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GOVERNMENT OF INDIA  
MINISTRY OF DEFENCE  
DEPT. OF DEFENCE PRODUCTION  
DTE GEN OF QUALITY ASSURANCE  
G-BLOCK, NEW DELHI - 110 011.

No. A/90643/XII(1) M/Minutes/DGQA/ADM/JCM

01 Aug 2013

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

MINUTES OF THE FOURTEENTH MAIN MEETING OF THE XII TERM OF  
JCM III LEVEL COUNCIL (DGQA) HELD ON 11 JUL 2013 AT CQA(L), BANGALORE

1. The Fourteenth Main Meeting of the XII Term of JCM III Level Council of DGQA was held under the Chairmanship of Director General of Quality Assurance on 11 Jul 2013 at 1100 hrs at CQA(L), Bangalore.

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

Lt Gen VA Bhat  
Smt Rekha Chopra

DGQA and Chairman  
DDG(P&F) & Secretary

OFFICIAL SIDE MEMBERS

STAFF SIDE MEMBERS

Maj Gen JPS Dalal, Addl DGQA(Arm)	Sh MKR Pillai, SSS (Retd), Leader, Staff Side
Shri Shankar Singh, Addl DGQA(Adm)	Sh HN Tiwari, OS(Retd), Secretary Staff Side
Maj Gen S Bajaj, Addl DGQA(L)	Sh DK Sachan, UDC(Retd), Rep AIDEF
Shri UV Das Gupta, Addl DGQA(S)	Sh Denny Isaac, UDC, Rep AIDEF
R Adm Dinkar Sharma, Addl DGQA(WP)	Sh SN Khandve, Examiner (HS-I), Rep AIDEF
Shri JS Rao, Addl DGQA(PP&T)	Sh Arun Kumar Dutta, OS, Rep INDWF
Shri HK Das, DDG (A&B)	Sh MS Jadhav, Asstt(Retd), Rep INDWF
Brig Sunil Shangloo, DDG(Veh) [Rep of Addl DGQA(V)]	Sh P Mohan Rao, SSS, (Retd), Rep BPMS
Brig Sanjeev Singh, DDG(EF) [Rep of Addl DGQA(EF)]	Sh AC Shukla, OS, Rep BPMS
Capt (IN) Ajay Singh Bisen, DDG(N) [Rep of Addl DGQA(N)]	Sh MP Singh, Examiner (SK), Rep BPMS
Shri Mohammad Zahid, LWC(C)	Sh MK Verma, SA, Rep CDRA
Shri S Alagesan, Dir(Pers)	Sh L Anthony Yagappan, UDC, Rep CDRA
Shri Anil Kumar Singh, Dy Dir(JCM)	Sh S Amose Prabakar, Sr DM, Rep CDRA

3. At the outset Smt Rekha Chopra, DDG(P&F), the Secretary, Official Side welcomed the Chairman, Lt Gen VA Bhat, DGQA in the JCM Main meeting. She also welcomed Shri MKR Pillai, Leader, Staff Side (LSS), Shri HN Tiwari, Secretary Staff Side (SSS) and other members of Staff Side. She thanked Brig KC Karriappa, CQA(L) and his team of officers and staff for excellent arrangement of the meeting. She

informed that Lt Gen Bhat, DGQA is chairing this meeting for the last time since he is superannuating on 31 Jul 2013. She described him as a very dynamic and energetic General Officer, who during his tenure as DGQA has resolved many intricate issues like outsourcing, streamlining equipment procurement procedure and was also instrumental in promotion of more than 2000 DGQA employees. She hoped that with his blessings, DGQA will carry forward his legacy in future as well. On behalf of all the members, she wished him a healthy and contented retired life. She then requested the Chairman to address the forum.

4. The Chairman delivered the opening speech in Hindi. At the outset, he welcomed Shri MKR Pillai, Leader, Staff Side (LSS), Shri HN Tiwari, Secretary Staff Side (SSS), Shri P Mohan Rao, Rep of BPMS, Shri Amose Prabhakar, rep of CDRA and all other Staff as well as Official Side members to the Fourteenth Main Meeting of XII term JCM III Level Council of DGQA. He informed the forum with great pain that Shri Rajender Singh, Sr.D/M (Retd), one of the able Staff Side member representing INDWF, was no more with JCM III Level Council. He also informed that Shri Nanda Kumar, Spl DGQA had also passed away in Dec 2012. He requested all present to observe two minutes' silence and pray to God to lay their soul in peace and give their families the strength to bear the irreparable loss.

He further said that he was going to superannuate from service on 31 Jul 2013 and accordingly this was his last JCM meeting as Chairman of the Council. He thanked the Staff Side especially Shri MKR Pillai, Leader Staff Side and Shri HN Tiwari, Secretary, Staff Side, Shri P Mohan Rao, Rep of BPMS and Shri Amose Prabhakar, Rep of CDRA for their cooperation which contributed in resolving many outstanding issues. He assured that official as well as staff side would continue to provide the same support to his successor. He also thanked both Staff and Official Side members for their love, affection and unstinted support which he received from them during his tenure as Head of the Organisation and Chairman of JCM III Level Council which would be his treasure after retirement.

