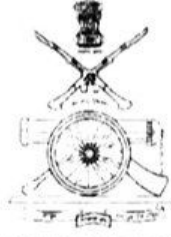


भारत सरकार
रक्षा मंत्रालय
रक्षा उत्पादन विभाग
आयुध निदेशालय (समन्वय एवं सेवाएं)
10-ए, एस.के. बोस रोड, कोलकाता-700001
(अनौद्योगिक एवं औद्योगिक प्रभाग)



Government of India
Ministry of Defence
Department of Defence Production
Directorate of Ordnance (C&S)
10-A, S.K. Bose Road, Kolkata- 700001
(NIEs & IEs Division)

No. 20/22/2(11)/N/IRG

Dt.28/09/2022

All staff side members
JCM III Level Council of DoO(C&S)

Sub: Forwarding of minutes of the 2nd Meeting of DoO(C&S) JCM III Level Council held on 26/08/2022 at Ayudh Bhawan, Kolkata

A copy of the minutes of the 2nd meeting of DoO(C&S), held on 26/08/2022 at Ayudh Bhawan Kolkata, is enclosed herewith for information please.

Encls.: as above.


(D. K. DHALI)
Dy. Director & Secretary/Official Side
For Director General Ordnance (C&S)

Minutes of the 2nd meeting of JCM-III at DoO(C&S) Kolkata, held on 26/08/2022

1. The list of the participants is placed at Annexure-1.
2. The chair, in his opening remarks, stated that this Directorate is committed to address all the genuine demands which are feasible to implement within the extant rules and directives of the Govt. He stated that the the Council should adopt changes which facilitate better and comprehensive discussion. He requested all the participants to contribute with logical and positive suggestions for holding fruitful discussions. He emphasized the importance of mutual trust and spirit of co-operation in discussions and resolution of issues.
3. Thereafter, Leader/Staff Side & GS/AIDF, Secretary/Staff Side & GS/INDWF, VP/BPMS and AGS/CDRA delivered their opening remarks. All of them thanked the Chair for holding the 2nd meeting as per the prescribed frequency. A number of points raised in the opening remarks pertain to DPSUs, viz. IR mechanism in DPSUs, issues related to working hours, etc. Other requests made were that PLB should be calculated for entire organization by this Directorate, steering committee for JCM-III may be revived. Several other points related to LDCE for CM and transfers were also raised which were subsequently discussed during the meeting.
4. A gist of discussions and decisions taken on the issues raised in the meeting are placed at Annexure-2
5. A gist of discussions and decisions taken during the review of implementation of decisions taken in the previous JCM-III meeting dt. 13/04/2022 is placed at Annexure-3.

Annexure-1: List of Participants (JCM-III meeting dt. 26/08/2022)

Official side members		
1	Shri Mukul Kumar Garg, DGO(C&S)	Chairman
2	Shri Sanjeev Kishore, Addl. DGO(C&S)	Member
3	Shri H. R. Dixit, Sr.DDG/Per	Member
4	Shri C. L. Maurya, DDG/CFU	Member
5	Shri Tanzin Wangyal, DDG/GB	Member
6	Shri Gagan Chaturvedi, DDG/H&S	Member
7	Shri G. K. Choudhary, DDG/A&C	Member
8	Shri Mrinal Kant Tripathy, DDG/N&I	Member
9	Shri D. K. Dhali, DD/NI-II	Secretary, Official Side
Staff side members		
1	Shri C. Srikumar, GS/AIDEF (OCFAV)	Leader, Staff Side
2	Shri R. Srinivasan, GS/INDWF (HVF)	Secretary, Staff Side
3	Shri Sadhu Singh, VP/BPMS (OPF)	Member
4	Shri Ajay, AGS/CDRA (OFMK)	Member
5	Shri Ashok Kumar Sharma, AIDEF (OFDUN)	Member
6	Shri Chhabi Lal Yadav, AIDEF (SAF)	Member
7	Shri Dinesh S. Rajgire, AIDEF (OFBH)	Member
8	Shri Majid Rafiq, AIDEF (OCFS)	Member
9	Shri R. Srinivas Reddy, AIDEF (AFK)	Member
10	Shri S. K. Sahu, AIDEF (OPF)	Member
11	Shri Shiv Pandey, AIDEF (OFKAT)	Member
12	Shri B. R. Naresh Kumar, BPMS (OFMK)	Member
13	Shri Ram Pravesh Singh, BPMS (GCF)	Member
14	Shri Sanjay K. Menkudale, BPMS (AFK)	Member
15	Shri Subrata Kr. Roy, CDRA (DoO(C&S) Kolkata)	Member
16	Shri P. Janardhan Reddy, INDWF (OFMK)	Member
17	Shri S. C. Naha, INDWF (GSF)	Member
18	Shri Vinod Kr. Tiwari, INDWF (OFC)	Member
Invitees		
1	Shri G. P. Agrawal, DDG/DC	
2	Dr. P. P. Wadikhaye, DHS	
3	Dr. P. M. Mallick, Addl.DHS	
4	Shri N. I. Laskar, DDG/Budget	
5	Shri D. Baro, DDG/Safety	
6	Ms. Shreya Bhardwaj, DD/NI-I	
7	Shri G. Panigrahi, Sr.AO(Fys), PCA(Fys)	
8	Shri Pallab Chakraborty, Sr.AO(Fys), PCA(Fys)	
9	Shri Dipon Banerjee, JWM/IRG	

