

ORDNANCE FACTORY BOARD
10A, SHAHEED KSHUDIRAM BOSE ROAD
KOLKATA – 700 001

STATUS REPORT ON THE GENERAL POINTS RAISED BY
THE STAFF SIDE MEMBERS DURING THE 12TH ORDINARY MEETING
OF OFB JEM III LEVEL COUNCIL (11TH TERM)
HELD ON 02-08-2012 AT GUN & SHELL FACTORY, COSSIPORE

5.0 REMARKS OF SHRI C. SRIKUMAR, LEADER/STAFF SIDE

- 5.3 Certain OFs are facing problems regarding load. For example HAPP is surviving on the IFDs from OF Ambajhari alone and there is no follow-up load. Also HEF is not having sufficient workload due to which employees are being transferred to OF Bhandara and certain employees to AFK as well. Employees who went to Bhandara faced acute problems of accommodation and other related problems like food etc. It is learnt that HEF has been sanctioned more manpower. In the absence of sufficient workload, increased manpower would cause further problems for the factory. In OFT and RFI, the 5.56 Gun requirements have almost come to a close from the Indian Army side. The requirement from Ministry of Home Affairs is uncertain and not yet known. As a result employees are getting concerned about the future prospects. In OEF group of factories, both manpower and load are there, but the factories are suffering from non-supply of raw materials. OFB can explore the possibility of having its own textile units. certain textile mills of govt of India can be considered for acquisition by OFB for this purpose.

Action Taken/Present position

(a) HAPP surviving on IFDs from OFAJ alone :

HAPP is having IFD/load from OFCH, AFK, OFK & GSF for various ammunition components for 81 mm Bomb body, 120 & 125 mm FSAPDS, 155mm BB Adapter, RGB- 12 & 60 Rockets in addition to IFDs from OFAj. The value of target for current year is 110 Crores as against actual achievement of 108 Crores. The proposal for augmentation of Production Capacity of Pinaka Rocket has been planned and the proposal is under approval of MOD. The DPR for hardware components for Rocket RGB-12 and RGB-60 is also under process for which long term requirement has been projected by Navy. This will ensure higher work load to HAPP.

(b) Insufficient workload at HEF Kirkee :

During the recent target fixation meeting with MHA, demand has been projected for Hand Grenades from Police Forces, which is to be allocated for production at HEF, Kirkee. Proposal to use TNT in high calibre shells is also under examination by Army which will give HEF higher work load.

(c) **Future prospects of OFT & RFI :**

In general, the requirement for small arms has considerably reduced from Army & MHA as Army is going to induct new generation Weapons. Once Army finalises their requirement, production responsibility will come to OFB with ToT. However, for better utilisation of available capacity of Small Arms group (including OFT), it has been decided to manufacture various components in-house, which were, hitherto, procured from trade. It has also been decided to lay more emphasis on supply of various spares required by Army & Police forces.

(d) **Inadequate supply of raw materials in OEF Group :**

Production review meeting for OEF GTroup was held on 6th August, 2012 at OFB under the chairmanship of DGOF & Chairman/OFB. The status of input material was also reviewed in detail and suitable directives have been issued to concerned factories and OEFHQ for monitoring in respect of procurement of critical input material, MOD has authorised OFB to procure input materials upto 3 years requirement against Roll-on-Plan of Army. This will ensure timely positioning of input materials in future.

Exploring the possibility of having own textile units by acquisition of certain textile mills of Government of India by OFB is a policy decision to be taken by Govt. of India.

- 5.5 While IR situations in GSF and OFC have gradually improved, GCF appears to be showing no signs of improvement. The management has been acting in the most vindictive manner against Union Leaders, Trade Union Leaders are being harassed and victimized on flimsy grounds, Charge sheets are being issued at whims and will of the management and enquiries are being conducted ex-parte. If OFB is not having control over its GMs, it is a worrisome situation. There are certain powers which are vested in Federation Leaders as well. Leader of the staff side of Dept. Council can directly approach Defence Secretary against Trade Union victimization cases, however the same has not been done in the hope that OFB would act. But the staff side cannot be a silent spectator to the plight of its own people, as it portrays them as being unworthy of being workers' representatives. So it is requested to act fast and judiciously.

Action Taken/Present position

Present position may be elaborated in the JCM III meeting scheduled for 06/07-06-2013.

- 5.6 OFDC was asked to produce 20 lots of 1028 nos HEAT. The factory produced 5 lots by itself, outsourcing the balance 15. Now the factory employees are being sent to the premises of a private firm to produce the item as the firm is not able to give product of the desired quality on its own. The factory requires 3 CNC milling machines for this purpose. The same may be procured for the factory if the load is going to continue.

Action Taken/Present position

It has been informed by OF Dumdum that the factory has already issued LOI for 2 CNC VMC. Supply order would be issued shortly.

- 5.8 The contract labour employed in the factories are getting mobilised, forming trade Unions and are becoming increasingly aggressive. Some of the factories are allowing them to work on machines also. Since they belong to weaker sections of the society, any accidents would bring about its own share of social problems and political repercussions. Also, since the manual labours are being increasingly difficult to get, recruitment of permanent employees may be considered.

Action Taken/Present position

Recruitment of permanent employees from the Contract Labour is not permitted in the law. Engagement of Contract Labour in production areas is required to be curtailed in as much as the same is resulting theft, indiscipline and improper utilisation of manpower.

- 5.10 Certain factories have so far not implemented the 4-grade structure in the Industrial Cadre. HVF is one of them. In OFMK, it has not so far been done because of the directives of the SC Commission. It is required to be checked whether the same lies in the mandate of the Govt. Body. Also status of implementation of 4-grade structure in Industrial Cadre may be checked in all OFs.

Action Taken/Present position

Implementation is facing problem in respect of only those factories wherever directives/instructions have been received by statutory bodies/courts in this regard.

- 5.11 Certain Local Accounts Offices in the Maharashtra Group have been creating problems for the employees. The same should be appropriately addressed by PC of A(Fys). Even in OFBHQ, employees who have travelled in ITDC buses in J&K have been paid local bus fares only. This should be looked into.

Action Taken/Present position

Please refer to this Office Letter No.Pay/Tech-I/0195 dated 29-11-2012 addressed to OFB vide which detail of the Problem and name of the LAOs were sought for. As regards to re-imburement of ITDC bus fare, the same has been referred to the CGDA, Delhi Cantt vide this Office Memo dated 11-09-2012. Reply is awaited.

- 5.12 It is already 4 years since the 6th CPC got notified. But certain grades of Industrial Employees are being denied even the 5th CPC rates by the PC of A(Fys). It is almost four months since the staff side submitted its feedback on Piece Work correlation committee's Report. All necessary inputs are with OFB, only negotiation is left. OFB may call the 3 Federations and settle the issue. As the issue of DOT also has got linked to Piece Work Correlation, both the proposals can be submitted together for consideration by MOD.

Action Taken/Present position

Finalisation of piece work correlation is under consideration of M of D.

- 5.13 The 30 days EL file is back from Ministry Labour. The file has now been put up by DDP to D(Civ.-II). The same may be expedited.

Action Taken/Present position

The issue of 30 days Earned Leave for the optees under the Factories Act has not yet been finalised and remains under examination of MoD.

- 5.14 OFB should consider withdrawing its letter restricting factories not to work more than 54 hours in a week. The Factories Act provides for ceiling limit of 75 hours of overtime in a quarter (3 months) of an year. Such narrow interpretation of the same by OFB has put both the employees and the factories in a disadvantageous position. There are times when factories don't have any material. So they work with no or little overtime in such situations. The ceiling limit of Factories Act cannot be taken advantage by the factories by working more than 54 hours when raw material is there. Also there are workers who are required to go on temporary duty for the purpose of repair and rectification of various products at the customer sites. Not only they face the hardship of travel and non-reimbursement of various bills for technical reasons like sales tax registration of shops they buy their food from, they are denied overtime on such temporary duties which never gets compensated due to this ceiling, despite there being ample work for such employees. OFB may consider the issue sympathetically and issue clear cut instructions in line with provisions of the Factories Act.

Action Taken/Present position

The matter may be discussed in the meeting. The system of 54 hours OT has functioned successfully for several years now. Further, it is required to be ascertained whether production staff are going on temporary duty. If staff belonging to other than production area are being deployed on temporary duty, they can easily be compensated by granting 54 hours (instead of 51 hours) OT within the ceiling limit of 75 hours as envisaged by the Factories Act.

- 5.15 (a) In filling the Chageman posts through LDCE, the practice of not keeping a panel is incorrect. Similar to DR and promotions, a panel can be kept for one year and any in-between vacancies can be filled from there.
(b) Methodology of awarding marks in LDCE is unclear. Keeping 50% marks for General Knowledge does not appear to be appropriate. The same should be studied and suitable clarifications issued.

Action Taken/Present position

(a) The demand appears to be contrary to DOP&T instructions on the subject. There are provisions for maintaining a wait-list/reserve panel for Direct recruitment selections only, to meet the eventuality of an outsider candidate not reporting/joining. However, no such provision exists for panels to be drawn for promotions. Rules are explicit in providing that the actual no. of vacancies existing, and likely to arise upto the end of the vacancy-year (i.e., anticipated

vacancies), only may be considered for drawing Select-panel for promotions, and the DPC is required to prepare Select-panel for filling up of only such specific no. of vacancies. For any fresh/un-foreseen vacancies arising fresh / supplementary DPC is required to be held. There is therefore no provision for maintaining a “Wait-list” or “Reserve-list” for promotions. Similarly, for LDCE which is a fast-track mechanism for promotion, the Select-panel is required to be drawn to the extent of vacancies advertised/notified as it appears unlikely that the candidate who is from within the deptt. (same Unit) would not be available, and/or not interested in taking up higher post. The rule position on the matter is also clear that only the advertised / notified vacancies can be filled up and those not advertised (i.e., “any in-between vacancies...”) will have to wait for undergoing due notification.

(b) It is not known how the present format of question paper came into existence, the rationale behind the same and the authority which has taken the decision. Since earlier the exams for LDCE were being conducted by OFIL Ambajhari, they are likely to be in possession of necessary documents and relevant orders on the matter. If found necessary, OFIL Ambajhari can be asked to provide the necessary inputs for examination at OFB.

- 5.16 In the recent transfers in IOFHS Cadre, in certain factories, all the doctors have been transferred, because of which continuity is totally broken as regards personal knowledge of patients and their treatment. Also the language issue has not been kept in mind while making these transfers, thus putting both patients and doctors to inconvenience.

Action Taken/Present position

Transfers have been done according to the transfer policy, approved by MOD, the Cadre Controlling Authority.

- 5.17 Promotions from JWM to AWM may be affected at an early date. Employees are retiring on continuous basis without getting their due promotion. The enhanced status, even on the verge of retirement, fills an employee with pride and should therefore be given necessary priority.

Action Taken/Present position

The delay in conducting DPC for promotion from JWM to AWM is due to a decision on change of modality (Promotions from a combined Seniority-list of JWM instead of discipline-wise seniority), taken by the Competent Authority was under consideration of M of D. UPSC also did not agree to accept the operation of the Combined Seniority list for conducting DPC in the manner the proposal had been submitted to them. They had advised to submit proposal for Review-DPC from 2002-03 onwards, which if implemented would have given rise to a lot of disputes in making common seniority of Technical and Non-Tech disciplines having different pay-scales. Moreover, there are court-cases challenging the common seniority-list, and also court case challenging the discipline-wise promotions. In the above background, a proposal

for promotion from JWM to AWM has now been submitted to UPSC through M of D, and the subject proposal is in scrutiny stage at UPSC.

