

MOST IMMEDIATE/JCM MATTER

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फैक्स नं : 011.23014576
भारत सरकार, रक्षा मंत्रालय
रक्षा अनुसंधान तथा विकास संगठन
कार्मिक निदेशालय
'ए' ब्लॉक, डीआरडीओ भवन,
नई दिल्ली - 110011



Government of India
Ministry of Defence
Defence R&D Orgn.
Directorate of Personnel
'A' Wing, DRDO Bhawan,
New Delhi - 110011

DOP/03/37160/JCM-MAIN/M/03


Dated : 30th Sep 2013

To

**Leader, Secretary &
All Staff Side Members of
JCM-III Level (DRDO) Council**

**MINUTES OF THE MAIN MEETING OF JCM-III LEVEL (DRDO)
COUNCIL HELD ON 21ST AUG 2013 AT LRDE, BANGALORE
UNDER THE CHAIRMANSHIP OF SA TO RM**

1. A copy of the minutes of Main meeting of JCM-III Level (DRDO) Council held on 21st Aug 2013 at LRDE, Bangalore under the Chairmanship of SA to RM is forwarded herewith.
2. Hindi version will follow in due course.


(BB Sharma)
Joint Director (Pers)
For DG DRDO

Encl: - As stated

Copy to: -

SO TO SA to RM

SO TO CC R&D (HR) & DS

SO TO CC R&D (R&M)

DHRD

DMS

MOD/US (R&D)

MOD/D (JCM)

Dir CEPTAM

DOP/Pers (S-4) (For Drona)

Copy also to:

The General Secretary's of All Federations & Recognized Associations

P.T.O

SL. NO.	ASSOCIATION	SL. NO.	ASSOCIATION
1.	The General Secretary All India Defence Employees Federation (AIDEF) "SM Joshi Bhavan", Survey No.81 Dr. Babasaheb Ambedkar Road Khadki, Pune – 411 003 Fax & Ph.: (020) - 25818761	2.	The General Secretary Indian National Defence Worker Federation No.6, 6 th Street, Vaishnavi Nagar, RCC Post Chennai – 600 109 Fax : 044-26384152
3.	The General Secretary Bhartiya Pratiraksha Mazdoor Sangh (BPMS) 2-A, Navin Market Kanpur – 208 001 Fax & Ph: (0512) - 2332222	4.	The General Secretary Confederation of Defence Recognized Association (CDRA) 96, Defence Apartments G-17, Paschim Vihar, Rohtak Road New Delhi – 110 087 Ph.: 25259724
5.	The General Secretary All India DRDO Personal Staff Association (AIDRDOPSA) C/o LASTEC, Metcalfe House Delhi – 110 054	6.	The General Secretary DRDO Civilian MT Drivers Association C/o LASTEC, Metcalfe House Delhi – 110 054 Phone: 9312331332
7.	The General Secretary DRDO Senior Technical Assistants Association 2, Navin Market, Kanpur – 208 001	8.	The General Secretary DRDO Admin Staff Association C/O LASTEC Metcalfe House, Delhi – 110 054
9.	The General Secretary DRDO Stores Staff Association 2448, 17 th Main 16 th Cross II Stage, Kumara Swamy Layout Bangalore – 560 078	10.	The General Secretary DRDO Security Staff Association LRDE, CV Raman Nagar Bangalore – 560 093 Ph.: 25242863

**LIST OF PARTICIPANTS – MAIN MEETING OF JCM-III
LEVEL (DRDO) COUNCIL HELD ON 21ST AUG 2013
AT 1400 HRS AT LRDE, BANGALORE**

Official Side Members

SA to RM	:	Chairman
CC R&D (HR & M) & DS	:	Member
CC R&D (R&M)	:	Member
DOP	:	Member Secretary
Director HRD	:	-do-
Director MS	:	-do-
US (R&D)	:	-do-

Invitees

Director LRDE
Joint Director (Pers)
Joint Director (HRD)
Dy Director (Pers)