Annexure-2: Gist of discussion/decisions on agenda points of JCM-III meeting dt. 26/08/2022

C:1. Hospital related problems: Staff side raised various problems being faced in OF Hospitals:

- a) Shortage of medicines for chronic diseases (diabetes and hypertension) and LP Medicine Fund is curtailed.
- b) Hospitals not providing medicines e.g. in Armapur, Medak and GSF.
- c) Visiting specialist doctors facility stopped e.g. in Medak.
- d) Due to budget constraints ambulance facilities and payment of contract employees are stopped e.g. in Medak.
- e) OF Bhusawal: medicine not being issued timely or for being issued for limited period; routine lab testing stopped.
- f) OF Bhandara: Cleanliness not maintained; healthy food not being provided to patients.
- g) OF Ambarnath: Hygienic condition not maintained; shortage of medicines; laboratory investigation completely stopped due to lack of chemical reagents and patients are having to seek private testing by paying.
- h) Hospitals are often taking the plea that there is insufficient budget allotment.

It was informed that there has been no reduction or curtailment of budget or fund. Due to delay in delegation of financial powers and subsequent identification of IFA for the Field Units, contract for supply of medicines ended in a few hospitals, which might have caused this shortage. However, necessary actions for fresh contract have been taken in respect of all the hospitals by the respective FUs. In the meantime, the hospitals and the FUs have been directed to resort to local purchase/cash purchase to meet immediate/urgent requirements. The matter is being monitored on daily basis at this Directorate. A number of existing contracts can also be extended by another 6 months. Hospital-wise status of contracts was also informed in detail during the meeting.

After detailed discussion, following decisions were taken:

- (a) PCA(Fys) shall process and pass pending bills at earliest.
- (b) DD/H&S or ADHS or doctors from other hospitals will visit such OF hospitals where problems exist to understand the root cause of the problem and suggest solutions.

[PCA(Fys), Med]

C:2. Coverage of OFMR for the employees of OF Schools and Hospitals: Staff side stated that a doubt has been raised by some OF Hospitals that OFMR is applicable only to OF employees and not for the employees of OF Schools and Hospitals which are not part of OFs w.e.f. 01/10/2021. It was clarified that employees of OFs as well as employees of the Hospitals, Schools and FUs are governed under OFMR till any further orders for change. Accordingly, the point was closed.

[Med]

C:3. Non-payment of 90% medical advance: Staff side informed that despite MoH&FW OM dt. 17/10/2016, circulated vide OFB Lr. no. 124/01/12/PER/M dt. 27/03/2017, OFs are misinterpreting the provisions and denying 90% medical advance. It is being misinterpreted that "treatment procedure" does not include investigations, medicines etc. It was also stated that 90% advance has to be given irrespective of CGHS package rate. It was decided that PCA(Fys) will look into the matter and issue necessary instructions.

[PCA(Fys), Med]

C:4. Problems due to custody of service books of OF Hospital employees with DoO(C&S) Kolkata: Due to custody of service books of OF Hospital employees with DoO(C&S) Kolkata, following problems are being faced:

- a) delay in releasing terminal benefits to the family of the deceased employees of OF Hospital;

- b) even provisional family pension is not being paid to the spouse of the deceased employees; and
- c) CEA etc. not being paid to Hospital employees, e.g., at MTPF.

It was informed that process of sending service books of school and hospital employees to the FUs has commenced and will conclude shortly. Accordingly, the point was closed.

[Med, CFU]

C:5.1. Processing of GPF bills of employees due to retire within 02 years of the date of claim at PCA(Fys) Kolkata: Staff side stated that the present arrangement is inconvenient. Earlier Br. AOs used to process all such bills. PCA(Fys) representative stated that the withdrawal/advances during the 2 years preceding superannuation can be processed only by fund maintaining controller which is PCA(Fys) (as per Rule 34(3) read with Rule 2 of GPF Rules 1960). Earlier, CFAs had this authority. But the LAOs of FUs do not have similar authority. It was decided that PCA(Fys) would look into the matter and take it up with CGDA.