He, on behalf of the members of both staff and official sides, expressed his gratitude to ADGQA(L), Controller, CQA(L) and the team of officers and staff, for making excellent arrangements for this meeting. He then apprised the Staff Side of the following developments during the intervening period:-

(a) **CONDUCTING DPC** For the vacancy year 2013-14, the following DPCs have been held and panel issued till date :-

- (i) JTO (D), Electronics
- (ii) AE(QA), Weapon
- (iii) AE(QA), Instrument
- (iv) AE(QA), Small Arms
- (v) AE(QA), Gentex
- (vi) JTO(S), Chemistry
- (vii) JTO(S), Gentex
- (viii) Office Superintendent
- (ix) Senior Store Superintendent
- (x) Personal Assistant

(b) **COMPASSIONATE APPOINTMENT** The Board for considering appointment on compassionate grounds against vacancies of 2011-12 was held on 06 May 2013. A total of 55 applications were considered against available vacancies of 11 Gp 'C' posts.



The first 11 candidates in the merit list have been recommended to be appointed as MTS. Offer of appointments in case of 5 recommended candidates have been issued. For the remaining recommended candidates, process of appointment was underway.

Merit list of 55 individuals is also available on DGQA website.

(c) **RECOGNITION OF ASSOCIATION** The continuation of recognition of Scientific Workers Association for further five years has been granted by MoD/D(JCM).

(d) **LIST OF WORKMAN** The list of categories of 'WORKMAN' for the 'Works Committee Election' has been issued.

(e) **OUTSOURCING** :- Delegation of financial power to DGQA for outsourcing of manpower in the category of essential services like security guards, sweepers etc is one of the outstanding achievement. Govt. sanction has already been obtained for outsourcing of security guards, mess staff for officers mess and conservancy services to the residential complexes. These are over and above the existing PE and existing delegation of financial power.

The case for delegation of financial power for outsourcing of MTS is underway and likely to be finalised shortly. Besides, outsourcing of manpower, power has also been delegated for hiring of vehicles for urgent use.

These above mentioned achievement has been made due to concerted and consistent effort of the administration with a sole objective to remove the difficulties being faced by the establishment due to shortage of manpower so that the establishment can maintain pace with the increased workload to ensure quality assurance services.

5. Thereafter, the Secretary, Official Side requested the Leader, Secretary, the reps of BPMS and CDRA to say a few words.

6. Shri MKR Pillai, Leader Staff Side welcomed the Chairman and DGQA Lt Gen VA Bhat, Smt Rehka Chopra, Secretary Official Side, Shri HN Tiwari, Secretary Staff Side, BPMS Rep Shri Mohan Rao, CDRA Rep Shri Amose Prabhakar, Shri Shankar Singh, Addl DGQA(Adm) and distinguished Official Side Members and members of the Staff Side. He expressed his happiness that the JCM-III Level meeting is being held at Bangalore after 20 years since last time it was held in 1993 and hoped that meeting would be a milestone in the history of our beloved DGQA organization and also would set another landmark in the journey towards further strengthening the fabric of management – employee relationship based on philosophy of trust and faith. The venue of this meeting at Bangalore with its colourful gardens, lakes and pleasant climate is no less a place where JCM Council could discuss and decide on more serious issues of prime concern of the employees of DGQA. LSS also stated that the success, effectiveness and influence of an organisation always depend on its employees. In order to build a strong and viable organization always there is a need for the active voluntary workers who dedicate themselves for the cause of the organization fighting relentlessly. So also to coordinate the different tasks and to face the challenges, cooperation of all is much needed.

LSS further stated of late, the apathetic behavior/approach of the management towards JCM, Union has led to weakening of its functioning. Communication or sharing of information with the workers has not been adequately developed. In most of the



cases, the management attitude seems to be that it never wants to share with bilateral bodies and never to be transparent. The transparency and trust are missing which led to the differences of opinion between management and JCM members leaving many vital issues unaddressed. Even the meetings of JCM's are not properly held or issues discussed were not pursued with its proper perspective and zeal. The employees expect a more responsive attitude on the part of management and proper appreciation of the scope and functions and its whole hearted implementation of recommendation of all bilateral machineries. He reiterated that, the employees are also the stake holders, we also have equal share in the functioning of the organisation and we know our responsibilities. The organisation interest is paramount and that the employees shall not shy away in making any sacrifices to bring back its past glory and to promote industrial harmony and peace and expect more responsive attitude on the part of the DGQA, Addl DGQAs/ Administration and other HOEs. Then the LSS raised the following issues which required immediate intervention of the Chairman:-