- 5.18 In Compassionate appointments, the limitation of consideration upto 3 years only as per DOP&T instructions has been struck down by Hon'ble High Court of Allahabad. The same may be studied properly for implementation.

Action Taken/Present position

DOP&T has withdrawn the limitation period of 3 years for consideration of compassionate appointment and the Govt. Order has been circulated. Simultaneous action for clarification in terms of DOP&T Order dated 09-08-1999 has already been taken.

- 5.19 Some employees are willing to go to OFP Nalanda, for example from OF Chanda. Their requests may be considered sympathetically.

Action Taken/Present position

The point was discussed in the last JCM Meeting. It was decided after discussion on the subject that wherever applications are not being forwarded by respective GMs, applications can be directly forwarded to OFB. A call can be taken based on the number of persons interested and in consultation with General Managers of the Factories concerned on the issue whether they can be spared.

- 5.20 Supervisor (NT) is the only post where qualification has been prescribed. No other post including AWM prescribes a qualification for promotion. This should be looked into and necessary remedy provided.

Action Taken/Present position

The SRO for Supervisor (NT) has been amended. The amended SRO No. 58 has been circulated vide OFB letter No. 288/RR/Supervisor & T.O./A/NI, dated 11-09-2012.

- 5.21 On the CAT Judgement on NDA, the SLP by the Govt. has been dismissed by Supreme Court. In Railways NDA is being paid on 6th CPC rates and it is getting revised every six months. Now DOP&T has said that it has nothing to do with issues related to industrial workers. MOD has been requested to implement NDA for non-petitioners also as per directives of Hon'ble CAT. Proposal from OFs must go to MOD.

Action Taken/Present position

The issue of finalisation of NDA as per 6th CPC rate is under active consideration of the Ministry of Defence / Ministry of Finance.

- 5.22 FTIs must be brought at par with OFILs and NADP by providing necessary infrastructure and posting good officers and staff.

Action Taken/Present position

Based on the recommendations of the Committee headed by Sr. PD/NADP, instructions on the matter have been circulated to all factories vide Circular no.08/01/2012-A/HRD dated 31-01-2013.

- 5.23 DOP&T has told that promotions between posts having identical grade pay would be taken into account while considering financial upgradation under MACP scheme. Therefore the new SRO for Chageman should therefore be worded properly and MCM should be brought into Chageman category through a transfer clause, and not by promotion.

Action Taken/Present position

The proposed SRO has been prepared keeping in view the above suggestion.

- 5.24 Since the proposal for upgradation of posts of Medical Assistants has so far not met with positive results, cadre review proposal of Paramedical Staff should be processed expeditiously.

Action Taken/Present position

Paramedical Cadre Review is under process.

- 5.25 The Cadre review proposal of canteen cadre has been found to be alright. Certain minor improvements are required to be incorporated regarding which the staff side will submit its proposal.

Action Taken/Present position

The Cadre Review proposal for statutory canteen staff has been forwarded to MOD on 11-09-2012. The proposal is prepared in line with Cadre structure of Non-statutory canteen staff. The review proposal is still under consideration of M of D.

- 5.26 There are still certain applications with request of transfer on sympathetic considerations pending with OFB. OFB is requested to have a fresh look at the cases as many of them are opting for voluntary retirement. Also the cases of requests from spouses to be given the same station may be processed expeditiously.

Action Taken/Present position

Cases of Posting of Husband & Wife in same station are being processed.

- 5.27 Certain promotions from PA to PS have got delayed. Also some promotees have not moved out. If their period of service left is not too long, their request for retention may be sympathetically considered.

Action Taken/Present position

The earlier pending cases of promotion from PA to PS have since been decided and settled with suitable orders of the Competent Authority. Promotions from PA to PS for the vacancy year 2012-13 have already been ordered / implemented. For the vacancy year 2013-14, action is in hand and the DPC shall be conducted very shortly for drawing of Select-panel and issue of orders of promotion.

- 5.28 The issues regarding recruitment of teachers to fill the vacancies and instructions on Right to Education to all OF Schools/Inter Colleges should be given necessary priority.

Action Taken/Present position

For the year 2012 – 13 direct recruitment sanctions for PGT-3, TGT – 10, Teacher Primary – 68, Lab Asst – 5 have been issued. Further OFB has taken up with MOD for direct recruitment of 8 posts of Principal – II.

Regarding implementation of RTE Act, OFB has issued instruction to all the Schools for implementation of RTE Act and relevant RTE Rules through circular dated 18-09-2012.

6.0 REMARKS OF SHRI R. SRINIVASAN, SECRETARY/STAFF SIDE

- 6.5 HAPP Trichy was originally established to manufacture Tank Ammunition. But the factory is facing raw material problems for example Tungsten Power import due to which FSAPDS Production is not taking place. Import action may be expedited. RGB-60 and RGB-12 products were successfully established by HAPP to NAVY. Load is available but the existing capacity is very less. Pinaka Production has also been added. Therefore the Draft Project report for augmentation may be cleared at the earliest. This will give the factory more manpower, machineries and additional infrastructure including buildings for taking benefit of the load which the factory has.

Action Taken/Present position

The production of 125 mm FSAPDS ammunition is not progressing as Army is yet to finalise the design. However, production of 120 mm FSAPDS shots is continuing in HAPP, but the demand of Army is limited.

- 6.6 OFT was manufacturing 5.56 Rifles which has now come to minimum requirement of only 10,000. OFT has successfully established assault Rifles which is considered equivalent to AK-47. MOD as on date is importing Assault Rifles. Therefore orders may be obtained for Assault Rifles to utilise the capacity. For the current year the requirement projected to OFT in respect of 30mm Canon is 105 Nos, for 12.7mm it is only 15. More load is required to be given to the factory to avoid underutilisation of the installed capacity.

Action Taken/Present position

The comments are given at Point No. 5.3 above at (c).

- 6.7 At OF Muradnagar, Hand Grenade load for the last year load was 8.7 Lakh and current year's load is 13 Lakh nos only. An immediate order of at least 5 lakh may be given to utilise and engage the manpower. It is understood that OF Chanda is not having detonators to assemble and therefore orders/demand has not been given. This may be noted and orders may be given.

Action Taken/Present position

During the recent target fixation meeting with MHA, demand has been projected for Hand Grenades from Police Forces, but the requirement has come down compared to previous years. The demand from Army for Hand Grenade 36 M is not there as Army has placed indent for Multimode grenades, which is not yet established. Once the acceptance criteria is finalised, sufficient work load will be there for Multi Mode grenade.

- 6.8 81 MM HE Bomb body forgings from OFAJ was to be supplied to OFM for machining. Till date no IFD has been placed. This may be expedited.

Action Taken/Present position

Placement of IFD on sister factories depends on the load pattern and production scheduling of the factory placing IFD.

- 6.11 Piece work correlation on 6th CPC Pay needs to be expedited by holding discussions at the Apex Level between OFB and Federations so that the proposal can be forwarded to MOD for early approval.

Action Taken/Present position

After the necessary discussion, a proposal has been sent to M of D in March, 2013 for correlating piece work of IEs in 6th CPC Scales.

- 6.12 With regard to GSF, 4 grade structures in respect of IEs has not been implemented for the reasons that the matter is sub-judice. It is requested that the GSF Management and OFB should take necessary steps to vacate the stay order for implementation. Many employees are superannuating from service without getting their promotions. The employees are losing on an average 2000 to 3000 rupees every month which is leading to frustration. An early solution to the problem may be found out.

Action Taken/Present position

The 4-grade structure has since been implemented in GSF.

- 6.14 There are many issues pertaining to factories and OFB in respect of personnel matter which are being raised frequently in all the meetings by the staff side members and issues are lying unresolved. It is therefore suggested to form small working groups to

study and find out the actual reasons and suggest the remedial measures by which issues can be settled and time can be saved. An erstwhile decision of JCM III for introducing Admin Audit may be implemented so that records in respect of promotions, seniority, reservation, maintaining ratio in promotion and recruitment etc can be maintained with full transparency.

Action Taken/Present position

Administrative Audit in Ordnance Factories has already been implemented and necessary circulars have been issued vide OFB Instruction No. 1240/Admin/Audit/A/A, dated 01-11-2012 & 03-12-2012.

- 6.15 Centralised Seniority in respect of NIEs, NGOs may be updated every year and be made available to the factory.

Action Taken/Present position

W.e.f. 2011 centralised seniority list of JHT, SHT, Teachers, OS and PA are published every year and the same are circulated through Comnet. For the year 2013, publication of seniority list is under process.

- 6.16 Policy adopted in respect of Medical Officers now and the orders issued for transfers has created not only disturbance to them but also created vacuum in Hospitals particularly HVF Hospital where Surgeon, Anaesthetist and Gynaecologist and two other Medical Officers are transferred. This may be reviewed.

Action Taken/Present position

Surgeon, Anaesthetist (trainee) and Gynaecologist have been posted to HVF as replacement. Medical Officers have been posted as per availability, as there is a 25% shortage of Medical Officers in the Department.

- 6.17 The issue of acute stagnation in the Store Keeping Cadre may be considered as an important issue by diverting some Chargeman(T) vacancies, as they are stagnated for 18-20 years in one grade. Immediate relief is required to be provided to the cadre.

Action Taken/Present position

Cadre Review proposal for Store keeping Staff was forwarded to MOD on 29-06-12. MOD query on the matter already replied. The matter is pending with MOD. A D.O. letter for immediate approval of Cadre Review proposals has been sent under signature of Member/Per to Jt. Secretary/MOD on 04-12-2012. Regarding immediate relief, the issue has been duly examined in details. It does not appear to be feasible to order "diverting some Chargeman(T) vacancies" as being demanded on the plea that incumbents of Store-keeping cadre are stagnating.

- 6.19 OFB may consider to introduce job oriented Training schemes like Journeymanship Training, SCT, SAT Training etc for future requirements and to impart training so that they become better qualified for future Supervisory posts.

Action Taken/Present position

No internal training can do away the system of open competition for becoming an IE as per the directives of Hon'ble Supreme Court. The present system of Apprentice Training under Apprentices Act is therefore, considered sufficient.

- 6.20 On LTC, Home Town, necessary clarification may be issued by PC of A(Fys) for converting to All India LTC.

Action Taken/Present position

The case as regard to the limit upto which jurisdiction of Home Town and HQrs of an employee is to be reckoned, has been forwarded to CGDA, Delhi Cantt by AN-VIII on 09-07-2012 for proper clarification. Reply is awaited.

- 6.21 JWMs working in factory for a longer period say 20-30 years and also in one section may be rotated within the factory or between the factories to avoid monopolising work by individual officers. This is considered essential for transparent functioning and avoiding any malpractices.

Action Taken/Present position

The point is agreed in principle. View however, needs to be taken by factories based on available knowledge pool and functional requirements.

- 6.22 In Ordnance Cable Factory Chandigarh, it has been intimated that many trees have been rooted out without permission from the Forest deptt and the timber is Piled/stocked at the factory. This may be enquired and corrective steps may be taken.

Action Taken/Present position

The matter is factory specific. Comments have been sought from the factory, but no response has been received.

- 6.23 Employees of MCM grade were converted to Chargeman (T) on or after 01-01-2006 are not being given MACP benefits by OCFC in the higher grade stating that it is a promotion. As both posts are drawing Identical Pay, it is not a promotion only Transfer. But factory is treating this as promotion. By the same logic, all those employees who refused to become Chargeman from MCM are being denied MACP stating that those who refused promotion are not entitled for MACP in Rs.4600/-. This issue may be looked into and settled by reasoning the case properly.