[PCA(Fys)]

C:5.2. Insisting on 3 years GPF statement from retiring employees for GPF withdrawal/settlement: Staff side stated that PCA(Fys) is insisting retiring employees to submit 3 yrs annual statement of GPF for their withdrawal/settlement. This causes undue hardship to the employees. PCA(Fys) representative stated that there is no requirement of 3 years GPF Annual Statement as no such extant order exists. Accordingly, the point was closed. Specific issues, if any can be brought to the notice of PCA(Fys).

[PCA(Fys)]

C:6. Rectification of names of the employees in GPF Annual Statement for 2021-2022: In some GPF statements for the year 2021-2022, printed by PCA(Fys), there are typographical errors in names of the employees. Due to this error, GPF bills are not being accepted by the FUs. Hence staff side requested to issue necessary instructions to FUs to not reject the GPF bills on this ground. PCA(Fys) representative stated that GPF annual statement is generated through system based on the inputs already entered in the system. Therefore, there is no scope for typographical errors having arisen in 2021-22. However, rectification of typographical errors will be carried out on production of suitable documents duly certified by the competent authority. It was decided that PCA(Fys) will issue suitable instruction to LAOs attached to FUs to consider the cases on the basis of account number and other available details during the time typographical error is under rectification.

[PCA(Fys)]

C:7. Issuing of Cheque Slips after passing the GPF claims: FUs after passing the GPF claims transfer the amount directly to the employees and the factory is not aware whether the payment has been made or not. In this regard it is essential that the factory may be kept informed about the passing and the payment of GPF. Therefore simultaneously cheque slip may also be issued to the factories by the FUs. PCA(Fys) representative informed that it has been intimated by LAOs that factory wise consolidated cheque slips along with top sheet duly mentioning the details of payments against each of individual is forwarded on regular basis to the concerned FUs.

It was also informed that, on 16/08/2022, a directive in this regard was issued to the FUs for compliance. Accordingly, the point was closed.

[PCA(Fys), CFU]

C:8. Auditing of Service Books by visiting the OFs: Staff side stated that necessary orders/instructions may be issued to PCA(Fys) to carry out the duties of Internal Audit of service Books by visiting the OFs. This will reduce the heavy burden of transporting the service books and the chance of misplacement. It was decided that PCA(Fys) will examine this request. Detailed discussion on service book audit took place. It was decided that employees should be provided guidance about shortcomings in service book at the time of periodic audits to ensure that they and/or their family members do not face any difficulties at the time of VR/superannuation or on death of the employee. It was also decided that

PCA(Fys) will direct all LAOs to benchmark all their activities including audit of service books.

[PCA(Fys)]

C:9. Pay EL encashment with interest to retired employees which is pending from Dec 2021: Staff side stated that in cases of delay in paying EL encashment, interest should be paid. FUs have been directed to clear/settle all terminal benefits of retirees on or before the date of superannuation vide this Directorate's letters no. DoO(C&S)/210/BSG/77/01 dt. 26/05/2022 and 29/06/2022. Also daily monitoring system has been devised in this regard by this Directorate to avoid any undue delay in processing the cases at FUs. PCA(Fys) rep. stated that no specific case of undue delay has come to their notice. Sometimes, there is some delay when the employee takes leave after leave audit has been done because of which the days mentioned in LE bill differs from that in leave audit certificate. After discussion, the point was closed.

[PCA(Fys), CFU]

C:10. Pension claims through SPARSH w.r.t. deceased employees: Staff side stated that processing of pension claims through SPARSH w.r.t. deceased employees and migration from the erstwhile system is cumbersome. A separate SOP may be required for such cases. It was informed that pension through SPARSH is now being processed for all retiree/death cases. Specific cases of delay, if any, may be communicated to the nodal officer (DDG/A&C) for SPARSH for their resolution. The point was closed.

[PCA(Fys), CFU]

C:11. Non payment of transfer grant to retired employees: Staff side stated that retired employees are not being paid transfer grant because OFs are raising doubts whether such payments have to be made by the Govt. or DPSUs. It was informed that as transfer grant is not one of the retirement/terminal benefits (as evident from the list of such benefits on <https://pensionersportal.gov.in/retire-benefit.aspx>), it has to be paid by the DPSUs. The point was closed after discussion.

[CP]

C:12. Renaming of Chargeman (T/NT): A proposal in this regard was submitted to DDP on 29/03/2022. DDP vide ID dt. 22/06/2022 asked this Directorate to re-examine the proposal in the light of corporatisation of OFB. Accordingly, revised proposal has been submitted vide ID dt. 24/08/2022. However, during the discussion, it emerged that the proposal, if implemented, may result in complete stoppage of promotions of IEs to CM, as has happened in DGQA. It was, therefore, decided to re-examine the matter and take necessary action.

