number of applications were received, the scrutiny of the same could not be done. Hence the recruitment is held up till date. OFRC may be entrusted with the job and recruitment may be made urgently.

**Action Taken / Present Position**

**5.3 & 5.4 :** The OFB proposal in this regard is pending with M of D.

- 5.5 For the last few years, discussions are going on SRO Amendment of the Chageman but the same has not been finalised till date. FED, AMD, CMD, Tracer & DEO may be considered for promotion to Chageman in the amended SRO.

**Action Taken / Present Position**

The SRO is under consideration of M of D. Queries thereupon are being replied as and when received.

- 5.7 Earlier the recognised Federations/Associations used to be invited in the Defence EXPO, CMD Conference and HOD Conferences. Now-a-days this practice has been discontinued. The same may be looked into.

**Action Taken / Present Position**

No. HOD Conference was held in the year 2014. The concerned divisions of OFB has been requested to do the needful in this regard.

- 5.8 The recruitment process may be initiated for recruiting 55<sup>th</sup> batch of Trade Apprentices.

**Action Taken / Present Position**

For various reasons, the case for finalization for vendor for conducting the Examination has got re-tendered thrice. As soon as the vendor is finalized, the process of recruitment would begin.

- 5.9 The 4-Grade Structure was started since 2013 and promotion have also been issued as per all-India Seniority w.e.f. current date in the place of 01-01-2006. HAPP & OF Dun may be instructed to give effect of promotion to HS-I, HS-II & MCM employees with arrears w.e.f. 01-01-2006.

**Action Taken / Present Position**

The point is not clear. It should be clearly brought out by way of line examples what action has been taken by the factory concerned and what should have been done as per rules and instructions on the subject. The same may please be submitted for necessary examination at OFB.

**OFDUN :** 4 - Grade Structure have been implemented in OF Dun on 21-07-2012 and subsequent promotion including arrears have been granted w.e.f. from 01-01-2006.

- 5.10 Instructions have been issued by OFB & PC of A(Fys) to sanction the bunching benefit to MCMs as per the Para 7 of CDS(RP) Rules. But in many OFs, the same has not been given. The same may be looked into.

**Action Taken / Present Position**

Instructions are very clear. Factories facing any problem may seek clarification. Non implementation has to have a reason.

- 5.13 Promotion of Rajbhasha Cadre is pending for not amending the SRO for the last few years. The posts of Hindi Officers are lying vacant.

**Action Taken / Present Position**

DOP&T has uploaded on 19-09-2013 the revised model Recruitment Rules for Rajbhasha Cadre for sub-ordinate offices, the proposal for amendment/ revision of RRs has been made realigned with the model RRs and submitted to MoD vide OFB I.D note dated 13.01.2014 for further processing. Method of recruitment to the post of Hindi Officers has been proposed therein as “By promotion, failing which by deputation, failing both by Direct Recruitment.” The proposal is in consideration of MoD as on date.

- 5.21 The material procurement system through Nodal Factory may be stopped. All factories may be empowered to procure their material as per the Work Load. The materials required in OPF are not always available in Market. Besides, the L. P. Files are kept pending more than 2 months in the O/o the C of A. The same may be looked into.

**Action Taken / Present Position**

The Nodal system of procurement has been introduced because it provides uniformity of quality and a better assessment of material rates, besides reaping the benefit of economies of scale. However, certain problems have crept in on the issue of timely supply of materials to the Factories involved. The same is under observation and would be ironed out in due course of time.

**6.0 REMARKS OF SHRI SURESH KUMAR, MEMBER/STAFF SIDE**

- 6.2 DPC for Promotion from CM to JWM for the year 2014-15 & review DPC for Promotion from CM to JWM for the year 2013-14:

**Action Taken / Present Position**

In pursuance of circular no.3255/CH/TECH/SNTY/2013/PER/NG dated 25-11-2014, Seniority list of Chargeman (Tech& Non-Tech) as on 01-01-2009 onwards, up to 01-01-2013 has been published.. The modification /revision of the list is in process and DPC would be conducted as an when settled seniority list is prepared and circulated.

- 6.4 Providing of the sample paper & syllabus for JWM IT discipline candidates for LDCE:

As per the notification of LDCE for JWM vide OFB letter No. JR TT-70/A/GB/2014 Date: 19.08.14 the IT discipline is clubbed with Mechanical Stream as option for special paper. In this context it is pertinent to mentioned that the syllabus & sample paper of all the disciplines is attached except IT discipline. It is therefore requested to kindly forward/club the same along with the above cited notification to enable the IT discipline candidates for their preparation.

**Action Taken / Present Position**

In the existing SRO for JWM, there is no provision for making recruitment / LDCE against IT Stream / discipline.

- 6.5. Amendment in eligibility criteria for date of completion of 3 year regular service for LDCE of JWM at par with LDCE of Ch'man : It is also submitted that eligibility in the OFB letter No. JR TT-70/A/GB/2014 Date: 19.08.14 has been mentioned as 3 years of regular service as on 01/01/2014 whereas in the notification for the Chageman OFB Letter No. 2982/LDCE/CM(T/NT)2014/PER/NG Dt: 03/07/2014, it is taken as 2 years of service as on last date of receipt of application. Due to this a majority of Chageman (2010 batch) are not able to appear in the subject examination. In view of the above, It is requested that eligibility criteria positively and sympathetically and amend the eligibility as 3 years of regular service at par with the LDCE of Ch'man i.e. last date of receipt of application.

**Action Taken / Present Position**

The LDCE for JWM is conducted as per the eligibility conditions contained in the relevant / concerned SRO. Comparison cannot be drawn with Chageman for which post there is a separate SRO.

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

**Action Taken / Present Position**

The matter had been taken up with the Office of PC of A(Fys.) who did not agree to the proposal. Subsequently, the same has been taken up with M of D vide OFB ID 100/MISC/PF/ADM/Per/NG dated 27-10-2014 and 04-12-2014 with due recommendations. Response from M of D is still awaited.

- 6.7 **Implementation of JCM-III decision in respect of Escort duty related issues like OT, exemption of food bills receipt. On-line rotation system for escort duty:**

**Action Taken / Present Position**

A committee was constituted with Shri V. P. Munghate, AGM/Aj and Shri Rajkumr Sharma, AGM/Bolangir to study over the issue of escort duty. The committee has not yet submitted its report before the OFB. Decision on the issue of escort duty will be taken on receipt of the said report.

Regarding food bill receipt, it is stated that the matter was taken up with P.C. of A (fys) enclosing the CAG guidelines on the issue. P.C. of A in turn has referred the matter to CGDA seeking decision on the issue. Decision is awaited.

- 6.9 **Payment of TA/DA to the officials deployed in Election Duty:**

**Action Taken / Present Position**

With reference to the point it is stated that all persons put on Election Duty should be paid as far as possible 100% of TA/DA admissible to them immediately within 24 hours of the completion of their duty and the District Election Officer/Returning Officer is personally responsible for ensuring the payment as stated above. As per Election Commission Letter dated 09-02-1996, OFB has no role in the matter and the onus for payment for 100% TA/DA lies with the District Election Officer.