Staff Side Members

AIDEF

S/Sh. EK Hassan Rawther, Leader Staff Side, JCM-III Level, NPOL, Kochi
“ RN Nagaraj, Member JCM-III Level, LRDE, Bangalore
“ Dilip Pundlik Bhamre, Member JCM-III, R&D E (Engrs.), Pune
“ K Rangarajan, Member JCM-III, CVRDE, Chennai
“ B Narahari, Member JCM-III, DMRL, Hyderabad
“ KSV Durga Prasad, Member JCM-III, DRDL, Hyderabad
“ M Srinivas, Member JCM-III, DLRL, Hyderabad
“ Asutosha Nandi, Member JCM-III, ITR, Balasore
“ Meghraj Meena, Member JCM-III, DL, Jodhpur

INDWF

S/Sh. V Thamilselvan, Secretary Staff Side JCM-III Level, CVRDE, Chennai
“ RK Pawar, Member JCM-III, ARDE, Pune

BPMS

S/Sh. Qader Subhani, Member JCM-III Level, DLRL, Hyderabad
“ Anil Kumar Yadav, Member JCM-III, DEAL, Dehradun
“ Anil Bhagwan Rao Rajhansh, Member JCM-III, VRDE, Ahmednagar

CDRA

S/Sh. Vijay P Dhyani, Member JCM-III Level, LASTEC, Delhi
“ P Sreenivas, Member JCM-III Level, ADE, Bangalore
“ Latha Raghavan, Member JCM-III Level, R&D E (Engrs.), Pune
“ Arun Kumar, Member JCM-III, VRDE, Ahmednagar

**GIST OF DISCUSSION DURING PRELIMINARY MEETING HELD
UNDER THE CHAIRMANSHIP OF DS & CC R&D (HR&M)
ON 21 AUG 2013 AT LRDE BANGALORE**

Director LRDE commenced the proceedings of the preliminary meeting of JCM-III level by welcoming the Chairman, Co-Chairman and members of the staff side and members of the official side. He mentioned that the meeting to be held in the afternoon is very important since it would be the first JCM-III meeting under the Chairmanship of SA to RM and the last one of the Leader Staff Side.

Director LRDE felicitated the Chairman, DS & CC R&D (HR&M) and co-Chairman, CC R&D (R&M). Thereafter, he requested DOP to start the proceedings of the preliminary meeting.

Dr AK Singh, DOP, Member Secretary started the proceedings by welcoming Chairman and co-Chairman of the forenoon session and all present especially the first lady member of the staff side Smt. Latha Raghavan. He thanked Director LRDE for making excellent arrangements for the meeting. He informed the House that 120 points were taken up in the Screening Committee meeting held in SASE, Chandigarh on 15 Apr 2013. Every point was discussed in detail during the meeting. Out of these points, two points were selected to be taken up as agenda points in the main meeting to be held under the Chairmanship of SA to RM. DOP further stated that DRDO is working hard to resolve the grievances and issues raised from time to time. DOP further informed the House that Cadre Review of various cadres has been completed and implemented and few are under progress with the DOP&T. Also, that the case of amendment of Recruitment Rules is being processed by DHRD. All the DPCs for-2014 have almost been completed well in time and promotion orders are issued as and when due. DOP mentioned about the two agenda points for the afternoon session. DOP informed the House that there would be a time constraint in the afternoon session since SA to RM has some prior commitments. DOP requested DS & CC R&D (HR&M), Chairman to address the House.

DS & CC R&D (HR&M), Chairman greeted all present and thanked all concerned about the arrangements made for the smooth conduct of the meeting. The Chairman stated that DOP has covered almost all the issues and that everybody has to work for the organisation and contribute at every level to ensure that all targets are achieved with cooperation of all. He requested everybody to discuss various issues in a focussed manner in order to find solution to various issues. He mentioned about withdrawal of Grade Pay of Rs.4800/- in DRTC and hoped that the issue will be amicably resolved.

CC R&D (R&M), co-Chairman greeted the first lady member of the JCM-III Smt. Latha Raghavan from R&DE (E), Pune and all other members present. He expressed hope that all the issues raised in the meeting would be resolved by fruitful discussions between the staff side and the official side.

