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A/90643/XII(17)/M/M/Minutes/DGQA/ADM/JCM

31 Mar 2015

The Staff Side Members  
XII Term JCM III Level Council (DGQA)

MINUTES OF THE SEVENTEENTH MAIN MEETING OF THE XII TERM OF  
JCM III LEVEL COUNCIL (DGQA) HELD ON 12 MAR 2015 AT NEW DELHI

1. The Seventeenth Main Meeting of the XII Term of JCM III Level Council of DGQA was held at Vehicle Directorate Conference Hall, New Delhi under the Chairmanship of Director General of Quality Assurance on 12 Mar 2015 at 1130 hrs.

2. The following Official and Staff Side members attended the meeting:

|                  |                         |
|------------------|-------------------------|
| Lt Gen JPS Dalal | - DGQA and Chairman     |
| Smt Vibha Sood   | - DDG(A&HR) & Secretary |

Official Side Members

Staff Side Members

|                                   |   |
|-----------------------------------|---|
| Maj Gen Shamsher Singh, ADGQA(A)  | Shri MKR Pillai, SSS(Retd), Leader Staff Side |
| Smt Rekha Chopra, ADGQA(Adm)      | Shri HN Tiwari, OS(Retd), Secy Staff Side     |
| Maj Gen RP Mund, ADGQA(EF)        | Shri ND Malviya, OS, Rep AIDEF                |
| Maj Gen Sunil Shangloo, ADGQA(V)  | Shri Denny Isaac, UDC, Rep AIDEF              |
| R Adm Sanjay Chaubey, ADGQA(N)    | Shri CP Rajak, OS, Rep AIDEF                  |
| Brig Ajay Gahlaout, Offg ADGQA(S) | Shri RP Swamy, PA, Rep AIDEF                  |
| Brig PS Panesar, Offg ADGQA(L)    | Shri Arun Kumar Dutta, OS, Rep INDWF          |
| Brig G Narayan, DDGQA(CV)         | Shri MS Jadhav, OS(Retd), Rep INDWF           |
| Smt Amrita Sharan, DDGQA(P&B)     | Shri A Sampath, Sr D'Man, Rep INDWF           |
| Mohd Zahid, LWC(C)                | Shri P Mohan Rao, SSS(Retd), Rep BPMS         |
| Shri CP Gusia, Dir(Coord)         | Shri AC Shukla, OS, Rep BPMS                  |
| Shri Debashish Dutt, Dir(Pers)    | Shri MP Singh, Examiner(SK), Rep BPMS         |
| Col OP Singh, Dir(Works)          | Shri Amose Prabakar, Sr D'Man, Rep CDRA       |
| Shri VB Chaliha, Dir(Adm)         | Shri Anthony Yagappan, UDC, Rep CDRA          |
| Shri VS Yadav, Dir(P&S)           | Shri Kuldeep Pandey, SA, Rep CDRA             |

3. Initiating the proceedings of the 17<sup>th</sup> Main Meeting of JCM III Level Council, Smt Vibha Sood, DDG(A&HR), the Secretary, Official Side welcomed the Chairman, Lt Gen JPS Dalal, DGQA. She also welcomed Shri MKR Pillai, Leader, Staff Side, Shri HN Tiwari, Secretary, Staff Side, Shri P Mohan Rao, rep BPMS and other Staff Side members as well as official side to this august forum. She apprised the Chairman about the previous day's Progress Meeting where number of important issues were discussed in a very fruitful and amicable manner. However, there are a few issues which need to be discussed in detail amongst all the stakeholders and the same have been included as outstanding agenda points and fresh agenda points and expressed confidence that the same shall also be resolved amicably. The Secretary then requested the Chairman to address the Forum.