- 6.11 **Non holding of Estate Co-ordination & Hospital Welfare Committee Meeting by OFC management:**

**Action Taken / Present Position**

The issue was referred to the Factory concerned but no feedback has yet been received on the matter.

- 6.12 **Regularisation of Final TA, LTC, Medical bills etc. of staff (NIE's , NGO's , GO's) in Local Accounts Office.**

**Action Taken / Present Position**

The matter was discussed in the last Meeting of JCM III. It was intimated by PC of A(Fys.) that final TA, LTC and Medical Bills are passed by PC of A(Fys.) in a time-bound manner. As such no need is felt to delegate the powers to LAOs.

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

**Action Taken / Present Position**

In accordance with the norms of MoF (DoE) OM dated 07/01/1999, creation of higher Scales /grade and increase in overall strength in a cadre has been restricted. In view of such constraints, the cadre restructuring proposal for GR.B cadre in OF Organisation has been framed with partial up gradation from the level of JWM(T/NT) to neutralize the stagnation in the subject level. Higher grade of Senior Section Manager (T/NT) and Section Manager (T/NT) has been proposed with relevant justification to maintain the erstwhile 4-tier hierarchy . It would also be pertinent to place here that in context of DOPT norms applicable for Gr.A organized Cadre /posts, to create a structure apparently in parallel to the existing Gr.A organized service (IOFS) which can be a dedicated promotional channel available to Chageman and JWM may not be viable /workable and hence to neutralize the stagnation in the present supervisory level, upgraded post of SSM classified as 'GR.B' could only be proposed. The revised Cadre Review Proposal has been sent to M of D on 12-12-2014.

- 6.14 **SRO of Ch'man & JWM should be finalized immediately. Distance mode education & technical education from a recognized institution to be included as eligibility criteria.**

**Action Taken / Present Position**

(i) Regarding SRO of CM (T/NT): DOP&T raised specific points on the proposal. . Views/Inputs received from various stake-holders have also been duly considered and the proposal has been re-submitted to MoD as per advice of DOP&T wherein educational qualification for DR in CM(T) has been prescribed as "Must possess three years Diploma in the respective field duly approved by AICTE". The same has been proposed for LDCE also.

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

compiled and forwarded to MoD vide ID dated 27-11-2013. Latest queries / observations of MoD has been received on the educational qualification prescribed for LDCE. Reply to the same has been submitted to MoD on 12-12-2014.

(iii) Regarding SRO of JWM (NT): Draft SRO had been circulated on 04-06-2012 to all Units / Federations & Associations for study and comments / consent. The views thus received have been compiled and forwarded to MoD vide ID dated 06-12-2013.

6.15 **Introduction of comprehensive Incentive Scheme in Ordnance Factories: -**

**Action Taken / Present Position**

Regarding introduction of comprehensive incentive scheme, a committee has been constituted to study the issue. In the said committee representatives of the Federations have been associated as Members.

6.16 **MoD proposal for framing of recruitment rules for MCM & Ch'man for Granting equal GP of 4200 and their further promotion will be directly in JWM is highly objectionable, therefore it should be ensured by OFB that next promotion of MCM will be Ch'man and CM upgraded in the Grade Pay of Rs. 4600.**

**Action Taken / Present Position**

The views of OFB in this regard have already been submitted to MoD expressing that it is a functional necessity to have a grade of Chargeman between Mastercraftsman and JWM , and to address the problem of MCM and Chargeman being in same grade pay of Rs. 4200/-, a possible solution lies in upgrading of Chargeman to Rs. 4600/-. Nothing further has been received in the matter from MoD.

6.17 **All those operations where IEs are getting risk allowance should be extended to at the level of workshop supervisory staff also:-**

**Action Taken / Present Position**

The proposal for grant of Risk Allowance to the Group A & B Officers/NGOs is under consideration and the matter will be taken up with MOD for approval.

6.18 **Payment of Project allowance in OF Korwa :**

**Action Taken / Present Position**

Matter has been referred to OF Korwa.

**7.0 REMARKS OF SHRI V. K. DUBEY, MEMBER/STAFF SIDE**

7.1 The issue of “stagnation in Supervisory cadre” has been pending for a long time. Section A/NG of OFB has sought some information from all the Factories which are under compilation. Necessary action may be taken immediately to remove the stagnation.

### **Action Taken / Present Position**

Certain details of stagnation profile of Supervisor (Store) have been sought from Factories. Details are still awaited from several units, who have been expedited for early submission.

- 7.2 The SRO for Ch'man(NT/OTS) may be amended at the earliest.

### **Action Taken / Present Position**

Chargeman (Non-Technical/ Other than Stores) - Cent per cent from Supervisor (Non-Technical) in the PB-I pay-band of Rs. 5200 – 20200/- and Grade-pay Rs. 2400/-, after completion of 10 years regular service in the post failing which total service of at least 18 years continuously in the post of Photographer/Telephone Operator.Gr-II/Subedar Durwan /Leading Hand Fire and Supervisor (NT) combined out of which at least 5 years should be in Supervisor (NT) grade.

Method of Recruitment for both CM(T/NT) has been proposed as :

(a) 50% of the vacancies by promotion; (b) 25% of the vacancies by Limited Departmental Competitive Examination from amongst persons in the grade of Lower Division Clerk or equivalent and/or above with three years experience in the grade having educational qualification same as essential educational qualification required for Direct recruits, failing which by Direct Recruitment ; and (c) 25% of the vacancies by Direct Recruitment.

- 7.3 MACP may be given in the promotional hierarchy as per several Court Judgements.

### **Action Taken / Present Position**

DOP&T has intimated that a stay has been obtained on the issue in an analogous matter. As such next instructions may be awaited from DOP&T.

- 7.4 The UDCs who have been promoted and LDCE of Supervisors should be given Basic Pay of Rs. 7510/- & GP of Rs. 2400/- at par with direct appointees.

### **Action Taken / Present Position**

Necessary clarification has already been issued to all Factories vide Instruction No.92/2011/(PCC). Dated 12-07-2011, forwarding M of D ID No.11(4)/2008/D(Civ.I) dated 06-05-2011, copy endorsed to all Members of OFB JCM III Level Council.

- 7.7 Those persons who have become LDC & Store Keeper from Checker Post, should be given MACP/ACP by not treating their movement as promotion.

### **Action Taken / Present Position**

A Committee has been constituted at OFB to study the issue and suggest appropriate measures to resolve the problem.

- 7.11 VFJ may be granted Indoor Sports Stadium for Sports Promotion.

### **Action Taken / Present Position**

Ordnance Factories Sports Promotion Board (OFSPB) in its last Annual General Body Meeting held at OF Muradnagar on 3rd February, 2014 agreed (by the house) to the request of Central Zone Sports Council (CZSC) for dropping the proposal for constructing a basketball stadium in



VFJ, on the grounds that there were sufficient open air basketball courts in the Jabalpur group of factories.

