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JCM MATTER/PRIORITY

Integrated HQrs of MOD (Army)
Addl Dte Gen of Manpower & Planning
Adjutant General's Branch
Army Headquarters
New Delhi-110011

17151/ Main /12thTerm/MP 4 (Civ)(JCM)

12 Apr 2019

All JCM Members of the 12th Term
of AHQ JCM III Level Council

FORWARDING OF MINUTES OF ARMY HQ JCM III LEVEL COUNCIL
20TH MAIN MEETING/12 TERM

Minutes of the 20th Main Meeting of the 12th Term of AHQ JCM III Level Council held on 20 Dec 2018 duly approved by the Chairman, is forwarded herewith for your information please.


(Ashok Kumar)
Dir (CP) &
Member Secy AHQ JCM

Encl : As stated

Copy to :-


The General Secretaries of


AIDEF

INDWF

BPMS

CDRA


प्रोतक्षा मजदूर सच
मन्त्री.....
सचिव (मुख्यालय).....
कार्यालय मन्त्री/ सहमन्त्री.....
क्रमांक.....
कार्य संख्या.....


Spore Copy

IHQ OF MOD(ARMY)
AG/MP-4(CIV)(JCM)
MINUTES FOR 20TH MAIN
MEETING
OF 12TH TERM OF
AHQ JCM LEVEL III
COUNCIL HELD ON
20 DEC 2018

LIST OF PARTICIPANTS
20TH MAIN MEETING OF THE 12TH TERM OF AHQ JCM III LEVEL COUNCIL
HELD ON 20 DEC 2018 IN DELHI

Lt General Ashwani Kumar, AVSM, VSM, ADC	-	Chairman
Shri Ashok Kumar, Director (CP)	-	Member Secretary, AHQ JCM Level III

Council

OFFICIAL SIDE
Members

Maj Gen Pramod Batra, ADG RVS
Maj Gen R Bharadwaj, VSM, ADG MS (IS, H
PS)
Smt Shweta Ashok, Dir MT (Civ)
Shri M K Gupta, Dir (DGMS-3B)
Dr Renuka Tyagi, Dir (SD-7)
Col, Sanjeev Kumar, Col EME (Civ)
Col D M Prasad, Col RVS (Pers)
Col DCS Kanyal, SM, Col Inf-6 (Pers)
Col STA Rijvi, Col ST-12 (Pers)
Lt Col Kushvendra Tyagi, Offg Dir (E1C)
Lt Col Kramil Kewalia, Offg Col OS (Pers)
Shri Khushal Chandra, Dy Dir SD-7
Shri Uday Kapat, Dy Dir OS-10 A
Shri Ravindra Sah, Dy Dir ST-12
Sh Arvind Kumar Rai, Dy Dir Inf-6 (Pers)
Smt Vandana Dube, Dy Dir, Sig-4
Shir C Nunthuk, Dy Dir Mil Farm

Officers of MP-4 (Civ)

Shri V K Trivedi, LWC(C)
Shri Sujay Kumar, Dy Dir MP-4(C & D)
Shri Rohit Srivastava, Dy Dir (JCM & Trg)
Shri Arun Kumar Arun, Dy Dir (CP)(P)
Shri K P Davis, Dy Dir (CP)(MP)
Shri P K Sharma, SO (JCM & TRG)
Shri Sukhbir Singh, SO (Adm)

STAFF SIDE
Members

Shri Anil Sharma, AIDEF
Offg Leader, Staff Side

Shri M Jayachandran, INDWF
Secretary Staff Side

Reps AIDEF

Shri C H Satyanarayana

Shri Raj Karan

Shri A Thirumalai

Shri B K Kar

Shri Ranveer Singh Rathore

Shri Mohan Lal

Shri R B Pardeshi

Shri Balraj

Reps INDWF

Shri Pardeep Kumar

Reps CDRA

Shri Ranbir Singh

Shri Manoj Kumar Pathak

Reps BPMS

Shri Tribhuwan Singh

Shri Ajay Kumar Ghosh

PROCEEDINGS

1. The 20th Main meeting of 12th Term of AHQ JCM Level III Council was held on 20 Dec 2018 in Room No 129-D of South Block under the Chairmanship of Adjutant General.
2. At the outset Dir (CP) welcomed Adjutant General, DG (MP & PS), ADG MP (P&P), officers of Line Dtes/AGMP-4 and the Staff Side Members. He expressed his gratitude to AG for taking time from his busy schedule to chair this meeting. Thereafter, he apprised the Chairman that recently Additional Committee Meeting of AHQ JCM Level III Council was held under the Chairmanship of ADG MP (P&P) wherein a lot of points were settled. After this, he invited the Chairman to address the House.
3. Chairman in his opening remarks welcomed all present for the 20th Main Meeting of AHQ JCM Level III Council. He highlighted the relevance of this forum and also brought out the importance he attached to this interaction. He thereafter went on to delve upon certain important issues.
4. On the subject of issue of NACs, he informed the house that he is aware that 9250 extension of NACs have been approved by the MoD. On the issue of disposal of surplus employees, he informed the house that the issue was still under deliberations. Notwithstanding, he stated that there is a need to devise a roadmap for employment of surplus employees with minimum turbulence
5. On the issue of getting more NACs released from MoD, he informed the house that case is being pursued with the MoD for issue of NACs on case to case basis.
6. On the issue of holding of regular JCM Meetings and attendance by respective DGs, **he directed that henceforth all the JCM Meetings will be conducted regularly and whenever he is chairing the meeting, respective DGs/ Heads of Line Dtes should attend the meeting.** With these remarks, he declared the house open for deliberations.
6. After the opening remarks of the AG, Dir (CP) invited all the JCM Members to put forward their points. Accordingly, all the JCM Members present spoke and the points raised by them are mentioned in the Agenda enclosed. Salient aspects of the same are covered in under-mentioned paras.
7. Sh Anil Sharma, Offg Leader Staff Side in his speech welcomed all present. He thanked the Chairman for holding Main Meeting. Further he highlighted the need for periodic conduct of JCM Meetings as mentioned in JCM Scheme which mentions that 04 JCM Meetings be conducted in a year. Thereafter he drew the attention of the Chairman on various issues. Some of the salient points are enumerated below:-

- (a) **Implementation of CoE Report** He requested to hold in abeyance the decisions of the DGEME and DGOS to close down certain Establishments which is causing hardship to the civilian employees. He also brought to notice of the house that in one of the case, the decision to close down these Establishments has been referred by Regional Labour Commissioner Mumbai to Ministry of

Labour. Hence, he requested review of such decisions^{5th} at Army Headquarters level. The Chairman remarked that he was aware of the associated challenges and brought out that they are in touch with MoD on the subject.

(b) **Issue of NACs:-** He brought out the need to review the current policy on non issue of NACs. The Chairman brought out that as the issue was in the domain of MoD, constant interaction on the subject was being carried out with them.

(c) **Trade Union Rights** On the issue of granting Trade Union rights to civilian employees working in Mil Hospitals and Training Centres, he mentioned that Def Secy in response to a proposal of Federations has directed that this issue may be first discussed in the AHQ JCM Level III Council. Hence, a favourable decision is sought in the matter. Chairman remarked that these Estts are coming under the **jurisdiction** of MoD. However, issue will be examined in this Headquarters in view of the directions of Defence Secretary.

(d) **Treatment of civilian employee** In some of the Army Units, Army Officers are giving ill treatment to the civilian employees and the Union office bearers. To cite an example, he mentioned that in 24 FAD, officers are not prepared to implement the directions of the AG's Branch and also harassing the Union representatives. Besides, he also mentioned that Comdt 506 Army Base Workshop is supporting the second panel of the Union. Chairman remarked that ill treatment being meted out to Union functionaries is one aspect and not allowing Union activities in 24 FAD is altogether different issue. He further mentioned that in WEs, Union activities are not allowed. However, he will get the issue examined. On the issue of supporting second panel, he sought the views of EME Dte. The Rep of EME Dte mentioned that he has personally spoken to the Comdt 506 ABW and as per input provided by the Unit, both the parties are claiming to be genuine. He also informed that both the parties have been requested to submit their final documents to the Registrar of Trade Union for final approval. To this Offg Leader Staff Side mentioned that he has already furnished Union documents to Director OS -10.

(e) **Functioning of Welfare Committees** Welfare Committees are not functioning properly in Estts under DGMS and Guard Training Centre. Chairman directed that interaction with the representatives of civilian employees at all level is required to resolve their issues.

(f) **Benefit of 7th CPC** He mentioned that in 506 ABW, certain employees have still not been given the benefits of 7th CPC. He requested the Chairman to write to MoD on this issue. Chairman remarked that he will intervene in the matter.

(g) **Office space for Union office** It was informed to the house that Union Office which was allotted to the Union functioning in GE Jabalpur since last 40 years, has been arbitrarily withdrawn by the authorities. Further Mr Mohan Lal also informed that rent receipts and handing over/taking over documents were

also submitted to concerned office in this regard but despite this, the lock of the Union office was broken and seized. Rep of E-in-C's Branch clarified that just because office space for union was given 40 years back, it does not mean that it has become legal.

(h) **Trg Programme for JCM Leaders** He sought a training programme for JCM Leaders. Chairman remarked that the same will be examined.

(j) **Issue of Minutes** He mentioned that Minutes should be issued post formal meeting with Federation/Confederation/Association. The Chairman agreed to the proposal.

8. After the speech of Offg Leader Staff Side, Sh M Jayachandaran, Secy Staff Side spoke. He, while highlighting the need for regular meetings, thanked the Chairman for conducting this meeting. He also thanked the Chairman for getting 9250 extension of NACs approved from MoD. He also placed on record the appreciation for Line Dtes who have cleared maximum number of JCM points/Grievances of the Defence Civilians. He, however, mentioned that though a number of points are cleared here, some of the Line Dtes are not implementing the orders issued by AG's Branch. He also mentioned that OD Avadi has not implemented four such orders. After this, he raised many points. Salient points brought forth by him vis a vis remarks of Chairman/Line Dtes are mentioned as under:-

(a) **Posting of Civ GT (Cleaners)** He informed that in Corps of ASC the lowest rung employees working as Civil GT (Cleaners) are posted to far flung areas on turnover postings which is not correct and justified. He sought cancellation of such posting orders to allow them to serve in the old Units or otherwise posted to new Units near their native place through AG/MP-4. The Chairman mentioned that he will get the issue examined.

(b) **The availability of funds** He sought availability of funds for the training of Def civilians which has been stopped by AG's Branch citing lack of funds. Chairman informed the house that funds for training of Def Civilians have to be provided by the Govt. However, he will reconsider the issue on the provision of funds from AG's fund for the conduct of training of Def civilians.

After the speech of Secy Staff Side, Sh Satyanaraya JCM Member spoke. He thanked the Chairman for holding this meeting. Then he mentioned that DGs and E-in-C's are the Official Side members. Earlier JCM Meetings were held on quarterly basis wherein the Heads of Departments who are Official Side JCM Members were attending it. Now the same are not being attended by the designated level officers and due to reduced level of participation, JCM Meetings are becoming ineffective. **To this, AG remarked that he has already given the directions that whenever he is chairing the JCM Meetings, Head of line Dtes will attend it.**

In addition, other salient point submitted by following speakers are :-


(a) **Sh Raj Karan** He sought to know the reasons for closing of OD Cheeki to which the Chairman remarked that the same was based on approval of the MoD.

(b) **Shri Tribhuwan Singh** On the issue of allotment of Union office in GE Jabalpur, he said that action of the authority is correct and said Union should not have been allotted accommodation.

(c) **Shri Ranbir Singh** He requested that Defence civilians upto the level of pay scale 7 may be allowed to purchase a four wheeler from CSD and officers of the level of pay scale 8 onwards may be allowed to purchase a four wheeler after every 5 years. This will stop the existing discrimination wherein even ex-servicemen are allowed to purchase car from CSD. The Chairman informed that service conditions of combatants are different from the service conditions of civilians and the two could not be compared.

11. Before the meeting concluded, Chairman apprised the staff side leaders that he is aware of the problems faced by the employees and directed all the Line Dtes officers to resolve the issues as soon as possible.

12. Detailed points submitted by each of the JCM Members are given in the succeeding paras.


(Ashok Kumar)
Director (CP)
12 Apr 2019

**POINTS SUBMITTED BY STAFF SIDE MEMBERS IN 20TH MAIN MEETING HELD ON
20 DEC 2018**

16. SHRI ANIL SHARMA, OFFG LEADER STAFF SIDE MEMBERS

Point No (a)

REGARDING FUNCTIONING OF UNION IN 24 FAD :-

Directions may be passed to the Comdt 24 FAD to deal with the Union which is existing since 1997.