4. Addressing the Forum, Lt Gen JPS Dalal, DGQA welcomed all the Staff Side and Official Side members to the 17<sup>th</sup> Main meeting of JCM III Level Council. He said that it is a great honour to address this august forum which comprises of accredited nominees of various employees' bodies. He further said that this would be the last JCM meeting that he was chairing as he would be superannuating from service on 31 Mar 2015 but his heart and soul will remain with the Department and JCM. He thanked the Staff Side especially the leaders like Shri MKR Pillai, Leader Staff Side, Shri HN Tiwari, Secretary, Staff Side, Shri P Mohan Rao, Rep of BPMS and Shri Amose Prabakar, Rep of CDRA for their wholehearted cooperation which contributed in resolving many outstanding issues during his tenure as DGQA and Chairman of this august forum and hoped that the Official as well as the Staff Side would continue to provide the same support and cooperation to his successor also. He then welcomed Shri Kuldeep Pandey, rep CDRA being the new member of JCM and wished him all the best. He thanked both Staff and Official Side members for the love, affection, mature advice and unstinted support which he received from all of them during his tenure as Head of the Organisation and Chairman of JCM III Level Council and said that he would cherish the same even after retirement. He appreciated the progress made during the previous day's Progress Meeting wherein a large number of points were discussed and resolved in a very cordial atmosphere as it proves the level of cooperation and cordial relations that exist between the DGQA officials and the Staff Side. He emphasized that this spirit of positivity, which is very important for the growth of an organisation, should be maintained by both the sides so that the DGQA organisation grows and welfare of employees are addressed properly.

5. Thereafter, the Secretary official side thanked the Chairman for his address and requested the Leader of the Staff Side to put forth his issues to the forum.

6. Shri MKR Pillai, Leader, Staff Side welcomed Lt Gen JPS Dalal, Addl DG (Adm) Smt Rekha Chopra, Secretary Official Side Smt Vibha Sood, all Members of Official Side, Secretary Staff Side Sh HN Tiwari, Sh Mohan Rao Leader of BPMS, CDRA Rep and all other reps of staff side. He also welcomed Mrs. Amrita Sharan, the newly joined DDG (P&B) and assured her of the full co-operation of Staff Side in resolving the issues and wished her all the best in her endeavor.

The LSS then thanked the Chairman for extending a warm & hearty welcome to all the Members of this august body but expressed regrets at the slow progress on many critical issues viz., Cadre Review, finalization of the Rotation Transfer Policy, Amendment of Recruitment Rules in respect of IES & JES. Similarly, a lot of other issues like Merger of Tech, Scientific & Drawing office cadre as a common cadre, and merger of isolated categories to the main stream have also not been finalized till date. He expressed his apprehensions that non-finalization of the above issues will result in serious financial loss to the employees if not resolved before implementation of the 7<sup>th</sup> CPC. However, he was aware that while the DGQA administration has tried its level best to settle these issues with a series of discussions with the concerned officials in the Min of Defence and Defence (Finance), the same are not being solved due to the negative approach of some of the officials in the department of Def(Finance). He further informed that the three Federations and CDRA have also taken up the issue with the Defence Secretary and brought it to his notice that if the issues are kept pending further without any valid reasons, there will be total Industrial unrest in all Defence establishments. The LSS further added that the Staff Side this time had decided to walk out from the JCM meeting in protest against the non finalisation of these issues, but postponed the same in view of the fact that this is the last meeting under the Chairmanship of the present DG who is retiring on 31 Mar 2015 for whom the Staff Side has got very high regards and affection.

7. The LSS brought up another issue regarding non finalization of Seniority Roll of Industrial Employees of Arm Discipline at AHSP wise which has resulted in huge financial loss in the form of pensionary and other retirement benefits to a number of DGQA employees (IEs) retired during the last 6 months & also who are working in the Armament discipline and blamed the administration of Armament discipline for this lapse. It was pointed out that the responsibility for completing this task was given to CQA(Ammn), Kirkee Pune but subsequently this task was transferred to CQA(SA), Ichapur without giving any information to DGQA Administration or JCM Staff Side. The CQA(SA), Ichapur administration has totally failed in discharging their responsibilities and this has caused the delay, harassment to employees and consequent financial loss. He requested the Chairman to direct the Additional DGQA (Arm) to specify a time limit, like 3 months to complete this task and stated that if the case is not settled within the stipulated time, the employees of the Armament discipline will be constrained to resort to agitational programmes like Dharnas and Demonstrations in front of the concerned establishments all over India. Thereafter, the LSS also raised the following issues for consideration of the Chairman:-

(a) **CADRE REVIEW**

The Cadre Review proposal is pending for the last 12 years and is shuttling between the Ministry & the DGQA without any solution. Despite several round of discussions with the officials of Ministry of Defence (Finance), the case is being returned by the Ministry on flimsy grounds. The issue was raised in JCM Departmental Council also & the Defence Secretary had assured that the Cadre Review would be settled by Dec 2014. Despite this the case has been returned by the Min. of Finance (Def) for reviewing it once again.