Shri EK Hassan Rawther, Leader staff side thanked everyone and Director LRDE for making arrangements for the meeting in LRDE. He agreed that the meeting would be concluded in time as explained by DOP. Shri Hassan Rawther further stated that JCM-III meetings are not being held as per schedule and periodicity. The present meeting was being held after a gap of 11 months. During this long gap many new issues have arisen. All these issues involve financial aspect and promotional avenues to various cadres. He requested DHRD on various cases to inform the House about recent developments and achievements made by DHRD so that the time taken in further discussion is saved.

Shri V Thamilselvan, Secretary staff side welcomed all present and thanked DRDO HQ and all corporate Directorates for all the cooperation in progressing various issues. He stated that Cadre restructuring, amendment to Recruitment Rules, unfilled vacancies in stenographer's cadre, PRIS, payment of OTA arrears are long pending issues which need to be addressed on priority.

DOP requested D HRD to inform the House about status of Cadre Review and amendment of Recruitment Rules cases.

Director HRD stated that this was her first JCM Meeting. Also that she with cooperation of all, was trying to sort out various issues which are pending with the Govt. She informed the House that the main hurdle in finalisation of the Cadre Review and the Recruitment Rules is that DOP&T has changed their methodology to process the cases referred to them. Since Sep 2012 they are accepting the cases online only. It has been a disappointing experience. A meeting was held with JS (DOP&T) to apprise them about the situation and pursue our cases. Although the response was very positive and it was hoped that the cases, a list of which was given, would be cleared in next two months, nothing had happened. She also stated that personal contact in this regard with DOP&T officials has not been very fruitful. Notwithstanding this, all efforts are being put in to have the cases cleared. She informed the House that Recruitment Rules in respect of MTS cadre have been published. Cadre review of Security Cadre is with Ministry of Finance and is being pursued.

ACTION : DHRD

The Leader staff side requested DHRD to inform about the files pending with DOP&T. Director HRD informed that the cases pending with DOP&T pertain to RRs of Admin, Stores, PS & DEO cadres.

The Leader staff side expressed his concern about long outstanding issues. He stated that the accounts cadre needs immediate attention. It should be an organised cadre and the posts therein should not be filled by deputationist for a long period. He also expressed his view that deputationist should not be permitted to get absorbed in DRDO cadre. He pointed out that two deputationists have been absorbed in DRDO Accounts cadre in contravention to the SRO, thereby creating bad precedence. He wanted this needs to be looked into.

Leader of the staff side re-iterated his stand that all pending cases in DOP&T/Min of Fin should be pursued vigorously. Our response to the queries should not be stereotyped. He had an apprehension that all our efforts will go futile if the Govt announces VIIth CPC. Therefore, some other recourse should be considered to overcome the problems at the earliest. He also wanted to know about absorption of deputationist in DRDO.

Shri Qader Subhani, Member JCM-III representing BPMS expressed his views which were similar to those expressed by the Leader staff side. He stated that no recruitment drive was taking place in DRDO. In Accounts Cadre stagnation is there since Cadre review has not been done. He stated that regular recruitment in MTS cadre is not being done for want of RRs. He also stated that due to withdrawal of Grade Pay of Rs. 4800/- in DRTC cadre no recovery should be effected and the case to be taken up with appropriate authority for waiver of recovery. He requested DHRD to make sincere efforts to finalise cadre review of various cadres. Also, that the stagnation in Accounts Cadre should be reduced by filling the authorised vacancies lying unfilled. SAO-II and SAO-I in Accounts Cadre should be filled by relaxing one year residency period. He specifically mentioned about absorption in Accounts cadre and wanted to know reasons thereof and corrective action be taken. He further requested that the change in the designation of MT Drivers should be finalised expeditiously. Problems being faced from Ministry of Finance and DOP&T should be resolved at appropriate higher level. He also raised the issue regarding Canteen Staff Cadre.

Director HRD stated that the SRO of MTS cadre has been published. Recruitment in that cadre would start shortly. As regards Canteen Staff Cadre she informed that DRDO cannot have its own cadre. She further informed that cases pertaining to Accounts / Stores / Personal Staff and DOE cadre are pending with Govt. All efforts are being made to finalise the same.