Action: OS 10

Point No (b)

**REGARDING FUNCTIONING OF "SHARMIK SANGH" AT 506 ARMY BASE
WORKSHOP JABALPUR:-**

The complete documents of the Approved Panel has been submitted to AG's Branch and EME HQs. Comdt 506 ABW is extending all the facilities to the panel which is rejected by the Registrar of Trade Union and not to be approved panel. Also, he is not granting special casual leave to the approved panel. LWC (C) may settle the issue if required by personally visiting the unit.

Action: EME (Civ) /LWC (C)

Point No (c)

**CONSTITUTION OF COMMITTEE WITH STAFF SIDE MEMBERS TO OVERSEE THE
FUNCTIONING OF WELFARE COMMITTEE**

In Army Ests, like MH Kamptee, GTC Kamptee, Training Centre Nasik and OTA Gaya etc, the Welfare committees are not functioning. Hence, a committee may be constituted with staff side members also to visit such units to see whether proper Welfare committees are functioning or not. Also strong instructions may be issued to the Army Units in this matter and any violation may be taken seriously.

Action: AGMP-4 Civ (c)

Point No (d)

WITHDRAWAL OF AG'S BRANCH DIRECTIONS TO EME BASE WORKSHOPS

In the additional committee meeting, rep of EME Dte mentioned that till date no GOCO (Government Own Contracts Officer) model is implemented in EME Base workshops. In the backdrop of this, AG's branch directions on the above subject may be withdrawn.

Action: AGMP -4 (Civ (b))

Point No (e)

DECISION TO KEEP IN ABEYANCE THE DECISION TO CLOSE DOWN THE STATION WORKSHOPS UNDER DGEME AND 04 DEPOTS UNDER DGOS

Decision to close the station workshops under DGEME and 04 Depots under DGOS may be reviewed as the said decision is causing undue hardships for the civilian employees working in these units and also these units are strategically important. Also, one industrial dispute case in this matter has already been referred to the Ministry of Labour by the Regional Labour Commissioner (Central) at Mumbai. Also, this important issue may be first discussed with the Federations.

Action : OS (Pers) /OS10/ EME (Civ) / AGMP-4 (Civ (b)

Point No (f)

RECONSIDERATION OF THE GOVT DECISION TO CONVERT THE ARMY BASE WORKSHOPS INTO GOCO MODEL

There is a need to reconsider the decision about the conversion of Army Base Workshops into GOCO model as they are strategically important workshops and giving second lease of life to the Defence equipment including the imported ones.

Action: OS (Pers)/OS10 /AGMP-4 (Civ (b)

Point No (g)

ISSUE OF NACS

NACs may be issued to Army units so that besides not hampering the work in these units, the selected candidates also do not suffer.

Action: AGMP-4 (Civ (b)

Point No (h)

AWARD OF TRADE UNION RIGHTS TO CIVILIAN EMPLOYEES WORKING IN MIL HOSPITALS AND TRAINING CENTRES

Employees working in Mil hospitals and Training Centres are governed by CCS (CCA) Rules. Def Secy in response to a proposal of Federations has directed that this issue may be first discussed in the AHQ JCM Level III Council. Hence, a favourable decision is sought in the matter.

Action: AGMP-4 (Civ) (c)

Point No (J)

ILL TREATMENT BY ARMY OFFICERS TO THE OFFICE BEARERS OF THE UNIONS.

In Army units, Army officers are ill treating the civilian employees and the Union office bearers. To cite an example, 24 FAD officers are not prepared to implement the

directions of the AG's branch and also harassing the Union representatives. The general secretary of the Union has been issued a charge sheet under Rule 14 of CCS (CCA) Rules. It is requested that chairman may intervene in the matter.

Action: OS (10A)

Point No (k)

REITERATION OF THE MOD'S DIRECTIONS ON THE MEETING BY THE FEDERATIONS/JCM MEMBERS WITH THE LOCAL AUTHORITIES

Meeting by the Federations leaders/JCM Members is required with the officers of E-in-C's Branch, EME Dte, OS Dte etc so that some of the issues can be resolved there only without referring them to the AHQ JCM Level III Council. Hence, MoD's directions on this subject in this regard may be reiterated to all the concerned Dtes.

Action: AGMP-4 (Civ (JCM & Trg))

Point No (l)

NON IMPLEMENTATION OF MOD LETTER DATED 08 MAY 2015 AND 07 JUL 2017 AND ALSO AG'S BRANCH INSTRUCTION NO. 16734/MP-4(CIV)(D) DATED 25 JUL 2017 ON THE SUBJECT OF PAYMENT OF NIGHT DUTY ALLOWANCE (NDA) AT 6TH CPC RATES WITHOUT BASIC PAY CEILING W.E.F. 01 APR 2007

The AG's Branch vide letter referred above have directed all the Commands and Line Dtes to take immediate action for specifying in definite terms, the designations /categories/Levels of non-gazetted employees (industrial and non-Industrial) who were getting the benefit of NDA in accordance with extant instructions i.e. DOP&T OM dated 04th Oct 1989, so as to ensure their seamless deployment of night shifts and payment of NDA based on current pay in MES and all other Army Units other than those categories eligible for NDA as on 04 Oct 1989. Are being paid NDA. Therefore, all the existing Category of employees who are deployed on night shifts are eligible for NDA payment on their actual Basic Pay without any ceiling limit w/e/f/ 01 Apr 2007. Therefore, all the Line Dtes including MES may begin instructed to forward the list of those Category of employees who are being deployed in night shifts to the Controller of Accounts under the various Commands so that this outstanding issue can be settled and the employees can be make the payment of NDA arrears calculated on the basis of actual Basic Pay in 6th CPC Pay Scale w.e.f. 01 Apr 2007.

Action: AGMP-4 (Civ D)

Point No. (m)

UNDUE DELAY IN SETTLING THE ARMOURERS AND FITTER CASE OF 506 ABW.

A case has been taken up with MoD for regularisation of promotion of fitter and armourer trade of 506 ABW. As the benefits of even 7th CPC have not been extended to them, MoD may be approached to expedite the conclusion of their case.

Action: EME (Civ)

Point No (n)

ISSUES PERTAINING TO 24 FAD

Following issues are pending for decision by the Comdt 24 FAD

(i) NON IMPLEMENTATION OF DOP&T INSTRUCTIONS ON THE SUBJECT OF PROBATION PERIOD

Comdt 24 FAD has not taken step to complete the probation period of those employees who have completed 02 years of service. Hence, necessary steps may be taken in this regard.

Action : OS 10A/OS(Pers)

(ii) NON GRANT OF TWO HOURS SPECIAL LEAVE TO THE EMPLOYEES

As per MoD ID No 6(7)/2007-D(Civ-II) dt 28.09.2010, industrial employees are eligible for two hours special leave with wages on two occasions in a month for receiving medical attention/treatment in case of injuries/sickness not arising out of work. However, Comdt is not giving such leave and insisting on the medical certificate for this two hours. Hence, it is requested that instructions may be passed to the Comdt for not insisting on the production of medical certificate for these two hours.

Action: OS 10A/OS(Pers)

(iii) STOPPAGE OF DEAF AND DUMB EMPLOYEES FOR AMMUNITION HANDLING/MAINTENANCE

Deaf and dumb employees are detailed for ammunition handling and maintenance work, which is against the safety norms.

Action: OS (Pers)

Point No (o)

APPOINTMENT OF AMA AT LALGARH JATTAN, SRI GANGANAGAR.

The Fixed Medical Allowance being granted to the employees of 24 FAD and other Army Units at Lalgah Jattan, Sri Ganganagar was withdrawn and they were made eligible for Medical reimbursement under CS(MA) Rules, 1944. However, unfortunately sufficient number of AMAs are not available at Lalgah Jattan, Sri Ganganagar and the Army Units are not taking any steps for nominating AMAs so that the Employees can avail outdoor treatment. The Employees and their family members are subjected to undue hardship due to this. Therefore, it is demanded that necessary instructions may be issued to the Head of the Establishment of the Army Units including the Commandant, 24 FAD to take steps to appoint sufficient number of AMAs for the benefit of the Civilian Employees and their Family Members.

Action : OS 10A/OS(Pers)

Point No (p)

WITHDRAWAL OF MERGER OF METER READER OF MES WITH STORE KEEPER

Based on the recommendations of E-in-C's branch, MoD has recommended merger of Meter Reader Trade with store keeper trade of MES. However, the two cadres are distinct in nature and they have separate charter of duties. Hence, said decision may be withdrawn and rather meter reader trade may be treated at par with the Artisan staff and accordingly, they may be given cadre structure benefits in terms of Mod letter dated 20 May 2003 and 14 Jun 2010.

Action: E-in-C's Branch

Point No (q)

GRANT OF FOUR GRADE STRUCTURE TO COOKS OF ARMY UNITS INCLUDING KHANSAMA CHOWKIDAR OF MES AT PAR WITH IAF AND OTHER UNITS.

Cooks working in Air HQs have been granted four grade structure. Cooks are approaching court of law in this regard for extending the same benefits to them. Hence, a general order may be issued in this regard for extending the four grade structure to the cooks of all army units.

Action: AGMP-4 (Civ (a)

Point No (r)

FINANCIAL LOSS CAUSED TO THE CIVILIAN EMPLOYEES OF CAD PULGAON DUE TO NOT GIVING 7TH CPC OPTION TO ITS EMPLOYEES

As per the CDS (RR) Rules, 2016, employees were given the option to switch over to 7th CPC either from 01.01.2016 or from 01st July 2016 (after availing the increment in the pre-revised Pay Scale). However, the Administration of CAD, Pulgaon without giving the above option to the Civilian Employees fixed the pay of the employees straight away from 01.01.2016. Due to this the employees were subjected to permanent loss in their Basic Pay due to no fault of theirs. The matter was taken up with PCDA, SC, Pune who has directed that the matter may be taken up with the Government of India through Administrative Channel for relaxation of change of option. It is therefore requested that Army HQ. May take up the matter with MoD and arrange to issue one more option to the employees of CAD, Pulgaon for switching over to 7th CPC Pay scale after availing their regular increment in the pre-revised Pay scale on 01.07.2016.

Action: OS (Pers)

Point No (s)

INDUSTRIAL RELATION SITUATION AT RVC HEMPUR AND HISSAR

The Industrial relation situation at RVC, Hempur and Hissar is very much disturbed and the Commandant of these two Units are not allowing the Unions to function. Issues of Civilian Employees represented by the Unions are not being attended

and the Union Office Bearers are being harassed. Civilian Employees are being threatened that they should not approach the Unions with regard to their grievances and problems. Due to this situation there is a total labour unrest in these Units. Therefore necessary directions may be issued to the above mentioned two Army Units to stop unfair labour practice and to deal with the Unions in a positive manner and hold periodical meetings with the Unions and to settle the issues of the employees represented by the Union.

Action : RVS Dte

Point No (t)

GRANT OF ACP/MACP BENEFITS TO THE LIFT OPERATOR OF MES AT PAR WITH CPWD

The lift Operators in MES belongs to the Skilled Category and the qualification required is ITI. However, the Lift Operators are not treated at par with other Skilled Category and even though they are granted the Skilled Pay Scale instead of giving 1st ACP in the 5th CPC Pay scale of Rs.4000-6000, 2nd ACP at Rs. 4500-7000 and 3rd MACP in Rs 5000-8000, they were granted 1st ACP in Rs3200-4900 and 2nd ACP in Rs 4000-6000 and 3rd MACP in Rs 4500-7000 (6th CPC Grade Pay Rs. 2800/-). However, in the case of CPWD with the approval of DOP&T and Ministry of Finance, the Lift Operators are being given the following ACP/MACP benefits.

- (i) Initial Appointment Rs-3050-4590(6th CPC Grade Pay Rs.1900/-)
- (ii) First ACP Rs.4000-6000 (6th CPC Grade Pay Rs.2400/-)
- (iii) Second ACP Rs. 4500-7000 (6th CPC Grade Pay Rs.2800/-)
- (iv) Third MACP Rs 5000-8000 (6th CPC Grade pay Rs 4200/-)

In spite of repeated representation by the Lift Operator the above benefits are not extended to the lift operators of MES, even though they are all similarly placed. In view of this, it is requested that Army HQ may issue necessary instructions to E-in-C's Branch as above extending benefit given to Lift operators of CPWD to the Lift operators of MES.

Action: E-in-C's Branch

Point No (u)

FUNCTIONING OF TRADE UNION AT 19 FAD, JODHPUR

Despite AG's branch directions, Comdt 19 FAD Jodhpur is not allowing the Trade union to function and to represent the issues of civilian employees. This is causing hardships to the civilian employees and disbursing the industrial relations.