## **8.0 REMARKS OF SHRI T. PANCHAKSHARAM, MEMBER/STAFF SIDE**

- 8.1 Reduced Ch/M Electrical Posts to be reviewed: OFB issued an order (No. ZBB/REV/CM(T & NT)/10-11, dated 24.02.2011 by reducing the strength of CH/M electrical in various factories. It has resulted severe negative effect and huge setback in production & maintenance at HVF. This point was raised in the JCM IV level of HVF during May 2011 and again 19.8.2011. The administration replied by stating that this problem would be looked into immediately by forming a committee to study the problems. Accordingly high level officer's committee was formed and the report was submitted on 13.12.2011 by justifying the requirements of more CH/M Electrical in the interest of the production and maintenance (3pages of report copy enclosed). But unfortunately the JCM IV level forum has been stayed by Hon'ble Chennai High Court by which we could not able to insist further. The Electricians are in a severe mental agony because of heavy workloads carried by them due to shortage of Electrical CH/M and electrician workers. However after a bilateral discussion with administration, it was agreed to recruit at least 45 electricians immediately. But enhancing of CH/M electrical is with OFB and since there is no progress on the matter so far I am raising the same in this forum. Further while HVF management published an order to conduct WC election about to held on 22.08.2014. Lot of affected electricians have filed nominations and refused to withdraw until enhancement of CH/M(E) to be fulfilled. Since the number of nominated candidates more than 120 the management was not able to conduct the WC election by using electronic voting machine. It may please be considered immediately through analyzing the study report given by the HVF Officers and the 14 curtailed posts of CH/M electrical shall be allotted to HVF immediately with slight enhancement in strength of CH/M Electrical.

### **Action Taken / Present Position**

Over the years due to ADRP exercise some posts of Chageman (T/NT) have been abolished and some have been diverted to OFPKR from some Factories. Accordingly, sanctioned strength of the post of CM(T/NT) had been redistributed vide OFB letter dated 24-03-2011. Sanctioned strength in CM(Electrical) had to be reworked for several Factories during the material time.

- 8.2. **Discrepancy in Fitter Seniority at HVF:** The point has been discussed. But in the Action Taken Report 8.6 of 25.2.14 in the last JCM III Meeting held on 25.2.2014. It was replied that, whether the issue is known by the HVF Management and no representation received by HVF. Hence, I enclosed the individual's representation and the HVF Management's regretted letter. It is requested that this case may be referred to HVF Management to settle the genuine grievance.

### **Action Taken / Present Position**

Representations from IEs who are in Fitter HS-I and HS-II grade at present have stated that their seniority in Skilled has undergone change during the year 2004 and hence requested to review from 01/01/2005 onwards. In this regard it is stated that the seniority in Skilled grade has been fixed based on OFB letter dated 24/12/2002. Accordingly all the representations were disposed off.

The individuals have again taken up the matter with JCM level-III, where the official side has questioned that "whether the problem has been brought to the knowledge of HVF management".

The seniority in Skilled grade has been fixed based on OFB letter dated 24/12/2002 which states that entry in Skilled grade is to be considered for fixing seniority and Semi-Skilled grade posts are only for training. As such the seniority is in order. The request of the individuals to re-fix the seniority was hence not acceded to.

**9.0 REMARKS OF SHRI V. K. TIWARI, MEMBER/STAFF SIDE**

- 9.2 He told the house that the instructions issued by OFB to all OFs, are not given proper cognizance by some of the Factory managements. The Factory managements may be instructed to give importance to such instructions properly.

**Action Taken / Present Position**

The point of reference is regarding ACP/MACP Orders issued by OFB in regard to Cadre Restructuring of Industrial Employees, for which NADP has been requested to conduct a conference.

**10.0 REMARKS OF SHRI V. L. NAWADE, MEMBER/STAFF SIDE**

- 10.1 The Midwives may be given GP of Rs. 2400/- like other departments.

**Action Taken / Present Position**

During implementation of 6<sup>th</sup> CPC, midwives have been given corresponding Pay Scale with GP Rs.2000/-. Matter requires detailed examination for discussion.

- 10.2 Every year the PLB is granted less than the actual production days. This year PLB may be given as per the actual production.

**Action Taken / Present Position**

PLB has been accorded as per the approval of Ministry of Finance.

- 10.4 The qualifying age for Chageman (DR) recruitment was given 30 years in the Advertisement of last year. This year this has been made 27 years. This discrimination may be removed and a uniform policy may be adopted.

**Action Taken / Present Position**

The age requirement for DR to the post of Chageman is governed by the concerned recruitment rule/SRO.

- 10.5 OFB has instructed all OFs to take action 6 months before the superannuation of the employees to make their CGHS Card. The factories are not acting as per the instructions. The factories may be instructed to act as per OFB Circular.

**Action Taken / Present Position**

The matter is being examined.

- 10.6 Shri Praveen Kumar Sudhakar of Bhandara (MS) appeared for DBW/Semi-Skilled (Direct Recruitment) at OF Bhandara and was selected in the Merit List. He passed in the Trade Test and his papers also scrutinised and found in order. The candidate is “Lodhi” Tribe which is included in OBC. At the time of Medical Test the candidate has been refused on the plea that “Lodhi” Tribe is not included in OBC List. The supporting documents produced by the candidate may be considered and his candidature may be considered for recruitment.

**Action Taken / Present Position**

A letter from OFB has been forwarded to OFBa for seeking their comments on the matter. In response OFBa vide letter no.CG/DR/2012B/BDB/BF dated 28-11-2014 informed that Lodhi cast is not available in Central list of OBCs for state of Maharashtra. Moreover, OBC/NCL certificate dated 22.5.14 obtained from Shri Pravin Kumar from DM (MP) is contradictory to his all earlier document viz., Attestation form submitted by him during selection process. Moreover an individual cannot be domiciled of two state. He has given misleading/fabricated contradictory information in his instant OBC NCL certificate

- 10.7 As per the guidelines of OFB letter No. 800/OFBA/26/A/I/252 dt. 14-02-2008, First Class Boiler Attendant Certificate is necessary for promotion of Semi-Skilled(Boiler Attendant) to skilled (Boiler Attendant). This process takes a time of 6 to 12 months and the employees remain deprived of their deserving promotion. Hence the First Class Boiler Attendant Certificate may not be considered necessary and Semi-Skilled may be promoted to Skilled grade in 2 years.

**Action Taken / Present Position**

The proposal has been examined at OFB by referring relevant document from gazette notification and accordingly, factory (OFCH) have been instructed to grant promotion as per provision of SRO 2139a) (i.e from Semi Skilled to Skilled) of Boiler act 1923.

- 10.8 In August, 2011, OFB circulated the revised sanctioned strength (IEs Trade) for OF Bhandara. The existing IEs of OF Bhandara are not getting their regular promotion due to the varying number of sanction in different Trades. Besides, on increase of sanctioned strength in one Trade, the juniors are getting promotion than the seniors placed in other trades. This anomaly may be removed and the deprived employees may be given promotion by giving one-time relaxation.