Action Taken/Present position

The matter, whether movement from MCM to Chargeman is to be treated as promotion or otherwise for the purpose of MACP is under consideration of DOP&T in consultation with Department of Expenditure.

- 6.24 In respect of DBW and CPW for DR in Semi-skilled, the desirable Qualification, trade background etc may be clearly notified including the Trade Test specifications as candidates are not available in AOCPT Trade.

Action Taken/Present position

Necessary list of trades has been circulated to all concerned factories.

- 6.25 Taking into account the Present work load, the sanctioned manpower may be revised in all OFs. The sanctioned strength of the factory should not be less than the existing strength. In some of the factories, the existing strength is less than the sanction. This may be revised.

Action Taken/Present position

The point is under consideration of OFB. Necessary action is being taken in this regard.

- 6.26 Members representing in the Apex Productivity Council (APC) should be considered equal to JCM Members and if they are serving employees, they should be given all facilities and representations like JCM Members in factories. Necessary Instructions may please be issued.

Action Taken/Present position

The matter will be studied and if necessary, instruction will be issued in this regard.

- 6.27 The norms decided by OFB for allowing candidates to appear in LDCE may be made clear for the information of the forum. Necessary amendments be made in SRO for the benefit of all.

Action Taken/Present position

The eligibility conditions / educational qualifications for candidates for appearing in LDCE are already available in the relevant SROs. At times certain cases are referred by factories to OFB for decision on the aspect of "equivalence" of qualifications as per the provisions in existing SRO, if so provided for. However, amendments are being proposed in the revised SROs being submitted for consideration of M of D to specifically address and take care of the various points of confusion /dispute / ambiguity that may be there in the existing SRO.

- 6.28 Teachers strength may be increased in factory schools as per demand. The applicability of RTE ACT in OF Schools may be also be notified.

Action Taken/Present position

Same as Point No. 5.28 above.

- 6.29 Employees deputed to various locations for attending official duty other than OFs should be taken care of in their O.T, Incentive loss. A suitable decision is required to be taken to avoid financial loss to them.

Action Taken/Present position

Matter has been admitted as agenda point in the JCM III meeting.

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

- 7.1 Around 80 to 100 quarters in OFBa are in such a bad shape that they are not fit for residing. Despite that the factory management is forcibly allotting these quarters to newly recruited employees. This may please be stopped and permission be granted to OFBa for construction of new type II and type III quarters.

Action Taken/Present position

Issue regarding habitability / maintainability of Government Accommodation were raised in earlier meeting also. Vide Letter No.001/Vacant Qtrs/Policy/E/B dated 24-07-2006, all factories were asked to constitute Committee to Classify quarters in following categories:

- (a) habitable
- (b) Inhabitable : (i) Habitable after economically repairable (ii) Economically not repairable.

The matter, after deliberation in JCM Council, was expedited to all factories vide OFB Letter No.001/Vacant Qtrs/Policy/E/B dated 02-03-2007, 26-02-09 and 10-02-2010. As per record, no report was obtained from OFBa. Hence, OFBa has to comply directives of OFB as issued earlier. Data forwarded by OF Ba is given below :

Type of Quarter	No. of entitled employee	No. of waitlisted applicants for Accommodtn.	No. of available quarter	No. of employees receiving HRA	Personnel residing at Estate
Type-I	318	0	829	1	317
Type-II	90/8	0	1008	208	700
Type-III	705	553	152	161	453
Type-IV	100	19	81	9	91
Type-V	11		23	0	11
Type-VI	8	3	5	0	8

It is found that there are 1008 type II accommodation and 700 personnel are residing is estate. Hence, construction of new type II accommodation is not likely to be agreed. As far as construction of type III accommodation, factory has to submit proposal with all details, considering level of satisfaction, so that proposal for construction of new type III accommodation could be processed.

- 7.2 In OFBa, contract labourers are being called in the Night shift also. OFBa being an ammunition factory, accidents may take place. Deployment of contract workers in the night shift should be stopped.

Action Taken/Present position

- (i) Contract Labourer is deployed only in non-explosive areas.
- (ii) All necessary safety instructions informed in writing during award of Contract to the contractor.
- (iii) Safety clearance is obtained before handing over work to the contractor.
- (iv) No accident reported (as on date) during night shift.
- (v) Deployment of contract worker in night shift is based on functional requirement (gravity/nature/urgency of work)

- 7.3 It is becoming difficult to manage security of OFBa through Private Security Guards. Since the factory is located in a remote area, despite the contract, private security guards are not being able to be deployed by the factory. It is therefore requested that OFs located in remote areas be permitted to recruit durwans rather than opting for private security.

Action Taken/Present position

Since the factory is located in remote area, despite the contract, Private Security Guards are not available due to non-availability of Ex-serviceman. Hence, the case was taken up with OF Board to give sanction for recruitment of Durwans instead of engaging Private Security Guards.

- 7.4 The employees of OFBa are not getting good quality drinking water. The factory gets its drinking water from Korambi River. Due to construction of a dam, the sewage water from Nag river is getting diverted and mixed in the water of Korambi river. Present water purification plant of the factory is not able to purify this water. New water purification plant may be sanctioned for the factory so that employees get good quality drinking water.

Action Taken/Present position

Proposal for new purification plant is being processed. Committee of officers appointed by OFB, has submitted its report. Proposal is under process at OFB in consultation with OFB/Finance.

- 7.5 Two ex-employees of OFBa Shri Wagadhe and Shri Kushram who were terminated on charges of false caste certificate have got reinstatement orders from the courts. These two employees are requested to be reinstated immediately.

Action Taken/Present position

A(i) Case of Shri JV Waghade, Ex-DBW(SS) was of removal from service w.e.f. 29-08-2006 on the charge of submission of false caste certificate of ST.

- (ii) Hon'ble Court of JMFC, Bhandara vide its order dated 26-09-2011 acquitted the said individual.
- (iii) On receipt of his application dated 13-10-2011 to re-instate him in service enclosing a copy of the above order/judgement dated 26-09-2011, the matter was referred to OFB(Sec.-A/Disc)
- (iv) OF Board vide Letter No.16363(460)/A/DISC dated 23-03-2012 directed to get his caste certificate verified from the Caste Verification Committee of the state.
- (v) Accordingly, the case of Shri JV Waghade was referred to Jt Commissioner and Vide Chairman, ST Certificate Scrutiny Committee, Nagpur on 16-11-2012 (on receipt of filled up application forms from the individual) and a reminder also forwarded on 04-04-2013. Reply is awaited.
- B(i) Case of Shri HV Khusram, Fitter General(SK) has also been referred to Jt. Commissioner & Vice Chairman, ST Certificate Scrutiny Committee, Nagpur on 28-12-2012.
- (ii) Jt. Commissioner & Vice-Chairman, ST Certificate Scrutiny Committee, Nagpur vide its letter dated 18-03-2013 returned the case stating 'incomplete documents'.
- (iii) The case returned to Shri HV Khusram for enclosing necessary documents and re-submission to OF Ba to enable further submission to O/o Jt. Commissioner & Vice Chairman, ST Certificate Scrutiny Committee, Nagpur.
- (iv) Reponse awaited from Shri Khusram.

7.6 OF Board has fixed sports quota for sportspersons. But no recruitments are taking place against the sports quota. This may please be looked into and recruitments be made as per policy.

Action Taken/Present position

Correspondence in this regard has been made with M of D. Till date no fresh approval has been received from M of D for recruitment of 49 sportspersons quota. However, the recruitment process is going for the pending recruitment of 4 nos. Table Tennis Players in West Zone and 6 nos of Athletes in OFAj.

7.7 In OF Ambajhari, the MCM vacancies are not being filled because of which promotions are not being made to HS I and HS II categories also. It is requested that MCM vacancies be filled by granting one time relaxation in qualifying service so that promotions can be made to HS I and HS II also.

Action Taken/Present position

As per instructions of MoD for grade restructuring, one time relaxation is applicable once only and for one promotion only.

7.8 Those employees who were in GP of Rs. 4200 by virtue of ACP prior to 01-09-2008 were given MACP III in the GP of Rs.4600. But after PC of A(Fys) circular dated 21-06-2012, Local Accounts Offices have stopped giving MACP III to such employees.

PC of A(Fys) may be requested to cancel this letters so that employees can get their due benefits of MACP III in GP of Rs.4600/-.

Action Taken/Present position

The matter is under consideration of DOP&T in consultation of Department of Expenditure.

- 7.9 Employees of the organisation are dissatisfied for non-implementation of Piece Work Correlation at 6th CPC rates. This may please be decided at the earliest.

Action Taken/Present position

Piece Work Correlation Proposal as per 6th CPC scales is under consideration by M of D.

8.0 REMARKS OF SHRI S. K. SINGH, MEMBER/STAFF SIDE

- 8.1 Promotion:

(a) Publication of Seniority List of CM & JWM as on 01/01/2011

(b) DPC and promotion from CM(T/NT) to JWM (T/NT) for 2011-12 & 2012-13 against the vacant (about 1500) posts of JWM.

Despite repeated representations, and requests by this Association, inordinate delay has taken place in Publication of seniority list of CM & JWM as on 01/01/2011 & DPC for 2011-12 & 2012-13 for promotion from CM to JWM & JWM to AWM. It is requested that the DPC for the year 2011-12 & 2012-13 may please be completed and promotion order may please be issued by the end of August 2012 as committed by OFB.

(c) DPC for last 5 consecutive DPC years from JWM to AWM & DPC including current year 2011-12:

Inordinate delay has taken place in promotion from JWM to AWM and DPCs for last 3 consecutive years have not taken place. The individuals are retiring without getting their promotion to the post of AWM against the available vacancies. The same may please be carried out at the earliest. Notional seniority may please be granted to the individuals against the vacancies available in each year so that JWMs who retired during last 3 years without getting their due promotion to the post of AWM against the available vacancies in the year of consideration may at least get terminal benefits of promotion.

Action Taken/Present position

- Regarding preparation of the seniority list of JWMs (T & NT), taking the erstwhile posts AF(T)/FM(NT)/SH and JWM (OTS & S) together, it is stated that earlier as per interim/stay Order on Hon'ble CAT, Madras, seniority list of merged posts of JWMs could not be prepared / published. Subsequently, based on the guidelines contained in DOP&T OM dated 13-09-2012, a revised seniority list for JWMs posts-merger has been prepared and circulated recently with opportunity for representation. Some representations have been received which are under

examination / disposal. Further follow up action in the matter shall be taken thereafter.

- This specific issue regarding delay in publication of seniority lists was further discussed in detail in the 13th Steering Committee Meeting of OFB JCM III Level Council held at OFB HQrs on 27-02-2013. Subsequently, for the working out of revised seniority list in the grade of Ch'man, a task force / committee has been constituted, co-opting members from various units to undertake the task and finalise the list at an early date. Further action on the publication of seniority list will be taken on receipt of the Report of the task force / committee.
- As per rules / instructions, it is required to hold advance DPCs for promotion w.e.f. 1st April. However in the present context due to non-finalization of Seniority list of the post in feeder grades, promotions are being delayed. All efforts are being made to finalize the seniority list (merged posts) as per DOP&T's recent guidelines at an early date.
- The delay in conducting DPC for promotion from JWM to AWM is due to a decision on change of modality (Promotions from a Combined Seniority list of JWM instead of discipline-wise seniority), taken by the Competent Authority was under consideration of M of D. UPSC however did not agree to accept the proposal based on Combined seniority list for conducting DPC 2009-10 onwards, in the form /manner that it had been prepared . They had advised to submit proposal for Review DPC from 2002-03 onwards, which if implemented would have given rise a lot of disputes in making common seniority of Technical & Non-Tech. disciplines having different pay scales. Moreover, there are Court cases, challenging the common seniority list which are still sub-judice, and also a court-case challenging discipline-wise promotions.