Action: OS (10A)

Point No (v)

UNDUE DELAY IN ISSUING FURTHER PROMOTION TO THE POST OF MCM BY DG EME

In EME workshops after 14 Jun 2010, no promotion to the post of MCM has taken place. This is resulting in employees retiring from service without getting their due promotions.

Action : EME (Civ)

Point No (w)

CADRE RESTRUCTURING EXERCISE AFTER 7TH CPC MAY COMMENCE IN ALL THE DTES OF ARMY HEADQUARTERS

Cadre restructuring exercise may be completed in respect of all the cadres.

Action : AGMP-4 (Civ (a))

Point No (x)

COMPASSIONATE APPOINTMENT: MOVABLE / IMMOVABLE PROPERTY/INCOME CERTIFICATES DENIED BY TEHSILDAR OFFICE.

In the case of compassionate appointment cases, state Govt officials have to issue certain certificates. Due to this procedure, delay sometimes takes place in furnishing the requisite certificates to the army units which only add to the problems of the affected families. Hence, it is requested that Labour welfare officer of the army units may be empowered to conduct such necessary verification so that the purpose of granting compassionate appointments immediately to the affected families can be granted.

Action: AGMP-4 (Civ (a))/LWC(C)

Point No (y)

ARBITRARILY WITHDRAWAL OF UNION OFFICE ALLOTTED TO THE MES EMPLOYEES UNION JABALPUR AREA RECOGNISED AND AFFILIATED TO AIDEF BY G E (EAST) (This point was also raised by Shri Mohan Lal)

The MES Employees Union Jabalpur area is one of the oldest recognized and affiliated union of AIDEF. This Union has been provided with Union office on rental base by GE (East) from 1987 onwards. The Union documents and records are kept in this office. However suddenly without informing the Union or without even providing an alternative accommodation to the Union, the GE (East) has arbitrarily locked the Union office and in spite of repeated request by the Union, the office was not given back. Thereafter the AIDEF personally met the Chief Engineer Jabalpur Zone on 20th Jul 2017 and represented the matter to him. However inspite the assurance given by him, the union office is not given back. It is therefore request that the necessary instructions may please be issued to the GE East to given back the union office to the union. **Sh Mohan Lal has also adduced the papers pertaining to the Handing over/Taking over and MRO of Rent Receipts.** These papers are also being fwd to the Line Dtes.

Action : E-in-C Branch

Point No (z)

NON IMPLEMENTATION OF 4 GRADE STRUCTURE OF ARTISAN STAFF BY CWE (JABALPUR) W.E.F 14/10/2010

The MoD order dated 14/06/2010 on cadre re-structuring of Artisan Staff at CWE (Jabalpur) is not properly implemented. According to MoD order dated 14/06/2010 out of the total sanctioned strength of Artisan Staff, 13.75 percent should be MCM. However,

from 14/06/2010 this ratio is not maintained by the CWE (Jabalpur). Due to this many employees have retired without getting their due promotions. It is therefore requested that the CWE (Jabalpur) may be directed to implement the Govt. order dated 14/06/2010 in its true spirit and fill up the MCM vacancies from 14/06/2010 onwards.

Action : E-in-C Branch

Point No (aa)

NON FUNCTIONING OF WELFARE COMMITTEE AT MH KAMPTEE

The Welfare Committee at MH Kamptee was functioning effectively till the present Commanding officer took charge of MH Kamptee i.e. from Nov 2017 onwards. In this regard AIDEF JCM Member vide his letter dated 13 Jun 2018 has represented to DGMS that the CO MH Kamptee is not conducting Welfare Committee Meetings. In this regard DGMS vide letter No. B/14554/JCM/GEN/DGMS-3B dated 19/07/2018 has asked for the comments of CO MH Kamptee

Action: DGMS-3B

17. SHRI M JAYACHANDRAN, SECY STAFF SIDE

Point No. (a)

REQUEST TO GRANT III MACPS FINANCIAL BENEFITS IN THE GRADE PAY OF Rs 4600/- TO TRADESMAN CATEGORIES WHO HAVE COMPLETED 10 YEARS OF REGULAR SERVICE WITHOUT ANY PROMOTION

Govt. of India, Ministry of Defence issued order vide their letter No. ID No. 11950/2009-D(Civ-I) dated 19 Oct 2016 to grant Grade Pay of Rs.4600/- as Illrd MACPS financial benefits to the Tradesman category employees who have completed 24 years of regular service prior to 31.12.2005 and got IInd ACPs financial benefits in the pre-revised pay scale of Rs 5000-8000 on or after 01.01.2006 and prior to 31.08.2008 (up to the period of ACP Scheme implementation) not been granted Illrd MACPs financial benefits. Further those who have granted MCM promotion prior to 31 Dec 2005 and completed 10 years of regular service as MCM also not been granted Illrd MACPs financial benefits in the pre-revised Grade Pay of Rs.4600/- after completion of 30 years of regular service w.e.f 01 Sep 2008 by the authorities due to the wrong clarification issued by the AG's Branch vide their letter No. 15306/11/MP-4 (Civ)(a) dated 14 Dec 2016 without following the MACP scheme of Govt order which is not correct and justified and against the existing Govt. orders.

Therefore it is requested that, necessary fresh clarification may please be issued to all lower formation by cancelling their earlier order dated 14 Dec 2016 that, the Tradesman category who were got MCM promotion prior to 01.01.2006 and got IInd ACP Scheme financial benefits in the Pay Band of PB-2 & Grade Pay of Rs.4200/- prior to 31.08.2008 are eligible to get Illrd MACP Scheme financial Benefits in the pre-revised Pay Band of PB-2 with Grade Pay of Rs 4600/- (in the next immediate Grade Pay) w.e.f. 01.09.2008 after completion of 30 years of regular service as early as possible.

Action : AGMP-4 (Civ) (a)

Point No. (b)

GRANT OF PAY FIXATION BENEFITS ON PROMOTION FROM UDC TO OFFICE SUPERINTENDENT IN AOC UNDER THE PROVISIONS OF FR 22 (I)(A)(1)

Consequent on revision of SRO, UDC is the feeder post for promotion of Office Supdt in clerical cadre. Accordingly appointing authority i.e. AOC (R) have promoted eligible UDC's to O/ Supdts from retrospective effect i.e. 01 Jun 2011 by virtue of seniority- cum- merit basis. As per para 174 of RAO's as Part I (edition 1986), promotional post i.e. O/Supdt is having greater duties & responsibilities than the lower post i.e. UDC, hence are entitled to minimum financial benefit of one increment of Rs. 100/- as per MOF OM No. 7(36) CS-III/88 dated 09 Aug 1988 revised vide DOPT OM No. 1/9/89/Estt (Pay-I) dated 10/07/1989 & 5/7/99. Govt has also revised the minimum benefits i.e. Rs. 100/- to 3% on promotion under VIth CPC vide Rule 13 of RPR 2008 with retrospective effect i.e. 01/01/2006. However, AOC (R) is reluctant to grant one increment @ 3% to promotee Office/Supdt are not at all granted any financial benefits at the time of highly responsibility regular promotion of O/S and getting less pay than other category promotion is not correct and against the Govt. orders.

Though Govt. has accorded special sanction to fill the promotional post of O/Supdt on central roster w.e.f. 1/11/2006 from UDC instead of Asst, question dose not arise to attract to any merger as contended by audit. Further, denial of such benefits is also violation of Human Right under Act 19 (I) & 39 of the Constitution.

Therefore it is requested that, necessary orders may kindly be issued in this regard for the effected officers.

Action : OS(Pers)

Point No. (c)

APPOINTMENT OF AMA AT FATEHGARH CANTT TO AVAIL MEDICAL FACILITIES TO THE MES EMPLOYEES

The Civilian employees of Ministry of Defence who are working in the Fatehgarh Cantt have not been extended the medical facilities of CGHS or AMA for a long time. Only FMA of Rs. 100/- was granted to them in the past.

Recently Govt. denied to grant fixed Medical Allowances to the serving employees and further issued order to cover these employees through 'AMA' or CGHS. The MES employees of Fatehgarh Cantt are not authorized with any 'AMA' so far. Without 'AMA' the civilian employees medical bills are not been reimbursed by the Audit authorities. In this regard, the MES civilian employees working in the GE-Fatehgarh of CWE (AF) Chakeri, Kanpur approached the local authorities for appointment of 'AMA' to get medical treatment (Out Patient) but in vain. Recently in this regard the MES Rastriya Karamchari union has requested the same with GE-Fatehgarh vide their letter No. MES R.K.U.2019/INTUC/FTG dated 11 Apr 2018 with copy to all higher authorities. But so far no action seems to be taken to authorize any AMA 's at Federation station by the local authorities.

Therefore it is requested that necessary orders may please be issued to the concerned authorities to authorized 2 or 3 AMA's at Fatehgarh station for getting medical facilities to the GE- Fatehgarh MES employees.

Action: E-in-C Branch

Point No. (d)

NON GRANTING OF REVISED PATIENT CARE ALLOWANCE TO THE CIVILIAN EMPLOYEES OF MILITARY HOSPITAL CHENNAI

The following category of civilian employees of Military Hospital Chennai are taking care of in-patients, working in the wards and Operation Theatre:-

- (i) Washer Man
- (ii) Barber
- (iii) Ward Sahayakas
- (iv) House keeper (Male & Female)
- (v) Cook
- (vi) Gardner
- (vii) Painter
- (viii) Mazdoors

All the above employees are eligible to get "PATIENT CARE ALLOWANCE". Accordingly the above mentioned civilian employees were granted Rs. 2084/- per month up to June 2017. After 7th CPC the said PCA was enhanced to Rs. 4100/- per head per month w e f 01 Jul 2017 paid to the employees of MH Chennai.

It is pertinent to mention that, the local management granted the PCA to the non-eligible employees i.e. CLERK, MESSENGER, PA also. The same was objected by the Audit authorities. Hence the local management instead of stopping PCA to non-eligible categories of Clerk, Messenger, PA etc. stopped the PCA to all eligible category employees w e f October 2017 (only paid 4 months on revised rates). Furthermore, the employees have paid Income Tax for unpaid PCA up to March 2018.

In this regard, the local management has sought clarification from IHQ, DGMS, New Delhi vide their letter No. 734/(i) M-3B dated 28 Oct 2017 through HQ-Dhakshin Bharath Area, Chennai Whereas 11 months have already passed but so far no clarification is issued in this matter to MH- Chennai.

Hence, necessary clarification to MH Chennai be issued and further orders may please be issued to pay PCA to all eligible civilian employees of MH- Chennai w.e.f. 2017 @ Rs. 4100/-per month including Arrears as early as possible.

Action : DGMS3B

Point No. (e)

CENTRAL GOVERNMENT HEALTH SCHEME (CGHS) HOSPITAL/DISPENSARY AT TAMBARAM- CHENNAI AREA

To provide medical facilities under CGHS to the central Govt. Employees particularly to the Serving and Retired civilian employees of Air Force Station Tambaram & MES employees of GE (AF) Tambaram area, a case was taken up with Additional Director CGHS, Chennai by the MES authorities based on that, a request also been made by the GE (AF) Tambaram to AOC of AF Station Tambaram for provisioning of accommodation/ infrastructure to set up the CGHS Dispensary at Tambaram (Chennai) Area vide their letter No. 1242/07/E1B dated 06 May 2014. Three years are nearing to be completed but so far no action seems to be taken to set up the CGHS dispensary at Tambaram.

Therefore it is requested that, necessary action may please be taken to set up a CGHS dispensary at Tambaram Chennai by liaising with the Ministry of Health & Family Welfare for the betterment of MES employees and other Defence civilian Serving /Retired employees.

Action: AGMP-4 (JCM & TRG)

Point No.(f)

NON IMPLEMENTATION OF GOVT DECISION ON THE RECOMMENDATION OF THE SEVENTH CENTRAL PAY COMMISSION- REVISION OF PENSION OF PRE-2016 PENSIONERS/FAMILY PENSIONERS OF ARMY DIRECTORATES

As per the Govt of India, Department of Pension & Pensioners Welfare O.M. Nos. 38/37/2016-P& PW(A) dated 12th May 2017, 06th Jul 2017 and 18th Jul 2017 directed to revised the Pension and Family Pension w.e.f.01.01.2016 of those Government servant who retired or died before and after 01.01.1986 up to 31.12.2015, the actual pay and the pay scale from which they retired or died would be taken into consideration for the purpose of calculating of the national pay as on 01.01.2016 and further direct to revise their pension and family pension w.e.f. 01.01.2016 will be Rs. 9000/ per month and the upper ceiling limit on Pension & Family will be 50% and 30% respectively.