**Action Taken / Present Position**

It is a unit based matter to be decided by the General Manager of the Factory.

- 10.9 Due to the irregularity done by the OFBL Local Management the eligible persons for compassionate appointment went to CAT for Justice. Due to which entire posts i.e. 5% of direct recruitment quota is lying pending since 2003. Individuals for compassionate appointment are very much agitated and claiming for their genuine demands. So in this issue necessary advice may be given to GM/OFBL for early settlements.

**Action Taken / Present Position**

Since the matter is sub-judice, no advice can be issued to the Factory. Court judgement may be awaited.

- 10.10 Recruitment of Sanctioned posts in Industrial Cadre at OF Badmal. At OFBL last major recruitment was done in the year 1997 with 231 Posts and after that in the year 2000, 52 persons were recruited. Then in the year 2010 in the IE's Cadre advertisement was issued for 126 posts but that remains unfilled. Till date including these posts now the OFBL have around 325 sanctioned posts. The local management is unable to recruit the same through direct quota. This inability for recruitment through direct quota is due to some local issues related to Displaced persons. If we go through the promotion and retirement profile there will be minimum 500 Posts from Industrial Cadre are going to be vacant up to the year 2019 and if the difficulties for recruitment in the industrial cadre are not settled, the adverse effect will be visible on the production activity of OFBL due to the lack of requisite manhours. So for survival of OFBL, the recruitment impasse may be resolved.

**Action Taken / Present Position**

The matter of recruitment in OF Badmal is hampered different Court cases by the displaced personnel, various Court judgements and involvement of local Administration. The Factory administration is striving hard to resolve all the related issues in consultation with local Administration.

- 10.11 Production at OFP Nalanda has started. It is a matter of pride for OFB. It is requested to grant OTA to the employees of OFP Nalanda.

**Action Taken / Present Position**

Although NC Production has started at OFN but regular production is yet to be established. The use trials for BMCs have been conducted but bulk production clearance (BPC) from AHQ is awaited. Depending on load position and availability of manpower, the issue of granting OTA shall be examined in next financial year. (OF Nalanda)

- 10.12 Shri Praveen Kumar, PS has been transferred to OFDR from OFMK, where his wife is working. But he is not being released by OFDR. OFDR may be instructed suitably.

**Action Taken / Present Position**

Shri Proveen Kumar, Stenographer of OF DR has been transferred to OF Medak vide OFB order No. 02/Transfer/Husband – wife/A/NI dated 10-10-2013 without replacement. Shri P. Kumar has not been released so far due to shortage of PS / PA/Steno in OFDR.

- 10.13 OFDR & certain other factories provide wrong information to those seeking information under RTI Act. Also the employees are harassed by the factory. Public Information Officers of all factories may be instructed to provide correct information.

**Action Taken / Present Position**

This issue is beyond the scope and purview of JCM III Level Council.

- 10.14 Some Chemical Officers may be posted at OFPN for proper functioning of the factory.

**Action Taken / Present Position**

The rationale behind the proposal may kindly be explained by the Staff Side.

## **11.0 REMARKS OF SHRI R. S. REDDY, MEMBER/STAFF SIDE**

- 11.1 Delay in settling issues at OF Bhusawal :- There is continuous agitation at OF Bhusawal as their issues are not being addressed. It is learnt that one of the prime reasons for not settling the various issues is shortage of officers at key levels i.e a) There is no administration officer b) There is no security officer c) there is no labour officer (the present labour officer is visiting the factory only once or twice in a Month) d) The medical officer has been transferred thereby causing inconvenience to the employees. A specialist may be posted at the earliest.

### **Action Taken / Present Position**

**LWC** : The vacant post of the OF BH of DLWC ( C) while the workers strength s only 747 so far available records are concerned. The post is already filled up. No post is lying vacant at present at OFBH. It is decided that the LWC of OFB will visit the factory in the month of Feb. 2015 with primary objective to strengthen the industrial relation.

**CSO(OFF)** : Col (TS) Anup agarwal has been posted in Ordnance Factory Bhusawal as Security Officer w.e.f. 10-11-2014.

**Per/M** : OF Bh has full complement of Medical Officers (GDMO's). There is no post of Specialist Medical Officer at OF Bh.

- 11.2 The status of the Saurabh Kumar Committee set up to recommend the promotions to all tradesman in a systematic manner may be intimated. **(RSR, BRNK)**

### **Action Taken / Present Position**

The matter is under consideration.

- 11.3 Re-designation of labourers having technical qualification like ITI / NCTVT may be considered for semi skilled tradesman: The NIE's having technical qualification would be permitted to be redesignated as IE's in Semi Skilled trades. It is requested that the same benefit may be extended to IE's in the labour grade for better utilization of their skills. The matter was taken up in the earlier Meeting and it was assured that necessary instructions would be issued at the earliest.

### **Action Taken / Present Position**

A circular was uploaded in COMNET in which factories were asked to forward OFB the data regarding how many labors/NIE are having NCVT(NAC/NTC) certificate. About 20 to 22 fys have forwarded the said data. Based on the data received, OFB has issued guidelines for recruitment of IE in Annexure A cadre vide circular no. 800/MP/A/I dated 05-01-15 keeping in view the provision in SRO 185/94 wherein there is stipulation for percentage of vacancies for promotion (20 %) in the SRO to be filled by way of promotion/re-designation in Annexure A trade.

- 11.4 Delay in payment of Piecework / Incentive arrears at OF Muradnagar as per the 6th CPC scales :- OF Muradnagar has not yet paid the PW / Incentive arrears as per the latest OFB instructions as they seem to have not received the Package from PC of A Fys. The matter may kindly be resolved as the employees are being denied their legitimate dues.

### Action Taken / Present Position

Matter has been referred to OF Muradnagar.

#### **12.0 REMARKS OF SHRI S. C. NAHA, MEMBER/STAFF SIDE**

- 12.2 Promotional avenues for Sweeper, Durwan, Orderly, Record Supplier:** The promotional avenues for the above categories of employees in Ordnance Factory Organisation are very poor. The employees of these categories get Grade Pay to the maximum extent of Rs. 2800/- on completion of 30 years of services. Promotional posts may be created or modification of SRO in the existing grade may be done for these cadres of employees.

### Action Taken / Present Position

After 6<sup>th</sup> CPC 14 posts i.e. Peon/Orderly/Messenger Boy, Driver Electric Lift, Jr. Gestetner Operator, Dhobi, Daftry, Blue Printer, Record Suppliers, Jamadar, Safaiwal (Sweeper), Bhisti, Mali, Barbar, Podder and Masalchi were clubbed together to the post of Multi – Tasking Staff. However, Cadre review proposal for MTS was forwarded to Ministry of Defence vide ID dated 29-03-2011.

- 12.3 Direct recruitment of Labourers in O.F. Organisation :** As on date huge Nos. of vacancies in the Labourer Grade are lying in most of the Ordnance Factories. It is proposed that these vacancies may be filled up immediately through direct recruitment.