A proposal from promotion from JWM to AWM has now been submitted by OFB to UPSC, through M of D, which is presently in scrutiny stage at UPSC for acceptance.

8.2 Anomaly in Promotion from CM (OTS) to JWM-NT:

(Ref : Sanctioned strength as per MOD Order ID No. 11(13)/97/D(Civ. I) Dtd. 26-12-2001 reproduced vide DDP(MOD) ID NO. 44(1)/2002/III/D(Fy.II) Dtd. 01-10-2002):

(a) As per MOD and DDP(MOD) IDs under reference, the sanctioned strength and Inter Grade Ratio is there for the posts of Charge man-T/NT, Astt. Foreman/T, Foreman/NT, Store Holder and JWM. Accordingly the combined vacancies in the JWM cadre (sum total erstwhile vacancies in the post of Astt. Foreman / Foreman / Store Holder) are to be filled by promotion from Charge man/T-NT only whereas it is seen during past several years that vacancies in the post of Foreman are being filled by promotion from the post of Office Superintendent also.

The Anomaly: Strength of Office Superintendent is not included in the strength of Chargeman (NT/OTS) for arriving at the total strength of the cadre for calculation of respective posts held in hierarchy based on inter-grade ratio, adversely affecting the ratio for the cadre. As number of JWMs remains same and Chargeman posts effectively represent (Chargeman+OS) for the purpose of promotion, effective JWM percentage falls short of that prescribed. Also based on vacancies available by way of

promotion/superannuation of JWMs are utilised for promoting both OS as well as chargeman. This way, a cadre which is not included while calculating strength of JWM (NT/OTS) is getting maximum benefit for promotion to the post of JWM(NT-OTS). These vacancies of JWM-NT should be filled rightfully by the promotion from the post of Charge man(NT/OTS) only. It has resulted as injustice with the Charge man(NT/OTS) by loss in promotion. A separate channel of promotion for OS may therefore be introduced. If the same is not possible, then *Sanctioned Strength of OS be considered appropriately for revising the total Sanctioned strength of Non-Technical JWM(OTS). The inter-grade ratios from existing strength of OS and chargeman may then be worked out for granting promotion to JWM.*

Action Taken/Present position

In the year 2002, as per the recommendations of 5th CPC, M of D had sanctioned inter-grade ratio for Technical & Non-Technical Supervisory cadre, i.e. CM-II (T & NT), CM-I (T & NT), AF / FM / SH & JWM (T & NT) separately for Technical and Non-Technical vide their letter, dated 01.10.2002. Although Office Superintendent (OS), a NIE cadre is one of the feeder grade for promotion to FM / JWM (NT) but the said post was not taken into consideration for fixing inter-grade ratio, which resulted the sanctioned strength of FM / JWM (NT) becoming very less and adversely affecting the promotional prospects of CM (NT/OTS). After implementation of recommendations of 6th CPC, another post “Assistant” (also a NIE cadre post) has been merged with “OS”. As a result of all these actions, the net effect is that an additional strength of these NIE cadre posts are about 1500, which although forming feeder grade/category, have not been taken into consideration for determining the inter-grade ratio, which has restricted the promotional avenues to the post of JWM(NT/OTS).

- 8.3 Timely Holding of Advance DPC: It may please be ensured that DPC activities be completed in time and promotion orders are issued by the end of every March with the effective date of 1st April of each year.

Action Taken/Present position

As per rules / instructions, it is required to hold advance DPCs for promotion w.e.f. 1st April. However in the present context due to non-finalization of Seniority list of the post in feeder grades, promotions are being delayed. All efforts are being made to finalize the seniority list (merged posts) as per DOP&T's recent guidelines at an early date.

- 8.4 Suitable efforts by OFB to vacate Stay order of Hon'ble Madras CAT on making seniority of JWMs: Such Stay is going to hamper badly the future prospects of already stagnated JWMs in same grade for more than 10-12 years. It is requested that suitable efforts may please be to vacate the stay at the earliest.

Action Taken/Present position

The subject Court Case has since been decided and Orders of Hon'ble CAT has been received. Necessary action is being taken thereon.

- 8.5 Need of Special care to fill up vacant posts of CM in Chemical and Explosive Factories like O.F. Bhandara: In O.F.Bhandara, new JWMS are being treated as Chargeman only and they are being forced to work like Chargeman in all respects including deployment on filling plants, night duty and shift duty etc and management is not addressing any of the grievances expressed by them. There are good numbers of Chargeman(Chemical) posted in the office side who can be shifted in shops to release some of JWMS but it is not being done. It is requested that OFB may take action to fill the vacant posts of CM of OFBa and other chemical Factories immediately on top priority by recruitment & Promotion and advise OFBa management to settle the issue amicably.

Action Taken/Present position

Position regarding holding DPC for promotion to chargeman/Tech in OFBa is given below:

Discipline of Ch'man(Tech)	2010-11	2011-12	2012-13
Chemical	DPC was held and eligible/ suitable candidates were promoted from the feeder grade upto vacancies arising till September, 2010.	DPC could not be held.	DPC could not be held
Mechanical	DPC was held and eligible/ suitable candidates were promoted from the feeder grade	DPC was held and eligible/ suitable candidates were promoted from the feeder grade	DPC was held and eligible/ suitable candidates were promoted from the feeder grade was not available
Electrical	DPC was held and eligible/ suitable candidates were promoted from the feeder grade	DPC was held and eligible candidates in the feeder grade were not available.	DPC was held and eligible candidates in the feeder grade were not available
Civil	DPC was not held as eligible candidates in the feeder grade were not available.	DPC was not held as eligible candidates in the feeder grade were not available.	DPC was not held as eligible candidates in the feeder grade were not available.

- 8.6 Escort Duty & Formulation of detailed Terms and Condition to be executed by the Contractors/Transporters during escorting the Explosives/other items & TA/DA:

A comprehensive policy on escort duty including all aspects like providing DSC (with arms) & vehicle in case of all trips, Risk Insurance/Spot Insurance by GM, over-time to Escorts as per Over-time in Factory during Escorting of Weapon, Ammunition and Explosives, insurance cover, terms and conditions to be followed by transporters keeping in view the type of Explosive, Arms and Ammunition may please be formulated and approved for compliance by the all factories. It is proposed to constitute a sub committee of JCM-III to formulate the policy. It is learnt that some

instructions in this regard have been issued to factories. Copy of the same may please be provided to this Association to study and give suggestions to make it more viable. **Reference Orders are given below. :**

- (1) MOD ID No: 12(1)/2008/D(Fy-II)/376/D(MOV)/09 Dtd: 16th feb/2009
 (2) DDP ID No: 12(1)/2008/D(Fy-II) Dtd:17/02/2009 to Chairman/OFB
 (3) OFB Secretariat Note No: A&E/BS/2009/Vol-II/520 Dtd: 19/02/09 to all Sr.GMs/GMs.

Action Taken/Present position

The issue was decided to be deliberated in the Main JCM Meeting as an AGENDA.

- 8.7 **Renaming** : The following re-naming proposal of AIANGOs may please be forwarded to MOD for approval as agreed in our meeting on 27th Dec/2011.

Existing Designation	Existing G.P. & Group Classification as per Gazette No. 605	Proposed Designation & Group Classification
Chargeman (Tech.)	4200. Group B	Junior Engineer , Group-B
Chargeman (NT/OTS)	4200. Group B	Junior Section Superintendent, Group-B
Chargeman(NT/Stores)	4200. Group B	Junior Stores Superintendent, Group-B

Justification: The existing designation Chargeman(Tech) for those who are recruited on the basis of 3 years Diploma in Engg exists under Indian Ordnance Factories and the Inspectorates only. All other Central/State Govt. organizations are also recruiting 3 years Diploma in Engg. They have attractive and appropriate designations like Junior Engineer. Many of the Central / State Govt. Deptt have Junior Engineers since beginning and some Central Govt. Deptt. Like Indian Railways which were having the designation of Chargeman for 3 Years Engineering Diploma holders have also re-designated the post of Chargeman to Junior Engineer.

Details of some Govt. Departments recruiting 3 years Engineering Diploma holders along with their designations and pay scales as on date are being given below for kind perusal and consideration please:

SL.	Govt.	Department	Post	Pay Scale
1.	CG(Central Govt.)	Indian Ordnance Factories & Inspectorates under DDP	Chargeman	PB-2 Rs. 9300-34800 + Grade Pay Rs. 4200/-
2.	CG	Indian Institute of Management	Jr. Engineer	-do-
3.	CG	Railway along with its Production Units(major employers of Diploma holders)	Jr. Engineer	-do-
4.	CG	MES	Jr. Engineer	-do-
5.	CG	CPWD	Jr. Engineer	-do-
6.	CG PSU	DMRC	Jr. Engineer	-
7.	CG PSU	Pawan Hans	Jr. Engineer	-

8.	CG PSU	Coal India	Jr. Scientific Er.	-
9.	CG PSU	NTPC	Jr. Engineer	-
10.	SG(State Govt.)	PWD	Jr. Engineer	PB-2 Rs. 9300-34800 +Grade Pay Rs. 4200/-
11.	SG	U P Power Corporation having production units	Jr. Engineer	-do-
12.	SG	Delhi Electricity Board having production units	Jr. Engineer	-do-
13.	SG	Uttaranchal Electricity Board having production units	Jr. Engineer	-do-
14.	SG	HP Electricity Board having production units	Jr. Engineer	-do-
15.	SG	J&K Electricity Board having production units	Jr. Engineer	-do-
16.	SG	MP Electricity Board having production units	Jr. Engineer	-do-
17.	SG	Maharstra Electricity Board having production units	Jr. Engineer	-do-
18.	SG	Bihar Electricity Board having production units	Jr. Engineer	-do-
19.	SG	AP Electricity Board having production units	Jr. Engineer	-do-
20.	SG	WB Electricity Board having production units	Jr. Engineer	-do-
21.	SG	Orrisa Electricity Board having production units	Jr. Engineer	-do-
22.	SG	CG Electricity Board	Jr. Engineer	-do-

Action Taken/Present position

The recommendation/suggestions received from various Federations / Associations were considered by OFB and it was directed through Minutes of the board Meeting that proposal emerging out of these suggestions may be discussed with Federations/Associations before re-submitting the same to Board for further consideration. However, the discussion on the subject could not bring about any consensus. The proposal is therefore not being pursued at the moment.

8.8 Cadre Review Committee for Group-B (G & NG):

Keeping in view the very limited promotional prospects from Chargeman to JWM and JWM to AWM & Guidelines of DOP&T, Cadre review for CM & JWM has become necessary to alleviate stagnation in promotion from JWM to AWM due to the less number of posts (175 only) in the AWM to be filled by promotion from a huge strength of JWM (6911-Tech+783 Non-Tech). *Therefore, it is requested that a committee for cadre review of Group-A, for both G & NG categories may please be constituted including one representative of AIANGOs.*

Action Taken/Present position

Report of the cadre-review Committee has been received. The Committee has been requested to make a presentation before OF Board.

- 8.9 No Recruitment/Joining of JWM through LDCE/UPSC till publication of seniority of JWMs as on 01.01.2006 & as on 01.01.2011.