One year has already been passed, but so far many Army Units/Estt not at all completed the task of revising the Pension & Family Pension of the Government servant as per the 7th CPC Pay Matrix who retired or died before and after 01.01.1996 up to 31.12.2015.

Therefore revision of the Pension and Family Pension of the Government servant as per the 7th CPC recommendation be undertaken immediately.

Action : AGMP-4 (Civ) (d)

Point No.(g)

NON GRANTING OF PAY FIXATION BENEFITS EQUAL TO ONE INCREMENT AT THE TIME OF GRANT OF III MACPS FINANCIAL BENEFITS W.E.F. 01.09.2008 TO THE MCM TRADESMAN OF GE-ARAKKONAM UNDER CWE (NAVY) CHENNAI WHO WERE GRANTED THE II ACPS FINANCIAL BENEFITS ON OR AFTER 01.01.2006

The Govt. of India, Ministry of Defence, vide their letter ID. Note No. 11(5)/2009-D(Civ-I) (PC-II) dated 05. 07.2016 clarified that the incumbents of the post of MCM (Grade Pay Rs 4,200/-) are entitled to the pay fixation benefits and further directed to allow the benefits equal to one increment as available on pay fixation under FR 22(I)a (1) to the MCM on their promotion to the post of Chargeman/up-gradations under the MACP Scheme.

The above Govt. order was circulated to all the line Dtes of Army by the AG's Branch vide their circular No. 15606/II/MP-4 (civ)(a) dated 08 Aug 2016. Furthermore, the above MoD order was circulated to lower formations of MES by the E-in-C's Br vide their letter No. 85610/47/MACP/IND (3)/Scheme/CSCC/42 dated 29 Aug 2016 for implementation.

The above said Govt. orders are not been implemented by some of the CWE's under the CE-SC-Pune,

Also, the said benefits of granting of one increment to the 8 MCM Tradesman of GE-Arakkonam under CWE(Navy) Chennai not been granted so far due to the objection/Clarification raised by the Accounts Office of GE (M) naval Air Station, Arakkonam with CDA Chennai vide their office Letter No. A/NAS/ARK/IP/36/SB's/Pay dated 03.07.2018 and stated that, "It is not clear to this office whether the above orders are applicable to the Industrial employees of MES (MCM's) since there is no post of Chargeman existing in MES and above such case are received in this office for the first time. Therefore main office is requested to clarify on the issue whether the benefits equal to one increment at the time of their up- gradation under 3rd MACP is applicable to category of Industrial personnels in MES." With response to above clarification sought by the Accounts Office of GE (M) Naval Air Station, Arakkonam, the O/o the CDA-Chennai has clarified that, "as per para 5 HQrs, Eastern Command, Engineers Branch, letter No. 131700/27/MACP/P/122/ Engrs/EIC/(D) dated 08.03.2017 and IHQ of MoD (Army), AG's Branch, letter No. 15606/II/MP-4 (Civ)(a) dated 14 Dec 2016 that the post MCM (carrying GP of Rs4200/-) on their financial upgradation /promotion beyond Dec 2005 to the post of Chargeman (is same GP Rs 4200/-) will be entitled to fixation benefit equal to one increment and not for GP of Rs 4600/-. As such, it is to state that the post MCM (Carrying GP of Rs4200/-) on their financial up gradation /promotion beyond Dec 2005 to the post of Chargeman (is same GP of Rs 4200/-) will only be entitled to fixation benefit equal to one increment", vide their letter No. pay Tech/6050/Gen Corr dated 04-09-2018 and accepted the above govt orders and directed the Accounts Office of GE(M) Naval Air Station, Arakkonam to grant one increment to the 8 MCM Tradesman of GE-Arakkonam. But the Accounts office of GE(M) Naval Air Station, increment @ 3% (without Grade Pay) to the 8 MCM's of GE- Arakkonam and returned the service books of 8 MCM Tradesman to GE (M) Naval Air Station, Arakkonam un-actioned vide their

letter No. A/NAS/ARK/IP/36/SB's/Pay fixation dated 06.09.2018 is not correct and against the Govt order.

Therefore it is requested that, necessary direction may please be issued to Accounts Office of GE (M) Naval Air Station, Arakkonam who denied to implement the MoD order, E-in-C's Branch order & CDA-Chennai order and to grant one increment @3% as Illrd MACPs financial benefits to the 8 MCM of GE (M) Naval Air Station, Arakkonam as early as possible and render justice.

Action: E-in-C Branch

Point No.(h)

CHANGE OF BANK FOR DISBURSMENT OF MONTHLY SALARY OF DEFENCE CIVILIAN EMPLOYEES

As per the Govt orders, now a day's Monthly Salary and All Allowance of the employees are credited in their respective Bank Accounts.

In certain circumstances, if the employees want to change their salary disbursing bank to another bank and if they submit their willingness in writing to DDO of the establishment, the same is not been honoured and the local administration on some or other flimsy grounds denied to change the credit of their salary as per the employees willingness is not all correct. In this regard he cited the example of OD Avadi.

Therefore it is requested that, necessary General orders in this regard may please be circulated to all Line Dtes by AG's Branch that, under no circumstances the employee be forced to opt for one particular Bank and the individual employee willingness/ option exercised in this regard should be honoured.

Action : AGMP-4 (JCM & TRG)/OS(Pers)

Pont No (j)

NON – GRANT OF DRESS ALLOWANCE @ RS. 5000/- TO THE INDUSTRIAL EMPLOYEES OF AOC, EME, MES, RVS AND ASC DTES OF ARMY (This point was also raised by Sh Raj Karan and Sh A Thirumalai)

Based on the seventh CPC Recommendation Govt. of India, Ministry of Finance, Department of Expenditure issued order to grant 'Dress Allowance' to various categories of central Government employees on various rates per Annum vide their OM No. 19051/1/2017 EIV dated 02 Aug 2017. Accordingly Govt of India, Ministry of Personnel Public Grievances and Pensions (DOP&T) issued order for grant of Dress Allowances vide their File No. 14/4/2015-JCA 2 dated 31 Aug 2017 subsequently Ministry of Defence, forwarded the same to all Departments/all line Dtes of MoD vide their ID No. 11(3)/2016 –D(Civ-I) dated 08 Aug 2018. Further the same was disseminated to all PCDA,CDA & PCA (FY) by the CGDA, New Delhi vide their letter No. AN/XIV/14164/VIth CPC/Circular /Vol-I dated 30.10.2017.

Based on the above many CDA's/LAO's/AAO's approved /passed the bills of Dress Allowance @ 5000/- w.e.f. 01.07.2017 of Industrial employees of Army Dtes on the

plea that there employees were continually issued Protective Clothing and Washing Allowances /expenditure since long. But still certain LAO's, AAO's are reluctant to pass the bills of Dress Allowances of Industrial employees of Army Dtes.

Therefore necessary instruction may please be issued through CGDA to all PCDA's /CDA's/LAO's/AAO's to grant the Dress Allowance @ 5000/- to the remaining Industrial employees of AOC, MES, EME, RVS & ASC etc who have not been paid so far at par with other similarly placed employees as early as possible to avoid agitation by the unpaid employees with the lower formation.

Action : AGMP-4 (Civ) (d)

Point No. (k)

NON GRANTING OF HARDSHIP ALLOWANCE TO THE EMPLOYEES WHO ARE HANDLING AMMUNITION AT FAD'S & CAD'S OF AOC

As per 7th CPC Recommendation Govt. of India, Ministry of Finance Department of Expenditure OM No. 6/1/2017-E. III (B) dated 19 Jul 2017 issued orders to grant of Hardship Allowance (RISK Allowance) @ Rs.2,700/- per month per employee. Accordingly Fire Staff have been granted the said Allowance.

Whereas the Industrial employees, who are employed in the Field Ammunition Depot's and Central Ammunition Depot's of AOC and regularly handling (loading and unloading of Ammunition from Trucks/wagons to shed and Sheds to Wagon /Trucks) are not been granted the said Hardship Allowance.

It is pertinent to mention that, these employees have been granted erstwhile Risk Allowance since 3rd CPC in the same of "Ammunition Duty Allowance" (Higher Basic Pay than that of erstwhile Mazdoors) being Ammunition Duty Mazdoors. Due to merges of erstwhile Group- 'D' Mazdoor and Mates as Group-'C' Tradesman Mate as per the VI CPC recommendation, the erstwhile Mazdoors are denied the Hardship Allowance (Risk Allowance).

These Ammunition Duty Mazdoors of FAD's and CAD's were re designated as Trades man Mate, whereas still these Trades man Mate are handling Ammunition and doing Risk Jobs. Hence these TM Mates are fully eligible to get "Hardship Allowance" @ Rs.2700/-.

Therefore necessary action may please be taken to grant "Hardship Allowance" @ Rs.2700/- w.e.f. 01.07.2017 to these Tradesman Mate employees of AOC who are handling Ammunitions and doing RISK Jobs as per above Govt. orders and render justice please.

Action: OS 10 A

Point No. (l)

CONTRADICTION IN GRATUTITY CALCULATION FORMULA DOING BY ARMY UNITS AGAINST GOVT. ORDERS

The Army units are calculating the Army Civilian Retirement Gratuity as per para 50 of CCS Pension Rule 1972 whereas, Govt servant on his retirement are granted

equal to one fourth of his emoluments for each completed sixth monthly period of qualifying services subject to a maximum of 16 ½ times emoluments as follows:-

ILLUSTRATION – A

Basic Pay - Rs 47600/-

DA - Rs 952/-

.....
Total Rs 48,552/-

.....
Retirement Gratuity Admissible:

¼ of the emoluments for each completed six

Monthly period of qualifying services subject to Rs. 48,552x16 ½

a maximum of 16 ½ times emoluments and Rs.801108.00

Rs 20 lakh limitation.

Whereas the Govt. of India, Ministry of labour and Employment Sharam Shakti Bhawan, New Delhi in its RTI replied to Shri Charan Pal, vide their letter No. S-42015/02/2016-SS.II dated 20th March 2017 stated that as per section 4(2) of the payment of Gratuity Act 1972, Gratuity is calculated on the principle that for every completed year of services (six month and above), the employee shall pay Gratuity at the rate of 15 days wage based on the last wages (at the time of retirement) drawn (i.e .Basic Wages+ DA)x No .of completed years of services x 15/26), subject to maximum of Rs.3.5 lakh up to 24 May 2010, Rs 10,000,00/- w.e.f 24 May 2010 and Rs. 20,00,000/- w.e.f. 24 May 2010 and Rs. 20,00,000 w.e.f 1/1/2016. As per the above calculation of the Govt of India, Ministry of Labour and Employment Sharam Shakti Bhawan, New Delhi the gratuity amount arrived as follow:-

ILLUSTRATION – “B”

Basic Pay - Rs 47,600/-

DA at 2% - Rs 952/-

.....
Total - Rs 48,552/-

.....
Retirement gratuity admissible:

(Basic Wages + DA x No. of completed - **Rs 48,552 x 33x15**

Years of service) 26

Total Retirement Gratuity is - **Rs 9,24,355/-**

Through the above illustration of A and B it is amply clear that as per the section 4 (2) of the payment of gratuity t 1972 is more beneficial than that of the Gratuity Payment calculated as per para 50 of CCS pension rule 1972 there is a different of Rs 1,23,247/- arrived.

It is not understood on which basis or Govt. order the local administrations following different type of calculation for calculating Retirement Gratuity for civilian employees. Due to which many local formation/Units following different types of Gratuity calculation, hence some unit employees are paid with more amount of Gratuity and some units employees are paid with less amount of Gratuity. For example 505 Army Base Work Shop only following **Illustration – A not Illustration –B**. In this regard local administration of 505 Army Base Workshop also requested to clarify the above issue with their higher up vide letter No. 50608/MISE/PenCell/2017 dated 28 Jun 2017.

Therefore for the betterment of organisation and the employees, it is requested to taken up the case with MoD or Ministry of Labour to clear the contradiction of calculation of Gratuity and circulate the clear cut calculation of retirement Gratuity with illustration to all Army Dtes for uniform calculation of Retirement Gratuity as early as possible.