[GB]

C:13. Stagnation of CM streams of Electrical, CT and Metallurgical discipline: Staff side raised the issue of stagnation of CM streams of Electrical, CT and Metallurgical disciplines as there is stagnation of an average of 15 years in these streams. It was clarified that promotions are being granted as per the applicable RRs and vacancy position. Accordingly, it was decided to close the point.

[GB]

C:14. CM seniority as on 01/01/2022: Issue of publication of seniority list of CM as on 01/01/2022 was discussed. It was informed that seniority list as on 01/01/2022 is under process and is likely to be published before 15/09/2022. Accordingly, it was decided not to further pursue this point.

[GB]

C:15. Pending CM to JWM review DPC: As review DPCs from CM to JWM are already being conducted and promotion orders being issued considering merits of the representations and details obtained from concerned units, it was decided to close the point.

[GB]

C:16. OFAJ not considering MACP to CM(T) who acquired distance mode education: Staff side stated that denying MACP to CM(T) who acquired distance mode education is against MACP rules. It was informed that the matter of one-time relaxation w.r.t issues of distance mode education has been taken up with MoD. The matter will be addressed on the basis of direction of MoD in this regard.

[GB]

C:17. Implementation of court orders for grant of NFG benefit ₹5400/- to those who have completed 4 yrs regular service in grade pay of ₹4800/-: It was informed that this Directorate is not aware of the said court order. However, such benefit is already being granted. Accordingly, this point was closed. It was also requested that any specific case, where relevant instructions are not being followed, may be intimated to this Directorate.

[GB]

C:18. Relaxation of NDA ceiling for OF employees as allowed for Railways vide DoPT OM dt. 14/07/2022: DoE and DoPT, vide their OMs dt. 04/07/2022 and 14/07/2022 respectively, have decided that NDA may be granted to all eligible non-gazetted employees of Ministry of Railways upto Pay Level - 7 (including those who are granted the benefit of MACP in Pay Level - 8). However, maximum Basic Pay for working out hourly rate of NDA shall remain ₹43,600. These instructions have been made effective provisionally w.e.f. 04/07/2022.

In view of the above decision, vide ID dt. 19/08/2022, this Directorate has taken up the matter with DDP to apply the provisions regarding NDA to OF employees as have been made applicable to Railways. It has also been learnt that the issue regarding removing ceiling for NDA applicability is under consideration of National Council (JCM). MoD, vide ID dt. 01/06/2022, has informed that removal of ceiling and stoppage of recovery are under its consideration, and sought some data. The same is being obtained from the DPSUs.

[CP]

C:19. Grant of promotion, at least notionally, from the date when it was due: Staff side stated that while setting up FUs, some promotions got delayed. In such cases, date of promotions may be preponed, at least notionally, to the date when the employees became eligible for promotion. After discussion, it was decided to close the point as the suggestion is infeasible to implement.

[CP]

C:20. Holding of Advance DPC in case of promotions to MCM, HS-I and HS-II: Staff side stated that DPSUs may be directed to hold advance DPC and release promotions. It was informed that letter was issued to all DPSUs on 30/05/2022 to process promotions as per applicable instructions and follow DoPT calendar for DPC and promotions. It was also decided that issues regarding delay in particular OFs may be brought to the notice of concerned FUs/divisions of this Directorate. Accordingly, the point was closed.

[NII]

C:21. NOC to DoO(C&S) Kolkata employees for deputation may be issued without seeking any declaration: On this issue, the house was informed that many employees, who had applied for NOC for joining other organisations located in Kolkata, later on refused to join despite getting clearances from those organisations. This has been reported to this Directorate by those organizations in an adverse manner. In the circumstances, so as not to affect other employees of this Directorate who are truly willing to join other organizations, undertakings from employees have begun to be taken. Accordingly, the point was closed.

[Estt]

C:22. Arbitrary condition imposed by FU Avadi for NOC for unadvertised posts: Staff side stated that in accordance with the instructions contained in DoPT OM No. 28011/1/2013-Estt(C) dt. 23/12/2013 and 28020/1/2010-Estt(c) dt. 26/12/2013, the following are the guidelines:

- a) Applications submitted otherwise than in response to advertisement should not be forwarded.
- b) Govt servant applying for private organization should submit resignation before applying.
- c) Temporary Govt servant should resign from parent Department at the time of release from parent Department. Undertaking to this effect should be obtained.
- d) Permanent Govt servant if applying to other Central/State Govt lien will be retained for 02 years and in exceptional cases for 03 years.
- e) Permanent Govt servant on their being selected in autonomous body / CPSE will have to resign before joining the new organization. No lien will be retained.
- f) Lien on a post may in no circumstance be terminated even with the consent of the Government servant. Unless his lien is transferred a Government servant holding substantively a permanent post retains lien on the post.
- g) A Govt servant's lien on a post shall stand terminated on his acquiring a lien on a permanent post (whether under the Central or State Govt) outside the cadre on which he is borne.

