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रक्षा अनुसंधान तथा विकास संगठन,  
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DOP/03/37160/SCM/2019/M/07(AFHQ&JCM)

Dated : 19 Sep 2019

To,

Leader Staff Side,

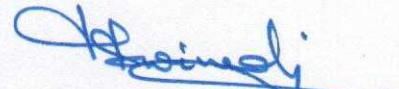
Secretary Staff Side &

All Staff Side Members of Screening Committee  
of JCM-III Level (DRDO) Council

**MINUTES OF THE MEETING OF SCREENING COMMITTEE OF  
JCM-III LEVEL (DRDO) COUNCIL HELD UNDER THE CHAIRMANSHIP OF  
DIRECTOR, CEPTAM ON 09<sup>TH</sup> AUGUST 2019 AT NPOL, KOCHI**

A copy of the minutes of the meeting of Screening Committee of JCM-III level (DRDO) Council held under the Chairmanship of Director, CEPTAM on 09<sup>th</sup> August 2019 at NPOL, Kochi is forwarded herewith.

2. Hindi version will follow in due course.

  
(Himanshu Dwivedi)  
Dy Dir (Pers)

**Encl** : As stated.

**Copy to :-**

**Technical Advisor to Secretary, DD(R&D) & Chairman DRDO**

**SO to OS & DG(HR)**

**Dir CEPTAM**

**DHRD**

**DMS**

**Assoc Dir (Pers-AA)**

**MoD/ US(R&D)**

**MoD/D(JCM)**

**DCW&E**

**JD/Pers-DRTC**

**DRDO Sports Board**

**PPS to DOP**

**DOP/Pers-Q&IT** - for uploading on DRONA.

783/DOP/9517  
20/9/19



**MINUTES OF THE MEETING OF SCREENING COMMITTEE OF  
JCM-III LEVEL (DRDO) COUNCIL HELD UNDER THE CHAIRMANSHIP OF  
DIRECTOR, CEPTAM ON 09<sup>TH</sup> AUGUST 2019 AT NPOL, KOCHI**

The meeting of Screening Committee of JCM-III level (DRDO) Council was held at NPOL, Kochi on 09<sup>th</sup> August 2019 at 1000 hrs under the chairmanship of Dr Vijaya Singh, Director, CEPTAM in the absence of DG(HR) who could not attend the meeting due to sudden cancellation of flight and closure of Kochi airport. The following were present in the meeting:-

**Official Side Members**

Dr Vijaya Singh, Director, CEPTAM	- Chairman
Dr JP Singh, DMS	- Member
Shri GS Gupta, DOP	- Member Secretary
Shri Alok Mall, DHRD	- Member

**Through Video Conference**

Shri KS Varaprasad	- DG(HR)
Smt Neena Mishra	- Addl Dir, DHRD
Smt Harsha Rani	- US(R&D)

**Staff Side Members**

Shri RN Nagaraj, LRDE, Banagalore	- Leader, Staff Side (AIDEF)
Shri Dilip Pundlik Bhamre, R&DE(E), Pune	- Member (AIDEF)
Shri Meghraj Meena, DL, Jodhpur	- Member (AIDEF)
Shri MA Qader Subhani, DLRL, Hyderabad	- Member (BPMS)
Shri Vijay P Dhyan, LASTEC, Delhi	- Member (CDRA)
Shri K Srikanth Goud, DMRL, Hyderabad	- Member (AIDEF)

**Invitees**

Shri S Vijayan Pillai, Director, NPOL, Kochi  
Shri Lalit Kumar, CCE (Infra)  
Shri Rajesh Kumar, Dy Dir, DHRD  
Shri SK Jha, Dy Dir, DHRD  
Shri Pravin Kumar Das, Dy Dir, DOP  
Shri Puneet Kumar, Asstt Director, DOP

Shri GS Gupta, DOP welcomed Chairman Dr Vijaya Singh, Director CEPTAM, Shri S Vijayan Pillai, Director NPOL, DMS, DHRD, Leader Staff Side, other Staff Side members and Official Side members. He thanked Director, NPOL and his team for providing the venue and for making all the arrangements to make Staff Side and Official Side members comfortable. He stated that all the outstanding points from the previous meetings and fresh Discussion points forwarded by the staff side will be discussed and hoped that the discussions in the meeting will be fruitful and with a spirit of mutual understanding.



Shri S Vijayan Pillai, Director, NPOL welcomed Director CEPTAM, DMS, DOP, DHRD, Leader Staff Side, members of Staff Side and Official Side. He expressed happiness that last time NPOL hosted the main meeting of the Council in the Oct 2016 and they are privileged to host Screening Committee meeting this time. He stated that NPOL has vibrant JCM-IV Council and Work Committee who are working very well for the welfare of employees. He informed that DG(HR) would be joining the meeting through Video Conferencing. He wished a very interactive, productive and fruitful session.

Shri RN Nagaraj, Leader, Staff Side welcomed Director CEPTAM as Chairman of the meeting, DMS, DOP, DHRD, Staff Side members, Official Side members, JCM-IV members and Work Committee members. He congratulated DOP and DHRD for taking their charges in DRDO HQ. He also thanked DG (HR) and DOP for re-scheduling the meeting from 28 Aug 2019 at DRDO HQ to 09 Aug 2019 at NPOL Kochi in a very short period. He stated that though all expectations cannot be fulfilled, still he hoped that many pending issues can be achieved. Regarding NPOL, he stated that NPOL has achieved many successful projects. He also mentioned about the Ex-Leader, Staff Side who was in the meeting and informed that he was also from NPOL. He thanked everyone for coming to NPOL to attend the meeting even though there were heavy rains and flights had been cancelled. He hoped that all Cadre Reviews would move forward in right direction.