Action: AGMP-4 (Civ) (d)/LWC(C)

Point No. (m)

DENIED NOMINATION OF PHARMACIST WHO DRAWING RS. 4,600/- GRADE PAY IN JCM IVTH LEVEL BY ORDNANCE DEPOT TALEGAON DABHADE ADMINISTRATION

On behalf of Samukta Kamgar Sangh, one of the Recognised Union of Ordnance Depot Talegaon Dabhade nominated Shri Promod Joshi as JCM IVth Level Member whereas the local administration denied to accept the nomination of Shri Promod Joshi and stating that "the above individual is not in a Supervisory/Managerial category but he is drawing basic pay of Rs. 68,000/- (old Grade Pay of Rs. 4,600/-) as per Pay Band – 7 vide their letter No. 953/P/702/Adm dated 28 June 2018 and requested the OS Dte (OS – 10A), IHQ of MoD to clarify this issue on receipt of the same DGOS (OS-10) approached the AG's Branch vide their letter No 25324/Misc/10A(ii) even dated 16 July 2018 & 08 Aug 2018. Being workman Pharmacist are fully eligible to participate in WCM & JCM forum. The Rs. 4,600/- Grade Pay drawing by the individual based on ACPS benefits. But so far AG's Branch / LWC (C) not been issued any clarification to OS-Dte.

Therefore it is requested that, necessary orders may please be issued to LWC (C) to forward the clarification sought by OD – Talegaon Dabhade & DGOS (OS-10) as early as possible.

Action: LWC (C)/JCM & TRG

Point No (n)

GRANT OF BRIEF CASE ALLOWANCE TO THE ENTITLED EMPLOYEES (INDUSTRIAL & NON- INDUSTRIAL) OF LOWER FORMATION UNITS & ESTT OF ARMY DIRECTORATES

i. Based on the 6th CPC Recommendation revised rates of Brief Case Allowance published by the Govt. of India, Ministry of Personnel Public Grievance and Pensions (DOP&T), New Delhi vide their letter No. D-21013/4/2012 Ad. II dated 15th May 2012 and granted Brief Case Allowance as follows:-

Grade Pay Rs. 4200 to Rs 4600 –Rs3500/ (once in three years).

Grade Pay Rs. 4800 to Rs. 6600- Rs4000/ (once in three years).

ii. The above allowance was accepted by the 7th CPC and the 7th CPC Recommended the same at para 8.17.5 of report and accepted by the Govt. of India, vide Sl. No. 19 of Appendix- I of Govt. of India Ministry of Finance (Department of Expenditure) Resolution No. 11-1 /2016 IC dated 06.07.2017 and revised the monetary ceiling for Purchase/re-imbursement of expenditure on Brief Case/Hand Bag/Official Bag/ Ladies Purse.

iii Based on the above OFB, CGDA are granted sanction to their employees since the year 2014 and recently also reiterated the same vide their letter No. 07 dated 08 Jun 2018 and letter No. AN/II/1002/OC dated 31.01.2017 respectively. Further it is submitted that, in OFB the said Brief Case allowance granted to Industrial and Non Industrial employees like MCM, Chargeman, Foreman, OS, SSS, Draftsman etc. The same is not been granted to any one of the entitled category employees of Army Dtes so far.

Therefore it is requested that, necessary orders may please be issued to grant the same to the entitled employees of lower formation of Army Dtes as early as possible at par with OFB and render justice.

Action: AGMP-4(JCM & TRG)/CGDA

Point No. (o)

DIFFERENT TYPE OF WORKING HOURS FIXED FOR DIFFERENT CATEGORIES OF STAFF BY MRC RECORDS WELLINGTON

In the past the working hours for all categories employees of Madras Regimental Centre (Records) Wellington were as follows:-

0730 hrs to 1400hrs daily (06.30 hrs per day X6 days in week) no lunch break.
(Total 39 hours per week)

Now the MRC (Records) administration fixed the working hours differentiating for MTS & Clerks as follows:-

Multi Tasking Staff – 07.30 hrs to 1430 hrs –(07 hrs 40 minutes per day. Total 43 hours per week)

Clerk – 0800hrs to 1440hrs – (6hrs 40 minutes per day. Total 40 hrs per week)

The above different working hours for MTS & Clerks fixed by the MRC (R) Wellington is not correct and justified.

Therefore it requested that, necessary orders may please be issued to MRC (R) Wellington to follow a common working hrs for MTS & Clerks without any deviation.

Action:- LWC (C)

Point No. (p)

RESTORATION OF RECOGNITION STATUS OF MES WORKERS AND EMPLOYEES UNION FEROPUR REGD NO. 8 OF 1978 CWE –FEROPUR

It is submitted that, the MES workers & Employees Union, Ferozpur Cantt. (Regd No. 8 of 1978) functioning under CWE- Ferozpur, Punjab since 1978 is an Registered And Recognised union and affiliated with INDWF and INTUC. In the year 2017 July, the CWE- Ferozpur made a complaint with E-in-C's Branch, that the above union name was not include in the list of Recognised Trade Unions chapter 5 para 5.1 of policies and procedure on Trade unions issued by Integrated Headquarters MoD (Army), AG's Br, Dte of Manpower (Policy & Planning) New Delhi.

Based on the above E-in-C's Br issued a letter to the CWE- Ferozpur and copy to HQ – CE- Jalandhar Zone vide DG, E-in-C letter No. B/20962/GEN/ Misc/E1C (2)/23 dated 03 Aug 2017 and declared that, "the MES Workers Union Ferozpur Cantt to an "Unrecognised Trade Union" and does not enjoy dialogue facility and directed to defined the legal notice accordingly." Further, the union was advised to submit their documents for recognition." The above decision was taken by E-in-C's Br in an urgent manner without any consultation with either Ministry of Defence or AG's Br who is the nodal agency for granting of Recognition. Because of the wrong direction being Hqrs our union is not granted any facilities including dialogue like un-recognised Union by CWE Ferozpur.

As such the matter was taken up with AG's Branch by our Federation (INDWF). After hearing the same AG's Branch mentioned in their address to E-in-C's Br that "In the instant case the union mentioned in above is recognised by the Ministry and to this effect the union is producing all relevant documents. Moreover the unit was given all facilities to this union till July 2017 and now discontinuing the same on the basis of this Compendium does not appear to relevant. Therefore all necessary facilities as applicable to recognised union may be extended to the above union" and requested to direct the concerned unit to take action accordingly.

Based on the above direction of AG's Br, INDWF requested the E-in-C' Br to restore the recognition status of the MES Workers and employees union Ferozpur (PB) which is wrongly withdrawn by E-in-C's Br. Further concerned union also made similar request with E-in-C's Br. Whereas E-in-C's Br once again insisted the above union to submit documents related to the recognition given by MoD to this HQ through CWE- Ferozpur duly vetted for taking further action at this end. As per the directions of E-in-C's Br, I myself submitted the relevant documents, but so far no action seems to be taken to restore the recognition status to MES Workers and Employees Union, Ferozpur Cantt. Functioning under CWE –Ferozpur, Punjab which is wilfully withdrawn.

Therefore it is requested that, necessary directions may please be issued to CWE – Ferozpur including all other authorities to grant all facilities including dialogue to the MES Civilian Workers and Employees Union Ferozpur, Punjab being recognised by Govt of India, Ministry of Defence since 1978 including Recognition status up to date without any further delay.

Action : LWC (C)

Point No. (g)

TRADESMENMATE SHOULD BE GRANTED RS 2800/- IN AOC LIKE OTHER DTES

He informed that erstwhile Grade Pay of Rs 2800/- has been granted to Tradesmenmate working in AOC. He sought extension of the same to other Dtes like ASC, RVS and E-in-C's branch.

Action : ST-12 /RVS(Pers) / E-in-C's Branch

Point No. (r)

CONSTRUCTION OF UNION OFFICE IN STN HQ AMRITSAR

He submitted that Union office constructed in Stn HQs Amritsar should not be demolished. Rather it may be utilised for some other purpose.

Action: SD-7

Point No. (s)

NON IMPLEMENTATION OF AG'S BRANCH ORDERS

He informed the House that orders passed by AG's Branch are sometimes not implemented by the Line Dtes in letter and spirit. He sought implementation of the orders passed by AG's Branch. To cite an example, he informed that in OD Avadi, certain orders are not being implemented.

Action : JCM & TRG

Point No. (t)

VISIT OF JCM MEMBERS

He informed that JCM Leaders are required to visit AHQ or other offices to clear the JCM points through interaction with the Official Side. Hence, he sought grant of TD Move for such visits.

Action : JCM & TRG

Point No. (u)

COMPASSIONATE APPOINTMENTS

He sought compassionate ground appointment in E-in-C's Branch for those who have scored high marks in BOO constituted for this purpose.

Action : E-in-C's Branch

Point No. (v)

GRANT OF FOUR GRADE STRUCTURE OF PACKERS IN AOC

In AOC four grade structure has been withdrawn for the Packer trade. He requested to have a relook into the matter.

Action : OS(Pers)

Point No. (w)

VICTIMISATION OF CONSERVANCY SAFAIKARMCHARI

He mentioned that in Station Headquarters Chennai, conservancy safaikarmchari are being victimised and one Conservancy Safaikarmchari has been dismissed suo motu on flimsy ground without conducting proper inquiry by the administration.

Action : SD-7

Point No. (x)

NON GRANT OF INSITU PROMOTION OF LHF (FIRE)

He mentioned that in OS Dte in situ promotion to LHF (Fire) against the existing vacancies by AOC records is not being granted.

Action : OS (Pers)

Point No. (y)

NON CONDUCT OF STRIKE BALLOT

As per Trade Union Act, before conducting the strike, conduct of strike ballot is mandatory by the Registrar of Union under the supervision of the Administration. But some establishments are not permitting the Registrar of Union to conduct the strike ballot. This is not correct and against the Govt order. Hence, a General order may be issued in this regard.

Action : LWC

Point No (z)

COMPASSIONATE GROUND POSTING

Due to non-availability of specific posts, many individuals are unable to get their compassionate ground postings to their choice stations and are waiting for issue of such posting orders for more than 05 years. Hence, it is suggested that such type of individuals may be adjusted in the like-minded category in the posts carrying the same grade pay.

Action : AG/ MP-4 (Civ) (b)

Point No (aa)

VICTIMISATION OF TRADE UNION LEADERS

Local management is harassing the General Secretary of the 512 ABWKSP Rashtriya Sthal Sena Saurakshan Kamgar Sangh (INTUC) by declaring 'Dies non'.

Action : EME (Pers)

18. **SH CH SATYANARAYANA, AIDF**

Point No (a)

REGULAR HOLDING OF MAIN AND ADDITIONAL MEETINGS OF THE JCM ARMY HQ COUNCIL AND ATTENDANCE BY DG'S

As per JCM constitution, meetings of the JCM AHQ Council should be held every quarterly. It is further stated that DGs/E-in-C's are the members of the Official side of Army HQ JCM Council. Similarly, when the system of holding additional meetings was put in place in 1997 to ensure proper and detailed discussion on the points raised by the staff side members in the main meeting, it was decided that ADG Level officer of the line Directorates will attend the additional meetings. Sir, today's main meeting being held after 30 months. Sir, attendance of the official side members has been negligible in the main meetings during last one decade or so any similarly attendance of ADG level officers has also been negligible in the additional meetings. I humbly submit that non-holding of JCM meetings on regular basis and non-attendance by Official side members defeats the very purpose of JCM Scheme. I submit that due to the said reasons, JCM Army HQ Council has become in-effective and the issues raised by the staff side in various meetings does not receive proper and required attention/ seriousness. The Sanctity of the JCM is at stake. Sir, if the minutes of the JCM AHQ Council of 1995-2005 are re-visited, it would be noted that JCM AHQ council meetings were not only being held on quarterly basis, but the dates of the subsequent JCM meetings (date for submission of points, date of steering Committee, date of Additional meeting and date of main meeting) used to be decided in the main meeting itself after confirmation of the minutes of the previous main meeting. It would also be found in the said minutes that all Official side members (DGs/E-in-C's) used to attend the meetings of main meeting. I therefore, humbly request that your goodselfs may kindly look into the matter and be pleased to take necessary measures for holding the meetings on regular basis every quarterly by and that dates of meetings (Date for submission of points, Date of Steering committee, Date of Additional meeting and date of Main meeting) may please be decided and declared in the present meeting besides issuing directions for attendance of the main meeting by all DGs/E-in-C and additional meetings by ADG level officers.

Action: AGMP-4 (JCM & TRG)

Point No (b)

NON- ISSUE OF SECOND COPY OF SERVICE BOOK TO EMPLOYEES:

As per GFR 2005 and 2017 every employee is entitled to get second copy of his service Book free of cost. However, despite my representation for last more than three and half years and issue of instructions thereon by the AG's Branch, 2nd copy of the service book has not yet been provided to the civilian employees serving in 53 coy ASC Mumbai/CFL Mumbai, HBTC Marve Mumbai under E-in-C's Branch SHO(L) Mumbai, MSA (Stn Cell) Mumbai, MG & G Area Mumbai, MG & G Area Signals Mumbai and MG & G Area Provost Unit Mumbai.