Staff side stated that despite the above, FU Avadi has instructed OFs to obtain an undertaking from the employees which is not in conformity with DoPT instructions. After discussions, it emerged that most of the conditions imposed by FU Avadi are in conformity with DoPT instructions. FU Avadi will be asked to bring all the conditions, including those pertaining to technical resignation, in the NOC in conformity with DoPT instructions. It was decided not to pursue this point further.

[CP, DFUAV]

C:23. NOC for deputation process may be simplified: An issue was raised regarding delay in issuing NOC in some cases. It was informed that NOC requests are processed through online portal which has auto-move facility. Further, this Directorate has also been monitoring the issuing of NOCs. Any specific cases of delay may be brought to the attention of concerned FU/Division. In view of the above, it was decided to close this point.

[Estt]

C:24. Facility to upload APAR reports on NOC online portal: Since APARs are not being sought for issue of NOCs, it was decided to close the point.

[CP]

C:25. Delay in granting Computer Advance to employees in OFs: Regarding all personal loans/advances, this Directorate took up the matter with CGDA and proposed that

"As the personal loans/advances such as house building advance, computer advance and car advance are provided by the Government, the same should be continued for the employees on deemed deputation. Accordingly, fresh disbursement of loans/advances for employees on deemed deputation should be done by the concerned field units and the recoveries can be made in the manner proposed in the SOP."

DAD HQrs responded stating:

"DAD HQrs is not in agreement with proposal of DoO(C&S) Kolkata. The fresh disbursement of loans/advances may be made by concerned DPSU/Factories to erstwhile employees of OFB on deemed deputation with DPSUs and accordingly recoveries may be made by the DPSUs. However, if MoD agreed with proposal of DoO(C&S), the recoveries will be made as per SOP for personal Loans and Advances."

Accordingly, matter is being taken up with DDP.

As for funds, requirement of fund for FY 2022-23 against computer advance was projected as

BE in October 2021. Since no requirement was projected by the OFs till then, only ₹80 Lakh was projected in BE 2022-23 based on estimated requirement of this Directorate including schools and hospitals. However requirement from few OFs has been received after March 2022. These requirements may be considered during projection at RE stage and will be taken up with MoD. On receipt of further budget allocation, disbursement will be made as per SOP which will be prepared.

[Budget]

C:26. Forwarding of applications for transfer to Departments/Ministries out of MoD: It was informed that for employees applying for any post, applications are being forwarded for the advertised posts only since DOP&T OM No. 28011/1/2013-Estt(C) dt. 23/12/2013 (para 4a) stipulates this restriction. However, NOC is being given in both the cases viz. advertised posts and unadvertised posts. In view of this position, point was closed.

[CP]

C:27. Granting briefcase allowance and reimbursement of cost of newspaper for Gr-B cadre: The issue was discussed. Since the OFs have to provide these facilities/allowances, it was decided to close this point.

[CP]

C:28. Formation of JCM IV forum: Meetings have already been conducted in 25 OFs. In 6 OFs meetings have been scheduled to be held shortly. Only in 7 OFs meetings could not be conducted so far due to various reasons. For example OFDR, OFN and OFPKR did not have JCM-IV at all. Conducting of JCM-IV at FUs is being monitored at the highest level in this Directorate. In view of this position, it was decided to close this point.

[IRG]

C:29. Facilities to JCM-III Level Council Members and leaders of recognized associations and federations: Staff side stated that following facilities should be provided to unions/ associations/ federations:

- a) Sanction of temporary duty/deputation for visiting MoD and OFB in connection with JCM and IR matters.
- b) To provide transport whenever the representatives visit DoO(C&S) Kolkata or New Delhi offices in connection with discussion on JCM and IR matters.

It was stated that MoD/D(JCM), vide no. 09(03)/2018-D(JCM) dt. 26/10/2018 has circulated instructions on "Clarification regarding facilities extended to the recognised Associations/ Confederations/ Federations and the reference/ instructions relevant to their functioning." The facilities inter alia include the following:

"(v): Payment of TA/DA for attending officially sponsored meetings sub clause."

Accordingly, mandated facilities for all officially sponsored meetings (such as JCM meetings, periodical meetings and any other meetings for which formal meeting notice is issued) are already being provided.

Regarding facilities to unions/associations/federations, it was stated that instructions already exist (as issued by erstwhile OFB in 2006 and 2007). In view of this position, it was decided to close this point.