Then, the Chairman welcomed all Staff Side and Official Side members to the meeting. He thanked Director NPOL for organizing the meeting on a very short notice. He brought out the achievements of NPOL and appreciated the technologies given by the lab to the nation, thereby enhancing our security. He stated that HQ would make all possible efforts for resolving various even though it has limitations like other Government departments. He hoped that there would be a fruitful discussion on all outstanding issues in a frank and open manner in a spirit of mutual co-operation.

After this, DG(HR), Smt Neena Mishra, Addl Director (DHRD) and Smt Harsha Rani, US (R&D) joined the meeting through Video Conferencing.

DG(HR) welcomed everyone to the meeting and appreciated NPOL for hosting the meeting in such adverse climatic condition, that too on a very short notice. He stated that if there was any particular issue of NPOL, the same could be raised in the meeting apart from the agenda points.

After this, discussion on the points stated.

### **CADRE RELATED POINTS**

#### **1. DRTC Cadre Review**

*(Continuing as Agenda Point. Also forwarded as fresh discussion point by AIDEF)*

The Staff Side requested to intimate the present status on DRTC Cadre Review and regularization of TO 'D'.

Smt. Neena Mishra, Addl Director, DHRD explained that Cadre Review of DRTC was pending as the issue of TO 'D' was yet to be regularized by Ministry of Finance (MoF). She intimated that TO 'D' file had been received with certain observations to be replied by FA (DS), which were being forwarded.



DG(HR) explained the observations raised by MoF and stated that the same were being replied suitably.

Shri Meghraj Meena, Member Staff Side stated that there was no progress on the matter since long and requested to separate TO 'D' and TO 'C' problem as 95% staff were suffering due to TO 'D' issue.

Shri Alok Mall, DHRD replied that HQ is trying hard to resolve TO 'D' issue but there were so many problems. He also clarified that TO 'D' and TO 'C' could not be split as the Cadre structure had been approved by the Cabinet.

Shri RN Nagaraj agreed with DHRD and stated that it may not be possible to withdraw the case for splitting the cadre into TO 'D' and TO 'C' & below.

Shri K Srikanth Goud, Member Staff Side and Shri MA Qader Subhani, Member Staff Side raised the issue of DRTC Assessment Criteria and the four letters issued by CEPTAM on this subject. He complained that these letters were issued by CEPTAM which is a Recruitment Agency. Also, major changes in assessment criteria of DRTC had been executed without consultation of Staff Side and without any amendment in Cadre restructuring & SRO. He showed the letter issued by CEPTAM on 05 Aug 2019 and stated that they brought reservation system in the assessment. He further requested to withdraw these letters and continue the assessment in existing pattern. He also asked why the CEPTAM letter dated 05 Aug 2019 was classified. It should have been marked at least to Leader & Secretary, Staff Side.

The Chairman clarified that nothing has been changed vide these letters except substitution of written test by an interaction and no reservation had been introduced in the Assessments. He also denied that there was any confusion in the labs and stated that he himself had called many labs and there was no confusion.

DHRD stated that everything was same as earlier, only change which had been done was to introduce interactions to avoid interviews as per the decision of the Government.

DG (HR) clarified that the CEPTAM letter dated 05 Aug 2019 had not touched any aspect of reservation. He also mentioned the case of Shri Vijay Raju of Bengaluru and DOP&T letter regarding abolishing interviews in Gp 'B' and Gp 'C' services. He did not agree with the demand of the Staff Side to withdraw the letter. He also assured that the labs would be provided clarifications, wherever required.

#### **Action – DHRD**

#### **2. DEO Cadre Review**

*(Continuing as Agenda Point. Also forwarded as fresh discussion point by AIDEF)*

Smt Neena Mishra, Addl Director (DHRD) explained that the proposal for change of nomenclature of DEO 'D' who were already placed in the Level-7 of the Pay Matrix (pre-revised GP of Rs. 4600/- PB-2) due to MACPS as 'Data Processing Officer' had been approved by the competent authority and the Government letter had been issued on 06 Jun 2019. She further stated that information sought by DOP&T regarding "Recommendation of 7th Pay Commission with regard to EDP Cadre" had already been forwarded on 21 Nov 2016 and 13 Dec 2017. A reminder regarding structure of DEO Cadre had also been sent on 07 Aug 2019 to DOP&T.

*g a*



DHRD intimated that DOP&T had assured that they will take up the case on priority. Now it is pending with DOP&T.

Shri K Srikanth Goud informed that DOP&T had issued a letter wherein DEO had been given GP of Rs. 4,800/- which meant that they had now become Gazetted officers. He also gave papers to DHRD.

US (R&D) and DG (HR) assured that they would analyze the papers.

**Action – DHRD**

### **3. Conduct of DPCs and publication of Seniority Rolls**

#### **(a) Publication of Seniority Rolls and removal of discrepancies in them**

*(Discussed as 'Point 1(a)-Cadre Related Points' in the last Preliminary meeting held on 26 Apr 2019)*

DOP explained that all 03 DPC-II Centers had been requested to resolve all the discrepancies related to seniority by 31 Jul 2019 and submit the consolidated report to this HQ. He further informed that out of total 66 representations, only 12 were pending/ under examination.

Shri Vijay P Dhyani, Member Staff Side reminded that same status was in the previous meeting.

Shri Pravin Kumar Das, Dy Dir (DOP) clarified that the status is not same as previous meeting. At the time of previous meeting only 34 representations were received whereas at present 66 representations have been received.

Shri K Srikanth Goud asked about publishing of seniority list of Fire and Vehicle Operators Cadres.

Shri Pravin Kumar Das, Dy Dir (DOP) replied that all the three DPC centres will publish all the seniority lists by end of August, 2019.

Shri RN Nagaraj, Leader Staff Side requested that all the seniority lists be provided to JCM Staff Side members.

It was intimated that during publication of seniority lists, Directorate of Personnel would request concerned lab Directors to provide copies to the Staff Side members.