DOP assured the House to look into the issues related to absorption of deputationist. He further informed the House that some vacancies are lying vacant for want of eligible candidates, especially in Accounts cadre. He further informed that UPSC has cleared approximately 10 persons for deputation in SAO-I grade who are supposed to join in near future. Eligible candidates within DRDO are not available for promotion. HQ will look into the scope for relaxation in eligibility criteria.

ACTION : DOP & DHRD

DS & CC R&D (HR&M), Chairman stated that DRDO shall ensure that the interests of its employees are not affected while filling the posts through deputation.

Smt. Latha Raghavan, Member spoke about stagnation in PS Cadre and stated that many vacancies of SPS are lying vacant just because RRs are not published. Many of the candidates are going to retire but have not been promoted.

DOP assured the House that all-out efforts at all levels are being made to address the problems. He also suggested the matter may be taken up at JCM-II level. He also assured the House that wherever required DRDO HQ will raise the level upto Secretary DOP&T in order to finalise the cases expeditiously.

Shri B Narhari, Member wanted to have a fixed time frame for RRs, Cadre Review and Recruitments. He also wanted to know about payment of OTA arrears.

DOP informed that giving schedule / time frame is not feasible where more than one agency is involved in finalising the cases. RR publication is a statutory requirement. Also that intervention at the level of CC / Secretary. R&D will be solicited to hasten the clearance of our cases. He also informed the House that SA to RM would make some announcement in the afternoon session, about OTA Arrears.

Shri RN Nagraj, Member greeted all present. He supported the leader of the staff side on all points. He wanted that JCM-III Meetings should be held as per laid down time schedule. He mentioned that things have slowed down in the recent past. Mechanism should be found out to progress our cases expeditiously. He also suggested that federations/ unions in DRDO should be involved, wherever required, to sort out pending cases with the Govt.

The Chairman ensured the staff side that steps will be taken to ensure that JCM-III meetings are held as per schedule.

ACTION : DOP

Shri Dilip P Bhamre, supported all the points raised by the Leader Staff side and expressed his concern about the frequency of JCM-III level meetings. He had a view that recommendations of Rama Rao Committee and implementation thereof should be discussed with JCM Members / Federations. He also stated that full OTA arrears should be paid in one lump sum. Non-payment is a violation of Factory Act. He offered his views on various points viz regularisation of casual workers, Railway Reservation Committee at RDE (E) Pune Campus, etc.

Leader Staff side suggested that focus of discussion should be on Cadre Review and RRS. He wanted to have a time frame in this regard. DHRD stated that a time-frame could be indicated only if things are in our hands which is not so. Efforts will continue to find ways and means to sort out matters with DOP&T.

DOP stated that DS & CC R&D (HR) and Secretary DRDO will be requested to intervene to hasten the process since our efforts have not fructify.

The Chairman agreed that level of approach with DOP&T and Ministry of Finance should be raised. DOP requested the members to discuss point other than Cadre Review and RRs since sufficient time had been devoted to these points.

Secretary Staff wanted to know about OTA arrears payments. DOP stated that SA to RM will offer his views on OTA payments, in the afternoon session. He however explained some intricacies involved in payment of OTA arrears.

Leader staff side wanted to know about the progress made by the DRTC Review Committee. He stated that minutes of the DRTC review committee, business transacted so far has not been informed to the Federations. In this regard, meeting with our Federation should also be held frequently.

The Chairman had a view that the issue regarding withdrawal of Grade Pay of Rs.4800/- in DRTC cadre was very important. The other issues of DRTC cadre should be withheld for the time being.

DHRD informed the House that number of cases are pending in different courts in this regard. She informed the House about progress in these court cases. The issue was discussed in detail and many members of the staff side participated in that. The leader of the staff side made an appeal to all concerned not to go in for litigation so that the assessments which could not be done earlier are carried out at the earliest. Shri Qader Subhani suggested that the assessment earlier done should be held valid as assessment from Grade Pay of Rs.4600/- to 5400/-. Sh Anil Kumar Yadav, Member JCM suggested that frequent meetings with federations / associations should be held in this regard.