Action : ST-12, E-in-C's Branch, DGMS 3B, SD-7, Sigs 4C and Provost Marshal

Point No (c)

**PATHETIC CONDITIONS OF CONSERVANCY STAFF OF STATION CELL MUMBAI
DUE TO NON- PAYMENT OF MONTHLY SALARY ON DUE DATE:**

As per the existing Govt orders, salary of the employees- whether officers of subordinates- is to be disbursed/credited into their Bank accounts on the last working day of every month. However, conservancy staff serving under Stn Cell Mumbai has not been receiving their monthly salary on the last working day of the month. On perusal of the entries of the Bank pass books of the employees, it is noted with concern that salary for the month of May 2018 was credited into their account on 05 June 2018 and salary for the month of June 2018 was credited on 12 Jul 2018 while salary for the month of July 2018 was credited on 14 Aug 2018. Even thereafter, salary continue to be credited after 1st working day of the month. Your oedselfes would kindly appreciate that non-payment of salary on the scheduled date is not only a violation of the existing Govt orders but the same places the affected employees in considerable financial and social hardships. It has been informed by some of the staff that they had to borrow loans on high amount of interest in order to avoid default in payment of EMI of the home loan drawn by them. I therefore, request that suitable instructions may be issued to Mumbai Station Cell to ensure that monthly salary os credited into the bank accounts of the staff on the last working day od every month as per Govt orders. **Action : SD-7**

Point No (d)

**NON CONSTITUTION OF WORKS COMMITTEE AT EMBARKATION HQ MUMBAI
UNDER ADG/STRAT (MOV)**

More than 200 workmen are employed in Embarkation HQ Mumbai and therefore Works Committee should be constituted under the provisions of Industrial Disputes Act 1947. It may be stated here that after historic judgement dated 21/02/1978 of Hon'ble Apex Court in the case of Bangalore Water Supply and Sewerage Board Vs R Rajappa, MoD have vide their OM No. F 26 (1)/78/D (JCM) dated 18 Mar 1981, issued clarification as to what constitutes to be an Industry and according to the said clarificatory instructions, Emb HQ Mumbai is well covered by the definition of Industry as per the norms/triple test set-out by the Hon'ble Apex Court. **Action : ADG (Mov)**

Point No (e)

NON COMMUNICATION OF APAR TO THE EMPLOYEE BY EMB HQ MUMBAI

As per DOP&T OM No.21011/1/2005-Estt (A) Pt.II dated 14 May 2009 and subsequent instructions issued by the DOP&T from time to time, full APAR including the overall grade and assessment of integrity shall be communicated to concerned officer after the Report is complete with the remarks of the Reviewing Officer. However, these mandatory provisions are not being complied by Emb HQ Mumbai as APARs have never been communicated to the affected employees ever since the said new system has been put in place. Instead, 5-10 minutes time is afforded to the affected employees to have a glimpse of the APAR and they are subjected to sign on the same in token of having seen the same which is against the very letter and spirit of the instructions issued by the DOP&T. It is stated that non communication of full APAR disables the affected

employees from submitting any representation against adverse remarks and in the absence of communication the adverse remarks shall have no effect and would be rendered legally redundant. I therefore, request that Emb HQ Mumbai may kindly be directed take necessary action to communicate full APAR to all the affected employees in keeping with the instructions of DOP&T.

Action : ADG (Mov)

Point No (f)

NON-PROCESSMENT OF APPLICATIONS FOR INTER COMMAND POSTING ON COMPASSIONATE GROUNDS BY CE SC PUNE

As per AG's Branch letter No. 15902/MP-4 (Civ)(b) dated 21st Apr 2014 read with the provisions of AO-22 of 2001, no application for posting /transfer on compassionate grounds should be withheld by the Units/Estts on any grounds and that applications should be processed. However these policy instructions are not being adhered to by CE SC Pune. CE SC Pune have issued instructions to lower formations not to entertain/process applications received for inter-command posting/transfers on compassionate grounds thereby defeating the very aim and purpose of the compassionate posting/transfers. Hence, suitable action may please be taken to direct CE SC Pune to cancel their instructions and to process the applications for inter-command posting on compassionate ground.

Action: E-in-C's Branch

Point No (g)

IMMENSE DELAY ON GRANT OF AGE RELAXATION SANCTION FOR COMPASSIONATE APPOINTMENT

The cases of wards of MES Employees who expired while in service have been approved for compassionate appointment subject to age relaxation sanction from Min of Def. Their cases were, therefore, taken-up by CE SC Pune with E-in-C's Br for obtaining Govt sanction for appointment on Comp Grounds about three Years Back. However, age relaxation sanction has not yet been received by CE SC Pune and as a result the said wards could not be offered appointment on compassionate grounds despite elapse of more than Two and Half Years from the date of approval the Qtr. Hence, necessary steps may be taken in this regard.

Action : E-in-C's Branch

Point No (h)

ABNORMAL DELAY IN RESTORATION OF GPF FACILITY AND COUNTING OF 50% SERVICE RENDERED AS TEMPORARY STATUS CASUAL LABOUR FOR PENSIONARY BENEFITS UNDER CCS (PENSION) RULES 1972

In term of Govt of India (DOP&T) OM No. 49014/2/2014-Estt (C) dated 26 Feb 2016, some labourers have submitted following representations praying as follows:-

- (i) CDA (Funds) Meerut may be approached for revival of their GPF Account Number or allotment of fresh GPF Account Number.
- (ii) Their GPF monthly Subscn @6% of basic pay be worked out for the period Jan 1998 to till date and intimated.

- (ii) PFRDA may be approached for closure of their NPS Account.
- (iv) 10% of monthly salary recovered towards NPS for the period Apr 2004 to till date be calculated alongwith interest as admissible and refunded by cheque/ECS after deduction of the GPF Subsn to be worked out as at (b) above.
- (v) Govt contribution credited into their NPS Account @ 10% be worked out and remitted into Govt Treasury and a CTC of the TR may be provided for their record.
- (vi) 50% of the service rendered under Temporary Status from 03rd Jan 1995 to Mar 2004 may be counted for the purpose of retirement benefits and necessary action taken for verification of their service from 03rd Jan 1995 to till date.

These cases have been forwarded by Emb HQ Mumbai to ADG strat and Mov D during 2016/2017 and also detailed representation dated 09th May 2017 seeking the above actions submitted but despite elapse of more than 33 months from the date of submission of representation by the affected Labourers, no action has yet been taken by ADG Strat and Mov D for giving benefits accruing from DOP&T OM dated 26 Feb 2016.

Action: ADG (Mov)

Point No (j).

RETENTION OF GOVERNMENT ACCOMMODATION ON RETIREMENT /TRANSFER /DEATH OF A DEFENCE CIVILIAN EMPLOYEE POSTED TO A NON-FAMILY STATION IN INDIA

Govt. of India, Dte of Estates, New Delhi OM bearing No.12035/10/2013-Pol.II dated 10 May 2013 provides that in the event of Retirement/Transfer/Death of an allottee during his/her posting to a non-family station, the allottee or his/her family shall be allowed the facility of retention of govt Accommodation at the last place of posting for the periods permissible under the provisions of SR317-B-11 and SR317-B-22 (para 8 of SRO 308 of 17 Oct, 1978 in so far as Defence Civilians are concerned). This order needs to be extended, mutatis mutandis, to Civilian Employees of Min of Defence, However, despite elapse of more than four years, needful has not been done.

Action : QMG Branch

Point No (k)

REQUEST FOR EXTENSION OF REVISED POLICY ORDERS OF DIRECTORATE OF ESTATES IN REGARD WITH PERIOD OF RETENTION OF GOVT ACCN BY TH ERETIRED DEFENCE CIVILIAN EMPLOYEES.

As per MoD/QMG's Branch letter No. 42837/Q3 (B-I)/1411/D (Q & C) dated 15th Apr 1999, read with Directorate of Estates OM No. 12035/28/96-Pol.II (Vol.I) dated 29 Oct 1997, and even number dated 02nd Feb 1998, a retiring employees in Occupation of Govt Accommodation is entitled to retain the same for a period of 2 months. On Further retention of 2 months on payment of normal licence fee and further 2 months on payment of twice the normal licence fee. Further retention of 2 months on payment of 4 times the normal licence fee and subsequent 2 months on payment of 6 times the normal licence

fees is permissible beyond 4 months from the date of retirement on medical /educational grounds.

However, Directorate of Estates New Delhi have, vide Gazette Notification GSR 262(E) dated 10 Apr 2013, Gazette Notification GSR 444(E) dated 19 Jun 2013 and OM No. 12035/28/96-Pol.II(Vol.II) dated 31/07/2013 conveyed the following decisions in regard with retention of Govt Accommodation by the retired Central Govt employees holding Gen Pool Accommodation :-.

In Case of accommodation allotted prior to 01/07/2013 :

2 months on payment of normal licence fee, another 2 months on double of the normal licence fee, further 2 months on four times the normal licence fee and subsequent 2 months on six times the normal licence fee. \

In case of accommodation allotted prior on or after 01 Jul 2013:-

2 months on payment of normal licence fee, another 2 months on double of the normal licence fee and further 2 months on four times of the normal licence fee.

The period of retention of 8 or 6 months, as the case may be shall be admissible to the allottees retired on or after 23 Apr 2013 automatically at one go without any request or production of certificate by the allottees and the allotment of accommodation occupied by the retiring employees shall be cancelled after allowing the retention of 8 or 6 months.

Said order of DoE be extended, mutatis mutandis, to Civilian Employees of Min of Defence. Hence, QMG's Branch may please be directed to take necessary action to get the above provisions extended mutatis-mutandis to the Defence Civilian Employees allotted Govt Accn constructed out of DSE.

Action:- QMG's Br/LWE

Point No (I).

NON COMPLIANCE OF DOP&T ORDERS IN REGARD WITH VERIFICATION OF QUALIFYING SERVICE OF THE EMPLOYEES ON COMPLETION OF 18 YEARS SERVICE

Rule 32 (1) Of CCS (Pension) Rules 1972 stipulate that "on a Govt servant completing eighteen years of service and on his being left with five years of service before the date of retirement, whichever is earlier, the Head of Office in consultation with the Accounts Officer shall, in accordance with the rules for the time being in force, verify the service rendered by such a Government servant, determine the qualifying service and communicate the same to him, in Form 24, the period of qualifying service so determined."In other words, qualifying service needs to be verified and notified (a) on completion of 18 years of service and (b) before 05 years of the retirement.

- (i) Rule 59 of CCS (Pension) Rules 1972 further provide that head of office shall undertake preparatory work for process of Pension Papers years One year

before superannuation and Rule 61 thereof stipulate that pension papers shall be fwd to Accounts Officer/PCDA(P) Allahabad not later than 04 months before date of superannuation ensure that pension claim is processed.

(ii) However, the preceding statutory rules are not being complied with by CE SC Pune in respect of Non-Industrial employees whose SBs are centralized with CE SC and at times, pensionary benefits of the employees are delayed due to non verification of qualifying service as per the given schedule ibid. Therefore, suitable measures may please be put in place of compliance of DOP&T orders in letter and spirit in order to ensure that retirees get their e-PPOs at least on the date of their superannuation.

Action : E-in-C's Branch

Point No (m)

NON AUDIT OF SERVICE BOOKS OF EMPLOYEES OF VARIOUS ARMY ESTABLISHMENTS BY LAO (ARMY) MUMBAI:-

It is submitted that service Books of civilian employees borne on the strength of various Army Establishments viz 53 Coy ASC Mumbai, SHO (L) Mumbai, Stn Wksp EME Mumbai, CFL Mumbai, 757(I) civ GT Mumbai, MG & G Area Sig Coy Mumbai, MG & G Area Provost Unit Mumbai, GE (North) Mumbai, GE (West) Mumbai and GE (AF) Thane have not been audited by LAO (Army) Mumbai during their quarterly audit schedule for more than 10 years. Years' together backlog of audit of SBs is undertaken by LAO (A) Mumbai at one go just before the superannuation of the employees. As a result, avoidable problems and difficulties are being faced by the employees at the time of their retirement as the existing staff handling the SBs are unable to clarify the queries raised by LAO(A) Mumbai which pertain to the back period. I therefore request that CGDA may please be approached to issue suitable instructions to LAO (A) Mumbai in particular and all audit authorities dealing with SBs in general for invariable audit of SBs during quarterly half yearly audit programme and ensure that all SBs are thus audited every year leaving no scope for back-log resulting in avoidable difficulties to the employees.