### Action Taken / Present Position

Appropriate sanction has been accorded to the Factories for recruitment of Labourer based on requirement projected by them.

- 12.4 Granting of up-gradation to Durwans under ACP/MACP Scheme :** It is observed that Durwans on completion of 30 years services have been granted up-gradation to the Grade pay of 2800/- in GSF Cossipore, whereas in other Ordnance Factories have already granted the Grade pay of Rs. 4200/-. This anomaly should be corrected and necessary order may be issued to all Ordnance Factories.

### Action Taken / Present Position

A proposal has been forwarded to M of D in this regard.

- 12.5 Providing Uniforms to the Employees of O.F. Organisation:** This issue is long pending. O.F. Board is requested to look into the issue and an immediate implementation may be made. –SCN, RKT

### Action Taken / Present Position

The point has lost relevance. As such the same may be treated as **closed**.

- 12.6 M.A.C.P of School Teacher :** Up-gradation under MACP of School Teacher is long pending. O.F. Board should take up the issue with Ministry for early settlement.

### Action Taken / Present Position

The matter has been referred to M of D.

- 12.7 Taking over HCL by OFB:** It is learnt from the Newspapers that Ministry has already approved the proposal for taking over the HCL by O.F. Board. O.F. Board is requested to convey the status of the issue.

### Action Taken / Present Position

The matter of taking over of HCL by OFB is under review.

- 12.8 Work Load of OFDC :** Polymer Technology Centre of O.F.D.C should be provided proper work load to utilize the Machines and Manpower. Order may kindly be placed to sister OFs.

### Action Taken / Present Position

Matter has been referred to OF DC.

### **13.0 REMARKS OF SHRI B. R. NARESH KUMAR, MEMBER/STAFF SIDE**

- 13.1 Implement the Saurabh Kumar Committee Report on promotional policy :** In all Ordnance Factories day by day court cases are increasing on

1. Four Grade structure promotional policies,      2. Clubbing of small trades.

- 1) Before the Four Grade structure Highly Skilled was the feeder grade to Chargeman promotion. After Four Grade Structure introduction one more grade i.e. Highly Skilled Grade – I, HS-I only is feeder grade eligible to Chargeman promotion. In this issue seniors are losing the seniority from Chargeman promotion.
- 2) Small trades are clubbed together; seniors are losing the seniority & promotion from Skilled to HS-II & I & Chargeman.

### Action Taken / Present Position

The points are not clear. Staff Side may examine the matter and submit a self-contained Brief on the same.

- 13.4 Introduce the 50% Promotional channel to Fitter Electronics in Electronics Ch'man Cadre :** OFB has given advertisement for recruitment of Chargeman posts in different disciplines and introduced new discipline as Electronics Chargeman 20 posts for some factories only. OFB has not given 50% promotions and 25% LDCE for fitter electronics in these factories. Hence, I request the Chairman to look into the matter on top priority and this separate discipline of electronics should be introduced in all factories for feeder channel for Fitter Electronics please.

### Action Taken / Present Position

In the Industrial Cadre, there exists a trade of Fitter (Electronics). Other trades can be introduced in the SRO if there is a need to do so. The same can be examined before finalizing and forwarding SRO for IEs. The point however appears to be regarding creation of Electronics discipline in the Chargeman (Mechanical). This arrangement has been made since promotion to

Chargeman (Electrical) has mandatory requirement of Supervisory Competency Test. However, a person with 3 years Diploma in Electronics stream from a AICTE recognised institute can get entry in the Ch'man (Electrical) stream through DR. The proposal therefore, appears to propose creation of promotional prospects for Fitter (Electronics) stream. In this connection it is found pertinent to mention that very small cadres in the distinct stream cannot be created to benefit a select group of employees. Such cadre will not be viable on different functional parameters.

It is also pertinent to mention that no proposal on the above matter was received either from the factories or from the Federations when the draft was circulated for feedback. Therefore, as explained above, it is neither feasible nor desirable to create a functionally unviable stream. The point may be treated as **closed**.

- 13.5 **Sanction the additional manpower against various projects to OFMK to reach production target :** OFMK production target is increased and new projects also came like PINAKA and now Rubber components manufacturing unit also establishing in OFMK. But additional manpower is not sanctioned in all cadres. Hence, I request the Chairman sanction the additional manpower in all cadres i.e. Industrial Employees, NIE's and NGO's to OFMK please.

**Action Taken / Present Position**

It is not possible to increase the sanctioned strength of manpower for OF Medak.

- 13.6 **Restore the Electrical Chargeman posts in HVF Avadi :** In HVF Avadi Electrical Chargeman posts reduced from 69 to 55 in 2011. Electricians have represented to management and unions also represented to management to take decision to form a committee. Committee also submitted report in 2012 but till date no progress. Hence, I request the Chairman restore the electrical chargeman posts from 55 to 69 in HVF Avadi.

**Action Taken / Present Position**

Same as Point No.8.1 above.

- 13.7 **Form a Committee for New Projects along with user :** ODCs are developing/modernising the our production with our master mind employees in many factories. After development/modernization of our production, users are seeking other extra/latest facilities/instruments. It is wasting our time as well as causing financial loss to our organisation. Hence, I request the Chairman form a APEX body along with user & mediator i.e. DGQA for each every project so that these problems do not crop up.

**Action Taken / Present Position**

The point has been noted.

- 13.8 **Payment of productivity linked bonus to IEs :** Industrial employees are working on Day wage basis and wages are calculating minute to minute. Monthly wages of IE's are paid only for the duty worked by them only. Whereas, the Productive Linked bonus payment are calculated on monthly (30 days) basis. Industrial Employees are working 298 days (excluding 52 Sundays & 16 holidays) in a year. Average monthly working days are 24.83 only.



**Present calculation of PLB**

Yearly Days	Average monthly days	Bonus ceiling Rs.	Per day(3/2)	No. of days	Bonus Amount(2*5)
365	30	3500	116.66	40	4667

**AS PER IE's WAGES SYSTEM**

1	2	3	4	5	6	7	8
Yearly Days	Sundays + holidays	Yearly working days of IE's (1-2)	Average monthly working days of IE's	Bonus ceiling	Per day Bonus Rs. (5/4)	No. of bonus days	Total bonus amount Rs. (6*7)
365	52+16=68	298	24.83	3500	140.95	40	5636

Hence, payment of the bonus limit amount Rs.3500/- divided by monthly average working days of Industrial Employees i.e's 24.83 X number of days please.

**Action Taken / Present Position**

PLB is paid as per the laid down formula in M of D Letter dated 27-07-2000 where PLB is calculated taking into account Rs.3500/- as monthly wage ceiling for 30 days. OFB is required to follow the Instruction of M of D.

- 13.9 **Sanction the Additional Strength to where excess strength in the factories from which 30% to 40% vacant posts as a whole OFB Organisation :** Ordnance Factory Medak management has recruited additional strength/ manpower in FITTER (General), Moulder & some other trades to achieve the production target. But promotion policy is not implemented respective trades. Such additional strength sanction from the overall strength of the Organisation should be given so that promotions can take place.