DOP informed the House that the Chairman is taking personal interest in resolving all issues related to DRTC cadre.

Shri P Srinivas, Member raised some problems about MT Drivers regarding parking of their vehicles, their TD claims etc. He also mentioned that there is no hospital in DRDO Township, Bangalore for emergency purposes.

CC R&D (R&M) informed the House the competent authority can waive off the requirement of some documents and also can certify that the TA bills are genuine. Shri Bamre raised this point. Labs should educate their people, accordingly. Regarding hospital in DRDO Township, there is no such provision.

At this point, the chairman suggested that points of lab level should not be discussed in JCM meetings, only those points which have wider implications should be discussed.

Shri Rangarajan, Member raised the issues regarding time gap between JCM meetings and asked for at least two meetings in a year. He also raised the issue of payment of PRIS, OTA Arrears and it should not be in part payment, representation of DRTC reps in various meetings, local representation in meetings and eligibility for membership in works committee. DMS informed that the case regarding works committee has been submitted to DHRD. Shri K Rangarajan further stated that there is some confusion in some labs regarding educational qualification for LDCE for STA 'B'. DOP clarified that labs should ensure that the employees should have requisite qualifications as per SRO and also recognition of the institute before they are permitted to appear in LDCE. While implementing MTS to be placed with their drawing grade pay, DEO's Cadre review to be urged to ensure their promotion. STA's/TA's issues is not fully implemented in DRDO to be ensured for implementation.

Shri Narhari, Member raised the issues regarding re-designation of MT drivers, withdrawal of grade pay of 4800/- in DRTC, recruitment in DEO / GD

(Sup) grades and frequency of JCM Meetings. He also viewed that more members of Federation should be called for meetings, on various issues.

Shri Ashutosh Nandi, Member raised the issue of cadre review of DEO, amendment in Recruitment Rules and employment of casual labours in fire fighting staff. He also raised the issue of forming JCM-IV level at ITR / PXE.

Shri RK Pawar, Member supported the issues / Points raised by **Shri V Thamilselvan**, Secretary staff side also he stated that Cadre reviews of all pending cadres and Progress of compassionate appointments, OTA's, PRIS is also long pending to be ensured with special efforts for early completion.

Shri Anil Kumar Yadav, Member, Smt.Lata Raghvan, Member raised various issues on Cadre Review RRs, promotion etc which have already been discussed in the meeting.

Shri VP Dhyani, Member also suggested for diversion of vacancies from higher level to feeder grade i.e to AO's / SO's in order to fill the unfilled vacancies in Admin and Stores Cadre under the provision of GFR 254. There should not be any absorption in the Admin Cadre after completion of their tenure in deputation post. The Charter of duties of Sr. Admin Asst / Sr. Stores Asst to be changed at the earliest. Further he stated that there should be training for Admin and stores Cadre officials in each promotion irrespectively.

Shri Qader Subhani, suggested change in recruitment of Gp C in DRDO. He suggested that local candidates should be recruited. In other words, zonal recruitment should be considered.

DOP concluding the forenoon session stated that the discussions have been very fruitful and all suggestions received from various federations / associations will be considered favourably by corporate directorates in DRDO HQs.

The Chairman thanked everybody and assured the members that their suggestions will be considered appropriately.

There being no further points, the forenoon session of the meeting ended with vote of thanks to the Chair.

**MINUTES OF THE MAIN MEETING OF JCM – III LEVEL
(DRDO) COUNCIL HELD UNDER THE CHAIRMANSHIP OF
SA TO RM ON 21 AUG 2013 AT LRDE, BANGALORE**

Director LRDE welcomed SA to RM and Chairman JCM-III Council, DS & CC R&D (HR&M), CC R&D (RM) and Members of official and staff side.

DOP, Dr. AK Singh, Member Secretary commenced the proceedings by welcoming the Chairman and all present. He mentioned that many official side members are new and attending the main meeting for the first time.