**Action : Dir(Pers)**

(b) **ROTATIONAL TRANSFER POLICY**

LSS stated that during the Steering Committee Meeting the Staff Side had requested the administration to issue necessary directions to all the technical directorates not to issue any transfer orders till the recommendations of the Sub-Committee are approved by the Ministry but despite this decision, the Vehicle discipline has issued the transfer orders. The LSS stated that the Staff Side registers its serious protest against this arbitrary decision of the Vehicles Dte. as this is an insult of the august body which is not acceptable to the staff side. He further requested the Chairman to withdraw the said transfer orders and ensure that any policy is implemented uniformly in all Directorates as per the guidelines issued by the DG.

**Action : All Tech Dtes**

(c) **INDUSTRIAL UNREST IN CQA(S), SECUNDERABAD**

The LSS brought out that the situation in CQA(S), S'bad is not improving despite the advisory notes issued by the Chief Labor Commissioner & the DG. The Controller is indulging and encouraging a Minority group of employees to create unrest and harass the members of the recognized union. He cited a number of examples namely illegal cutting of trees in the campus on a holiday, various irregularity in recruitment, non payment of Bonus to CQA(S) employees etc. to prove the biased attitude of the Controller and expressed his view that if some corrective measures are not taken by the authorities, the situation may lead to law & order problem in the campus. The LSS requested the Chairman to order a Court of Inquiry to bring out the truth.

**Action : DQA(R&S), Sec'bad**



(d) **ACP/MACP SCHEME**

While considering the case of ACP/MACP to the employees, the service rendered by them as combatants should also be taken into consideration while calculating their service. However, the PCDA Bangalore has rejected the claim in respect of DGQA employees while granted the same benefit to EME workshops on the ground that the Government has issued an order for the EME directorate whereas the same should be applicable to all the employees who are similarly placed. The case may be taken up with the concerned authorities.

**Action : Dir(Pers)**

(e) **ALLOTMENT OF QUARTERS**

The Leader, Staff Side appreciated the issuing of the clarificatory letter on the subject but desired that while making the SOP, it should be ensured that no violation takes place of SRO-18.

**Information : All Tech Dtes**

(f) **FILLING OF THE POST OF JE'S & AE'S**

The LSS stated that a large number of vacancies are lying in the lower cadre hampering the works in establishments. He further stated that if the Staff Selection Commission is unable to make recruitment, qualified candidates be outsourced on contract basis on par with DRDO to cope up with the workload.

**Action : Dir(Pers)**

(g) **MOTIVATION**

LSS brought out that there is no Motivation for the employees/officer who are working with all sincerity in DGQA organisation and ensuring the improved productivity in all fields of their activity. He requested the Chairman to take up the case for granting for PRIS as recommended by 6<sup>th</sup> Pay Commission which has already been implemented in ISRO, Atomic Energy etc.

**Action : Dir(Pers)**

(h) **MEETING WITH MOD OFFICIAL**

The LSS brought out that number of cases are pending with the Ministry for years and there is no proper co-ordination between MoD & DGQA. The DGQA Administration should have arranged a meeting with the Ministry officials & Federations to have a discussion on all pending issues as per the MoD letter dated 18 Oct 2013. He requested the DGQA Administration to arrange a meeting accordingly.

**Action : DD(JCM)**

Concluding his remarks, the LSS wanted to put on record everybody's appreciation for two women officers viz., Smt P B Sulekha, AE(QA) & Smt Deepthi P, JE(QA) belonging to the Electronics discipline for their courage & interest in participating in user trials of DUAL TECHNOLOGY MINE DETECTOR at 8 Engr Regt, Gulmarg. Finally, he thanked the Chair for patient hearing and hoped that the issues highlighted by him shall be dealt with in a positive and time bound manner.