(a) TRANSFERRING OF AHSP RESPONSIBILITIES TO OFB AND DPSUs FROM DGQA

It was reliably learnt that AHSP responsibilities is being shifted to OFB and DPSUs. As the LSS of DGQA and as a member of JCM II council, he has submitted a memorandum to the Hon'ble Defence Minister and a copy has been endorsed to DGQA. The Staff Side would like to know the views of DGQA in this regard. Since transfer from stage and inter-stage inspection, input material inspection and indigenization, all have been without consulting the JCM or with the Federation reps. Staff side felt it is a secret operation or the Official Side feels that they are not the stake holders in this. If it is so it is not acceptable to the Staff Side and they seriously protest about this move. There are serious industrial unrest in various establishments encouraged by OFB unions and DGQA unions and also serious problems are created including disruption of water and electricity for rejecting substandard materials. CQA(ICV) - OFB should know that they are going to be in more trouble. Under the new DPP, OFB will not get priority in getting indents for new products required from Armed Forces. In the name of level playing field OFB is also treated as any other vendor and they have to compete with private industries. The new DPP has taken away the identity of OFB as an industry under the MoD. AIDEF has taken up the issue with MoD, demanding Defence production only through Ordnance factories, DRDO and DPSUs and through quality control by DGQA, DGAQA, DQAN or DQAB and not through the Indian and foreign private industry. While retaining the AHSP responsibilities, we should keep all these in the mind. LSS therefore suggested to convene a meeting of the stake holders i.e. Reps of Federation, JCM LSS, OFB Chairman, DGQA, DGAQA, DQAN, Reps of users under the Chairmanship of Secretary (DP) to create a congenial atmosphere in the Factories and DGQA Establishments and give priority for optimum production.

**Action : ADG(PP&T)**

(b) INDUSTRIAL RELATION PROBLEMS

HOEs are trying to divide the unions for their personal gain, irregularities in Recruitment, through corrupt practices in certain cases. DR candidates who secured high mark in written test were failed through interview. Recent judgement has cancelled such method of Recruitment. The HOEs may please be directed not to indulge in such malpractices.

**Action : LWC(C)/ALL TECH DTES**



(c) CONVENING OF DPCs

DPCs of SSK to SO, OS to AO, AO to SAO-II to be completed before 31 Jul 2013. Deputationists who are already with the organisation and completed five years may be retained and others should be transferred to their parent orgs.

Action : DDG(Adm)/DIR(Pers)

(d) STREAMLINING OUTSOURCING OF STATUTORY CANTEEN STAFF/CONSERVANCY STAFF OF CQAL/GUNATHA VIHAR

It is observed for the last 3 years that the sanction for outsourcing doesn't reach the establishment (CQAL) in time for various reasons i.e. the initiating authorities commit irregularities and forward the documents for sanction without a proper check, thereby admin authorities at DGQA HQs return the case after a lapse of 1 or 1-1/2 months for re-submission and delay occurs naturally. In the meantime the payments which are supposed to be made to the workers by 7<sup>th</sup> of every month get delayed and sometimes for months together they have not been paid/ paid partially through other funds of the establishment. It is therefore, requested that a proper directive to be issued to all HOEs to streamline the outsourcing procedure as per the Govt Order and also to take timely action to initiate the tender enquiries and contract procedures well in advance. To state that the sanction for Mess is issued well in time is 1<sup>st</sup> Apr of every year for one year is upto 31<sup>st</sup> Mar of the next year. The same system should be followed for Establishments also with the outsourcing of officers mess case of CQAL strictly follow the guideline and steps are taken to place the requirement well in time, since the HOEs is seriously concerned about the same. In other cases there is a casual approach.

The discriminatory treatment here is that concerned case worker who is dealing in CQAL & HQ DGQA take very keen interest in getting sanction for Officers Mess. Documents are submitted in time; HQ doesn't raise any objection and sanction is accorded from April to March every year. If this can be done without any problem, why not for other works connected with CQAL campus, Gunatha Vihar and Statutory Canteen? Proper direction may please be issued at the earliest.

Action : DQA(L)/DY DIR(PE&BUDGET)

(e) RECONSTITUTION OF JCM IV LEVEL

In many of the establishments, JCM IV Level is not functioning due to the wrong interpretation of MOD letters. Necessary order may be issued with regard to the normal functioning of the JCM wherever exists prior to the court stay order. Filing up of any vacancy that occurred due to resignation or ineligibility of the member or withdrawal by the union; a new nomination can be made to such a vacant seat as per the laid down rules of the JCM and hence all such nominations has to be accepted. A clear cut directive in this regard may be issued about the functioning of the existing JCM without any delay.

Action : DY DIR (JCM)

(f) OUTSOURCING OF SECURITY STAFF

After introduction of outsourcing scheme in this field for the last 8 years, it is observed that deploying private security guards in Defence installations has got an element of security risk in the present security scenario of the nation. Hence, it is our considered opinion that whatever the post of MTS (Security) as per the PE authorization, may be filled by Direct Recruitment and further if some more is required, the same may be taken up with the Ministry with proper justification. It is, therefore, requested that the present security system may be reviewed forthwith (particularly about the manpower i/r/o Security Assistants in different Grades) after filling the posts with permanent employees who will have the integrity and commitment to the organisation.