Action Taken/Present position

Recruitment / joining of JWMs through LDCE and DR (through UPSC) is culmination of a long drawn process. Moreover, such joining does not have any nexus and /or bearing with publication of seniority list as being demanded.

- 8.10 Consideration of submitted suggestions of AIANGOs on Transfer Policy for Group-B and processing of pending applications received in OFB before the date of transfer policy as per the earlier system/policy.

Action Taken/Present position

A Committee has been formed for suggesting appropriate norms for transfer policy.

- 8.11 Grant of 1ST ACP to those who were recruited as Supervisor/Chargeman and have completed 12 years before 01.01.2006 or between 01.01.2006 and 01.09.2008: As per DOP&T Orders and PC of A clarifications all those who have joined as Supervisor/Chargeman & completed 24 years before 01.09.2008 were to be granted benefits of ACP butt OFB has granted these benefits only to those who have completed 24 Years between 01.01.2006 and 01.09.2008. The case is clear in itself and supported by the clarification issued by PC of A for implementation. *In view of above It is requested that OFB may please issue instructions from its own level to all Factories to grant the same to all those also who have completed 24 years before 01.01.2006.*

Action Taken/Present position

The point raised herein has been clarified in DOP&T FAQs since received from MOD and duly circulated vide O.F. Board Instructions 113/2012/A/A(PCC), dated 27-08-2012.

- 8.12 Grant of financial up-gradation in the promotional hierarchy instead of Grade Pay hierarchy under the MACPS: [Ref : (1). MOST IMMEDIATE DOP&T Order No. 42012/1/2011-Estt(D), dt. 5th May-2011. (2).Immediate MOD ID NO: 27(5)/2011-D(Civ-I) dtd: 13th May-2011, (3).AIANGOs/CE/OFB/ACP/11 DT. 31/05/2011 & 03/07/2011]: With reference to the subject, DOP&T Order & MOD ID under reference & letter cited above it is to state that the information on financial up-gradation in hierarchy of post asked by MOD(D- CIV) & DOP&T was forwarded by OFB to MOD in first week of Aug/2011but the same is yet to be forwarded to DOP&T by MOD. *It is requested MOD may please be expedited for early action.*

Action Taken/Present position

Grant of financial upgradation in the promotional hierarchy instead of Grade Pay hierarchy under the MACPS came under for discussion in the National Anomaly Committee Meeting held on 17-07-2012 and no decision could be arrived.

8.13 Amendment in SRO-149 regarding allotment of Quarters: Many factories have adopted the service seniority in allotment of govt qtrs up to the type –IV Qtrs instead of Basic Pay for Type-III & Type-IV qtrs taking reference of orders of estate directorate New Delhi without revision of SRO-149. Concerned section of OFB also has issued instructions to Factories in the same line without revision of SRO-149. As per the existing SRO-149, Type-III & IV Qtrs are to be allotted as per Basic Pay seniority and JWM (Basic pay 7450 in pre-revised structure) were entitled after attaining basic pay of 8500/- but as per the Estate Directorate order only persons with Grade Pay-5400 are entitled and no JWM can be entitled for Type-IV Qtrs before promotion to AWM. A situation will be reached where seniors will be debarred from govt accommodations and only Juniors will be allotted higher classes of accommodation. If the station seniority is implemented in factories, it will not be possible for Chargeman & JWM to get govt accommodation if they happen to come on transfer or they are newly recruited. It has become a vital point for Group-B Cadre. The following is submitted in this regard for consideration.

(i) *OFB may issue instructions to all factories to allot Qtrs as per the Existing SRO-149 exclusively till revision of SRO-149.*

(ii. *OFB may please initiate steps to keep basic pay as entitlement criteria for allotment of Type-III & IV Qtrs. Otherwise no JWM will be able to get Type-IV Qtr. and employees in much lower grade will be able to get Type-IV qtr in below entitled category as per their service seniority over their much senior officers.*

Action Taken/Present position

Regarding amendment of SRO-149, action is in hand. The clarificatory Letter No.1001/QTR/GENL/A/W dated 11-05-2012 regarding determination of inter-seniority/relative priority dates vis-à-vis revision of norms/criteria of eligibility for allotment of different types of quarters based on grade pay as per 6th CPC recommendations, has already been issued to all concerned and it has also been uploaded on OFB Comnet on 28-05-2012.

8.14 Night Duty Allowance as per Revised Rates as implemented in Railways (Ref Railway Board Order No. E(P&A)II-208/HW-2 Dated. 16.12.2008): It may please be implemented as implemented in railways.

Action Taken/Present position

The issue of finalisation of NDA as per 6th CPC rate is under consideration of the Ministry of Defence / Ministry of Finance.

8.15 Risk Allowance to NGOs and JWMs for all those operations where IES are getting risk allowance.

Action Taken/Present position

The issue of Risk Allowance to NGOs and JWMs is pending with MOD.

8.16 PLB Bonus for the period from April-2010 up to 24.02.2011 to those who have become JWM on 23.02.2011 through Review DPC from notional date of 31.05.2010.

Some Factories have granted such PLB but many have not. Hence OFB may please issue common directives to all factories for issue of PLB to such individuals in all factories at the earliest.

Action Taken/Present position

Based on the feedback received from PC of A(Fys.) suitable action is being taken by OFB.

- 8.17 Provision of taking Option before ordering promotion from CM to JWM: It is requested to introduce such option in promotions from CM to JWM.

Action Taken/Present position

The demand is contrary to Govt. orders / provisions on the subject.

- 8.18 Provisional Pension and gratuity: Provisional Pension and Death Gratuity may be given to the family of the employees in case of death as per provisions made in OFB letter No.307/A/A, dated 29-10-1997 in all factories. A circular in this regard may please be issued to ensure the implementation of the above referred letter.

Action Taken/Present position

The OFB Instruction No.307/A/A dt. 29-10-1997 containing provisional pension and gratuity is being circulated again for ensuring its implementation as per Govt. Order.

- 8.19 Award for accident free year in Chemical & explosive Factories: The point is self explanatory.

Action Taken/Present position

There is no provision for any such award.

- 8.20 Timely Payment of ex-gratia in filling factories: The point is self explanatory.

Action Taken/Present position

The matter under process at MOD at present. It is pointed out that MOD has sought proposal for delegation of power in favour of O.F. Board for payment of Ex-gratia lump sum compensation. The proposal has been submitted before MOD and MOD has duly processed the same and placed before the Defence/Finance. Defence/Finance had raised certain queries which are being replied by D(Estt./NG), M of D.

- 8.21 Delay in holding of DPC for promotion from IEs to CM in SAF & OFBA may be enquired into.

Action Taken/Present position

SAF

It has been intimated by the SAF administration that, DPC has been held and promotions made.

OF Bhandara

(a) DPC on the said matter for the year 2011-12 has been held and 16 employees of Chemical Trade were promoted w.e.f. 31-10-2012.

(b) DPC for 2012-3 also has been held and 15 employees of Chemical Trade and 2 employees of Mechanical Trade have been promoted w.e.f. 19-05-2013.

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

9.1 One time relaxation may be given for removal of stagnation in Stores Cadre.

Action Taken/Present position

Regarding immediate relief, the issue has been duly examined in details, including the recommendations of the VN Awati Committee on the subject. It does not appear to be feasible to order "diverting some Chageman(T) vacancies" as being demanded on the plea that incumbents of Store-keeping cadre are stagnating.

9.2 An immediate initiative may be taken to clear the Cadre Review Proposals for NIE posts which are pending at DOP&T for a considerable time, through which promotional scope will increase for DEO, Tracers, Canteen Supervisors, LHF, Fireman, and other NIEs posts.

Action Taken/Present position

M of D has forwarded observations of Def (Finance) regarding cadre review proposals for NIEs (MTS, MTS/S, Fire Fighting, Store Keeping & Canteen) which have been replied except MTS/S. The reply on MTS/S Cadre review is being finalised.

9.3 The seniority list of Chageman (NT/S & OTS) may be rectified and promotion may be given from Ch'man to JWM (OTS) keeping parity in the subject cadres. In that way, promotional channel for the junior Chageman will open.

Action Taken/Present position

In the year 2002, as per the recommendations of 5th CPC, M of D had sanctioned inter-grade ratio for Technical & Non-Technical Supervisory cadre, i.e. CM-II (T & NT), CM-I (T & NT), AF / FM / SH & JWM (T & NT) separately for Technical and Non-Technical vide their letter, dated 01.10.2002. Although Office Superintendent (OS), a NIE cadre is one of the feeder grade for promotion to FM / JWM (NT) but the said post was not taken into consideration for fixing inter-grade ratio, which resulted the sanctioned strength of FM / JWM (NT) becoming very less and

adversely affecting the promotional prospects of CM (NT/OTS). After implementation of recommendations of 6th CPC, another post “Assistant” (also a NIE cadre post) has been merged with “OS”. As a result of all these actions, the net effect is that an additional strength of these NIE cadre posts are about 1500, which although forming feeder grade/category, have not been taken into consideration for determining the inter-grade ratio, which has restricted the promotional avenues to the post of JWM(NT/OTS).

- 9.4 The ZBB of Chargeman (NT) may be revised w.e.f. 22-01-2010. Reduction in ZBB strength of Chargeman (Stores & OTS) may be withdrawn and reviewed. Old ZBB may be followed until removal of stagnation in Supervisors. In this connection, relevant instructions issued by M of D may be followed.

Action Taken/Present position

The ZBB strength of Chargeman (NT) as published on 22.01.2010 had included 234 additional posts diverted from the strength of Chargeman (Tech). The subject ZB B strength was superseded with issue of revised strengths for Chargeman (NT) vide OFB letters dated 24.03.2011 and 05.08.2011. These strengths are the actual operating/ZBB strengths for Chargeman (NT) as on date after surrendering back the posts earlier from Chargeman (Tech) and also after reducing the posts that have been abolished by Govt. through the ADRP exercise. Thus the actual strength as on date is based on compliance of various Govt. instructions.

- 9.5 M of D may be expedited for SRO amendment for promotions of Supervisor/OTS to Chargeman. Promotion from UDCs to Chargeman may be discontinued and Instructions to all OFs may be given for filling up the vacant posts of Chargeman from Supervisor(OTS) only. A speedy action for SRO amendment may be initiated.

Action Taken/Present position

Revised/amended SRO for Chargeman is going to be forwarded to MoD shortly. The above provision has been included in the proposed SRO.

- 9.6 Amendment of SRO 191 may be made as follows:
For : Filling up the 50 % of vacancies
Read: Filling up of 50% posts/sanctioned strength
Until such amendment is made, instruction may be issued for filling up of 50% posts. Some factories (like HVF) are filling up backlog for DR and LDCE and they are refusing to fill up the 50% vacancies of promotees.

Action Taken/Present position

On this specific issue, the DOP&T OM No. AB.14017/2/1997-Estt.(RR)/Pt. dated 19-01-2007 are pertinent. From the contents of this OM, specifically paragraphs 5 & 6, it is clear that it is a considered decision of the Government of India that for filling up posts through various available modes (promotion, DR, LDCE) the recruitment rules/SRO have to specify the percentage of vacancies that are to be filled up through various modes, and not “percentage of posts” as is being demanded. The column 11

heading/description of the model recruitment rules circulated by DOP&T also reads as follows ;

Method of recruitment.

By Direct Recruitment or promotion
or by deputation/absorption and percentage of
the vacancies to be filled by various methods.