8. After LSS, the Secretary, Staff Side Shri HN Tiwari was asked to put forth his points before the august house. Shri HN Tiwari also extended his welcome and thanks to all the members of JCM. He was full of appreciation for the timely and prompt action taken by DGQA HQ for holding the DPCs, combined seniority roll of Industrial cadre, absorption of MTS and also for the efforts being made for a no. of other issues by the HQ. However, he expressed his deep concern for the Cadre Review proposals not coming through in spite of a long time period. He further expressed his sincere thanks for the stand taken by the DGQA on SQAE(A), Ambajhari issue where the Industrial relations have been immensely improved now. However, he also requested that the workers severely punished on flimsy grounds during the earlier periods should be taken care of. Then, he brought out the following important issues to the notice of the Forum:-

(a) **NON FUNCTIONING OF WET CANTEEN AT CQA(GS), KANPUR**

The SSS brought out that the functioning of Wet Canteen at DGQA Complex, Kanpur is totally stopped since 01-4-2014 which is affecting more than 700 employees (both officers and staff) of CQA(GS), CQA(T&C), CQA(M), CQA(PP) and SQAE(GS), Kanpur as they are not getting any tea/breakfast/lunch etc. during working hours. This issue has been raised several times at different forums including at JCM but no headway has come so far. A suggestion to allow at least some private vendor to run the Wet Canteen has also not been given any cognizance. He requested for an early settlement of the issue as otherwise it might lead to some serious labour unrest in the establishment.

**Action : DQA(Store)/Dy Dir(PE)**

(b) **INDUSTRIAL RELATIONS AT SQAE(A) VARANGAON (MAHARASTRA)**

Industrial Relations at SQAE(A), Varangaon are not cordial which has already been apprised to DGQA HQs. The office bearers /JCM IV members of the recognized Union are being harassed by resorting to arbitrary practices which is not desirable. Necessary early action to curb unfair Labour practice of the SQAO, SQAE(A), Varangaon needs to be taken to maintain peace in the establishment.

**Action : LWC(C)/DQA(Arm)**

(c) **EARLY IMPLEMENTATION OF PROMOTION POLICY BY MAINTAINING ALL INDIA SENIORITY ROLL IN RESPECT OF INDUSTRIAL CADRE**

While all other Directorates have prepared the all India seniority roll of Industrial cadre for their promotion, the Armament Directorate has not completed the same and therefore not convened any DPC causing a serious financial loss to the employees. Expeditious necessary action in this regard may please be taken without any further delay.

**Action : DQA(Arm)**

(d) **TESTING OF DRUGS SAMPLES AT CQA(M), KANPUR**

Till 2008, all centrally procured drugs were being provided quality coverage by the DGQA. However after 2008, the CP/LP Drugs are being cleared by the DGAFMS thereby rendering the best lab of Drugs in CQA(M), Kanpur almost redundant. It is feared that this may lead to not only supply of Sub-standard Drugs to Armed Forces, but reduction in the present manpower also. The matter may please be examined and suitable action be taken in the interest of the Organisation as well as the Nation.

**Action : DQA(Store)**

9. After Secretary, Staff Side, Shri P Mohan Rao, Rep BPMS, thanked the Chairman for extending a warm welcome to the Staff Side and apprising them about developments pertaining to DGQA employees. He welcomed Maj Gen Shamsher Singh, ADGQA(A) and Smt Amrita Sharan, DDG(P&B) as members of the forum and wished them all the best. He endorsed the points brought out by the Leader and Secretary, Staff Side and requested the Chairman to address these points on urgent basis. In addition he brought out the following points for consideration of the Chairman:-

(a) **CONDUCTING DPC FOR ARTISAN CADRE**

Seniority Rolls have not been updated to conduct DPCs for Artisan Cadre in Armament and Store Dtes in spite of the instruction issued during Feb 2014. As a result, workmen who have already superannuated or are on the verge of superannuation are likely to lose Rs 700/- to Rs 1000/- in monthly pension and a good amount in the form of terminal benefits. The same, therefore, needs to be done without any further delay.

**Action : DQA(Arm)/DQA(Store)**

(b) **GRANTING OF TWO HOURS SPECIAL LEAVE**

HOEs are not granting 2 hrs Special Leave on two occasions in a month for receiving medical attention/treatment in case of injuries/sickness not arising out of work for which the provision exists vide MOD letter dated 28 Sep 2010. It is requested that HOEs may be advised to comply with above order of MOD.

**Action : All Tech Dtes**

Concluding his remarks, Shri Mohan Rao thanked the Chairman once again for his wholehearted support to the JCM.