DOP apprised SA to RM about the deliberations on various issues which took place in the forenoon session and also decisions taken therein. He further stated that the staff side was informed about the progress of various cases i.e. Recruitment Rules, Cadre Review, withdrawal of Grade Pay Rs.4800/- in DRTC etc. He also stated that all out efforts are being made to redress grievances of employees. He stated that level of intervention needs to be raised to settle out cases with DOP&T. Directorate of Personnel, DRDO HQ has uploaded a portal for Grievance Monitoring System at lab and HQ level. DOP requested DS & CC R&D (HR&M) to make his remarks.

DS & CC R&D (HR&M) welcomed the Chairman, CC R&D (R&M), Director LRDE, Members of staff side, official side and all present. He stated that good discussion was held in the forenoon session and efforts are being made by Corporate Directorates in the HQ to find solutions to the problems being faced in various cadres. Our efforts will continue. DS & CC R&D (HR&M) requested SA to RM to address the House.

SA to RM, the Chairman JCM-III Level Council thanked everybody for their kind gestures. He welcomed all members of staff side and official side. SA to RM expressed his hope that the entire DRDO community gets the best of what they deserve for their efforts in discharging their responsibilities. He also stated that DRDO personnel are working very hard to meet the project / programme objectives, therefore have to be given credit for the same. Talking on technological side of DRDO, SA to RM stated that DRDO is the biggest scientific and technological organisation in the country. People of the country have started recognising the work done by us. Our radars, ammunitions etc. are better than anyone in the world. There are some doubts about our productionising prowess. Our technology should culminate into production of products. In the last year, a number of trials of missiles have taken place. The Armed Forces have praised our efforts in all fields. SA to RM also mentioned about projects undertaken in the field of life sciences, armaments, electronics

etc. He specifically mentioned Divya Drishti, the Explosive Detection Kit developed by DRDO and this technology has been accepted by USA recently. In all areas of Arms, DRDO stamp is present. Approximately, 50 other technologies, which can be exported, are being developed. He emphasized that future of DRDO is bright.

SA to RM assured the House that the corporate Directorates are taking all steps to do the needful on the welfare front although many things are not in our hand.

SA to RM stated that payment of PRIS has already been recommended by Hon'ble RM. The matter needs to be taken up and pursued with the PMO for early decision. There should be no reason why DRDO personnel should not get PRIS.

SA to RM also mentioned completion of DPCs for the year 2013. He also stated that UPSC has advertised vacancies for direct recruitment of Stores officers. On cadre review, he stated that there is some progress in this regard. He stated that DRDO personnel are being rewarded for their excellent work. He emphasised that labs should be encouraged to reward their deserving employees. He wanted to have members' views on posting of Adm & Stores officers to various labs. With these views SA to RM, the Chairman declared the session open.

Shri EK Hassan Rawther, Leader Staff Side congratulated the Chairman on behalf of all staff side members on taking over as SA to RM and welcomed him in his first JCM-III level meeting as Chairman. He assured the chairman of all the cooperation from the staff side in sorting out / settling all pending issues. He expressed his concern about long pending cases of RRs, Cadre Review with Min of Fin and DOP&T. He also stated that intervention at appropriate higher level was required to settle such long pending cases.

The Leader Staff Side mentioned about implementation of Rama Rao Committee's recommendations. He had some apprehensions about its recommendations and implementation. He wished that suggestions of AIDEF given in an earlier meeting should be considered while implementing the recommendations. He also wanted to have a copy or relevant extract of the recommendations since the same has not been given to the Federation.