Action : DIR(Pers)/DD(PE)

(g) FILLING UP THE POST OF MCM

As per MoD letter on four grade structure dated 14/2/2010, the procedure for filling the post of MCM has to be followed as per MoD letter dated 22/9/1982. Accordingly, the Department Selection Committee for promotion to MCM will meet twice in a year i.e, 31<sup>st</sup> Mar and 30<sup>th</sup> Sep respectively and promotion will take place with effect from 1<sup>st</sup> Apr and 1<sup>st</sup> Oct in each year. Many Directorates and their Controllerates and SQAOs have not conducted DPCs as per the Govt orders. This is not correct and hence necessary clarifications in this regard may be issued without giving any chance to ambiguity, since there are many affected people because their promotion is delayed causing immense financial constraint and loss.

Action : DIR(Pers)/ALL TECH DTES

(h) RECRUITMENT RULES FOR ASSISTANT ENGINEER

A copy of the draft RR for AEs which has been prepared by the Adm may be issued to LSS and Secretary, Staff Side before finalisation.

Action : DIR(Pers)

(i) TRAINING PROGRAMME FOR INDUSTRIAL EMPLOYEES AND NON INDUSTRIAL EMPLOYEES THROUGH ORDNANCE FACTORY BOARD

IEs and NIEs may be deputed for training in institutions like OFILs(Ordnance Factories Institute of Learning) and NADP – National Academy of Defence Production.

Action : ALL TECH DTES

(k) TECHNICIAN SEMI SKILLED

Technician SS with qualification of SSLC and ITI may be placed in Tradesmen 'C' after completion of 2 years service.

Action : DIR(Pers)



(l) FILLING UP OF POSTS

Immediate action may please be taken to fill up all the posts lying vacant. A committee may be constituted to work out the manpower requirement. There are about 30 posts of Technician 'C' which is kept pending without action for Direct Recruitment and as there are no eligible candidates for promotion for another 3 years. As such action may be taken to fill these vacancies by Direct Recruitment without giving the Department a chance to surrender/abolish these vacancies citing delay in recruitment as the reason. Further, it has been brought out that a post of Pharmacist is lying vacant in CQAL due to the resignation of one of the pharmacist three months back. It is, therefore, requested that the vacancy may again be released for DR and the establishment may be directed to recruit a female pharmacist since the establishment has got 120 women employees. In addition to this the quota for PH for the year 2012-13 has not been filled up hence vacancies pertaining to PH may also be released for DR.

Action : DIR(Pers)/DQA(L)

(m) NIGHT DUTY ALLOWANCES

The Court judgements applicable not only to OFB, it is also applicable to other Directorates where the Security Staff is similarly placed.

Action : DIR(Pers)

(n) ROTATIONAL TRANSFER POLICY

The Rotation Transfer Policy has not been implemented uniformly in DGQA organisation for the year 2013, since it has been totally exempted in Vehicle discipline. Officials of the other disciplines have already been transferred which is discriminatory. Hence, it is requested that the Rotation Transfer policy may be kept in abeyance till the Committee review the policy and make its report before 31<sup>st</sup> Dec 2013.

Action : DIR(Pers)

(o) MODERNISE THE FURNITURE OF CQAL & GOOD TOILETS ETC

For the last three years the management is not taking any action on the demand of modern furniture and good toilet instead interested in providing the amenities to officers only.

Action : DQA(L)

(p) UP-GRADATION OF THE POST OF ALWC TO DLWC IN CQAL

The ALWC who is presently posted in CQAL Bangalore is entrusted with the responsibilities to take care the welfare of the Officers and Staff of DGQA Establishment in South Zone, hence the Post of ALWC be upgraded to DLWC. The case is pending with HQ DGQA for approval.

Action : LWC(C)

(q) MERGER OF ISOLATED CATEGORIES

It is requested to review the sub-committee and meeting may be convened to complete further action on this matter.

Action : DY DIR(JCM)

(r) RE-DESIGNATION OF VARIOUS CATEGORIES OTHER THAN TECHNICAL

This issue is also pending for a long time. The sub-committee should meet and finalise it immediately.

Action : DY DIR(JCM)

(s) TRAINING

All JCM Members, newly nominated and those who are in service may be detailed for Empowering Trade Union Leadership Course conducted by the V V Giri National Labour Institute, Noida. Similar type of Courses on JCM/Works Committee/Union which are important may be organized for the newly inducted officers including HOEs, since many of them are ignorant about the Labour Laws.

Action : DIR(PP&T)/ALL TECH DTES

(t) SHIFTING OF DQA(M&E) AND CQA(MET) FROM ICHAPUR TO HASTINGS

The proposal for shifting M&E Directorate to Hastings may be dropped, since it is a waste of public money and also disturbance for the existing employees.

Action : DQA(M&E)

LSS while concluding the speech stated that the Unions/Federations remained in the forefront in articulating the interest of workers and organized them to espouse their rights and in educating them their duties and responsibilities to enhance the productivity. In the context of the rapidly evolving global economic situation, there is an urgent need to strengthen this partnership to face the emerging challenges confronted by all. We have always provided wise, experienced and strong leadership keeping the interest of DGQA.