**Action – DOP (Pers-AA)**

#### **(b) Non-Conduct of DPC-I for Security Cadre in the year 2018**

*(Discussed as 'Point 1(a)-Cadre Related Points' in the last Preliminary meeting held on 26 Apr 2019)*

Shri PK Das, Dy Dir (DOP) intimated that a case for promotion from retrospective effect was being taken up with DOP&T through DHRD.

**After discussion, it was decided that the point be closed.**



**4. Cadre Review of Admin and Allied Cadres**

*(Discussed as Agenda Point No 3 in the last Main meeting held on 26 Apr 2019. Also forwarded as fresh discussion point by AIDEF)*

DHRD apprised the present status of Cadre Reviews of Admin and Allied Cadres. In respect of Fire Fighting Cadre, he stated that the CRC had decided to take up the case for augmentation instead of Cadre Review as the Cadre is small but in proposal demand of manpower is more.

Shri K Srikanth Goud stated that this will delay the Cadre review and requested to process two separate files for Manpower and Cadre Review.

DHRD clarified that it was not feasible to process two separate files simultaneously.

Shri RN Nagaraj and Shri K Srikanth Goud requested to share copies of all proposals, which had been finalized by HQ for DOP&T. Shri RN Nagaraj suggested that one member from each federation may come and see the files.

DG(HR) clarified that proposals were moved only after discussion with the federations and obtaining their acceptance. He further stated that if anyone had any doubt, he could see the files.

**Action – DHRD**

**5. Amendment in RR in respect of Accounts Cadre**

*(Forwarded as fresh discussion point by AIDEF)*

Shri K Srikanth Goud, member Staff Side stated that amendment of RRs in respect of Accounts Cadre was published without discussion in JCM-III level council meetings.

Smt Neena Mishra, Addl Dir (DHRD) explained that the draft RRs were put up on DRONA from 03 Jun 19 to 04 Jul 19 for obtaining comments of stakeholders. At present it is under consideration of DOP&T through online portal RRFMS.

Shri RN Nagaraj and Shri K Srikanth Goud opposed the issue of percentage in the RRs of Account Cadre.

DG(HR) clarified that this had been as per the demand of the Accounts Cadre.

**After discussion, it was decided that the point be closed.**

**6. Filling up vacant posts of Sr Security Assistant**

*(Forwarded as fresh discussion point by INDWF)*

It was brought out by Staff Side that at present, only 20 Sr Security Asstt were held as against authorization of 30 and during the DPC year 2019, no Security Asstt 'C' had got promotion, even though 10 posts of Sr Security Asstt were vacant. They requested to conduct supplementary DPC to fill up 10 vacant Sr Security Assistant posts.



DOP explained that as per centralized seniority list, only one individual was eligible for promotion from Security Asstt 'C' to Sr Security Asstt. One vacancy was released by DHRD for the DPC year 2019. However, the vacancy in the roster point was for SC. Since no SC was found eligible, vacancy could not be filled up. He further stated that four individuals will be eligible in the year 2020, therefore, supplementary DPC for the year 2019 was not required.

**After discussion, it was decided that the point be closed.**

**7. Conducting DPC for Store Asstt 'A' & 'B' (2010 onwards) and Store Asstt 'B' to Sr Store Asstt**

*(Raised by AIDEF as Mention Point 9(a) in the last Main meeting held on 26 Apr 2019)*

Shri Dilip Pundlik Bhamre, Member Staff Side desired to know the status of DPCs for Stores Cadre. The Staff Side also requested to implement Hyderabad CAT order for Stores Cadre at par with Admin Cadre.

DG(HR) explained that Review DPCs were being conducted at DRDL DPC-II centre from Stores Assistant 'A' to Stores Assistant 'B' as per CAT, Hyderabad order.

Shri K Srikanth Goud intimated about his meeting with DRDL officer in which he had been informed that CAT order had not been received in DRDL and also requested to conduct review DPCs from the year 2010 onwards and to implement the CAT order in right spirit.

Smt Neena Mishra clarified that letter had already been sent to DRDL and based on that Review DPCs were being conducted.

**After discussion, it was decided that the point be closed.**

**8. PRIS in DRDO**

*(Discussed as 'Point 5 - Cadre Related Points' in the last Preliminary meeting held on 26 Apr 2019)*

It was intimated that the case for PRIS will be taken as per reports of the High Power Committee constituted for the purpose.

**Action – DHRD**

**9. Filling up of vacant posts in all Cadres (MTS, VOs etc)**

*(Discussed as 'Point 2 - Cadre Related Points' in the last Preliminary meeting held on 26 Apr 2019)*

With regards to recruitment cycle CEPTAM-09, following was shared with the Staff Side:-

- Nominations for 454 vacancies of STA-B cadre sent to respective Labs/Estts.
- 351 vacancies of Technician-A published in Employment News dated 01-07 Jun 2019, CBT to be conducted in the month of Sep 2019.
- 224 vacancies of Admin & Allied cadre planned to be published in the month of Aug 2019.



- RFP to outsource the conduct of CBT for recruitment of total 5354 vacancies in various cadre uploaded on e-procurement portal for next recruitment cycle, by Jan 2020 all vacancies planned to be published.

Shri MA Qader Subhani requested to post new recruits to those labs which are nearest to their hometown.

DG(HR) replied that it was already being done by the HQ.

Shri K Srikanth Goud stated that the Backlog Posts had not been released. He and Shri MA Qader Subhani gave example of Hyderabad lab where people had not joined in Admin & Store Cadre since the labs were far away from their hometown. They suggested that recruitment of MTS should be conducted zonal wise.

DG(HR) stated that central recruitment had been decided by the Government of India. He asked Staff Side to give some alternate solution.