The Leader Staff Side took up the matter of cadre review of Admin & Allied cadres. He also mentioned problems in DEO Cadre, Security Assistant Cadre, Canteen Attendant Cadre, Accountants' Promotional Avenues, Personal

Assistant, Cadre, Recruitment Rules for MT drivers and MTS cadre. He stated that special efforts at higher level be made to sort out the problem of DEO cadre, Security Assistant Cadre. He stated that MTS cadre and ALS cadre should be merged so that some avenues open for MTS cadre. It is under Secretary (DRDO) powers. He mentioned about change of designation of MT Drivers. He also mentioned about DRTC Review Committee. He wished that the committee should have meetings with Federation. He mentioned about the plight of Personal Asstts whose promotion stop at Rs.4200/- Grade Pay. He also referred to non payment of OTA arrears in DRDO and modality of OTA payment to worker getting Grade Pay of Rs.4200/- in Labs registered under Factory Act. OTA arrears should be paid in a lump sum since it is part of wages and is a statutory payment. Rest of OTA arrears should be paid in one go. He mentioned about accumulation of vacancies to be filled by CEPTAM especially in MTS Cadre, DRTC cadre, admin cadre etc. He mentioned about the concept of "Matching Savings" in Cadre Review cases. We should try to get more posts in lower side also. He thanked the Chairman for a patient hearing to the submission. He requested the Chairman to spare some time to meet reps of Federation. The clarification letter regarding Job Content of Sr. Admin. Asstt and Sr. Store Asstt with reference to their participation in the Works Committee election are not issued so far. This may kindly be done immediately because in many Labs, Works Committee elections are pending for want of this. These issues were also discussed during the course of meeting and strongly supported by all members representing AIDEF.

Shri V Thamilselvan, Secretary staff side welcomed the Chairman and all present. He stated that all relevant points have been covered by the Leader Staff Side. He mentioned that corporate directorates in DRDO HQs are putting in their best efforts to settle long pending cases. He expressed hope that payment of PRIS would be approved by Govt with the Chairman's efforts. He mentioned about the delay in payment of OTA arrears as the other directorate in the MoD have already been paid years back. He reiterated the need for Cadre Review for Security cadre, MT Drivers and MTS. Publication of Recruitment Rules for PS cadres to be ensured at the earliest since the case is pending more than a year for publication as there is no need to calculate vacancy position since it has already been done in the Cadre Review itself. Further, he stated that in the Store Cadre unfilled higher level vacancies to be diverted into feeder grade i.e. Store Officers or by relaxation the Residency Period as provided in the guidelines of the DOP&T to ensure utilising the available vacancies in the Organisation and to fulfil the grievances of the affected persons. Secondly he stated that Direct Recruitment/Deputation clause to be removed from the RR of the Store Cadre at par with the Admin. Cadre. Since, no Recruitment and Deputation taking place for filling the vacancies in Admin and Allied areas. Simultaneously the Admin Cadre unfilled vacancies also to be directed to feeder

Grade i.e. Admin Officer. He specifically mentioned about RRs of MTS cadre and recruitment therein since casual worker are being employed in their place. STA 'C'/TA 'C's issues to be addressed on Top priority to solve their issues which are not fully implemented in the DRDO Labs/Estt. A Circular to be issued to All Labs/Estt for early implementation. Further, left out assessment from TO 'A' /TO to TO 'B' also to be conducted as early as possible.

Shri RN Nagraj, Member mentioned that JCM meetings are not being held as per the schedule. He also mentioned about DEO Cadre problems like stagnation. This needs to be resolved expeditiously. Federation should be involved in the process by discussion. He mentioned about recruitment in Adm/Allied cadre.

SA to RM directed DOP that frequency of JCM meetings should be followed as per the fixed norms.

ACTION : DOP

Shri Qader Subhani, Member congratulated the Chairman on behalf of the members of the BPMS. He raised the issues of MT Drivers stagnation / recruitment/ re-designation and requested that their issues be settled at the earliest by intervention at higher level.

Shri P Sreenivas, Member thanked the chairman. He raised the issue of low Grade Pay to MT drivers' stagnation and about their overtime allowance. He also raised issues related to Stenographers and Security Attendant. It was supported by Leader Staff Side.

DOP, Member Secretary took up the agenda points for the JCM-III level main meeting. He mentioned that out of 120 points discussed in the Screening Committee meeting held on 12 Apr 2013, 02 points were selected to be taken up in this meeting.

AGENDA POINT NO. 1

TRANSFER POLICY OF DRTC CADRE

The first agenda point i.e. Transfer Policy of DRTC cadre employees was taken up for discussion. DOP explained intricacies in initial posting and subsequent transfer after recruitment in DRTC and in other cadres also. Everybody wants posting near their home town.