[IRG]

Annexure-3: Gist of discussion/decisions on review of implementation status of decisions taken in the previous JCM-III meeting dt. 13/04/2022

B:4.2.1. Compassionate appointments should continue as before corporatisation: In some cases, candidates could not be appointed due to delayed receipt of PVR etc., even though their selection process was completed prior to 01/10/2021. Consequent to corporatisation, queries were received from various OFs regarding the applicability of the Govt. orders on compassionate appointments and the revised procedure in this regard. Accordingly, the matter was taken up with DDP vide this Directorate's letter dt. 27/10/2021 and is being expedited regularly. Decision of DDP is awaited.

Pending with DDP: For orders in general as well as for cases seeking relaxation referred to DDP by erstwhile OFB prior to 01/10/2021, matter is pending with DDP. Matter is being pursued with DDP. Last reminder to DDP was issued on 10/08/2022. Decision of DDP is awaited.

[CP]

B:4.2.2. Cases prior to 01/10/2021 which are pending with DDP for relaxations: A large number of cases of compassionate appointment seeking relaxation of various conditions have been referred to DDP by erstwhile OFB prior to 01/10/2021 which are pending with DDP. It was decided that the Directorate will pursue the matter with DDP to settle the pending cases.

Closed: Point subsumed in B:4.2.1.

[CP]

B:4.3.3. Inclusion of NF scale in the ASO and UDC posts of Ministerial Cadre of erstwhile OFB HQ: It was informed that cadre review of Ministerial Cadres has been taken up with DDP based on the cadre review committee report. The committee has not suggested the inclusion of NF post in the cadre.

Closed: Proposal still under DDP's consideration. It was decided that the matter should be taken up at the appropriate forum. Point was closed.

[Estt]

B:4.3.5. Restructuring of firefighting cadre: On the basis of MoD letter no. 2(1)/2009-0(civ-I) dt. 26/07/2010, a proposal of 5-grade cadre structure (from Level-2 to Level-7) for the firefighting cadre at par with the other departments of MoD has been forwarded to DDP.

Closed: Proposal still under DDP's consideration. It was decided that the matter should be taken up at the appropriate forum. Point was closed.

[NII]

B:4.3.6. Nursing and paramedical staff: Cadre review proposal has been cleared by MoD. Directorate to pursue the matter for expeditious approval of DoE.

Pending with DDP: Proposals understood to be with MoD. Directorate pursuing the matter.

[Med]

B:4.4. Retention of Existing Eligibility Service in RRs of OF Clerical Cadre: As SRO 43 dt. 24/06/2013 does not contain the protection clause for "Retention of Existing Eligibility

Service” as per para 3.1.3 of guidelines contained in DOPT OM no. AB.14017/48/2010-Estt(RR) dt. 31/12/2010, employees holding LDC and UDC posts before 24/06/2013 are being promoted to UDC and OS posts after qualifying service of 8 years and 10 years in place of 5 years and 8 years respectively.

OFB vide ID no. 288/RR/SRO(Amendment)/PER/NI dt. 11/06/2018 proposed necessary amendment. MoD vide ID dt. 15/07/2019 directed to keep the proposal in abeyance till the proposed strength of all the posts in OFs is decided and approved in MoD. As the introduction of the aforesaid protection clause has no bearing on any other aspect of RRs or cadre review, it was decided that the Directorate will take up the matter with MoD for necessary amendment to the RRs.

Closed: SRO 43 of 2013 superseded SRO of 2009. Both these SROs have same eligibility service (8 years) for promotion from LDC to UDC. For promotion from UDC to OS, required residency in 2009 SRO was 11 years (= 8 + 3 years for UDC -> Asst. -> OS) which was reduced to 10 years (UDC -> OS) in 2013 SRO. Hence, protection clause issue does not arise.

There is an increase in eligibility service for these posts (5 to 8 and 8 to 11 years) from 1989 SRO to 2009 SRO. Option to include protection clause exists since 1988 but it was not considered for inclusion in the 2009 SRO. Now, at this stage, over 12 years after notification of 2009 SRO, a revision in 2013 and several amendments over the years, including protection clause won't be accepted. In general, we cannot keep going into all past decisions indefinitely and unsettle the settled position.

[NII]

B:4.5.1. Delay in audit of service books, GPF withdrawals, DPC/promotion approvals, NOC, CGEGIS claims, terminal benefits, provisional pensions and issue of CGHS cards:

Detailed position about the functioning of each FU was given. FUs functioning has now been streamlined and all the backlogs are expected to be cleared by April-end.

Implemented: All backlogs cleared.

[CFU]

B:4.5.2. Activation of SPARSH: After overcoming teething problems, SPARSH activated on 08/04/2022 in all FUs except one. FUs are processing pension cases. Directorate to clear all pending cases by 30/04/2022 and ensure timely issue of PPOs in future.