**Action – CEPTAM, Staff Side**

**10. Review DPC for promotion for Steno-II to Steno-I**

*(Discussed as 'Point 3 - Cadre Related Points' in the last Preliminary meeting held on 26 Apr 2019)*

It was brought out by Staff Side that due to reservation point applied in DPCs, promotions of eligible Steno-II were not considered by the DPCs. DOP&T OM No. 36102/17/88-Estt (SCT) dt 25/04/89 states that reservation point is not applied where DR element is beyond 70%. In the case of Steno-II, it was 95%. Hence, all DPCs should be reviewed.

DOP stated that a Staff Side member had pointed out that the point was about two cases of ARDE, Pune for the year 2015 where DOP&T OM dated 25.04.1989 was not followed. He further explained that the matter had been referred to concerned DPC-II Centre for stenographers (i.e LRDE, Bengaluru) for review of DPCs from 2015 onwards in respect of ARDE, Pune zone.

**Action – DOP/Pers-AA**

**11. De-reservation for promotion in Admin & Allied Cadre**

*(Discussed as 'Point 11 - Cadre Related Points' in the last Preliminary meeting held on 26 Apr 2019)*

DG(HR) mentioned about the letters received from SC/ST Commission and explained that ST commission had not agreed with the proposal for Accounts Officer and SC commission had directed to wait till further orders. However, proposal in respect of Sr. Accounts Officer Grade-II was being submitted to SC/ST Commission through MoD. He further stated that all lab directors had been requested to suggest alternate mechanism to consume the posts.

Shri K Srikanth Goud, Member Staff Side asked why vacancies for SC/ST were notified if there were no eligible candidates in these categories.

DHRD explained that it is as per DOP&T guidelines.

**After discussion, it was decided that the point be closed.**



## 12. Issue for SOP for conducting LDCE for DRTC

*(Discussed as 'Point 8 - Cadre Related Points' in the last Preliminary meeting held on 26 Apr 2019)*

DG(HR) explained that the SOP for LDCE in DRTC had been approved by Secretary DD (R&D) and Chairman DRDO and the same would be put up on DRONA. Also, all lab directors would be asked to follow the procedure.

Shri MA Qader Subhani, Member Staff Side brought out the issue of non-eligibility of DRTC personnel for LDCE (Tech 'A' & STA 'B') who are posted in DRDO HQ.

DG(HR) appreciated him for raising the point and explained that it had been decided to consider DRDO HQ as one unit and all DGs offices were also going to be considered as a unit. He further stated that all DGs had been asked to identify one lab where these DRTC personnel could be attached so that their promotions can be taken care of.

**After discussion, it was decided that the point be closed.**

## 13. Issues related to Reservation in service

### (a) Centralized SC/ST roster for LDCE in respect of DRTC

*(Raised by AIDEF as Mention Point 3(b) in the last Main meeting held on 26 Apr 2019)*

It was requested by the Staff Side that SC/ST roster for LDCE should be centralized in respect of DRTC.

It was explained that LDCE for the promotion of STA 'B' and Technician 'A' in DRTC were presently conducted at lab level as per vacancy available and as such SC/ST roster was being maintained at lab level.

**After discussion, it was decided that the point be closed.**

### (b) Maintaining Roster System in SC, ST, OBC, PH & EWC

*(Forwarded as fresh discussion point by AIDEF)*

It was requested by Shri K Srikanth Goud that the roster System in SC, ST, OBC, PH & EWC should be maintained properly and uploaded on DRONA.

It was brought out that reservation rosters in r/o SC, ST, OBC & EWS of all Group 'B' & 'C' in DRDO were being maintained properly as per DOP&T instructions by the labs/establishment, who have nominated a Liaison Officer who is responsible for maintenance, upkeep and authenticating the respective reservation rosters. As regards to PH categories of all employees of DRTC & Admin Allied Cadre, it was being maintained in DOP.

**After discussion, it was decided that the point be closed.**

### (c) Implement reservation policy in the right spirit for PH in central and local assessment for promotion.

*(Forwarded as fresh discussion point by AIDEF)*

Shri K Srikanth Goud stated that reservation policy in respect of PH category was not being followed in DRDO. He further intimated that for PH category, there was a Government letter regarding promotion in Gp 'C' in local assessment.



The Chairman requested to provide the letter and assured that the letter would be examined.

**Action – Staff Side**

**14. Fill up existing vacancies in DL, Jodhpur**

*(Raised by AIDEF as Mention Point 5(a) in the last Main meeting held on 26 Apr 2019)*

Shri Meghraj Meena, Member Staff Side requested to fill up the existing vacancies in DL, Jodhpur through CEPTAM.

The Chairman informed that vacancies of DL, Jodhpur in all cadres have been in CEPTAM-09 and next recruitment cycles, as projected by lab.

**After discussion, it was decided that the point be closed.**

**15. MACP benefits to DRTC**

*(Discussed as 'Point 9 - Cadre Related Points' in the last Preliminary meeting held on 26 Apr 2019)*

With regard to the request by Staff Side for extending MACP benefits to DRTC as per the Bengaluru Court Order, it was intimated that Government letter for granting MACP benefits to DRTC had been issued on 06 Jun 2019 and circulated on 11 Jun 2019. It was also available on DRONA.

**After discussion, it was decided that the point be closed.**

**16. No financial benefit from ALS to Technician on promotion**

*(Raised by AIDEF as Mention Point 7(b)) in the last Main meeting held on 26 Apr 2019)*

It was brought out by the Staff Side that there was no financial benefit on promotion from ALS to Technician even after putting in so many years of service.

Smt Neena Mishra, Addl Dir (DHRD) clarified that the Pay Level in the Pay Matrix (the Grade Pay in the 6th CPC) of ALS-II and Technician are same. Therefore, no increment can be granted on promotion. However, if they change the track, they will get financial benefit.