Action : CGDA

19. SH RAJ KARAN, AIDEF

Point No. (a)

FIXATION OF CORRESPONDING PAY Rs 12090/- EMPLOYEES INSTEAD OF Rs9300/- WHO WERE EXISTED IN PAY SCALE OF Rs 5000-8000 OR 5500-9000 AFTER MERGING INTO PAY SCALE Rs 6500-10500

The pay of incumbents of clerical staff and store keeping staff under AOC who were holding the pay scale of Rs 5000-8000 or 5500-9000 should have been fixed in Pay Band Rs12090/- after merging into Pay Scale of Rs 6500-10500/- w. e. f. 01 Jan 2006 under VI th CPC instead of 9300/- as already fixed in Clerical Staff and Store Keeping Staff of MES and other directorate. In a court Case No. 180/00569/2014, CAT Ernakulam Bench vide order dated 03 Apr 2014 has also upheld such principle and directed the respondents to fix the association in the revised Pay structure under VI CPC

by fixing their salary as Rs 12090/- in the revised Pay scale of Rs 6500-10500 treating Rs 6500/- as the existing basic pay as on 01.01.2006 with all consequential benefits.

Action : OS(Pers)

Point No. (b)

NON GRANTING OF FINANCIAL UPGRADATION UNDER MACP SCHEME TO THE CIVILIAN EMPLOYEES OF MILITARY HOSPITAL, FARIDKOT

As per MACP scheme, Ist/IInd/IIIrd Financial Upgradation is given to the employees on completion of their 10/20/30 years regular services but such benefits has not been given to a number of civilian employees of Military hospital, Faridkot even after lapse of a period of two years. The following civilian employees are due for granting of Financial upgradations under MACP

S. No	Name of affected employees	Rank	Date of joining	Due Financial upgradation under MACP scheme	Period
1	Baldev Singh	Cook	31.12.1996	IInd	31.12.2016
2	Rajinder Kumar	Safaiwala	31.12.1996		
3	Sinder Pal	Safaiwala	31.12.1996	IInd	31.12.2016
4	Gurmail Kaur	Ward Sahayika	31.12.1996	IInd	31.12.2016
5	Sukhwant Kaur	Ward Sahayika	31.12.1996	IInd	31.12.2016
6	Nasib Kaur	Ward Sahayika	31.12.1996	IInd	31.12.2016
7	Mukhtiar Kaur	Ward Sahayika	31.12.1996	IInd	31.12.2016

Action: DGMS3B

Point No.(c)

NON CONSTITUTION OF DEPOT WORKS COMMITTEE OR WELFARE COMMITTEE IN 36 FAD BHATINDA

As per existing Govt orders in terms of Industrial Dispute Act, DWC election should be constituted just on completion of each two years. In 36 FAD, 06 years has lapsed but the administration of 36 FAD has not processed for DWC election till date.

Action: OS10A/LWC

Point No.(d)

TO ALLOT MANAGERIAL SELF SERVICE NUMBER TO ORDNANCE OFFICER CIVILIAN BY PUBLISHING IN GAZETTE NOTIFICATION AS OF ARMY OFFICERS

All the employees have "Employees Self Service Number" in AOC whereas on promotion of Office Supt to the post of Ordnance Officer Civilian, they are allotted no number in AOC. Since the Ordnance Officer Civilian has the status of an Officer,

Managerial Self Service Number may be allotted them by publishing Gazette Notification as of Army Officer or by maintaining Roster in OS-8D, IHQ of MoD (Army).

Action : OS(Pers)

Point No. (e)

CHARGING RENT ROOM AT MARKET PRICE INSTEAD OF MESS RATES

The Civilian employees of 366 (I) ASC Platoon, Ranikhet who are living in Govt accommodation, are charged as per Market Price Rates instead of MES Price Rate. This is exploitation of civilian employees and hence the same must be stopped.

Action : ST-12

Point No. (f)

CHANGE OF DESIGNATION OF CLERICAL STAFF IN AOC (This point was also raised by Sh Ranbir Singh of CDRA)

DOP&T vide letter F No 21/12/2010-CS/1(P) dt 21 Dec 2015 had changed the designation of his clerical staff as under:-

S No.	Existing Nomenclature	New Nomenclature
1	Office Superintendent	Assistant Administrative Officer (AAO)
2	Upper Division Clerk	Senior Administrative Assistant (SAA)

Adopting such changes, E-in-C Branch vide letter No. B/76002/1/Gen/Adm Cadre/Union/CSCC dt 07 Mar 2017 has also changed the nomenclature of their clerical Staff as Assistant Administrative Officer (AAO) in place of Office Superintendent, Senior Administrative Assistant (SSA) in place of Upper Division Clerk and Junior Administrative Assistant (JAA) in place of lower Division Clerk. With same fashion, the nomenclature of clerical staff of AOC may be changed as of Clerical Staff of E-in-C Branch.

Action : AGMP-4 (Civ) (a)

Point No. (g)

GRIEVANCES OF COOKS IN K R C RANIKHET

Certain Cooks of K R C Ranikhet have been deployed permanently in Officer's Bungalow for cooking of Officers and their families and remaining cooks are being pressurized to perform over and above work load in cooking foods for soldiers of various companies under the Regimental Centre. In case of any shortcomings in cooking foods, the Mess Incharge blame them for stealing of raw materials of foods. **Action : ST-12**

Point No.(h)

RISK AND HARDSHIP ALLOWANCES

As per latest Govt orders, the persons working in hazardous nature of duties are entitled for Risk and Hardship Allowances. The same facilities be extended also to the employees of Ammunition Depot, Bhatinda. **Action : OS(Pers)**

Point No. (k)

REVIEW THE CLOSURE OF CENTRAL ORDNANCE DEPOT CHHEOKI

COD Chheoki has been established in the mid of India for its better services regarding receipt of stores from the manufacturers /factories and issue the same to the Depot/Units within shortest time economically. Since the date its establishment , no theft, fraud, ignition etc have been notices to be happened and due to this, this depot has been awarded by the higher dignitary. Considering this aspects, this Depot should be expanded instead of its closure as per its capacity for smooth developing/functioning of Armed Forces.

Action: OS (Pers) /OS10A

Non Grant of MACP Benefit in MH Faridkot

He informed that certain employees of MH Faridkot are not being given the MACP Benefits.

Action: DGMS-3B

20. SH BIJOY KUMAR KAR

Point No (a)

DELAY IN PROCUREMENT OF KRAZ ENGINE AND SPARES FOR 507 ABW

Since it has been observed that time and again OS Dte is failing to procure Kraz engine in time for 507 Army Base Workshop including procurement of right spares of Engr Eqpt also is in delay by the ESD, Kankinara, and when targeted output for the commencing years has also been intimated to all concerned well in advance by the appropriate authority then its related engine/spares should also be required to procure well in advance by these agencies. For which to meet up the targeted output is unnecessarily delayed and finally blamed the 507 ABW and its workmanship. More or less similar problem are facing all the ABWs. It is also intimated that within such delayed in procurement of engine/spares OS Dte granted 40 days PLB when EME Dte granted 26 days PLB who are working hard within such constraints this is also discrimination on granting PLB. So, please ensure that the procurement agencies should provide engine and spares in time without further delay to meet up the targeted output of ABWs in time.

Action : EME (Civ)

Point No (b)

.DISCREPANCIES IN DECLARING AND ADJUSTING SURPLUS IN EME DTE

As per the AG MP-4 letter No. even 12459 Nos posts has been declared as surplus in EME Dte. For which 29 Stn Wksps are going to disbanded in phase I & II manner and ABWs will run by GOCO model. According to this direction of MoD, EME Dte asked choice of Stn as per the AO from the employees of Stn Wksps and ABWs. As per the performa of AO all these case were fwd to EME Dte by the respective authorities.

Thereafter EME Dte again asked willingness from the employees of Stn Wksps for their CG posting in ABWs. Consequent upon the willingness of employees posting order issued by the EME Dte and they were **ToS** in respective ABWs. Now requested to clarify having the surplus of ABWs how the CG posting employees were **ToS** in ABWs.

Action : EME (Civ)

Point No (c)

FORMATION OF WELFARE COMMITTEE IN 49 COY SUP ASC (TYPE-A) C/O-99 APO

Due to non-formation of Welfare Committee in 49 COP SUP ASC (Type-A) C/o 99 APO, I had given a letter dated 20-08-2018 to the authority of 49 COP with all concerned documents for formation of welfare committee. But till date I have not intimated on the issue neither formed welfare committee in 49 COY. Therefore requested to issue instruction to the 49 COY SUP ASC (Type-A) C/o 99 APO for immediate formation of welfare committee.

Action: ST-12

Point No (d)

PROGRESS OF REVISION OF RR OF HOSPITAL EMPLOYEE

Due to non- promotional avenue in RR for the employees of Hospital under DGMS a point had raised by me for revision of RR in previous AHQ JCM meeting. Now please intimate the progress of revision of RR.

Action : DGMS3B

Point No (e)

DELAY IN AUDITING BY THE ACCOUNT AUTHORITIES

Since it is observed that there is an delay in almost every occasion in auditing by the account authorities like LAO, Barackpore, AAO, Kolkata and CDA, Patna. In everywhere stipulated time for auditing not maintained due to their shortage of manpower which is badly affecting the employees. It is requested to maintain the stipulated time as fixed up by the competent authority. It is also noted that any clarification is required the respective above account authority not answering.

Action: CGDA

21. SHRI TRIBHUWAN SINGH, BPMS

Point No (a)

CONSTITUTION OF WELFARE COMMITTEE IN GE (TECH) KHERIA AGRA

The strength of GE (Tech) Kheria Agra is under hundred as per Govt order the Welfare Committee has to be constituted with consultation with trade Unions. But in spite of repeated request GE (Tech) Kheria does not constitute the Welfare Committee. Request to direct GE (Tech) Kheria under CWE Agra to constitute Welfare Committee immediately.

Action : E-in-C's Branch

Point No.(b)

RESTRUCTURING OF ARTISAN STAFF

As per MoD order dt 14/06/2010 the restructuring of ind staff was to be completed within three month from the date of issue of the letter. But in CWE Ranchi no restructuring of Artisan Staff have been done so far the matter was discussed with CWE Ranchi/Chief Engineer Zone Jabalpur but not fruitful result come out .It is request to direct chief Engineer Jabalpur zone / CWE Ranchi for complete the restructuring of Artisan Staff to avoid legal complication.

Action : E-in-C's Branch

Point No (c).

VICTIMIZATION OF TRADE UNION LEADERS

It is seen that MES authorities are in practice to victimize the trade Union leader and the same may be stopped. To cite an example, Shri Dinesh Anthony of GE Kalaikunda was terminated from service without holding any enquiry and Shri Amit Khrwar of ST Lucknow who is also the President of Union, has been transferred to Meerut without any valid reason.

Action: E-in-C's Branch

22. SH PARDEEP KUMAR, INDWF

Issues highlighted by Sh Pardeep Kumar are as under :-

GRANT OF 20% QUOTA FOR INDUSTRIAL PERSONALS

(a) Grant of 20% quota for Industrial personals in MES departments for posts like LDC/Meter Reader and Supervisor BS II due to the reason that firstly highly qualified people in industrial trade are available and secondly there is 40% deficiency in LDC trade and 80% deficiency in BS II Trade. This earmarking of quota is sought on the analogy of 20% quota already provided for JE Post.

Action : E-in-C Branch

ADJUSTMENT OF EMPLOYEES WORKING IN MIL FARMS

(b) Military Dairy Farms are getting closed and it is requested that employees working in these farms may be adjusted in same station in units like ASC, Ordnance depots etc which are coming under the jurisdiction of the Station Commanders. This step will lead to less suffering of the affected employees as they are low paid employees.

Action : SD-7

23. SH RANBIR SINGH OF CDRA

Point (a)

PAY/PROMOTIONAL PARITY SHOULD BE AS PER VITH CPC

There should be absolute pay/promotional parity between field office and Ministries /AFHQ Clerical cadre as suggested vide VIth CPC Recommendations.

Action: AGMP(civ) (a)

Point No.(b)

ABSOLUTE PAY PROMOTIONAL PARITY BETWEEN FIELD OFFICERS AND MINISTRIES/ADHQ CLERICAL CADRE

There should be absolute pay/promotional parity between field office and Ministries/AFHQ Clerical cadre as suggested vide VI CPC Recommendations.