7. Shri HN Tiwari, Secretary Staff Side, welcomed Lt Gen VA Bhat, DGQA, all ADGQAs, Secretary Official Side, Mrs. Rekha Chopra, Leader, Staff Side, Mr. MKR Pillai, BPMS Rep- Mr. Mohan Rao, CDRA Rep Mr. Amose Prakhakar and all members of Official Side and Staff Side. He expressed his sincere thanks to the Chairman for his warm welcome to the Staff Side and giving the latest progress on the achievements as well as pending issues at the various levels of the government. He congratulated the Chairman on successful completion of his tenure as DGQA and also for several achievements in Technical as well as Administrative/Financial areas of DGQA organization, which were pending/ unresolved for last so many years but could be sorted out due to his best personal efforts. He described DGQA, who is sincere, honest, devoted to his responsibility, can provide able guidance, high moral values with full human consideration and sympathetic to all, with best leadership qualities, having a dynamic personality - the factors which enabled him to reach the highest level of the



DGQA organization. He congratulated Shri. Shankar Singh on his promotion/posting as ADGQA (Admin) and welcomed him as he is attending this forum first time. He was confident that due to his rich experience in various organizations, under MoD, and high moral qualities, he will be able to sort out several important long pending issues related to workers of DGQA orgn.

He also congratulated Maj Gen. S. Bajaj ADGQA(L), Shri. J.S. Rao, ADGQA(PP&T) on their promotion and welcomed to the forum. He welcomed Rear Admiral Dinkar Sharma, ADGQA (WP), Shri. H.K. Das, DDG(A&B), Shri. Mohd Zahid, LWC(C), Shri. S.Alagesan, Director (Pers) who are attending this forum first time. He also welcomed Mrs. Rekha Chopra, who had successfully completed her last tenure as Secretary, Official Side of this forum and again she has taken over as Secretary, Official Side and assured his full co-operation in her functioning. He thanked Brig. Karriappa, Controller CQA(L) Bangalore, for hosting this meeting and making nice arrangements for convening the meeting at CQA (L) Bangalore. He expressed his heartfelt condolences on untimely & sad demise of Shri Rajendra Singh and prayed the All Mighty to give courage & strength to the bereaved family to bear this irreparable loss and rest the departed soul in peace. He brought out the following issues for kind attention of the Chairman and early redressal :-

(a) SHIFTING OF DQA(M&E) & CQA(MET) ISHAPORE TO HASTING, KOLKATTA

He thanked the Chairman for dropping the proposal for shifting the DQA(M&E) ichapore to New Delhi. However, it is understood that shifting of DQA (M&E) & CQA(Met) Ichapore to Hasting, Kolkatta has been proposed, causing not only a serious hardship in the functional view point, but also a serious problem for the accommodation of the employees, since the DGQA residential complex at Balur is not at all suitable for the allotment to our employees due to various reasons. Therefore the decision is required to be reconsidered sympathetically. The Chairman is humbly requested to review the decision for shifting DQA (M&E) and CQA (Met) Ichapore to Hasting, Kolkatta.

Action : DQA(M&E)

(b) DETERIORATING INDUSTRIAL RELATIONS AT SQAE (A) AMBAJHARI

The industrial relations is deteriorating day by day in SQAE (A) Ambajhari, Nagpur. The dictatorial functioning of SQAQO, has crossed all limits of human consideration. Workers are being victimized on very flimsy grounds. Stoppage of over time and even suspension has become routine. The issue has been raised in all the forums available for the redressal of the workers grievances for the last one year, has not been properly taken care of by the administration. Even in the special meeting held on 5<sup>th</sup> March 2013, chaired by the Hon'ble Chairman himself, it was assured that issue will be sorted out by sending a team headed by the ADGQA (Adm) including Leader/Secretary Staff Side but that, too, is yet to be finalised. The Chairman is requested to depute a team under ADGQA (Adm) including Staff Side Leader/Secy and LWC to visit SQAE (A) Ambajhari, to assess the factual position, without any further delay so that suitable action could be taken for Industrial peace in the establishment.

Action : DQA(Arm)



(c) FORMATION OF WELFARE COMMITTEE IN SQA (A) AMBAJHARI

It is brought out that in any establishment, where the strength of the workman is below 100, then the Works Committee can not be constituted under Industrial Act 1947 and the Head of the Estt. will constitute the welfare committee in consultation with the unions functioning in the establishment. But in violation of the govt rules on the subject, the SQA, SQA (A) Ambajhari, has not constituted the welfare committee, a forum provided by the govt, for the redressal of the workers grievances. Necessary instructions may please be issued to SQA, SQA (A), Ambajhari, to follow the rules in this regard.