**After discussion, it was decided that the point be closed.**

**17. Non availability of higher posts in Fire Fighting & vehicle Operator Cadre**

*(Raised by AIDEF as Mention Point 8(a) in the last Main meeting held on 26 Apr 2019)*

It was brought out by the Staff Side that cadre strength was increasing in Fire Fighting & Vehicle Operator Cadre, but higher posts were not available in the Cadres.

Smt Neena Mishra, Addl Dir (DHRD) stated that Cadre Review of Fire Fighting and Vehicle Operator Cadre were under consideration. She also explained the present position of these cases.

**After discussion, it was decided that the point be closed.**



**18. Grade Pay of Rs. 5,400/- for PS***(Raised by AIDEF as Mention Point 8(b) in the last Main meeting held on 26 Apr 2019)*

The Staff Side requested that PS should be given Grade Pay of Rs. 5,400/- instead of Rs. 4,800/-.

It was clarified that as per notification of 7th CPC issued by Ministry of Finance/ Deptt. of Expenditure, the Pay Level in the Pay Matrix for PS was prescribed as Level-8 of Pay Matrix.

DG (HR) stated that the issue was also discussed in DOP&T. He further clarified that it was not in our hand as it was a issue common to all ministries/departments.

**After discussion, it was decided that the point be closed.**

**19. Conducting DPC for Stores Cadre***(Forwarded as fresh discussion point by AIDEF)*

It was requested by the Staff Side that the DPCs for Stores Cadre be conducted on priority.

It was explained that in Stores cadre, the only pending DPC is for promotion to the grade of SSO-II. The Staff Side was informed that DPC proposal for promotion to the grade of Sr. Stores Officer Grade-II had been submitted to the UPSC.

DG(HR) apprised that UPSC had no problem with the proposal, however they were in process of collecting some papers. He assured that date for holding the DPC would be given by UPSC shortly.

**After discussion, it was decided that the point be closed.**

**20. NFSG in GP of Rs. 5,400/- to DRDO Personal Staff Cadre***(Raised by CDRA as Mention Point 16(a) in the last Main meeting held on 26 Apr 2019)*

The Staff Side requested that NFSG in GP of Rs. 5,400/- should be granted to DRDO Personal Staff Cadre employees (SPS, PS, Stenos) who have completed 4 years of service in GP of Rs. 4,800/-, irrespective of whether this GP was granted on MACPS/ACP.

It was clarified that as per Gazette Notification dated 29 Aug 2008, SPS working in organization outside the Sectt/ HQ are eligible for Grade Pay of Rs. 5400/- on completion of 4 years of regular service.

**After discussion, it was decided that the point be closed.**

**21. In-House training for MTS***(Forwarded as fresh discussion point by AIDEF)*

The Staff Side suggested that In-House training for all MTS to build their career prospects was required to be looked into seriously and needful action was awaited at the earliest, so that every MTS would retire after reaching the status of at least group 'B' non gazetted Officer.



The Chairman shared the details of various training programs conducted/ to be conducted by CEPTAM for MTS. He further remarked that as and when required CEPTAM will conduct 02 week mandatory Induction Course for newly recruited MTS. He clarified that for promotion upto Gp 'B' Officer, they have to appear for LDCE.

**After discussion, it was decided that the point be closed.**

## **22. Conducting LDCE**

### **(a) Conduct LDCE for MTS as per amended SRO**

*(Forwarded as fresh discussion point by AIDEF)*

Shri K Srikanth Goud mentioned the provisions of LDCE for MTS in Admin & Allied Cadre, however the same has not been implemented in DRDO. He further intimated that many people had completed 10<sup>th</sup>, 12<sup>th</sup>, Degree etc. and were waiting for LDCE.

DG(HR) gave a broad overview on the current scenario wherein highly qualified candidates had joined as MTS.

Shri RN Nagaraj asked why LDCE was not being conducted in those Cadre where MTS were eligible for LDCE. He further requested the Chairman and DHRD to conduct LDCE for MTS so that those who were eligible could get promotion.

Shri MA Qader Subhani raised the issue of percentage of LDCE for labs.

DOP apprised that the three DPC-II centers had been instructed to conduct LDCE for promotion of MTS to the grades of Adm Asstt 'A' (LRDE), Store Asstt 'A' (DRDL), Security Asstt 'A' Fireman (CFEES) etc.

**After discussion, it was decided that the point be closed.**

### **(b) Conduct LDCE for Admin Officer and Store Officer**

*(Forwarded as fresh discussion point by AIDEF)*

The Staff Side were apprised that notification was being issued shortly for conducting LDCE for promotion to the grade of Admin Officer and application would be called from eligible employees (Sr. Admin Assistant and Data Entry Operator 'D'). However, there was no provision in the RR for LDCE for promotion to the grade of Stores Officer.

**Action – DOP/Pers-AA**

## **23. Compensate the loss due to delay while conducting the centralized DPC-II**

*(Forwarded as fresh discussion point by AIDEF)*

Shri K Srikanth Goud stated that people had to undergo financial loss due to delay in conducting centralized DPC-II. He suggested to find out ways to compensate the loss due to the delay.

DG (HR) explained that it was not feasible and the whole situation had been shared with the federations.

**After discussion, it was decided that the point be closed.**



## **POINTS RELATED TO FACILITIES / BENEFITS**

### **1. Provision of Ambulance at ITR, Chandipur**

(Discussed as 'Point 1 – Points related to facilities/benefits' in the last Preliminary Meeting held on 26 Apr 2019)

It was intimated that a revised case had been submitted to MoD(Finance) on 01 Apr 2019 and it was still with them.