- 9.7 It has come to notice that OF Ambarnath is filling up the Ch'man/OTS vacancy through reserved candidates bypassing the seniority list. It is requested that suitable instructions may be issued to fill up vacancies on seniority basis and avoid deviation from reservation procedures.

Action Taken/Present position

Instructions for following all relevant reservation related procedures are already in place and each factory is having a liaison officer to check and report violation of any of the provision of Reservation Rules.

- 9.8 (a) In the MACP Scheme, Store Keepers, Supervisors, LDCs and UDCs are given next GP. They may be given next promotional GP under the scheme.
- (b) The departmental candidates SCT trainees, after completion of 23 years may be sanctioned 3rd financial up-gradation under MACP like the non-departmental candidates.

Action Taken/Present position

The DOP&T instruction on MACP is to be followed. It is not possible to increase the strength of Fire Fighting Staff due to abolition of posts during ADRP.

- 9.9 Additional sanction for Fire Fighting Staff may be given to increase the number of fire-fighting staff at EFA.

Action Taken/Present position

It is not possible to increase the strength of Fire Fighting Staff due to abolition of posts during ADRP.

- 9.10 Instructions may be issued for allotting seats of IOFNTSSA in JCM IV Level Council and JCM II Level.

Action Taken/Present position

GM of the factory will take decision in this regard being the Chairman of JCM IV Council of the factory based on numerical strength of Unions/Associations, once the new scheme gets implemented. However, For JCM II Council (Departmental Council), CDRA will allot/distribute seats from their share to the recognised Associations affiliated to them.

- 9.11 Instructions and circular may be issued to all OFs for participation of Supervisors in Works Committee Election.

Action Taken/Present position

Necessary instructions have been issued to the factories/units vide OFB letter No.11/19/2011/A/IR dated 27-11-2012 (Instruction No.53/2012/A/IR)

- 9.12 The recognized Associations representing employees of NIEs cadre should not have NG members. It is noticed that the employees of OS, despite being an NG post, are having membership in such an Association.

Action Taken/Present position

After implementation of 6th CPC recommendation, Group classification of post, OS are declared Gr.B Non-Gazetted post. Therefore, OS are not allowed to become members of Associations formed by NIE Cadre.

- 9.13 Permission may be given for installing AC in the Quarters of Type-III, II & I and necessary action may be taken for increasing the electricity consumption at HVF and other OFs.

Action Taken/Present position

Large concentrated electrical loads cause voltage dips and excess drawal of current from the AC mains. Since buildings and associated circuitry in the estates of Ordnance Factories are not designed to have such loads, this is a major electrical and fire hazard.

- 9.14 The minutes of the Meetings of OFB JCM III Level Council and its Steering Committee Meeting may be published in Rajbhasha.

Action Taken/Present position

A/Rajbhasha has been requested to translate the minutes in Hindi.

10.0 REMARKS OF SHRI T.PANCHAKSHARAM, MEMBER/STAFF SIDE

- 10.2 He informed that HVF Unions had put up a proposal for up-gradation of the Main Cables and Transformer to install A.C. facilities at HVF Quarters. It was agreed by the HVF management and accordingly a proposal was sent to OFB. The proposal has been turned down by OFB. He requests to have a re-look into the problems and issue directives for the benefit of the employees.

Action Taken/Present position

Same as 9.13.

- 10.3 Proper implementation of 45 : 55 from 20-05-2003 at HVF is deliberated several time in the JCM. But it is surprising about the HVF managements reply that there was no

anomaly. But in the some letter they accepted that since 9 years old the case cannot be opened. So, it is proved they committed mistake which is to be directed to OFB to correct to avoid litigation. He worked out in the FITTER GRADE which is revealed that properly not implemented. He request to give proper directive to implement the same at the earliest.

Action Taken/Present position

It has been intimated by the factory that 25% of the HS posts were kept separately for MCM and there being no eligible candidates in the HS grade, promotions to MCM were not made. Also, since, posts of MCM were kept separately, promotions from SK to HS were not made against the combined vacancy of HS + MCM. However, there is no anomaly since 01-01-2006. The matter being 09 years old and further complicated by introduction of 4-grade structure w.e.f. 01-01-2006, is not a fit to be re-opened.

- 10.4 The genuine issue of providing overtime to the workers those are going for away placing for Tank repairs may be considered by OFB to encourage them to go on duty for such work with enthusiasm. This is an issue under the purview of OFB and need not be referred to MoD.

Action Taken/Present position

The matter has been referred to MOD and the same is pending.

- 10.5 In the ongoing recruitment for the post of Labourer in the OFs, local people should be encouraged to get employment.

Action Taken/Present position

The point is against the text of Govt. Order which has specifically clarified that in all sorts of recruitment advertisement for awareness of all citizens should be made through DAVP and therefore encouragement to absorb local people is not permissible.

- 10.6 Serious anomaly to the erstwhile "CHECKERS" Cadre may be considered positively.

Action Taken/Present position

The point is under examination at OFB.

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

- 11.1 APC members should be called in the LPC meetings of the factories of their zone.

Action Taken/Present position

This is not mandated as per byelaws of APC. However a Circular has already been sent vide No.23/11(50)/A/IR dated 20-11-2012.

- 11.2 As per DOP&T letter dated 19-05-2009, old cases of ACP were not to be reopened. But PC of A (Fys) has by way of circular in June, instructed all LAOs to reopen old case of ACP in GP 4200 and re-fix them in GP of 2800.

Action Taken/Present position

The matter is not clear. It is requested to furnish specific cases along with the No. and date of this Office Circular mentioned therein. PC of A (Fys) has already clarified vide Circular No. Pay/Tech-II/04/2012/19 dated 08-05-2012 for non-withdrawal of the benefit of ACP upgradation already granted from 01-01-2006 to 31-08-2008.

- 11.3 Seniority List of Ambulance drivers should be published.

Action Taken/Present position

Seniority list of Ambulance Drivers is under compilation and will be published shortly.

- 11.4 In SAF, FGK and OFC a total of around 700 employees are not getting HRA. Recommendations of J. L. Mishra Committee may please be implemented to sort this problem out.

Action Taken/Present position

The issue of payment of HRA is governed by the Master Circular issued by Govt. of India, Ministry of Finance which has been ratified by the Hon'ble High Court and Supreme Court on diverse occasions.

- 11.5 In OFC old labourers in semiskilled grade are not being allowed to sit in the trade test for promotion to Tradesman (Skilled). This is against rules. Factory should be advised suitably.

Action Taken/Present position

Correspondence with the factory has not elicited any response. Factory has been spoken to and come back with the position on the matter.

- 11.6 The present status of providing uniform to all employees of the organisation may kindly be intimated.

Action Taken/Present position

As discussed in the last JCM Meeting, owing to practical difficulties, it was not found possible to get the uniforms stitched by the Clothing Group of Factories, a proposal has been sent to M of D on 16.01.2013 for revising the extant Orders suitably so that stitching of the uniforms can be accomplished by outsourcing.

- 11.7 Tenders should be invited for operating cable services in factories.

Action Taken/Present position

This is a local issue to be decided by the Factory concerned.

- 11.8 In Armapur Hospital, Medicine expenses against OPD of Dental are not reimbursed. A Dentist may please be posted permanently in the Armapur Hospital.

Action Taken/Present position

Only part time Dentists are posted as per authorisation by MOD.

- 11.9 New pay slip may please be provided to all Industrial Workers.

Action Taken/Present position

The new pay-slip is being finalised at OFB.

12.0 REMARKS OF SHRI B. R. NARESH KUMAR, MEMBER/STAFF SIDE

- 12.1 IE's Promotional policy should be changed at par with DRDO, Department of Atomic Energy & ISRO: As per the existing promotion policy in the Ordnance Factories, up to Highly Skilled-II & I, separate grade wise seniority is maintained in each trade. For Chargeman promotion dovetail seniority list is maintained for promotion from HS-I grade of all the trades. By this policy in some trades, juniors are getting early promotion of Chargeman and in other trades those who are much senior in the Organization, do not get the Chargeman promotions and injustice is done to the seniors due to the existing policy.

Hence it is proposed that, the existing policy may be revised and a scientific study may be carried out in this regard and no senior in any trade should be loser while getting the Chargeman Promotion.

In this regard promotion policies of DRDO, Department of Atomic Energy & ISRO may be studied and if their policies are possible to be implemented, the same may be considered for implementation OFs also.

Action Taken/Present position

The promotional policy is guided by relevant SRO and rules and instructions by M of D from time to time.

- 12.2 Allow the option for those who have taken less payment than juniors in MACPs: The employees who got promoted to MCM after 01-01-2006, are getting higher pay than the seniors by way of MACP. As per the procedure in vogue, a Junior Employees should not get higher pay than the senior. This should be looked into and ensured that no junior gets higher pay than the senior.

Action Taken/Present position

Government Order clarifying the issue of Seniors getting less pay than juniors after financial up-gradation under ACP/MACP has been circulated vide OFB Instruction No. 117/2012/A/A(PCC), dated 06-11-2012.

- 12.3 Establish the Guest Houses at Pilgrimages & Tourist places: If employees are provided with guest houses in pilgrim and tourist place, it will not only make them happy but also make to Tourist Development Corporations all over India happy. Providing Guest Houses at places like Rameshwaram, Kanyakumari, Tirumala Tirupathi, Srisailam, Shridi, Nasik, Ajanta, Ellora, Delhi, Srinagar, Madurai, Kolkata etc is very much essential for motivation to employees going to these places on LTC.

Action Taken/Present position

The proposal has not been found feasible.

- 12.4 Allow the all defence civilian employees to purchase the car from Unit Run Canteen: In the present age, Car is a minimum requirement for the middle class employees also. It is requested to allow all the defence civilian employees to purchase car through CSD irrespective of pay.

Action Taken/Present position

Matter is being taken up with DDGCS Office, New Delhi for providing the facility of purchase of car from Unit Run Canteens by OF Employees.

- 12.5 OT calculation should be done on daily basis instead of weekly basis: The work allotted to individual employees is being discharged on day to day basis, however, at the time of overtime calculation, it is being done on weekly basis which is a grave injustice. Despite discharging duties on day to day basis effectively, when the individual avails leave even for one day is resulting heavy financial loss in OT calculation in that particular week and demoralizing the individuals.

CALCULATION OF OT

Grade	Total week present OT payment	One day avail leave OT payment loss	OT Payment should be draw after one day leave taken	Present paying the OT amount after one day leave taken	Actual loss of amount for week.
Semi Skilled	789	85	704	109	595
Skilled	1043	113	930	126	804
MACP-I	1117	121	996	132	864
HS - II	1343	145	1198	165	1033
HS - I	1458	158	1300	186	1114
MCM	1785	193	1592	206	1386

Hence, it is requested to kindly look into the matter and do justice to all the employees.

It was explained by the official side in the meeting that OT payment in the factories is made as per statutory provisions of the Factory's Act and it cannot be changed arbitrarily at will. So there is no injustice involved. Nor can the proposal given any consideration.

Action Taken/Present position

The point raised by the Staff Side Member for calculation of OT on daily basis is against the provisions contained in the Factories Act and it cannot be changed so long the provisions are altered by way of any amendment passed by the Parliament.

- 12.6 Grant of Special Armour Welding Allowance for Master Craftsmen's (MCM): The employees who are working on Armour Welding are getting special allowance in HVF Avadi and OFMK. But the MCMs are not getting the allowance even though they are doing armour welding as no rates of allowance are prescribed by MOD. It is requested to sanction the special allowance to the MCMs who are working on armour welding.