As a whole organisation, the additional posts vacant in grade i.e. MCM, HS-I & II:

Ex. X Factory sanction strength & actual strength as follows.

S.No	MCM	HS-I	HS-II	Skilled
1	808	1227	1213	2657
2	142	502	87	331
3	666	725	1126	2326

In this factory 422 MCM posts vacate from last three years. Hence, I request you to transfer the posts permanently from overall sanctioned strength i.e. OFB organisation to the factories, to factories which are recruiting excess manpower to complete the target.

### **Action Taken / Present Position**

It is not possible to increase the sanctioned strength of manpower in any of the Factories.

- 13.10 **Credit the next year EL's after the accumulation maximum limit to Industrial Employees at par with the staff :** Industrial Employees Earned Leave accumulation ceiling is 300 days only up to 31st December of the every year. Immediately next year which 30 days EL's are not credited. These EL's get lapsed. Whereas, Non Industrial employees are having facilities to after accumulation of 300 days EL's at the time of beginning of the year 15 days EL's are credited in his EL's account up to JUNE of the every year. Hence, I request you to credit the Next year EL's to Industrial Employees at par with NIE's please.

### **Action Taken / Present Position**

The point is under examination.

- 13.11 **Grant of next Higher Grade Pay in 3<sup>rd</sup> MACP :** Modified Assured Progressive Scheme (MACP) means those who are not getting the promotion with in the period of 10 years, individual will eligible to next Higher Grade Pay with one increment from the date of promotion/MACP. But PC of A (Fys) has issued a circular vide ltr. No. Pay/Tech-II/04/2013/22 dt. 31.07.2013 mentioning to grant the 3% increment in 3rd MACP to those individuals holding the post of Master Craftsman in PB-2 with Grade Pay of Rs. 4200/-. I request the Chairman look into the matter on top priority please.

### **Action Taken / Present Position**

Same as Point No. 4.12

## **14.0 REMARKS OF SHRI D. H. UPASE, MEMBER/STAFF SIDE**

- 14.1 **Not to detail the individuals for Escort Duty after the age of 55 years :** The promoted NGO/LDC/SK/UDC/OS are being deputed for escort duty through truck. It is not secret that escorting that escorting duty is tough task which involves physical hardship enroute. After the age of 55 years physical condition does not support to perform such type of duty. Considering the same some factories are exempting the individuals after the age of 55 years, however in OF Chanda individuals are being forced to perform escort duty. Therefore the individuals after the age of 55 years should be exempted from escort duty.

### **Action Taken / Present Position**

Any decision in this regard is to be taken by the General Managers of the Factories based on functional requirement as well as health of individuals concerned.

- 14.2 **Not to detail the individuals for temporary duty before pay fixation to avoid the financial loss due to delay in pay fixation :** The promoted NGOs are being deputed to various destination/stations for revalidation work, escort duty, proof witnessing, material inspection etc. just after the factory order published through **comnet**. As a result they are bound to avail TA/DA Claim as per their old GP only, which is very less than their entitlement. When IE's HS-I (GP – 2800) are being promoted to Ch'man (GP – 4200), it becomes cause of financial loss for the individuals and there is no way to get arrear of the same. The Pay Fixation of NGOs are getting delayed for six to seven months or more. As a result individual suffer financial loss during

temporary duty. Suitable directives for not detailing the NGOs for temporary duty till completion of individual's pay fixation may be issued.

#### **Action Taken / Present Position**

Any decision in this regard is to be taken by the General Managers of the Factories based on functional requirement as well as health of individuals concerned.

- 14.3 **Amendment in Trade Test specification for Boiler Attendant** : In OFCH the capacity of boiler is not more than 88 sq. mt. and as per Gazette published by Commerce & Industrial Ministry dt.15-03-2011 Chapter V Clause 23(1). It was clearly mentioned that the certificate of the First Class shall be eligible for those where the capacity of boiler is more than 1000 sq. mt. and Clause 23(2). It was clearly mentioned that 2<sup>nd</sup> Class certificate is eligible to consist of not more than 200 sq. mt.

In OFCH the maximum capacity of Boiler is 88 sq. mt. for effecting career progression in terms of promotion from boiler attendant(SS) to Boiler Attendant (SK). The prescribed eligibility qualification for promotion in Trade Test Specifications is must possess 1<sup>st</sup> class Boiler Attendant certificate or 7 years experience in 2<sup>nd</sup> Class Certificate. In the above circumstance the Boiler Attendants in the Semi-Skilled Grade could not be promoted in the absence of the competency certificate. Our demand is that there is amendment in Trade Test Specification for the promotions for boiler attendant and should be related with the capacity of Boiler's in the factory.

#### **Action Taken / Present Position**

Gazette has been examined at OFB. Factory has been asked to grant promotion as per provision of SRO 213(a) (i.e from Semi Skilled to Skilled). The point is **closed**.

- 14.5 **Relaxation of Hotel Bills** : For revalidation of bills the employees of OFCH are going in various depots. After submitting the bills Local Accounts is not passing the bills and has given the recovery with 14% interest which is very unfair, and this issue is already for discussion in JCM – III also. Our demand is whichever discussion is being taken in JCM-III meeting it should be followed in local factory.

#### **Action Taken / Present Position**

A Committee has been constituted to examine the matter related to Escort Duty and the allied matters. An expeditor has been sent to Shri V.P. Munghate, AGM/OFAj for early submission of the Report of the said Committee.

- 14.7 **For promotion to MCM there must be DSC in place of DPC** : For the Trade Test of MCM OFB has issued the instruction to follow the letter of 1982 for trade test specification in that letter it is mentioned that for the movement of MCM from HS that should be done by DSC. Our demand is that for the promotion to MCM DSC should be done and promotion should be done twice in a year.

#### **Action Taken / Present Position**

The promotion to the MCM grade is to be done through DSC by constituting a selection committee for the purpose as per MOD letter no. No.1 (2)/80/D(Civ-I) dated 21st September

1982, circulated along with PC of A (Fys) concurrence vide OFB Circular No. A/I/SRO/245 dated 24-12-2013.

- 14.8 **Patrolling Allowance to Durwans who are performing Patrolling Duty** : In OFCH Durwans are performing their duty very well despite of the area of Estate which is nearly above Five Kilometer around and while performing the patrolling duty they have to perform the duty by own vehicle which is causing financial loss to Durwans.

**Action Taken / Present Position**

There is no such allowance authorized by Govt. of India.

- 14.9 **Education Qualification for DBW and CPW should be same in all OFs** : It is seen that the advertisement published by various OFs for requirement of DBW & CPW the qualification prescribed by various factories is different. Recently OF Katni advertised the vacancy of CPW the qualification they demanded ITI or Apprentice in AOCPT Trade only. In OFCH Advertisement for DBW the qualification they demand ITI or Apprentice in any trade. There is contradiction in same organization. For this purpose there are court cases in OFCH. Our demands is that there should be uniform policy for recruitment for DBW & CPW trade.