**Action - DHRD**

### **2. Accommodation related issues**

(Forwarded as a fresh discussion point by AIDEF. Also Discussed as 'Point 3 – Points related to facilities/benefits' in the last Preliminary Meeting held on 26 Apr 2019)

Shri Lalit Kumar, CCE(Infra), DCW&E apprised about the present status/ATR in respect of various accommodation related issues as under:-

(a)	Cleanness at DRDO Townships in all the regions is not satisfactory specially in Bangalore	It was explained that DCW&E has been working hard to improve the cleanliness of DRDO township. However, this was a continuous process and case will be taken up wherever there is problem. <b>After discussion, it was decided that the point be closed.</b>
(b)	Give directions to repay the deducted HRA to those employees in Hyderabad region who have not been allotted accommodation but their HRA has been deducted. Also, not to deduct HRA further until accommodation is allotted.	During the last Screening Committee Meeting and Preliminary Meeting, the Staff Side was requested to share details of specific cases. Staff Side assured that the details will be shared shortly.  <b><u>Action - Staff Side, DCW&amp;E.</u></b>
(c)	There is a provision for renovation and repair of Government Accommodation in every seven years. However, no work is going on in any region under this provision.	Renovation and repair of buildings can only be done if there is requirement. Shri RN Nagaraj requested to instruct EMU to inspect the buildings. CCE(Infra) assured that he would do the needful. Shri Meghraj Meena and Shri Dilip Pundlik Bhamre requested that NGO quarters at DL Jhodhpur should have centralized cooling facilities. It was requested to send a proposal for consideration.  <b><u>Action – DCW&amp;E</u></b>
(d)	Rectification of electricity bill at Hyderabad Township Housing Accommodation.	Shri Lalit Kumar, CCE(Infra), DCW&E assured that matter would be looked into.  <b><u>Action – DCW&amp;E</u></b>



### 3. Transit facilities related issues

*(Forwarded as a fresh discussion point by AIDEF & INDWF. Also Discussed as 'Point 4 – Points related to facilities/benefits' in the last Preliminary Meeting held on 26 Apr 2019)*

Shri Lalit Kumar, CCE(Infra), DCW&E apprised about the present status/ATR in respect of various transit facilities related issues as under:-

(a)	Facilities and number of rooms in NGO Transit Facilities at Mysuru and Kochi should be increased.	<p>The case for identification of land for NGOs Hostel was taken up with DFRL, Mysore by EMU(R&amp;D) Bangalore. However due to non availability of space for construction of new building a case for re-appropriation of Type-'A' quarters has been forwarded by them to DRDO HQ for approval of the Competent Authority.</p> <p>The rough cost of estimates of Rs. 346.78 lakhs for NGOs Hostel at Kochi has been received. Convening Order issued by DCW&amp;E and the Board of Officers will assemble at NPOL to finalize the proceedings, so that the proposal can be put up to the CFA for sanction.</p> <p style="text-align: right;"><b><u>Action – DCW&amp;E</u></b></p>
(b)	Increase rooms at NGO Mess, Hyderabad.	<p>There are about 150 suites of SH accommodation lying unoccupied at Kanchanbagh &amp; RCI. A Temporary re-appropriation of 10 suites of Scientist Hostel at Kanchanbagh (20 beds) and 10 suites of Scientist Hostel at RCI (20 beds) has been carried out and is fully in operation to meet the requirements of outstation DRDO employees visiting DRDO, Hyderabad. Now additionally another 10 suites of SH accommodation (30 beds) at RCI are put under operation exclusively for NGOs on Temporary Duty from outstations. The same will be continued till provision of new NGOs Transit Accommodation.</p> <p style="text-align: right;"><b><u>Action – DCW&amp;E</u></b></p>

### 4. Facilities at Rameshwaram

*(Raised by CDRA as Mention Point 14(b) in the last Main meeting held on 26 Apr 2019)*

The Staff Side requested that facilities at Abdul Kalam memorial museum, Rameshwaram should be improved and there should be a DRDO Guest House in Rameshwaram.

DG (HR) apprised that the issue of facilities at Abdul Kalam memorial museum was within the purview of the State Government.

It was also intimated that the point regarding guest house in Rameshwaram was not accepted during the last Main Meeting of JCM-III Level (DRDO) Council.

**It was decided that the point be closed.**



## 5. Renovation of Stadium at DL, Jodhpur

(Raised by AIDEF as Additional point in the last Main meeting held on 26 Apr 2019. Also Discussed as 'Point 6 – Points related to facilities/benefits' in the last Screening Committee Meeting held on 29 Jan 2019)

Shri Meghraj Meena requested to renovate the Stadium at DL, Jodhpur.

CCE (Infra) intimated that the Stadium was not under control of CCE (R&D) Estates/ EMU (R&D) Delhi.

It was suggested that a case for the same has to be initiated by DL, Jodhpur. A letter to this effect had also been sent on 22 Jul 2019.

**After discussion, it was decided that the point be closed.**

## 6. Issues related to Sports Facilities

(Raised by BPMS & CDRA as Mention Points 12 & 15 in the last Main meeting held on 26 Apr 2019. Also forwarded as a fresh discussion point by AIDEF )

(a)	Sports facilities like swimming pool, ground etc. should be provided in Pune.	Staff Sides were apprised that SOC & estimates for Provision of Swimming Pool at Pashan area and a Sports Facility at Ganeshkind Colony was under preparation by GE(I) R&D, Pashan. <b>After discussion, it was decided that the point be closed.</b>
(b)	Sports Fund should be increased as the taxes and market rates have increased.	It was apprised by DMS that case for increasing sports fund for this year has been initiated. He requested DG(HR) to convince IFA for the concurrence. <b>DG(HR) stated that the point had been noted and be closed.</b>
(c)	Include new games like Athletics and games that can be participated by ladies and the employees above 40 years.	It was intimated that alongwith Badminton, Chess & Carrom have also been introduced for this year in place of Kabbadi & Table Tennis to ensure larger participation by Ladies and the employees above 40 years. <b>After discussion, it was decided that the point be closed.</b>

## 7. Child Care Leave

(Raised by AIDEF as Mention Point 8(c) in the last Main meeting held on 26 Apr 2019)

It was requested by the Staff Side that female employees should be allowed to avail unusual portion of Child Care Leave for taking care of their grandchildren.