Action Taken/Present position

The issue of payment of Special Armour-Welding Allowance working at HVF and OFPM has been referred to MOD pursuant to the changed situation i.e., implementation of 4 Grade Structure after 6th CPC where MCM have been declared as a separate cadre.

- 12.7 Labour Recruitment Exam should be conducted on the same day in all OFs: DGO and Chairman deserves all the praise for sanctioning of 1975 labour posts to most of OFs. These factories are conducting the recruiting exams on separate dates. These posts are Group 'C' (actually these posts are Group 'D' as per Vth CPC), These posts are local posts. Hon'ble Raksha Mantri has also suggested/directed OFB that 'Local people should be given preference especially for Group 'C' posts, where the skill required is low.

Action Taken/Present position

The matter is under deliberation at OFB.

- 12.8 Issue the order for payment of piece/hourly rates as per 6th CPC recommendations: The three Federations have submitted views on Piece/Hourly rates on 21st March, 2012. Even after considerable lapse of time, OFB has not so far forwarded the report to MOD, nor has called the Federations for discussion. This is causing demoralisation of the workforce. The issue may be resolved at an early date.

Action Taken/Present position

Finalisation of piece work correlation is under examination / active consideration of the authority.

- 12.9 LAO of OFMK is not sanctioning/Passing the bill of LTC to J&K & North- Eastern States: Certain OFMK employees who belong to the area applied for LTC to visit

J&K & NES in lieu of Home Town LTC. OFMK management forwarded the bills to LAO/OFMK, but the bills have not been admitted by the LAO stating that the employees are not eligible for the Hometown LTC. LTC rule 6 says that LTC to Home Town is admissible to all employees irrespective of the distance involved. Hence suitable instructions should be issued to LAO/OFMK in this regard to convert the Hometown LTC as per rules.

Action Taken/Present position

Same as Point No.6.20.

- 12.10 Release the DGOF Supervisory Competitive Exam Results and Approve Immediately AP State Electricity Board 33KV certificates of OFMK: DGOF Supervisory Competitive exam results of OFMK is not released from last 6 months. Also some of the employees of OFMK have written/passed the 33KV AP State Govt exam and was submitted to OFMK management in January, 2012. The same was forwarded to OFB for approval for promotion to the post of Chargeman. It is pending now for more than 6 months with OFB. Instructions should be issued to resolve the issues immediately.

Action Taken/Present position

This point has been raised as an agenda point for discussion in the JCM meeting.

13.0 REMARKS OF SHRI D. H. UPASE, MEMBER/STAFF SIDE

- 13.1 In OF Bhusawal there are three recognised Unions. They had been granted permission to display any information on notice board. But there is a local union which has less than ten members in their Union is also displaying their notices on the notice board. The management is purposely encouraging such group of employees to disturb the activities of recognised Unions.

Action Taken/Present position

Instruction has been issued to OF Bhusawal that Local Union (Unrecognised) having meagre membership strength should not be permitted to display their Notices/Information in the Notice Board provided to the recognised Unions and no cognizance be given to them at par with recognised unions.

- 13.2 In OF Bhusawal contract labours are being pressurised to work on machines. As they are unskilled workers our machines are getting damaged. These contract workers should be removed from working on machines or management and the factory should recruit skilled workers to work on these machines.

Action Taken/Present position

It has been intimated by the factory that the contract labours are being deployed in non-core areas only.

- 13.3 In OFBa recently DBW employees were recruited. Some of the candidates are having minor spelling mistakes in their certificates which are being rectified by concerned authorities. Three cases have already been considered. There are certain more cases of

the same nature, which may please be considered in view of the minor anomaly involved.

Action Taken/Present position

- (i) All the cases of minor spelling mistakes have been considered.
- (ii) No case(s) of such nature is pending with OFBa.

- 13.4 In OF Chanda Junior College there are lots of irregularities in the admission of students for standard XII. The acting Principal is dictating terms and conditions for all sorts of wrongdoings. Four students were failed in first year junior college. After request from their parents the regular Principal took their exams once again. He passed all of them. But after the retirement of regular Principal the acting Principal has given admission to one student only after producing fake sports certificate. Due to this which other three students have no place to continue their studies. It is requested to direct OFCh to give the three remaining students admission under SARVA SHIKSHA ABHIYAAN.

Action Taken/Present position

The factory has been asked to investigate the matter and forward its report/views. The same is awaited.

- 13.5 For granting MACP in electrical trades, Competency Test should be done away with and MACP should be given after passing the Trade Test.

Action Taken/Present position

Competency test is a necessary prerequisite for promotion in electrical trades, as level of proficiency is required to be ascertained for operating in high voltage conditions.

- 13.6 The examination for Boiler Attendant Certificate was stopped in 2009. A state certificate has been introduced since 2012. But promotions in the trade are not taking place since 2009. Promotions may be given in this trades starting from the year 2009.

Action Taken/Present position

The concerned factories should forward status position along with proposal in respect of such employees for necessary consideration.

- 13.7 Factories in which LAOs are under the control of Nagpur Office of PC of A(Fys) are suffering because of poor functioning. Pay fixation proposals after 4 grade structure implementation are lying pending in the LAOs. Also the regular promotions pay fixation proposals, bill of education allowance, TA and LTC bills, Medical bills and bills of retired employees are lying pending in the LAOs in Nagpur group.

Action Taken/Present position

The case has been referred to the CFA(Fys.), vide this office Memo dated 29-11-2012 seeking further details from CFA(Fys.), Ambajhari. Remedial instruction will be issued once the reply is received.

- 13.8 Sanctioned strength of CMDs in OF Chanda is 49. The vehicles of OFCh are required to move all over India. Last Chairman had intimated that OFCh would be given 20 additional posts of CMD. No development has taken so far in this regard. This may please be looked into.

Action Taken/Present position

M of D has issued orders for direct recruitment in left-out NIE posts including CMD. Accordingly issue of manpower sanction for 2013-14 is under process.

14.0 REMARKS OF SHRI S. C. NAHA, MEMBER/STAFF SIDE

- 14.1 Ayudh magazines are published by OFB for Ordnance Factory employees and their family members. It is observed that this magazine is not being published regularly. Timely publication of Ayudh magazine should be ensured.

Action Taken/Present position

As per direction of DGOF & Chairman work is going on at present for publication of a large issue of "AYUDH". It is expected that the work for the same will be completed very soon. Moreover, necessary steps are being taken for regular publication of "AYUDH" magazine from January, 2013 onwards.

- 14.2 The implementation of four grade structure in respect of IEs of GSF is still pending. Speedy settlement of the issue is requested. OFB should take necessary steps for an early settlement.

Action Taken/Present position

The 4-grade structure has since been implemented in GSF.

- 14.3 Huge numbers of cases for granting up-gradation under MACP scheme are long pending in GSF. Entitled employees are being made to suffer from financial loss due to non-implementation of up-gradation under MACP. An immediate action to settle the pending cases should be taken.

Action Taken/Present position

The point is not clear. Specific number stating the details should be submitted for further action.

- 14.4 Granting of 30 days E.L to the IEs who opted to avail E.L under the Factories Act is long pending. OFB should take-up the issue with Ministry for an early settlement of the issue.

Action Taken/Present position

The issue of grant of 30 days EL to the employees governed under Factories Act is pending with MOD and decision not yet arrived at.

- 14.5 Store keepers & Supervisors of OFs are being promoted to the post of Supervisor/Chargeman after completion of 15-18 yrs of services. OFB should look into the issue, so that the promotional avenues are available to these categories after completion of 6-8 yrs of services.

Action Taken/Present position

Same as point no. 6.7.

- 14.6 New policy has been adopted to fill up the vacancies of Semi-skilled tradesman (IEs) through direct recruitment by open competition. As a result the ex-trade apprentices are being deprived of the benefit of employment after completion of training. OFB should take some policy decision to appoint the ex-trade apprentices after completion of training.

Action Taken/Present position

The orders to recruit Industrial Employees have been issued in compliance of Hon'ble Supreme Court directives on the matter.

- 14.7 HS/MCM of the factories provide training to trade apprentice in their training period and get Rs. 5/- as honorarium. The rate of honorarium should be increased at the earliest.

Action Taken/Present position

As per OFB order vide letter No. 10/05/08/A-HRD, dtd. 11th November, 2008, honorarium for guest faculty at FTI's is Rs 150/- per session of 60 minutes. The above order is still in-force and may be implemented in the units, wherever not yet done.

15.0 REMARKS OF SHRI A. P. SINGH BAGHEL, MEMBER/STAFF SIDE

- 15.1 Those who got appointed as Checkers, a post which was subsequently abolished, were absorbed as LDCs. They should be given MACP in GP of Rs.4600/- considering their initial appointment as LDC from the day they joined as Checkers. While GCF has accorded this benefit to Checkers, OFKat has not so far done it.

Action Taken/Present position

The matter has been examined that it is found that those OS/Ch'man (NT) who were initially appointed as Checker and subsequently promoted to LDC, UDC & OS/Ch'man (NT) are not eligible for grant of financial up-gradation under ACP/MACP scheme in terms of OFB letter No.04/ACP/HVF/A/NI dated 02-01-2003 as they have already got 3 financial up-gradations. However, it is requested that individuals who were initially appointed as Checkers may be considered for grant of financial up-gradation under ACP/MACP Scheme as considered by GM/GCF and other sister factories to avoid discontentment among the employees who have not benefited. The issue has been taken up with OFB (Sec.A/NI) vide this Office Letter

of even no. dated 04-01-2012 and subsequent reminders. No clarification/reply has been received.

- 15.2 The posts of Fireman II and Fireman I were merged by the 6th CPC and the post of Fireman was given a scale of Rs.5830/- and GP Rs.1900. Those who got appointed as Fireman II prior to 01-01-06 were considered having joined as Fireman and given a GP of Rs.1900. Since promotional post in LHF also was given the GP of 1900, the same may be ignored while computing MACP on the lines similar to the promotions from Fireman to LDC and CMD, movement to which were ignored for the purpose of MACP. Thus movement from Fireman II to Fireman I and Fireman-I to LHF be ignored for the purpose of MACP.

Action Taken/Present position

The movement from Fireman-II to Fireman-I is ignored due to merger. However, movement from Fireman to LHF has is to be counted for MACP. Regarding pay-fixation matter has been referred to PC of A(Fys.)

- 15.3 Upgradation by the way of LDCE should be ignored while considering MACP, because LDCE also is a Competitive Exam, in which only successful candidates selected on merit get upgraded. Also Direct recruits on the same post get the benefit during MACP, but successful LDCE candidates don't get it. This anomaly may be removed.

Action Taken/Present position

As per instructions on the subject, LDCE is a fast track promotion.

- 15.4 Those Artisan staff who were recruited against NCVT Qualifications may also be permitted to appear in the LDCE for Chageman. This proposal was discussed in the past also in which it was decided to study the proposal by forming a committee, but no initiative has so far been taken. An early action is requested.

Action Taken/Present position

The matter is under deliberation at OFB.

- 15.5 Cadre Review proposals of Paramedical Staff, Durwan and Industrial Canteen employees may be done at the earliest to benefit these categories by opening up avenues for promotion.

Action Taken/Present position

Paramedical Cadre Review is under process. M of D has forwarded observations of Def (Finance) regarding cadre review proposals for NIEs (MTS, MTS/S, Fire Fighting, Store Keeping & Canteen) which have been replied except MTS/S. The reply on MTS/S Cadre review is being finalised.

- 15.6 Cadre Review of CMD may be done and it may be declared a supervisory staff post, as they have not been provided any promotional avenues to go into the Supervisory Cadre after introduction of 4 Grade structure in CMDs.