Action : LWC(C)/DQA(Arm)

(d) EXPERT COMMITTEE ON QUALITY ASSURANCE TRANSFER OF AHSP RESPONSIBILITY TO DGQA

The DGQA organization had suffered a major setback during 1984 when the manpower were transferred to DGQA, badly affecting the Armament Directorate. Subsequently inspection of input material was transferred to DGQA, badly affecting the Store Directorate. Now it is learnt that a Committee in the name of "Expert Committee on Quality Assurance" has been constituted, which may be another step to transfer the work of DGQA orgn. to OFB. It is, therefore, requested that the matter may be apprised in detail to the Staff Side, in the better organizational interest and before any final decision is taken on the issue, a meeting with Secretary(DP) may be arranged with the Staff Side to avoid any further transfer of workload as well as manpower to the OFB. He thanked the Chairman for the assurance given to save the AHSP work and hoped that this stand of the DGQA orgn. will continue in future also to save the workload as well as manpower of the DGQA Orgn.

Action : ADG(PP&T)

(e) ISSUE OF SOP IN VIOLATION OF SRO-18 FOR THE ALLOTMENT OF DGQA RESIDENTIAL ACCOMMODATION IN VIKHROLI MUMBAI

It has been brought to our notice that a SOP has been issued from DGQA Works in Sept 2012, where civilian Head of Estts have been excluded for allotment of accommodation in Vikhroli which is meant for PSSO & civilian HOEs. This is in violation of the SRO-18, approved by the government. It is further mentioned that civilian HOEs should get preference over tenure officers since they are governed by Military Rules and get accommodation from Station HQs. In the old SOP, the PSSO and civilian HOEs were under priority, which is as per SRO-18 approved by the government for the allotment of accommodation to DGQA employees at Vikhroli, Mumbai. It is, therefore, requested that the SOP issued in violation of SRO-18 may be withdrawn and the old SOP, issued as per SRO-18, may be allowed to continue, for the allotment of accommodation to DGQA employees at Vikhroli, Mumbai.

Action : DIR(Works)



(f) FUNCTIONING OF JCM IV LEVEL COUNCIL, IN THE ESTABLISHMENT OF DGQA ORGANIZATION

It has been noticed that the new constitution of JCM IV level councils are stayed by the Hon'ble High Court, Chennai which has resulted in serious hardship due to non- functioning of IV level JCM councils in the DGQA establishments. It is, therefore, requested that necessary instructions to continue the old JCM IV Level councils at all DGQA Estts may kindly be issued.

Action : DY DIR(JCM)

(g) IMPLEMENTATION OF ROTATIONAL TRANSFER POLICY IN DGQA ORGANISATION

It is noticed that the Rotational Transfer Policy, issued on 20 May 2011, is not being implemented uniformly in all the Directorates under DGQA. Some Directorates have issued Rotational Transfer for the year 2013, but it is surprised to note that some of the Directorates have not issued the Rotation Transfer for the year 2013 till date. Since the academic session has started and employees have got their children admitted in school/college, therefore rotation transfer at this stage is a serious disturbance to their family and under such situation, at least this time, at this belated stage the Rotational Transfer for 2013 should not be issued by such Directorates and may be exempted from Rotational Transfer Policy.

Action : DIR(Pers)/ALL TECH DTES

(h) PLACEMENT OF TECHNICIAN SEMI SKILLED TO TECHNICIAN SKILLED IN DGQA ORG

Since the qualification of the Technician (Semi-skilled) has been Matric + ITI like the entry point in DGOF, therefore, the Technician (Semi-skilled) recruited with Matric + ITI in DGQA organisation should be placed as Technician (Skilled) after completion of two years. This placement should not be treated as promotion. The matter may please be examined in view to amend the SRO in this regard.

Action : DIR(Pers)

8. Shri P Mohan Rao, Rep BPMS, thanked the Chairman for extending a warm welcome to the staff side and apprising the forum on important matters. He thanked Brig KC Karriappa, CQA(L) for hosting this meeting and also ensuring their comfortable stay inspite of constraints. He stated that the Leader and Secretary, Staff Side have already brought out most of the points concerning DGQA employees and he endorsed the views expressed by them. He brought out the following points for consideration of the Chairman :-

(a) RELATION BETWEEN OFB & DGQA ESTTS AT MEDAK AND BADMAL

Due to rejection of supply of sub-standard the relation between OFB and DGQA Estts at Medak and Badmal is worsening day by day. Workers are suffering since the authorities have resorted to disruption of water and electricity supply. The Chairman is requested to take remedial action in this regard.

Action : DQA(A)/DQA(CV)

(b) TRANSFER OF AHSP RESPONSIBILITIES

Though, he endorsed the view points expressed by Leader Staff Side on the subject he had no comments to offer since DGQA has already clarified the issue.

(c) INDUSTRIAL RELATION AT AMBAJHARI

The industrial relation at SQAE(A) Ambajhari is deteriorating day by day. The Officer concerned has resorted to offensive action like suspension against Union members. He opined that the punishment should commensurate with the degree of offence and officer has crossed the line. He requested DGQA to sort out the matter before relinquishing the office.

**Action : DQA(A)**

At the end he wished DGQA a happy and healthy retired life.