Implemented: All backlogs cleared.

[CFU]

B:4.5.3. Framing of SOPs for smooth interaction between FUs and OFs: It was informed that the first draft of the SOP is ready. It was decided to finalize the SOP at the earliest.

Closed: It was informed that SOP is almost final and will be issued soon. Staff side suggested that they too should have been consulted. It was decided that the staff side should send their comments on the SOP to enable this Directorate to examine those suggestions and improve the SOP, if required.

[CFU]

B:4.5.4. Auditing of service books: OFB vide letter dt. 21/01/2022 forwarded SOP for auditing service books. Based on this SOP, LAOs of FUs are auditing all service books from initial stage even though many service books have already been audited up to the 2019 or 2020 by erstwhile Br. AOs. As a result, the documents being asked for may not be possible to be provided. It was decided that the Directorate will take up the matter with PCA(Fys) to

issue instruction to LAOs to audit the service books as per extant rules/guidelines so that employees do not face unnecessary inconvenience.

Implemented: It was informed that a letter has been sent to PCA(Fys) on 10/08/2022 with a request to issue necessary instructions to LAOs to audit the service books as per extant rules/guidelines so that employees do not face unnecessary inconvenience. Other aspects related to audit of service books were discussed under point C:8.

[CP]

B:4.5.5. Processing of GPF bills of employees due to retire within 02 years of the date of claim at PCA(Fys) Kolkata: This may be inconvenient. Earlier Br. AOs used to process all such bills too. It was decided that the Directorate will examine the matter.

Closed: Point subsumed in C:5.1.

[CP]

B:4.5.6. FUs asking for cancelled cheque etc. from employees even though OFs already have such details: It was decided that the Directorate will issue an instruction to all the FUs to accept one mandate (cancelled cheque) from each employee for all payments/purposes.

Closed: The norms are being followed as per SOP of PCA(Fys) Kolkata wherein the requirement of cancelled cheque/bank details of the employees has been clearly stated. In this regard, please refer to clause no.8(ix) under caption SOP 1.(C) of PCA(Fys) Lr. no. AA/82/CORP/Vol-IV dt. 29/12/2021.

[CFU]

B:4.6.1. Seeking option from employees: DoP&PW, in Gazette dt. 30/03/2021, has published the GSR 227(E). As per Rule 10 all those covered under the NPS are required to submit the Option Form to avail of benefits in case of death or discharge on invalidation or disability of Govt. servant during service. A compliance report to be obtained from all OFs/units.

In progress: Response received from 35 units. As per the data provided by these units, there are 25,759 employees covered under NPS. Out of them, 24,280 employees have submitted the options. It was decided to share the data with the staff side.

[CP]

B:4.6.3. NPS contribution by DPSUs being shown in payslip as Govt. contribution/earning: Due to this, taxable yearly income has increased affecting income tax etc. It was decided that the Directorate will issue a circular regarding reflecting employer's NPS contribution correctly in payslip.

Implemented: Letter issued on 20/06/2022 to all DPSUs.

[CP]

B:4.6.4. NPS to OPS conversion in cases of posts sanctioned in 2003 even though selection process completed after 01/01/2004: Conversion of NPS to OPS is governed by DOP&PW OM dt. 17/02/2020 wherein it is stated that cases, where selection process is completed by 31/12/2003, are eligible for the said conversion. No Government order is available for cases whose selection process was completed after 01/01/2004. Directorate to convey the staff side's demand to DDP. Point closed.

Implemented: Demand conveyed vide ID dt. 20/06/2022.

[CP]

B:4.7.1. OF Hospitals to continue as Govt. organisation: Directorate to convey the staff side's demand to DDP. Point closed.

Implemented: Demand conveyed vide Lr. dt. 14/06/2022.

[Med]

B:4.7.3. Discontinuation of contract and ambulance services due to non-payment of bills: It was apprised that the bills raised prior to 31/03/2022 are being cleared by PCA(Fys) Kolkata and the bills raised after that by LAO of FUs. It was assured that all the pending bills will be cleared within 3 weeks.

Closed: Point has been subsumed in the point no. C:1.

[Med]

B:4.7.4. Funds and delegation of financial powers for procurement of medicines: It was informed that there is no paucity of fund. Approval of necessary delegation of powers to the MO in-charge and DDG/FU is expected shortly from DDP.

Implemented: Delegation of financial powers done. TPC/TEC structure created.

[CP]

B:4.7.5. Manning of hospitals by Paramedical staff/doctors during factory working hours: It was decided that DHS will look into the matter.

Implemented: All hospitals are manned by medical officers, nursing and paramedical staff during factory working hours.

[Med]

B:4.7.6. Shortage of doctors/paramedical staff: It was informed that proposals for hiring of medical practitioners and paramedical staff owing to shortage are being sanctioned liberally.