10. Thereafter, Shri Amose Prabhakar, Rep CDRA thanked the Chairman for extending a warm welcome to the Official Side and Staff Side members and also apprising the Staff Side about the latest progress on various points. He endorsed the points taken up earlier by the Leader, Staff Side and Secretary, Staff Side and the rep of BPMS and came out with the following fresh points :-

(a) **RELEASE OF VACANCIES - SENIOR DRAUGHTSMAN**

In Feb 2014, a total of 123 vacancies were earmarked for direct recruitment in the grade of Senior Draughtsman at various Establishments. However, the same have not been released yet which needs to be expedited.

**Action : Dir(Pers)**

(b) **IMPLEMENTATION OF SUB-COMMITTEE REPORT ON MERGER OF ISOLATED CATEGORY - PROMOTION FROM LAB ASST TO SCIENTIFIC ASST**

JCM Sub-Committee on Merger of Isolated category had recommended that "Present incumbents (Lab Assistant) with sufficient service be promoted to Scientific Assistant as one time measure and vacant post be merged with Industrial Cadre (HS-II)". This report was also adopted in 15<sup>th</sup> Main Meeting on 24 Dec 2013. In this connection, rep CDRA requested that the recommendations of the Committee may be implemented by giving one time relaxation in Basic Qualification immediately as there is resentment among Lab Attendants/Lab Assistant.

**Action : Dir(Pers)/Dy Dir(PE)**



In addition to the above points, all the speakers dwelled upon the undue delay in finalizing the Cadre Review proposal as also the Rotational Transfer Policy and desired that these should be finalized without any further delay.

**11. REMARKS OF THE CHAIRMAN ON THE POINTS RAISED BY THE STAFF SIDE**

After all the Leaders had put forth their points, the Chairman was invited to offer his comments on the same. The Chairman appreciated the issues raised by the Staff Side and informed that since most of the points raised by the Staff Side members find a place in the Agenda Points also, these shall be covered during the discussion on the same. He assured that suitable urgent action would be taken by the concerned ADGs QA on all the points concerning them respectively. Thereafter, the Agenda Points were taken up for discussion.

**DISCUSSION ON OUTSTANDING AGENDA POINTS**

**12. POINT NO. 1 - ROTATION TRANSFER POLICY & COMPASSIONATE POSTING**

Shri Pillai, Leader, Staff Side brought out that the unanimous decision taken in the meeting held on 6th Nov 2013 on Rotation Transfer Policy & Compassionate Posting could not be implemented because of certain observations of the Chairman of the committee. Therefore, a final decision needs to be taken before the Rotational Transfers & Compassionate postings are issued. CDRA rep also requested that the Rotational Transfer should be kept in abeyance till the new RTP is implemented. The Secretary, Staff Side also requested that till the final decision on the policy is taken, the RTP may be kept in abeyance.

**DELIBERATION/DECISION**

The Chairman opined that the demand to keep Rotational Transfer Policy in abeyance could not be agreed to due to functional requirement. However, he emphasized that while issuing orders on rotational transfer policy the issues like women employees above 50 years of age, male employees above 55 years of age, physically handicapped, single parent and employees who are terminally ill should also be taken care of by the concerned ADGsQA. ADGQA(Arm) brought out that it is a fact that no employee is willing to move to hard stations like Medak, Bolangir, Machilipatnam, Itarsi, Chandrapur and generally opt for better stations. It has also been observed that employees after being posted in hard stations avail 2 days C/L and extend their leave by submitting E/L, HPL, Sick Leave etc. In this backdrop, it is becoming extremely difficult for Armament Discipline to perform. He emphasized that minimum 60% attendance should be made mandatory. He further requested that Rotational Transfer Policy should not be kept in abeyance till its implementation and that same station rotation should also be abolished. The Chairman agreed to the suggestion and directed that till a final decision on rotational transfer policy is issued, Tech Directorates may issue rotational transfer orders while keeping the above factors in mind. As regards 60% attendance, the same has already been incorporated in the revised draft RTP.

**Action : Dir(Pers)/All Tech Dtes**

**13. POINT NO. 2 - ACP TO ERSTWHILE TRACERS : IMPLEMENTATION OF HIGH COURT, DELHI ORDER**

Different CAT/Court judgements regarding revision of pay scale of D/Man have come in favour of the applicants and implemented for the applicants only. MOD vide their letter No.52(15)/2010/US(OS)/D (Fy.II) dated 17.01.2011 has clarified that placement of Tracers in the pay scale of Rs.4000-6000 after completion of 7 years of service may not be treated as promotion for financial upgradation under ACP scheme. Therefore, the Delhi High Court order should be implemented to all similarly placed persons in DGQA.