**Action Taken / Present Position**

The point will be examined by OFB.

15.0 **REMARKS OF SHRI RAM PRAVESH SINGH, MEMBER/STAFF SIDE**

- 15.2 Out of Turn Promotion to Outstanding Sportsmen ; Recently orders has been published in Swamys Book regarding grant of Out of Turn promotion to outstanding sportsmen. These orders should be implemented in our department too.

**Action Taken / Present Position**

In terms of the DOP&T instructions on the subject quoted above, the following performances are to be rewarded by out of turn promotion which is under :

The medal winning performance in sports events to be eligible for out of turn promotion will be restricted to regular disciplines of :

- (i) Olympic Games      (ii) Commonwealth Games      (iii) Asian Games  
(iv) Record breaking medal winning performance in National Games conducted by Indian Olympic Association in the regular disciplines of Olympics, Commonwealth Games, Asian Games and World Championships.

- 15.3 One time relaxation of qualifying service for promotion to the post of O/S from UDC : Hundreds of vacancies of O.S. are vacant in various OFs due to non completing of qualifying services for promotion for the post of UDCs. To fill these vacancies, One Time relaxation should be granted for residency period.

**Action Taken / Present Position**

The proposal has not been agreed to by Ministry of Defence.

- 15.4 Filling of vacancies of Fire Fighting Staff in OFK : 30 Posts of Fire Fighting Staff are vacant in OF Khamaria. Since it is a filling factory full strength of Fire Fighting Staff should be maintained. So Vacant Posts of above should be filled on priority.

**Action Taken / Present Position**

Appropriate number of posts have been sanctioned to the Factory based On functional requirement cum vacancy.

- 15.5 Promotional Avenues should be generated for Gr. 'C' staff (Like MTS & Sr. Gestetner Operators etc) : Many of the Posts in Gr. 'C' NIEs are not having any promotional avenues in OFs. So promotional avenues should be created for them.

**Action Taken / Present Position**

Cadre Review proposals of all NIE Cadres are under consideration of M of D.

- 15.6 The employees who are recruited at Basic Pay Rs. 4440/-, are being deprived. As per the clarification given by DOP&T Order dated 03-04-2012, the recruitment of MTS was done in the OFs. The employees recruited earlier on compassionate ground may be given Basic Pay Rs. 5200/- and GP Rs. 1800/-

**Action Taken / Present Position**

The terms of payment to the Compassionate Appointees are regulated as per the instructions of DOP&T on the subject.

**16.0 REMARKS OF SHRI PURAN SINGH, MEMBER/STAFF SIDE**

- 16.1 The HS II to HS I may be considered a placement (not promotion) as per the judgement of CAT, Allahabad and the IEs of all factories may be given MACP – II at GP Rs. 4200/-

**Action Taken / Present Position**

The matter is sub-judice.

- 16.2 The recruitment of all employees in the OFs may be taken in two stages of Preliminary and Main.

**Action Taken / Present Position**

The rationale behind the proposal has to be explained for examining the proposal and its perspectives. As such factories are finding difficulties in conducting exams in single stage also.

- 16.3 The post of Principal of OF Inter College at OF Dehradun is lying vacant for a long time. The post of PTI of the College is also vacant. Principal of the College may be posted on transfer from any other station. Recruitment may be made to fill up the post of PTI.

**Action Taken / Present Position**

Direct recruitment for Principal – II through UPSC for 8 posts has been initiated. At present advertisement had already been published on 12-18<sup>th</sup> July in Employment News. After receipt of select list for Principal – II from UPSC the Principal – II may be posted to OFDUN. OFB only

issues DR sanction for Teacher Primary. Concerned Factory is consider trade wise distribution. In the year 2013-14, Teacher Primary DR sanction issued to OFDUN for 2 (two) posts.

## **17.0 REMARKS OF SHRI S. K. SAHU, MEMBER/STAFF SIDE**

17.1 **Procurement System** : Material is being procured through Nodal system but delivery of material against this system is not proper in those factories which are not having nodal authority for the same material. Suppliers manipulate the supply at their choice to sister ordnance factories. Many times it is seen that one material is available in one OF but the same is not available the other factories.

17.1.1 By combining the requirement of all sister OFs, TPC Level of the most of the cases increases and cases go up to the higher level is Additional DGOF and above which results a delay in finalization of the procurement cases.

### **Action Taken / Present Position**

**17.1 & 17.1.1** : Same as Point No. 5.21

17.1.2 Procurement of raw material through LPC to meet emergent requirement & material should be through a uniform policy in r/o concurrence of AO representative in LPC cases but others have to take AO concurrence. It is better to exempt all factories from taking AO concurrence in this regard.

### **Action Taken / Present Position**

The actions on the procurement are to be governed by the Govt. Rules and the Instructions on the subject. The point may be **closed**.

17.2 ACFA should be posted in all the factories for smooth functioning of LAO & specially quick decision in TPC cases. Some factories like OEF Hazratpur is not having ACFA & all the TPC cases are coming to Kanpur which causes undue delay and an extra burden of TA/DA bills on government.

### **Action Taken / Present Position**

The issue is beyond the scope and purview of JCM III Level Council.

17.3 LDCE for C/M is being conducted centrally on a common date in all OFs in every year by OFB but promotion orders are being published in different dates by different factories which results in loss of seniority without any fault of individuals. This should be reviewed and seniority should be protected retrospectively from the date of first LDCE and guidelines for promoting all successful candidates on the same date by all factories should be issued to avoid any seniority discrepancy.

### **Action Taken / Present Position**

Relevant action/initiation has already been taken and in the present dispensation, the date of notification of advertisement is being taken into account to maintain uniformity. The point is **closed**.

- 17.5 Grant of MACP in hierarchy of post has been ordered by various courts/CATs/PCAT New Delhi but no uniform order has been issued till date and litigations are increasing day by day. Therefore a uniform order should be issued on this matter with out further delay.

**Action Taken / Present Position**

Same as 5.6

**18.0 REMARKS OF SHRI B. B. MAJUMDAR, MEMBER/STAFF SIDE**

- 18.1 **Sanction of additional posts of FED to OF AJ.** : At present the sanctioned strength of FED at OFAJ is only 3 Nos. for 4 Fire Fighting vehicles and one no. of Fire Pump. These 3 persons are deployed in 3 shifts. Due to shortage of the post, the Fire Fighting work is getting hampered, apart from hardship to these 3 individuals for carrying out the work. It is suggested that additional sanction of FED may be accorded for smooth carrying out of work in case of Fire. The sanctioned strength of FED is 8, existing only 3 and vacant post 5. These need to be filled immediately.

**Action Taken / Present Position**

Matter has been referred to OF Aj.

- 18.2 **Outsourcing of messing facilities at O. F. Hospital, Aj and Chanda** : The facilities for preparation & serving of the food to the patients as per the prescribed norms was done to the regular employees consisting of Cook and Masalchi. It is brought to the notice that this work has been given to the private contractor by outsourcing. In order to give a safe and prescribed food, these jobs should not be outsourced and may be done by regular employees only.