9. 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 view points expressed by the Leader/Secretary, Staff Side and rep of BPMS. He also thanked the Controller, CQA(L) and Leader, Staff Side for successfully conducting the JCM Main meeting at Bangalore. He requested that DPC for LDC to UDC be conducted at the earliest and also provide one time relaxation for promotion by reducing the qualifying service from 8 to 5 years. He further brought out that CQA(ME) Pune is not forwarding applications of eligible employees for recruitment for various examinations conducted by UPSC. He requested that CQA(ME) Pune be advised to forward the applications to UPSC alongwith the NOC.

**Action : DIR(Pers)/DQA(M&E)**

He thanked the Chairman for his successful tenure as DGQA and wished him a happy retired life.

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

10. Responding to the issues raised by the Staff Side, the Chairman informed that he had noted all the points raised by the Leader and Secretary, and other members of Staff Side. He assured that suitable action would be taken in a time bound manner after carefully examining the cases. However, he gave his considered view on the following points :-

(a) TRAINING OF JCM MEMBERS/IEs The Chairman clarified that there is neither any hesitation nor restriction on the part of DGQA HQ for training of JCM members at VV Giri Institute, Noida and Ordnance Factories Institute of Learning etc. Since sufficient fund is available there is no sanctity of prohibiting any member from attending the training programmes. He directed that necessary steps should be taken to send maximum employees for training programmes.

**Action : ALL TECH DTES**

(b) PAYMENT FOR OUTSOURCING The Chairman welcomed the suggestion of the Staff Side and stated that the issue needs to be studied by concerned ADGsQA/DDGsQA and assured that necessary action would be taken by 15 August 2013.

**Action : ALL DTES**



(c) INDUSTRIAL RELATION AT AMBAJHARI The Chairman informed that an Expert Committee under Col Chowdhury is going to give a presentation on the actual functioning of the Estt. After examining the Expert Committee's Report, it will be ensured to resolve the issue before the next Steering Committee meeting. He requested ADGQA(Arm) to follow up this issue.

Action : LWC(C)/DQA(Arm)

(d) SHIFTING OF DQA(M&E) & CQA(MET) OFFICE FROM ICHAPUR TO HASTINGS The Chairman assured that the shifting will not be carried out.

Action : DQA(M&E)

## DISCUSSION ON FRESH AGENDA POINTS

### 11. FRESH AGENDA POINT NO.1 - RECRUITMENT RULES OF INDUSTRIAL CATEGORIES

Recruitment Rules of Technician (SS) needs review. As per DOP&T guidelines, qualification for all erstwhile Gp 'D' employees is Matriculation or ITI. However, the DGQA has made it as Matriculation plus ITI. This is contradictory to the guidelines of DoP&T. It is pertinent to mention that for majority of the trades in ITIs, the qualification required for admission is Matriculation pass and in few cases, it is 12<sup>th</sup> Std. As per the Government notification, NCTVT which comes under the Ministry of Labour is the nodal agency for prescribing the qualification for admission in all ITIs and according to it there are certain trades which does not require Matriculation for courses of duration of one year. Hence SRO 100 of 2012 needs review. Further, there should not be any qualification bar for filling up the posts by absorption. The erstwhile non-matric Gp 'D' employees were granted Rs. 1800 Grade Pay after they were given training for six months. As such, the same may be incorporated in the SRO.

### DELIBERATED COURSE OF ACTION

This point was discussed in the Meeting and during the deliberation, it was proposed by the Staff Side Members that a JCM Sub-Committee comprising of official as well as staff side members, may be constituted to resolve the issue. Accordingly, the Chairman of the Council agreed for constitution of Sub-Committee.

Action : DDG(A&B)

### 12. FRESH AGENDA POINT NO. 2 - RECRUITMENT RULES FOR THE POST OF JE(QA)

According to the new RRs for JE(QA), the method of recruitment is 100% DR, thereby the promotional opportunities for Industrial cadres has been denied. Suggestions made by the Federation and JCM III/DGQA as 50% by promotion, 25% by DR and 25% by LDE has not been considered by the Department. This matter may be taken up with the Ministry.

### DELIBERATED COURSE OF ACTION

This point was discussed in the Meeting and during the deliberation, it was proposed by the Staff Side Members that a JCM Sub-Committee comprising of official as well as staff side members, may be constituted to resolve the issue. Accordingly, the Chairman of the Council agreed for constitution of Sub-Committee.

Action : DDG(A&B)

#### 13. FRESH AGENDA POINT NO.3 - INDIGINISATION CELL

As DG EME has started recruiting personnel of their own and as agreed by the administration, all DGQA employees may be posted back to their parent establishments immediately.

### DELIBERATED COURSE OF ACTION

As per the comments/views received from Technical Directorates whose employees were transferred to DGEME, there is a consensus to revert the manpower back to their respective establishment as DGEME has started recruiting personnel of their own and PE of DGEME has been effected. In view of above, Dte of PP&T has to initiate action with DGEME for reverting the manpower back to DGQA.