Shri Qader Subhani, Member stated that many labs (particularly located in isolated area) are not forwarding application for transfer of DRTC personnel in spite of HQs directions issued vide letter dated 28 Jan 2013. Director Lab should see the problem from humanitarian angle. Policy guidelines should be evolved in this regard. He also mentioned that posts in DRTC should be filled by test / interview in the Zone where the vacancies arise. This would help in easing the situation of posting of persons in isolated / hard station.

Leader staff side stated that the Former SA to RM, in a meeting, had viewed that posting should be done at stations of the candidates' choice once they are selected for appointments. He requested that this may be implemented after recruitment through CEPTAM-6 is over.

DOP agreed that posting of a candidate on Promotion should be near his hometown as far as possible. On direct Recruitment CEPTAM is trying to do that in spite of certain constraints i.e. the stream/ discipline of the candidate, reservation etc. Sometime it is not administratively feasible. There can't be any mechanism to satisfy all.

SA to RM opined that efforts be made to post people particularly staff members near their home town though it is not always possible to do so because selected candidates have to be spread over all the labs / establishments based on requirements, for their smooth operations. He opined that the issue of recruitment at local level could be examined.

Shri Arun Kumar, Member opined that posting of newly recruited personnel should be done by DOP. Also, pending transfer cases should be considered while posting of new recruits is finalised.

SA to RM, Chairman, directed DOP to examine the suggestions put forth by the staff side members.

ACTION – DOP

AGENDA POINT NO. 2

PRIS & PROFESSIONAL UPDATE ALLOWANCE (PUA)

DOP mentioned that file on PUA to all staff members which was not traceable earlier with Min of Fin has been traced there. This issue has been rejected by Min of Fin. However, it has been decided to take up the matter again, since PUA is already being paid to ISRO.

ACTION : DHRD

DOP stated that the Chairman has already expressed his views on PRIS in his opening address. He mentioned about proposal of merger of MTS and ALS cadre. Vacancies are lying vacant due to non recruitment in MTS cadre. Since RR's have been cleared, Direct Recruitment shall start shortly.

SA to RM, the Chairman, announced that the first instalment of 25% has been released for payment of OTA Arrears. The DRDO HQs is trying to get more funds for payment of OTA Arrears. Regarding payment of OT Arrears SA to RM stated that it is your right, not a favour. DOP informed that efforts were on to get supplement allotment for payment of balance of OTA arrears.

SA to RM, the Chairman apprised the House about the recommendations of Rama Rao Committee. He stated that there were five major recommendations by the committee. Out of these, formations of Defence Technology Commission under the Chairmanship of Hon'ble RM, mechanism for exploitation of commercial potential of DRDO technologies, empowerment at local level by creating seven clusters of labs under DGs, formation of System Analysis Centre and Technology Management Group are important recommendations which are being implemented. He assured all present that there will be minimum shifting of personnel involved in implementation.

SA to RM, the Chairman expressed his hope that sincere efforts will be made to redress the grievances of DRDO employees and laid stress on training aspect of HR group and invited suggestions in this regard.

Leader of the staff side wanted to know about the frequency of the JCM-III level meetings to be held in future. He also requested to arrange a meeting with the Senior Leaders of AIDEF.

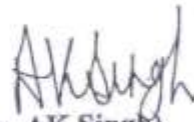
DOP stated that every year two meetings were being held earlier and that frequency would be maintained.

CC R&D (RM) offered his view on background of Rama Rao Committee and its recommendations stating that the report is a document containing implementable points. Providing a copy to members of the staff side will not be of much use of them.

DOP, Member Secretary concluding the meeting thanked everybody present and stated that all points / suggestions put forth by members will be examined and suitable action will be taken thereon. He thanked SA to RM for

chairing the meeting. He thanked Dir LRDE for making excellent arrangement for the meeting.

There being no other points for discussion, the meeting concluded with a vote of thanks to the Chair.


(Dr. AK Singh)
Director of Personnel
Member Secretary
30 Sep 2013