**Action Taken / Present Position**

Matter has been referred to OF Aj and OF Chanda.

- 18.3 **Filling up the vacancies of CMD and stopping of outsourcing by deployment through contractor:** The sanctioned strength of CMDs at OFAJ is 29. As against the sanction only 13 CMDs are existing. Present vacant posts are 16. The deficiency is made up through deploying drivers by awarding contract. OFB has given approval for filling up of 12 CMDs by direct recruitment. The same has not been done till date. It is suggested that the vacant post may be filled immediately and engaging through contract may be stopped.

**Action Taken / Present Position**

Certain vacancies of CMDs have been sanctioned by the competent authority based on the wastages of past few years.

- 18.5 **Publication of new SRO for Clerical Staff – ordering of promotion to OS to the individuals who have become qualified prior to publication of SRO wherever vacancies were available** : The SRO for clerical staff was published and implemented from 24-06-2013. Prior to publication of SRO, the eligibility for promotion to OS was 8 years service in the grade of UDC. Some of the individuals became eligible prior to publication of SRO but their cases was not considered for

promotion even though there were vacancies existing in OS. This anomaly needs to be sorted out by ordering promotion by conducting of review DPC.

#### **Action Taken / Present Position**

Even though the vacancies got created during the time the previous SRO was in operation, any promotion as on date has to be accorded based on present SRO only, irrespective of when the vacancy got created.

- 18.6 **Delegation of power for relaxation of educational qualification for appointment on compassionate grounds** : As per the existing instruction, the MOD is the competent authority to relax the educational qualification for the cases for appointment on compassionate grounds. Inordinate delay is taking place to get the approval from MOD defeating the very purpose of the concept of appointment on compassionate ground to give immediate relief to the family of the deceased person. It is suggested that this power may be delegated to the GM for speedy disposal of compassionate appointments for giving relief to the family of deceased employee.

#### **Action Taken / Present Position**

The powers of compassionate Appointments are to be exercised by the concerned authorities as per the instructions of DOP&T.

- 18.7 **Issue of Soap-increasing the quantity**: Presently for washing hands of the workers engaged in production and non production activities, 100 gms. of Soap is issued per month which is insufficient. It is suggested the scale of the same may be increased taking into consideration of the actual requirement.

#### **Action Taken / Present Position**

The items related to safety are issued based on authorized scale of the item as well as entitlement of the employee concerned.

- 18.8 **Issue of Medicine as per on-line system (Hospital Management Information System)** : At present the medicines are issued by prescribing manually by the Doctor and issuing the same by the Pharmacist based on the prescription. In order to avoid multiple maintenance of records, it is suggested that on-line system of prescribing the medicines, issue of medicines and accounting the same may be introduced. This system is existing in all over India in CGHS dispensaries and is well established, apart from being most convenient to the patient as well as for accounting. The system is called "Hospital Management Information System."

#### **Action Taken / Present Position**

Efforts to commission a Hospital Management Information System in the DGOF Organisation has started in 2010. However, the huge cost involved has proved to be deterrent. At present a Hospital Management Information System developed in-house at OF Aj in the final stage and after fine tuning of the same it is proposed to replicate the same in all Hospitals

- 18.9 **Non-conduction of LPC Meeting by the Factories** : Though instruction for conducting LPC Meeting once in two month are issued by OFB, the factories are not conducting the same. At OF



Bhandara during last 7 month not a single meeting is conducted. A report indicating the details of LPC meeting conducted by the factories and remedial measures taken by the OFB may be placed before this forum.

**Action Taken / Present Position**

Last Meeting of LPC at OF Bhandara was convened on 24-12-2014.

- 18.10 **Appointment of Foreman and promotions to Skilled Grade** : The post of Foreman is the category earmarked in Annexure “B” category i.e. the promotion category. At OFAJ the Foreman was recruited which is against the rule. The direct recruits are required to be placed in the Skilled grade after 2 years. A few cases the same has been considered. Remaining cases is not considered in the plea that they should complete 3 years in the Semi-Skilled grade being the post of categories at Annexure “B”. This need to be looked into and appropriate action to be taken to resolve the problem which is prevailing of the above nature stated above at OFAJ.

**Action Taken / Present Position**

The matter has been sorted out. The point is **closed**.

**19.0 REMARKS OF SHRI R. K. TIWARI, MEMBER/STAFF SIDE**

- 19.1 In OFK, several accidents are taking place for which the lives and materials are lost. To avoid such explosion, filling work may be done through machines.

**Action Taken / Present Position**

OFK : No human lives and materials were lost during the year 2014. It is informed that automatic plant for Lead Azide and Lead Styphnate has been procured and is under installation and commissioning. Automatic plant for filling and assembling of 40mm L/70 plant is under TE. TOT for manufacture and assembly of 125 mm FSAPDS has been signed with ROE, Russia. Proposal for augmentation of BOMB filling is at M of D. Apart from above many indigenous machines have been developed in last 2 years at OFK to improve safety and productivity.

- 19.2 In the ABS & Press Shop of GCF, the machines are too old and have been condemned. Still production work is continuing on those machines and as a result, accidents are taking place. These sections may be modernised and automatic modern machines may be installed.

**Action Taken / Present Position**

ABS and Press Shops are dealing with making of various types of Ammunition Boxes. An analysis of accidents which have taken place in the last three years has shown that malfunctioning of machines is not the main reason for accidents. However, GCF is planning to shift some production activities of LFG and 155/45 FD Gun in these shops as production of Ammunition Boxes is going to be phased out. The machine procurement Action is being planned accordingly.

- 19.3 The QC & MID Section may be given Incentive Bonus as like Water Supply, MM and EM Sections.

**Action Taken / Present Position**

Incentive Bonus is given to eligible categories of employees only.

- 19.4 The employees who become MCM prior to 01-01-2006, may be given MACP – III at GP of Rs. 4600/-.

**Action Taken / Present Position**

The point is not clear. The case may be cited with full details.

- 19.5 There are instructions to give the woman employees recruited on compassionate ground all Allowances and OT. But at GCF they are not given to the incumbents despite the demand of the Unions. GCF may be instructed accordingly.

**Action Taken / Present Position**

The matter has been referred to GCF.

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**ORDNANCE FACTORY BOARD  
MINISTRY OF DEFENCE  
10A, SHAHEED KSHUDIRAM BOSE ROAD  
KOLKATA – 700 001.**

**STATUS REPORT**

**ON THE GENERAL POINTS  
RAISED BY THE STAFF SIDE MEMBERS IN  
THE 16<sup>TH</sup> ORDINARY MEETING  
OF OFB JCM III LEVEL COUNCIL (11<sup>TH</sup> TERM)**

**HELD ON 26-08-2014**

**AT OFB HQrs., KOLKATA**

**Circulating during  
17<sup>th</sup> Ordinary Meeting of  
OFB JCM III Level Council (11<sup>th</sup> Term)  
Held on 27<sup>th</sup> & 28<sup>th</sup> January, 2015**

**At  
OFB HQrs., KOLKATA.**