The Chairman informed that due to our consistent effort 57 DGQA employees are going to come back soon. If that happens, much of our problem will be sorted out. DGQA is liaising with the Ministry to get our PE of DGQA back and hopefully all can see the result soon. He directed Brig Sanjeev, DDG(EE) to pursue the matter further.

Action : ADG(PP&T)/DDG(EE)

#### 14. FRESH AGENDA POINT NO. 4 - PROCEDURE FOR MARKING ATTENDANCE

Mustering in and out of the establishment co-located in ordnance factories and outside the ordnance factories was deliberated in detail in first main meeting of XII Term of JCM III Level Council held under the Chairmanship of DGQA on 22<sup>nd</sup> Mar 2007. Subsequently, DGQA had laid down necessary guidelines on the attendance procedure for DGQA employees vide HQ DGQA letter No. 87303/Attendance/DGQA (Coord) dated 16 April 2007. Accordingly it has been emphasized that "DGQA establishments, which are co-located within the ordnance factories where electronic punching system is in use for mustering in, should follow the same system and machines installed by the factories be utilized. DGQA establishments located at Avadi are introducing a Bio Metric machine for mustering of attendance in respect of Staff and workmen of DGQA establishments (co-located with Heavy Vehicle Factory) and likely to be implemented shortly. Whereas, Ordnance Factories are still continuing the existing system of EARS (checking at entry level and mustering in and out with one card).

Since the Direction were issued by HQ DGQA, in consultation with JCM III for incorporation in all DGQA establishments uniformly at par with ordnance factories, introducing 'Bio-Metric system' for registering attendance is totally against the spirit of DGQA instructions dated 16.4.2007. This may also result in serious unrest among the



employees in Ord. factories. Introducing Bio-Metric system for registering attendance by DGQA estts which are co-located with ordnance factories may be kept in abeyance.

#### **DELIBERATED COURSE OF ACTION**

The issue raised by the Staff side has been examined in view of comments received from Technical Directorates. Almost all Directorates opined that Biometric System of recording attendance is a much advanced system than electronic punching/smart card as it precludes "Impersonation" and adds another level to physical security of the premises. Attendance recording system (EARS) with card punching system is outdated system for which after sales services are scarcely available and system is prone to proxy punching. It is, therefore, recommended that Biometric machine may be adopted in all establishments.

After deliberation the Chairman informed that a decision can only be taken after discussing the matter with all ADGs and LSS and Secretary Staff Side. A Sub-Committee may study and make a proposal which can be implemented uniformly in all DGQA Establishments and till such time the Bio-metric system of marking attendance may be kept in abeyance.

**Action : DIR(Coord)**

#### **15. FRESH AGENDA POINT NO. 5 - CONDUCTING DPC/SENIORITY ROLL MAINTENANCE AT AHSP WISE**

Prior to Restructuring of Artisan staff in DGQA, seniority of MCM was being maintained AHSP wise. After restructuring vide MOD letter No. 11(5)2009-D(Civ-I) dt. 14 Jun 2010 and DGQA letter No. A/92163/Revision/MCM/DGQA/Adm-7B dt 04 Mar 2011, MCM seniority is now being maintained at Estt. Level. This system is incurring some loss of MCM vacancies in the organization as there are many estts which do not have more than 4 Artisan staff in their PE. To overcome this problem and avoid surrendering of MCM post, it is proposed that seniority of HS-1 to be maintained at AHSP level for the promotion of MCM and accordingly RR may be amended.

#### **DELIBERATED COURSE OF ACTION**

This point was discussed in the Meeting and during the deliberation, it was proposed by the Staff Side Members that a JCM Sub-Committee comprising of official as well as staff side members, may be constituted to resolve the issue. Accordingly, the Chairman of the Council agreed for constitution of Sub-Committee.

**Action : DDG(A&B)**

**16. After deliberation on fresh agenda points, the Chairman of the council agreed to the proposal of Staff Side to set up a JCM Sub-Committee to sort out the issues raised in the Agenda Points No.1, 2 & 5.**

**17. Thereafter, the Minutes of the 13<sup>th</sup> Main Meeting of the JCM III Level Council held on 19 Jul 2012 were confirmed.**

**18. It was proposed to hold the next Steering Committee meeting in the month of Oct/Nov 13. It was informed that the date and venue will be intimated to all concerned after the same is finalized.**

19. The Secretary Official Side on behalf of the members of both sides thanked the Chairman of the Council for sparing his valuable time in attending the Main meeting of this august forum and guiding the forum in resolving important issues pertaining to DGQA employees.

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



(Rekha Chopra)  
DDG(P&F) &  
Secretary Official Side  
JCM III Level Council (DGQA)  
for Director General Quality Assurance

Copy to:-

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

All DGQA Establishments as per List-I.

AIDEF Kirkee, INDWF Chennai, 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 Spl DGQA, PS to Addl DGQA(ADM)  
DD/RMD(PE & BUDGET), DD/Adm-7B, DD/Adm-7A, DD/Adm-10,  
Project Leader SDCC – It is requested to upload the Minutes in official DGQA Website