Action Taken/Present position

There is no such proposal for CMDs.

- 15.7 Pay anomaly in case of IEs who became MCM before 01-01-2006 and after 01-01-2006 may be removed, as GP of those MCM who got promoted before 01-01-2006 is being fixed at 4200/- while those who got promoted after 01-01-2006 is fixed at 4600/-. Since senior employees should not draw less pay than the junior employees as per rule, the anomaly may be removed at the earliest.

Action Taken/Present position

The grade-pay of Rs 4600/- has been prohibited by DOP&T. The matter is under reference DOP&T and Deptt. Of Expenditure.

16.0 REMARKS OF SHRI M. MALLESHAM, MEMBER/STAFF SIDE

- 16.1 Separate stream for Electronics Fitter: At present, the branch of Electronics fitter has been merged with Mechanical Branch for promotional purpose. The same is incorrect as Electronics fitter is purely concerned with Electronics and no way concerned with Fitter (Mechanical). As such, it is requested to create a separate stream exclusively for Electronics fitter grade.

Action Taken/Present position

The small number of the electronic fitters does not justify a separate cadre for them.

- 16.2 So far 33 KV Certificates issued by State Electricity Boards were considered for affecting promotions from Electrician(HS/MCM) to Chargeman(Tech/Electrical). But the proposal of OFMK for giving promotions from the grade of Electricians who possess 33 KV certificates is pending with the Board.

Action Taken/Present position

The issue has been decided to be deliberated in the Main JCM Meeting as an AGENDA Point.

- 16.3 Step up increment should be given cadre wise : At present, step up increments are being given after considering the trade wise seniority but it should be given based on the seniority amongst all trades.

Action Taken/Present position

Since seniority in respect of IEs is maintained trade-wise, no benefit can be given based on overall seniority.

- 16.4 As per the following Orders:
(1) DOP&T OM No.31011/4/2007-Estt(A) dt. 02-05-2008
(2)DOP&T OM No.31011/4/2007-Estt(A) dt. 14-05-2008
(3)DOP&T F.No. No.31011/4/2007-Estt(A) dt. 23--04-2010

(4) CGDA No. AN/XIV/14162/VICPC/Circular/Vol-IV dt. 27-01-2012

NG staff is eligible to visit NER by Air from nearest Airport against Hometown/All India LTC. But PC of A(Fys) vide letter No. T/III/305 dtd. 22-05-2012 has returned the final claims stating that journey from nearest Airport to Kolkata can't be performed against All India LTC to NER. Since no order prevents NG staff possessing GP of Rs.4200/- and above from Air travel from the nearest Airport, PC of A (Fys) should be asked to admit these bills.

Action Taken/Present position

As per PC of A (Fys) Circular No.T/1/72/Circular-II dated 27-08-2012 all Group 'B; officers serving in Ordnance Factories and Allied Establishments are entitled to travel by air to visit NER from place of posting for availing LTC to NER.

- 16.5 16 IEs have been appointed as Chargeman through LDCE on 16-01-2006. First increment has been given to them on 01-07-2007 that is after 18 months. Whereas OFB letter No.01/6th CPC/2012/PCC(A/A) dated 04-01-2012 stated that " the first increment after fixation in the revised pay structure will be granted on 01-07-2006 for those employees for whom the date of next increment was between 1st July, 2006 to 1st January 2007 & DOPT OM No.10/02/2011-E.III/A dtd.09-03-2012 rule 10 of CCS(RP) Rules – 2008 clearly says that increment shall be given after completion of 12 months. As the OFMK Authorities are denying the increment on 01-07-2006, clear instructions may be issued for granting of increment on 01-07-2006 instead of 01-07-2007.

Action Taken/Present position

For better appreciation of the case, full case history of the individual concerned should be referred, duly recommended by the factory, so that a considered decision may be taken at OFB.

- 16.6 50-60 IEs who got recruited during Feb. 2009 to June 2009 have been given first increment after July 2010 i.e. after 12-18 months. In the wake of DOPT OM No.10/02/2011-EIII/A dt. 09-03-2012 rule 10 of CCS(RP) Rules 2008, additional increment benefits may be given to these 50-60 Employees.

Action Taken/Present position

For better appreciation of the case, sample case history of one of the individual concerned should be referred, duly recommended by the factory, so that a considered decision may be taken at OFB.

- 16.7 CSD facility / Hospital facility shall be extended to the retired employees.

Action Taken/Present position

The proposal is with M of D. No directives have been received in this regard therefrom.

- 16.8 Coaching facility for the OBC applicants who desire to appear for LDCE shall be provided like other reserved categories.

Action Taken/Present position

No coaching facility, based on cast or creed is in existence in any training institute in the O F Organisation. However, specific training arrangement can be done on requirement, for all related employees.

- 16.9 Reservation for OBC shall be implemented in LDCE since the LDCE comes under selection category.

Action Taken/Present position

LDCE is treated as 'FAST TRACK PROMOTION' and therefore reservation for fast track promotion in respect of OBCs is not seen to be permissible in the Govt. Order.

- 16.10 Seniority list for all grades shall be updated and the same shall be displayed on-line.

Action Taken/Present position

IOFHS and Nursing Staff Seniority list is available online (Comnet). W.e.f. 2011 centralised seniority list of JHT, SHT, Teachers, OS and PA are published every year and the same are circulated through Comnet. For the year 2013, publication of seniority list is under process.

17.0 REMARKS OF SHRI SHIVAJI K. JADHAV, MEMBER/STAFF SIDE

- 17.1 Un-necessary temporary transfer of IEs from HEF to OFBa. It is observed that:

(a) There were no regular work available at OFBa, as for many days workers were kept ideal.

(b) Proper accommodation was not provided. (c) IEs had to face unnecessary hardship due to high temperature at Bhandara (50 degree Celcius) of which Pune workers are not accustomed to, due to which they fell sick. Such transferes can be avoided and workers can be accommodated at local sister factories.

Action Taken/Present position

As on date, the problem appears to have been sorted out by adjusting most of the employees in AFK itself. Specific cases of grievance, if any, may be highlighted.

- 17.2 Sufficient work load should be made available at HEF Khadki.

Action Taken/Present position

During the recent target fixation meeting with MHA, demand has been projected for Hand Grenades from Police Forces, which is to be allocated for production at HEF, Kirkee. Proposal to use TNT in high calibre shells is also under examination by Army which will give HEF higher work load.

- 17.3 Due to stagnation in DBW trade there is unrest among workers at AFK, Pune.
- (a) GM may be directed to divert vacancies from other trades to DBW trade.
 - (b) Change of trade may be permitted to individual on willingness to the trade in which he is actually working.
 - (c) Some vacancies can be given from Central Pool to AFK to increase sanctioned strength of DBW.

Action Taken/Present position

A comparative study regarding the sanctioned existing posts trade wise, including date of holding of post by Senior-most IEs in HS-I, HS-II and Skilled category reflects the following facts:

- (i) The senior most HS-I in DBW trade who is awaiting his promotion to the post of MCM is at par with the other trades of machinist, examiner and turner, i.e., in the descending order of cadre strength. It is also observed that the senior most HS-I in DBW trade was holding HS-II post on 01-04-2002. However, the same in the trade of machinist was on 28-02-2003 for examiner 20-02-2003 and for turner 20-05-2003 respectively.

The senior most HS-II in DBW trade is holding the post from 15-03-2007 whereas the same in machinist is from 24-02-2006, for turner 30-06-2005 respectively.

- (ii) The senior most Skilled tradesmen in DBW is holding the post since 07-08-2006 whereas the same in case of machinist is from 26-09-2011, for examiner 27-01-2012 and for turner 16-02-2006.
- (iii) The stagnation of Skilled Tradesmen in DBW trade may ease out in due course of time, since the retirement in DBW trade from 2013-18 is 203 for all grades as compared to 84 in machinist and 55 in examiner.

DBW is the largest trade at AFK. In view of nature of stores produced by AFK and future recruitment of manpower is also more in DBW trade. However, diverting the posts of other trades in DBW may adversely affect the trade-grade ratio in other trades thereby adversely affecting the career progression of employees in those trades. It may also lead to reworking of post grade-wise, which may lead to reduction in promotional avenue. There is also possibility of discontentment among the tradesmen of concerned trade if their promotional avenues are compromised by way of diverting the post of other trade to the post of DBW.

- Encl: (i) The table regarding sanctioned existing posts trade-wise as on date including date of holding of post by senior most IEs.
- (ii) The retirement profile for perusal.

- 17.4 Govt. guidelines in respect to posting of Husband – wife at same station should be implemented in its true spirit.

Action Taken/Present position

Government Order has already been circulated. Action is taken based on request cum feasibility.

- 17.5 Time bound programme should be published by OFB for clearing papers of:
- (i) Appeal sent by factory to OFB.
 - (ii) Compassionate Appointment cases pending at OFB & MOD.
 - (iii) Clarifications on Govt. Orders asked by the factories.

Action Taken/Present position

OFB endeavours to issue necessary instructions in time. However, cases are delayed at times due to incomplete documentation or incomplete reference.

- 17.6 Inter-factory transfer of IEs on compassionate grounds should be made easy.

Action Taken/Present position

‘Industrial Employee’ is a factory-based post. It is primarily meant to cater to the requirements of that factory. The transfers however, can take place between two consenting factories.

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

- 18.1 He requested to grant funds to all OFs to celebrate OF Day for distributing a gift of at least Rs.500/- to each employees, staff, officer and concerned allied establishments.

Action Taken/Present position

No such fund is available with the Govt.

- 18.2 The production target of GCF for 2012-13 is of 750 Crores. Hence it is requested to sanction posts of LDC, Store Keeper, Labourers and Semi Skilled workers in all trades to achieve the target.

Action Taken/Present position

For the year 2012-13, 56 LDC posts were sanctioned to GCF. For the year 2013-14 sanction of manpower is under process.

The sanction for 227 post of IEs for 2012-13 and 227 for 2013-14 have been accorded to GCF. Sanction for other categories of employees has also been conveyed to the factory based on their projection.

- 18.3 Facilities for JCM III are not provided in GCF. The same may be provided to the JCM III Members as per norms.

Action Taken/Present position

The point may be elaborated. The factory must provide necessary facilities in line with the instructions.

18.4 As per the recommendation of 6th CPC, Post of Assistant has been merged with OS but Grade Pay of Rs. 4600/- has not been given to them. Also the UDC who have completed 30 years of their services are getting Grade Pay of Rs.4600/- w.e.f. 01-09-2008 but several UDCs/Assistants have retired in the Grade Pay of Rs.4200/- between 01-01-2006 to 31-08-2008. Hence it is requested to consider their cases for Rs.4600/- Grade Pay.

Action Taken/Present position

- (i) Grade pay to OS has been given as per 6th CPC recommendation as accepted by Govt.
- (ii) Agenda No.2 and Agenda of Annexure-I No.7 XI.11.5
- (iii) OFB proposal for revival of 939 posts of Durwan/Female Searcher, 213 posts of Fireman and 24 posts of FED-A are still under consideration of M of D. The time to time observations raised by M of D are being replied.

18.5 He requested to provide the copies of JCM III Minutes in Hindi.

Action Taken/Present position

Rajbhasha Section has been requested to translate the JCM Minutes in Hindi.

(S. K. Singh)
Director/IR &
Secretary/Official Side
OFB JCM III Level Council
Dated, the June, 2013

No. 20/15/12(11)/A/IR

Distribution

- 1. Member/Per - for kind information please.
- 2. All Members of OFB JCM III Level Council
(including Special Invitees)

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