**DELIBERATION/DECISION**

~~It was~~ informed that the necessary Govt. letter on the subject has already been issued and circulated to all the Tech Directorates for early implementation.

**In view of above, the point may be treated as closed.**

**POINT CLOSED**

**14. POINT NO. 3 - RESTORATION OF VACANT POSTS IN DGQA ESTABLISHMENTS ABOLISHED UNDER ADRP**

From 2004 to 2009 a large number of posts in different cadres including the essential categories were abolished in DGQA establishments under the scheme of ADRP. Due to this, there is an acute shortage of posts/man power in the various DGQA establishments. To cope up with the work, the authorities are resorting to contract employment even in permanent and perennial jobs like Security, Fire Brigade and other areas which has sometimes led to not only corruption but also exploitation of the contract labourers. Accordingly, MOD vide their ID F. No. A-4817/2/2008-D(Es./Gp.I) dated 11-08-2009 had issued instructions for submission of proposals for review of the abolished posts. It is, therefore, demanded that the posts which were abolished under ADRP may be restored to the organization for smooth functioning.

**DELIBERATION/DECISION**

All are aware that the case for restoration is pending with the MOD/D(QA) since 2010 to revive various critical vacancies abolished under ADRP. MoD has been raising various queries which are being clarified as and when received. The last such reference was in Feb 2015 and the case is still with MoD.

**Action : Dir(Pers)**

**15. POINT NO. 4 - PAYMENT OF HRA DURING INTERIM PERIOD**

MOF Order dated 19-03-1983 states that "A Govt servant, who on transfer, has been permitted to retain Govt accommodation at the old station on payment of normal rent or penal rent or retains Govt accommodation unauthorisedly on payment of market rent etc., will not be entitled to HRA at the new station for the period beyond 8 months from the date of his transfer". But some DGQA Estts by misinterpreting the above Order are not giving the above benefits. It is suggested to study the feasibility to allot the Govt. accommodation at new station to those who are holding Government accommodation at old station or otherwise to be paid HRA during the interim period.

**DELIBERATION/DECISION**

Necessary instructions on the subject have already been issued by RMD(Works) in Oct 2014 and the same are available on DGQA website. As per this, it has been decided that "It may be ensured that the provisions and procedures for claiming HRA as per MoF letters and after obtaining NAC as governed by SRO-31 for DGQA Pool of Accommodation".

**In view of above, the point may be treated as closed.**

**POINT CLOSED**



**16. POINT NO. 5 - NGO TRANSIT HOSTEL AT DGQA COMPLEX, KANPUR**

NGO's from all over the country frequently visit the 07 Establishments including the reputed Institute of Technical Studies located at DGQA Complex, Kanpur on temporary duty/ attending different technical courses. The NGO Transit Hostel built in 2001 is in a dilapidated condition and has become unserviceable. Keeping in view the hardship being faced by NGOs, this Transit Hostel needs to be made serviceable.

**DELIBERATION/DECISION**

The rep DQA(Store) informed the forum that MES was approached several times to carry out repair work of Transit Hostel of CQA(GS), Kanpur, but they have not shown any interest in the same. The matter has since been taken up with Chief Engineer, Lucknow Zone. However, in the meantime a case for re-appropriation of Type-I Quarter in Raksha Vihar Colony for Transit Hostel facility has already been initiated by CQA(T&C), Kanpur.

It was further informed that for Transit Hostel Facility at SQAE(V), Badarpur one house i.e. House No P-35(Type-III) has already been identified and work on the same is under progress for making it suitable for NGO hostel.

**Action : DQA(Store)**

**DISCUSSION ON FRESH AGENDA POINTS**

**17. FRESH AGENDA POINT NO. 1 - DELAY IN THE RECRUITMENT FOR VARIOUS CATEGORIES WHERE VACANCIES WERE RELEASED DURING JAN TO FEB 2014 (CQAL, BANGALORE) AND OTHER ESTABLISHMENTS OF DGQA.**

(a) Vacancies for various categories were released for recruitment by the DGQA. Even after a lapse of considerable time, recruitment action has not been completed. It may please be noted that even the advertisements are yet to be published in the DGQA website and also in the Employment News. As such the point may be discussed and direction should be issued to all the establishments for completing the recruitment process in a time bound manner.