Action: AGMP-4 (Civ) (a)

Point No. (c)

HISTORICAL PAY PARITY TO CLERICAL CADRE WITH STORE KEEPING STAFF OF AOC

He informed that historically there was pay parity between clerical staff and storekeeping staff of AOC. However, some years back pay scales of storekeeping staff was enhanced. This has resulted in leaving behind not only the clerical cadre of AOC but also to other storekeeping staff of various departments of MoD because all the storekeeping staff comes in the category of "Common Category".

Action: OS(Pers)

Point No. (d)

FACILITY TO BE EXTENDED FOR ADMISSION OF WARD OF DEFENCE CIVILIAN IN VARIOUS ARMY MEDICAL/ENGINEERING AND OTHER COLLEGES

He sought extension of facility in admission of ward of Defence Civilians in various Army Medical, Engineering and other Colleges.

Action : AGMP-4 (Civ) (JCM & TRG)

Point No. (e)

GRANT OF ONE INCREMENT ON PROMOTION IF PROMOTION IS ON IDENTICAL PAY SCALE

He requested for grant of one increment on promotion if promotion is on identical pay scale.

Action: AGMP-4 (Civ) (a)

Point No. (f)

PURCHASE OF FOUR WHEELER FROM CANTEEN

He requested that a defence civilians upto the level of pay scale 7 may be allowed to purchase a four wheeler from CSD and officers of the level of 8 onwards may be allowed to purchase a four wheeler after every 5 years. This will stop the existing discrimination wherein even ex-serviceman are allowed to purchase car from CSD.

Action: Canteen Services

24. SHRI A THIRUMALAI

Point No (a)

CONSTITUTION OF JCM IVTH LEVEL JCM COUNCIL

As per the direction of the E-in-C's Br issued to the Southern Command vide their letter No. B/20888/SRU/E1C(2) dated 28 May 2015, it was directed to allow functioning of Union at CWE(Army) Bangalore, CWE(Army) Chennai, CWE(Navy) Arkonam, CWE(Army) Wellington and CWE(AF) Bangalore. However, the JCM have not constituted till today except CWE (Army). Thus, there is industrial unrest due to non conducting of the JCM IVth Level.

Action : E-in-C's Branch

Point No (b)

NON CONSTITUTE OF WORKS COMMITTEE

As per the ID Act 1947, Central 1957, the GE (STM) Branch Chennai are not constituting the Works Committee after 2009 till date. This Union has represented to the higher authorities but it is in vain. Earlier Chief Engineer Chennai has written a letter to GE (STM) Branch but it is also turned down by the GE (STM), Chennai. GE (Air Force), Hebbal. & GE (Air Force) Jalhhalli not following the ID Act 1947 and 1957 central Rule.

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

Point No (c)

CGHS FACILITIES FOR WELLINGTON AREA:-

Presently there is no CGHS recognised hospital in Wellington. Hence, Chairman mere take necessary action with Ministry of health and Family Welfare to have a CGHS hospital in Wellington.

Action : AGMP-4 (JCM & TRG)

25. SH RANVEER SINGH RATHORE

Point No (a)

NON CONDUCT OF DPC

No DPC have been conducted w.e.f. 2014 in CWE Jabalpur under GE SWC Jaipur, CWE Sriganga Nagar and CWE (AF) Bikaner.

Action :- E-in-C's Branch

Point No (b)

NON PAYMENT OF NIGHT DUTY ALLOWANCE

Non payment of Night Duty Allowance by PCDA SWC Jaipur. As per MoD letter No. 17 (4) 2012/ D-(Civ-II) dt 07 Nov 2017 no directions have been issued by PCDA (SWC) to lower formations.

Action : CGDA

26 SH RAJENDRA BABULAL PARDESHI

Point No (a)

IMPLEMENTATION OF GOCO MODEL IN BASE WORK SHOPS

Before implementation of GOCO model in Base Workshops all the aspects regarding future of employees be clarified by concerned line Dtes

EME (Civ)

Point No(b)

UPGRADATION OF PAY SCALE OF VM/MV FROM LEVEL 2 TO LEVEL 4

As per SRO 29/06, post of VM/MV and VM/AFV are now both Direct Recruitment Posts but there pay scales are different. Hence, it is requested to have same pay scales for both the posts

EME (Civ)

Point No (c)

IMPLEMENTATION OF ROASTER/RESERVATION OF VARIOUS CATEGORIES IN THE CASE OF DIRECT RECRUITMENT

This point pertains to implementation of Roasters in Corps of EME as per the provisions of CPRO 2/99 which specifies percentage to be earmarked for DR posts in various categories and 200 point roaster be adopted.

Action:- EME(Civ)

Point No (d)

UPGRADATION OF MECHANIST AS PART-I CADRE TRADE

Post of Mechanist, Toolmaker, Grinder Precision, Turner and Millwright were merged to post of Mechanist with GP of Rs 1900/-. Later on post of Tool maker was taken out from this merged post of machinist and tool maker was given erstwhile Grade pay of Rs 2400/-. It is requested that pay scale of other four leftover posts be also increased as there educational qualifications are the same.

Action:- EME(Civ)

Point No (e)

GRANT OF 3RD MODIFIED ASSURED CARRIER PROGRESSIVE SCHEME (MACPs) IN THE GP OF RS. 4800/- ON COMPLETION OF 30 YRS CONTINUOUS SERVICE TO ELIGIBLE CIV EMPLOYEES IN EME

In Corps of EME, some individuals who were drawing pay scale of Chargeman (Rs 5000-8000) upto 31 Dec 2005 under ACP may be considered for financial upgradation, if due, in the next grade pay of Rs 4600/- and accordingly such individuals

are eligible for next MACP benefit of erstwhile grade pay of Rs 4800/-. But the local audit authorities are not accepting the same.

Action:- CGDA

Point No(f)

**RESTRUCTURING OF CADRE OF ARTISAN STAFF IN DEF ESTT ON
MODIFICATION OF 6TH CPC**

Promotion orders were issued for Artisan Staff as per MoD letter dt 14 Jun 2010. Later on due to SC judgement their promotion were withdrawn. Request grant promotion to the affected employee.

Action:- EME(Civ)

27. SH AJAY KUMAR GHOSH, BPMS

Issues brought forth by Sh Ajay Kumar Ghosh are as under :-

Point No (a)

INCREASE OF PAYMENT OF DEATH LINK INSURANCE (DLI) (This point was also raised by Sh Ranbir Singh of CDRA)

He mentioned that present rate of Death Link Insurance @ Rs 60000/- may be raised to Rs 10, 00,000/- as the present rate of Death Link Insurance is remaining same for the last twenty years.

Action : AGMP-4 (civ) (a)

Point No (b)

DELAY IN PAYMENT OF MEDICAL CLAIMS

Presently practice regarding settlement of Medical Claims is that they are processed and passed by CDA Patna on receipt of the claim from AAO Kolkata which verifies the claim. This results in inordinate delay of 04 to 05 months. Also, sometimes the affected Govt servant visits Patna which leads to wastage of Govt money also. In order to solve this problems, it is recommended that a case may be taken up with the appropriate authority so that a separate CDA under the jurisdiction of Kolkata may be detailed.

Action : AGMP-4 (civ) (JCM & TRG)/CGDA

Point No (c)

FORMATION OF RECRUITMENT RULES FOR HS-I,HS-II & MCM

On conversion of locally controlled industrial employees to centrally controlled industrial employees, presently recruitment rules are not available. It may be clarified whether any recruitment rule is framed for locally to centrally controlled employees, if not necessary steps be taken to frame recruitment rules for the same. Moreover, recruitment rules in respect of HS-I, HS-II and MCM are also required to be framed.

Action : AGMP-4 (civ) (a)/OS(Pers)/EME(Civ)

Point No (d)

ISSUE OF NOC TO CENTRALLY CONTROLLED CIVILIAN EMPLOYEES IN AOC

AOC Records have issued letter denying NOC for the centrally controlled civilian employees citing deficiency state vide their letter No 27582/NOC/CA-6 dt 12 Oct 2018. It is recommended that all the employees may be given a chance to uplift their career and they be given NOC to uplift their career.

Action : OS (Pers)

Point No (e)

ISSUE OF UNIFORM FOR STORE KEEPERS IN ORDNANCE CORPS

Store keepers in Ordnance Dte should have a specific dress to maintain their identity.

Action : OS (Pers)

28 SH BALRAJ, AIDEF

Point No (a)

NO PROMOTION FOR PACKER TRADE IN AOC

In AOC except the trade of Packers, all the other trades have the promotional facility upto the post of MCM. Reasons for this are sought.

Action : OS (Pers)

Point No (b)

NO PROMOTION FOR PACKER TRADE FROM HS II TO HS I IN ESD DELHI CANTT

In ESD Delhi Cantt promotions in HS-I and HS-II are not taking place in the trade of packers.

Action : OS (Pers)

29. COMMON ISSUES RAISED BY SH PARDEEP KUMAR OF INDWF AND SH RANBIR SINGH OF CDRA.

Point No. (a)

DECLARATION OF RESULT OF SUPERVISORS B/S FOR THE LRS YEARS 2015-16

Declaration of the results of the Supervisor B/S for the LRS 2015-16 for which exam was conducted by Chief Engineer Bhopal Zone during 2015-16. There is more than 80% Supervisor B/s posts vacant as on date which is resulting complete defunct state of documentation in Barrack & Stores branch in MES leading to huge loss to exchequer.

Point No.(b)

IMPLEMENTATION OF FIRST CADRE REVIEW OF BARRACK AND STORE CADRE OF MES

First cadre review of Barrack & Store Cadre of MES was approved on 15 Dec 2017 but the same has not been implemented in true spirit so far. It is also highlighted

that particularly the cadre review of subordinates of BS Cadre on which there is no objection of any authority including DOP&T/MoD needs to be implemented on top priority. Hence, suitable instructions may be issued for implementation of cadre review of BS Cadre in true spirit within a fixed time frame.

Point No. (c)

NON FILLING UP OF 1573 VACANT POSTS OF BS CADRE

Non Filling of 1573 vacant posts of BS Cadre which have been revived by Ministry of Finance vide their letter No 30030260/E.C.I/2016 dated 08.09.2016. These posts may be filled either on the basis of the existing RRs or any relaxation thereof. These posts are presently not being filled up by E-in-C's branch due to the argument being given by them that NAC is not being issued by AG's Branch. Hence, a special dispensation may be issued to MES for BS Cadre and NAC may be got issued from the AG's Branch.

Action: E-in-C's Branch and Action : AGMP(civ) (b) for point (c)

30. COMMON ISSUES RAISED BY SH RANBIR SINGH AND SH MANOJ PATHAK ARE AS UNDER

Point No.(a)

DISPOSAL /ADJUSTMENT OF CVD DELHI CANTT

Disposal/Adjustment of Civ Staff in 1st Choice as per requisition of individual may be considered by higher authorities.

Action : AGMP(civ) (b)/OS(Pers)

31 SH MOHAN LAL

Point No (a)

NON PROMOTION OF ARTISAN STAFF IN CWE JABALPUR

As Per MoD letter No 11(5)/2009/(Civ-I) dt 14 Jun 2010, authorisations of Skilled Grade, HS-II, HS-I and MCM is specified as 45%, 20 ½% , 20 ½% and 14% respectively. However, in CWE Jabalpur, promotions are not taking place as per this percentage.

Action: E-in-C's Br

Point No (b)

NON FINALISATION OF SENIORITY LIST IN CWE JABALPUR

In CWE Jabalpur, seniority list of industrial employees has not been finalised since 2006 and without seniority list, trade test and promotions are posting order taking place.

Action: E-in-C's Br

FORMULATION OF TRANSFER POLICY AND TRANSFER OF TRADE UNION OFFICIALS IN GE (EAST) JABALPUR

Point No (c)

For some time, local administration of GE(East) Jabalpur, with the intention of disrupting trade union, officials connected with our union are transferred without their willingness. Also, two officials though they are not surplus, have been transferred to GE(Project) Jabalpur without any transfer policy. Also, 03 months were transferred out

of Jabalpur. Hence, appropriate action may be taken and also clear transfer policy for industrial employees may be formulated.

Action: E-in-C's Br

Point No. (d)

**CHANGE OF DESIGNATION OF CLERICAL CADRE OF FIELD OFFICES UNDER
MINISTRY OF DEFENCE**

He informed that earlier same designations were used in Sectt offices and field offices in respect of post like LDC, UDC and Assistant. However, now the designation of LDC, UDC and Assistant has been changed to Junior Sectt Assistant, Senior Sectt Assistant and Assistant section officer respectively in the Sectt offices and even E-in-C's Branch has adopted the revised designations. Hence, he sought implementation of the revised designations in field offices also.

Action: AGMP-4 (Civ) (a)