It was clarified that the matter was beyond the purview of this council and should be raised in higher level JCM Councils.

**After discussion, it was decided that the point be closed.**



## 8. **Health Check-Up for all employees (above 40 years)**

*(Raised by AIDEF as Mention Point 9(b) in the last Main meeting held on 26 Apr 2019)*

It was requested by the Staff Side that health check-up for all employees (above 40 years) should be explored.

It was clarified that the matter was beyond the purview of this council and should be raised in higher level JCM Councils.

**After discussion, it was decided that the point be closed.**

## **MISCELLANEOUS POINTS**

### 1. **JCM related Issues**

*(Discussed as 'Point 4 – Miscellaneous points' in the last Preliminary Meeting and raised as Mention Point by AIDEF in last Main Meeting held on 26 Apr 2019)*

(a)	Educational tours for JCM-III & JCM-IV level council members should be arranged	DMS agreed with the point and stated that case will be take up once proposal was received, which was still awaited.  <b><u>Action – Staff Side</u></b>
(b)	Provision of facilities like Internet, DRONA etc. for JCM members	DG (HR) apprised that DRONA access could be considered only for those Staff Side members who were still in service and not for those who have retired from service due to Cyber Security policies. Shri RN Nagaraj and Shri K Srikanth Goud requested that facilities like computer, Printer, Fax, telephone etc. may be provided to the serving Staff Side members of JCM-III level (DRDO) council. DG(HR) directed DMS to consider the feasibility in consultation with the labs prior to any decision.  <b><u>Action – DMS</u></b>
(c)	JCM-IV level meeting should be held regularly in DRDO labs.	DG (HR) apprised that guidelines had already been issued to all labs in this regard. <b>After discussion, it was decided that the point be closed.</b>

### 2. **Posting/ Transfer related issue**

*(Discussed as 'Point 5 – Miscellaneous points' in the last Preliminary Meeting held on 26 Apr 2019)*

A point regarding tenure posting in tough stations like Mussoorie, Leh, Tejpur etc. had been raised by the Staff Side during last Preliminary Meeting.

DG(HR) shared practical problems being faced by labs on issues like transfer, pay fixation on promotion due to retention etc. He further intimated that many application were being received in HQ regarding transfer/posting and it had now been decided that transfer would be done only twice in a year. He further brought out that no



other organization other than DRDO was giving as much thought or effort into every transfer case.

Shri MA Qader Subhani stated that there was no issue on general transfer/posting. He asked if new recruits were being posted in high altitude areas, why not others were also posted there.

DG (HR) stated that no one was willing to go there.

**After discussion, it was decided that the point be closed.**

**3. Water Re-Cycling & Re-Harvesting**

*(Forwarded as a fresh discussion point by AIDEF)*

Shri RN Nagaraj explained the need for rain harvesting and recycling of water in all regions and requested to direct DCW&E to take up a case to preserve water for the next generation. He further gave example of many areas in Delhi who were doing this and requested that DRDO labs should proactively take all possible steps for preservation and re-cycling of water.

DG(HR) assured that he would discuss this matter with CCE and try to implement it.

**Action – DCW&E**

**4. Issues related to Medical facility**

*(Raised as Mention Points 2(a), 2(b) & 14(a) by INDWF & CDRA at last Main Meeting held on 26 Apr 2019)*

(a)	The Staff Side requested that there should be provision of CGHS facility at Balasore.	It was clarified that the matter was beyond the purview of this council and should be raised in higher level JCM Councils. <b>The point be closed.</b>
(b)	It was requested that there should be separate provision of facilities for DRDO personnel in the District hospital, Balasore with at least 2 cabins/ rooms reserved for them.	DG (HR) intimated that 2 rooms have now been reserved in the District hospital, Balasore. DRDO personnel can pursue and get all the facilities. <b>The point be closed.</b>
(c)	There should be provision of 10 bed hospital in CV Raman Nagar, Bengaluru.	It was clarified that the matter was beyond the purview of this council and should be raised in higher level JCM Councils. <b>The point be closed.</b>

**5. Overtime Allowance**

*(Raised as Mention Points 2(a), 2(b) & 14(a) by INDWF & CDRA at last Main Meeting held on 26 Apr 2019)*

The Staff Side requested to clarify the issue of Overtime Allowance.

It was brought out that the issue has already been clarified and detailed guidelines on the issue had been circulated to all Labs/Estts.

**After discussion, it was decided that the point be closed.**



## 6. One Time relaxation of old LTC cases (Hyderabad Zone issue)

*(Raised as Mention Point-4(b) by AIDEF at last Main Meeting held on 26 Apr 2019)*

DG(HR) stated that DOP&T had cleared 33 cases of DRDO & ANURAG out of 34 cases. He also explained the reason behind the non clearance of remaining 1 case.

Shri K Srikanth Goud expressed his happiness and intimated that 128 cases from DMRL had been sent to HQ.

DG(HR) apprised that the same were being scrutinized.