(b) Compassionate appointment cases which are pending due to lack of vacancies, such candidates who appear for the interview for the direct recruitment be given preference.

(c) The meritorious sportsmen who fulfill the QR also be given the preference in direct recruitment.

(d) Further, it is suggested that the DGQA Recruitment Board may be constituted for the recruitment for all the categories, which are not within the purview of UPSC / SSC in order to avoid delays caused for various reasons. The DGQA may take steps to constitute the board immediately.

**DELIBERATION/DECISION**

(a) Advertisement for the direct recruitment in CQA(L), Bangalore was published on 27 Sep 2014 and recruitment is in process. The written test and interview for the post of Photographer Gr-II, Telephone Operator Gr-II, Stenographer, Tech(SK) & Fireman have already been completed. Selection process of other categories is also under progress.

(b) & (c) There is no policy which provides such preference in direct recruitment

(d) Comments from all the user agencies i.e. Tech Dtes have been called for. While some are for having such a Recruitment Board, some are happy with the present system. After examining all the comments/views of Technical Dtes, it is felt that creation of separate Cell/Board for all the recruitment will minimize the advertisement cost as well as ensure recruitment in a time bound manner. After deliberation, the Staff Side requested the Chairman to constitute a Committee consisting of reps of both Adm & Tech Dtes to have a proper mechanism which can address this issue.

Action : Dir(Pers)

**18. FRESH AGENDA POINT NO. 2 - ZONAL / AREA WISE RECRUITMENT -GROUP 'C' POSTS**

As per Annual Recruitment Plan, DGQA is releasing the civilian posts of Group 'C' for direct recruitment by the establishment concerned. Recruitment of released vacancies in different DGQA establishments are involving publishing advertisement, scrutinizing of applications, conducting written test and interview in each establishment separately. For that, a huge manpower for entire process and expenditure are dealt by each establishment, which affects the routine work of the establishment concerned. To avoid the entire process, a Zonal / Area wise recruitment cell under the biggest AHSP's to be framed for recruitment of the establishments under their Zonal / Area.

**DELIBERATION/DECISION**

The point will be decided by the Committee along with Agenda Point No. 1.

Action : Dir(Pers)

**19. FRESH AGENDA POINT NO. 3 - PROMOTION/POSTING OF SECURITY ASSISTANT IN DGQA ORGANISATION**

As per existing procedure, promotion to the post of Security Assistant 'C', Security Assistant 'B' and Security Assistant 'A' are being offered against existing vacancies where they are available. Normally, the post of Security Assistant 'B' & 'A' are available only at AHSPs.

Promotion/posting of Security Staff from one station to other station is not beneficial due to low grade pay. Basically, non-matric employees are recruited in earlier days and therefore most of them are aware of their State languages. Posting them to a different station at a different state will be difficult for them to adjust in the new environment, leaving behind their family at their own station. Maintaining two establishments with their meagre salary will be difficult too.

Presently, in DGQA, Discipline wise seniority for IEs has been ordered from Apr 2014, by which they can earn their regular promotions at their respective Establishments itself without involving promotion/posting. In-Situ promotion is being offered even in case of LDC/UDC/OS and SK/SSK/SSS. It is prayed that the MTS(Security), Security Assistant 'C', Security Assistant 'B' & Security Assistant 'A' may also be grouped in Discipline wise or in DGQA Basis and their promotions may be similarly offered at their existing station with vacancy floating to wherever senior available for promotions.

#### **DELIBERATION/DECISION**

Comments from all the user agencies have been called for and are being compiled. The DGQA desired that there be a thorough examination of comments and it may also be explored whether other categories like Ferro Printer, Photographer could be given in-situ promotion.

**Action : Dir(Pers)**

#### **20. FRESH AGENDA POINT NO. 4 - VIOLATION OF RECRUITMENT RULES DURING THE RECRUITMENT OF LDC'S IN CQA(HV), AVADI, CHENNAI**

It has come to the notice of AIDEF during the recruitment process, the establishment has violated the existing Recruitment Rules with regard to the eligibility for appearing in the written test. The CQA(HV), Avadi, Chennai authorities have not sent call letters to the candidates who have secured less than 75% marks in the SSLC/ 12<sup>th</sup> Std, which is in violation of the existing Recruitment Rules. The matter will have very serious legal implications. Therefore, the point may be discussed for directing all the establishments to adhere with the Recruitment Rules.

#### **DELIBERATION/DECISION**

The process adopted to shortlist candidates based on their 12<sup>th</sup> Std/equivalent examination and call only a manageable strength on the merit of the marks secured in the said essential qualifying examination, is as per Para 13 of HQ DGQA letter No. A/92163/Rectt/ DGQA/Adm-7B dated 17 Oct 2013 which lays down instructions for Direct Recruitment.

After deliberation, it was decided that this issue will also be dealt alongwith Fresh Agenda Point No. 1 and 2 as indicated above.

**Action : Dir(Pers)**

#### **21. FRESH AGENDA POINT NO. 5 - INORDINATE DELAY IN FINALIZING THE ALL INDIA SENIORITY OF INDUSTRIAL EMPLOYEES (ARMAMENT DISCIPLINE)**

It has been intimated by a union member that the Seniority Roll of IEs from Tech (SS) to MCM has not been finalized in respect of Armament discipline. The work entrusted to CQA(SA), Ichapur about six months back is still pending. The establishment has raised certain undesirable queries with an aim to delay the entire process. It is pertinent to mention that many of the employees are about to retire and the delay will cause loss of promotions resulting in financial losses even in their pensionary benefits. Therefore, it is requested that the matter may be brought to the notice of the DG to intervene and direct the concerned establishment to complete the task immediately.

#### **DELIBERATION/DECISION**

It was decided that all Establishments under the Armt Dte will conduct Trade Tests by taking into account all existing, anticipated and chain vacancies which are likely to occur till 31 Jul 2015 only and accordingly prepare promotion panels. Promotions will be granted against vacancies occurring till 30 Jun 2015 only and not thereafter. The revised list of IEs indicating the seniority as on 01 Jul 2015 will thereafter be maintained by CQA(SA), Ichapur which will be final and uniform also.

**Action : DQA(Arm)**



22. After discussion on the Agenda Points, it was proposed to ratify the adoption of Sub-Committee Report on Rotational Transfer Policy which was approved by the House.


23. Concluding the meeting, Smt Vibha Sood, DDG(A&HR), Secretary Official Side thanked the Chairman for conducting the meeting in a cordial and smooth manner. The Secretary also on behalf of everybody present thanked the Chairman for his dynamic leadership and mentioned how the DGQA has always functioned in a most transparent, positive and decisive manner and with an ability to carry everybody along without any acrimony and with consensus which led to resolving many issues concerning welfare of the employees and ultimately for the progress of the organisation. She, on behalf of both Official Side and Staff Side members, wanted to put on record her heartfelt appreciation for the positive contribution of DGQA and requested all present to express their appreciation with a loud clap.

24. Thereafter, the ADGQA(Adm) also thanked the Chairman, who was chairing this meeting for the last time, for his leadership and guidance which paved the way for resolving many issues during his tenure. She was confident that many would agree with her that their association with the present DGQA would be cherished always.

25. Thereafter, the Minutes of the 16<sup>th</sup> Main Meeting of the Council held on 10 Jul 2014 were confirmed.

26. Before concluding the Meeting, all the JCM members formally bid farewell to DGQA with Presentation of bouquet and a small memento, as a token of affection and appreciation and wished him and his family a very-very happy, healthy, prosperous and fruitful life ahead.

27. The meeting ended with a vote of thanks to the Chair.

  
(Vibha Sood)  
DDG(A&HR) &  
Secretary Official Side  
JCM III Level Council (DGQA)  
For DGQA

Copy to:-

All the members (Official Side) of JCM III Level Council (DGQA)

All DGQA Establishments as per List-I.

INDWF Chennai, AIDEF Kirkee, BPMS Kanpur, CDRA Delhi, SWA Kanpur, AIANGO Kanpur, D'MAN ASSN Avadi, All India DGQA Technical NGOs Association Bangalore, AIDGQA Clerical Association Avadi

MOD/D(JCM), MOD/D(QA)

(Internal) – All Tech Dtes, All DDGs of Adm Dte, All Dirs in Adm Dte, LWC(C), CPIO, TS to DGQA, PPS to ADGQA(ADM)

DD(PE), DD/Adm-7B, DD/Adm-7A, DD/Adm-10, DD(Budget)

SDCC - For uploading the Minutes in DGQA Web site.