**Action – DOP/Pers-AA**

## 7. Particular lab(s) related issues

(a)	<p>Contractual laborers working in Hyderabad labs are not getting their payments on regular basis. They are not getting PF, bonus etc.</p> <p><i>(Raised as Mention Point - 4(c) by AIDEF at last Main Meeting held on 26 Apr 2019)</i></p>	<p>Shri RN Nagaraj stated that this position was existing in most of the DRDO labs.</p> <p>DMS stated that LWC has been requested to verify the issue. He further assured that within 3 months the issue will be resolved.</p> <p><b><u>Action – DMS</u></b></p>
(b)	<p>Shortage of funds in the school run by DRDO in R&amp;DE (E), Pune.</p> <p><i>(Raised as Mention Point – 6(b) by AIDEF at last Main Meeting held on 26 Apr 2019)</i></p>	<p>Shri Dilip Pundlik Bhamre and Shri K Srikanth Goud raised the issue of shortage of funds in the schools.</p> <p>US(R&amp;D) and DMS clarified that all demands of schools were being fulfilled.</p> <p><b>After discussion, it was decided that the point be closed.</b></p>
(c)	<p>LDCE from MTS to JSA has not been conducted in DMSRDE since 2003.</p> <p><i>(Discussed as 'Point - 6 Miscellaneous points' in the last Preliminary Meeting held on 26 Apr 2019)</i></p>	<p>DOP explained that since 2003, DHRD has released only 01 vacancy of Admin Asstt 'A' to DMSRDE and the same had been filled through CEPTAM in 2008-09. Since there were not sufficient vacancies in the grade, hence no LDCE from MTS(erstwhile Gp 'D') to Admin Asstt 'A' had been conducted in DMSRDE since 2003.</p> <p><b>After discussion, it was decided that the point be closed.</b></p>
(d)	<p>Vehicle Operators not getting TA/DA in NPOL.</p> <p><i>(Raised as Mention Point – 7(c) by AIDEF at last Main Meeting held on 26 Apr 2019)</i></p>	<p>Shri K Srikanth Goud stated that there was a provision in 7<sup>th</sup> CPC for TA/DA in local journey.</p> <p>Shri RN Nagaraj supported him and asked why VOs were not getting TA/DA if there was a provision.</p> <p>Director, NPOL assured that he would look into the matter.</p> <p>The Staff Side thanked DG(HR) and Director, NPOL for this.</p> <p><b>After discussion, it was decided that the point be closed.</b></p>



**8. Meetings for Compassionate appointment**

*(Raised as a Mention Point 10(a) by BPMS in the last Main Meeting held on 26 Apr 2019)*

The Staff Side requested that meetings for compassionate appointments should be held more frequently instead of annual meetings.

DOP explained that earlier, meetings were held on quarterly basis however, as per directions of Government the same were now being held annually.

Shri K Srikanth Goud mentioned the cases of ASL, Hyderabad in this regard.

DG(HR) apprised that the issue had been resolved.

Shri K Srikanth Goud thanked DG(HR) for this.

**After discussion, it was decided that the point be closed.**

**9. Increase Funds for Defence lab Schools**

*(Forwarded as a fresh discussion point by AIDEF)*

Shri RN Nagaraj requested to increase funds for the schools, being managed by DRDO labs.

DMS explained that as per recommendations of Committee under DG(NS&M) schools were asked to submit the roadmap/model for internal resource generation for making them substantially self-dependent in respect of the financial assistance requirements from the DRDO HQrs. The recommendations of the Committee were accepted by Secretary DD(R&D). Some of the schools have also forwarded the roadmap for internal resource generation. Also, on 31 Mar 2018 the then Hon'ble RM had re-affirmed the directions of earlier Hon'ble RM to cut down the cost of running the schools so that the burden on the Government could be reduced.

**After discussion, it was decided that the point be closed.**

**10. Holding of Corporate Review Meetings**

*(Forwarded as a fresh discussion point by AIDEF)*

Staff Side requested that Corporate Review Meetings should be conducted in labs instead of DG offices.

DG(HR) explained the whole background on the issue and stated that the point was beyond the purview of JCM-III level (DRDO) Council.

**After discussion, it was decided that the point be closed.**

**11. Recognition of Federation/ Association/ Union**

**(a) Renewal of DRDO Personnel Staff Cadre Employees Association.**

*(Raised as a Mention Point 16(b) by CDRA in the last Main Meeting held on 26 Apr 2019)*

It was brought out by Staff Side that renewal of DRDO Personnel Staff Cadre Employees Association was pending since 2017.



DMS apprised that the case was forwarded to MoD/D(JCM) in Apr 2019 and was pending with them.

**Action – DMS**

**(b) Recognition of Defence karmachari Sangh/IRDE karmachari Sangh in IRDE, Dehradun**

*(Raised as a Mention Point 13 by INDWF in the last Main Meeting held on 26 Apr 2019. Also forwarded as fresh discussion point by AIDEF)*

DMS explained that case was forwarded to MoD/D(JCM) for clarification on the issues leading to entanglement of the matter relating to recognition of contesting unions at IRDE, Dehradun. He further stated that MoD/D(JCM) will be approached to resolve the issue at earliest.

**Action – DMS**

**Additional points**

1. Shri K Srikanth Goud stated that regarding LDCE in Sc 'B', applications of candidates from electronics field were not considered.

DG (HR) clarified that there is not any issue of subject. There would be some other specific reason if they are not considered.

2. Shri Dilip Pundlik Bhamre asked why SRO of Store Cadre was not amended alongwith with the RR of Senior Admin Asstt.

Smt Neena Mishra, Addl Dir (DHRD) explained that case for amendment in RR of Store Cadre had already been taken up.

DG (HR) clarified that there would be some problems therefore these were not amended simultaneously.

3. Shri K Srikanth Goud handed over requisition to DCW&E regarding upgradation of Type-III quarters of NPOL.

4. Shri Vijay P Dhyani requested to grant relaxation of 2 years in the residency period for VO 'A' to VO 'B'.

DHRD stated that it was not feasible and explained the problems.

5. Shri K Srikanth Goud requested that Patient Care Allowance be given to those MTS who are working in MI Rooms.

DHRD stated that it was not feasible and explained the problems.



**Conclusion:-**

In his concluding address, the Chairman stated that all the efforts of the Official side were directed towards achieving results. Everyone was trying with dedication but at times, the results take time to materialize due to various constraints. He requested everyone to work with a spirit of mutual understanding and co-operation to find the best solutions.

The Chairman once again thanked Director, NPOL for hosting the meeting and taking best care of members of both sides.

The meeting ended with vote of thanks to the Chair.



(GS Gupta)  
Director of Personnel &  
Member Secretary

19 Sep 2019