Implemented: Shortage resolved through HMPs. Necessary approvals being accorded on case to case basis.

[Med]

B:4.7.8. HVF hospital not treating CSMA optees even for emergency: Directorate to look into the matter to ensure that all relevant rules are followed.

Closed: It was informed that OFH-HVF has confirmed that emergency services are being provided to all employees including CSMA cases.

[Med]

B:4.7.10. Continue the functioning of Hospital Welfare Committees: Directorate to examine the matter.

In progress: It was informed that draft instructions on Medical Welfare Committee (MWC) have been circulated on 30/06/2022 to MO I/Cs requesting their comments by 30/09/2022. It was decided that the draft will be shared with JCM-III staff side members for their comments.

[Med]

B:4.8.1. Grant of ACP/MACP to Pharmacist: Directorate, on receipt of service records of all the Pharmacists, to review the matter for uniform implementation of MACP.

Implemented: Orders issued on 12/07/2022 and 22/07/2022. Staff side stated that there were some errors in implementation. It was decided that any points regarding the published orders may be submitted. Medical section would take necessary action thereon.

[Med]

B:4.8.2. Payment of HPCA/PCA at 7th CPC rates: Proposal already under MoD's consideration. Directorate to expedite.

Pending with DDP: A comprehensive proposal including this issue is under MoD's consideration. Matter being expedited by regular liaison. Meeting held with JS on 30/06/2022. MoD's decision awaited.

[Med]

B:4.8.3. Change of Pharmacist nomenclature: Proposal under DDP's consideration. Directorate to expedite.

Pending with DDP: A comprehensive proposal including this issue is under MoD's consideration. Matter being expedited by regular liaison. Meeting held with JS on 30/06/2022. MoD's decision awaited.

[Med]

B:4.9.1. OF Schools to continue as Govt. organisation: Directorate to convey the staff side's demand to DDP. Point closed.

Implemented: Demand conveyed vide Lr. dt. 14/06/2022.

[School]

B:4.9.2. Stopping of admissions in 1st Std. in several OF Schools: Admissions have been stopped as per DDP's directives. Matter is outside the purview of the Directorate. Accordingly, point closed. However, Directorate to refer the staff side's request to DDP.

Implemented: Demand conveyed vide Lr. dt. 14/06/2022.

[School]

B:4.10.1. Diversion of 692 DR posts to LDCE for CM: Proposal seeking one-time relaxation submitted to DDP in Sept 2021. DDP's response awaited.

Pending with DDP: DDP, vide ID dt. 24/05/2022, sought few details, which have been provided. Further, vacancy for the years 2021 and 2022 has been sought by DDP, which will be sent shortly.

[GB]

B:4.10.2. Diversion of 264 DR posts to LDCE for JWM: Proposal seeking one-time relaxation submitted to DDP in April 2021. DDP's response awaited.

Closed: DDP, vide ID dt. 25/05/2022, advised to comply with existing RRs.

[GB]

B:4.10.4. LDCE for JWM and CM: Communications for conduction of LDCE through OFRC are being made with YIL. Case is at financial concurrence stage. It was decided that Directorate should hold the exams at the earliest.

Implemented: It was informed that YIL took time and finally they expressed inability to conduct the exams. It was, thereafter, decided that this Directorate will conduct the exams. Services will be procured through GeM. Notification for LDCE for CM has been issued. As the process has now kicked-off in earnest, various steps will follow. This Directorate is committed to ensure that there are no further delays in the process. Notification for conduction of LDCE in the grade of JWM/T will be published shortly and subsequently proceedings will be taken up accordingly. Certain clarifications, which are required, to be issued shortly. As the process has kicked-off, it was decided to close the point.

[GB]

B:4.10.5. Notional benefit to CM of LDCE-2016 batch: Result of LDCE-CM 2016, declared vide OFB Lr. dt. 19/12/2016, was kept on hold due to court cases. Finally, based on the interim order of Hon'ble High Court, Madras dt. 18/12/2018, results were published and successful candidates were promoted w.e.f. 24/12/2018. It was decided that the Directorate will examine feasibility of granting notional pay benefit to the promoted employees from the date of notional seniority.

Closed: It was informed that a communication has been issued on 10/06/2022 to GS/AIANGO which inter alia states that

"...The pay of the officers those who were promoted to the post of Chargeman(T&NT) through regular DPC in the year 2017-18 & 2018 got fixed from the date of their actual promotion. As the officers for the vacancy years 2017-18 and 2018 were promoted through regular promotion earlier than LDCE-2016 batch, they are getting higher pay than the LDCE-2016 batch. The promotions are ordered with prospective effect. As per rule salaries of officers inducted through different mode are not comparable for stepping up..."

[GB]

B:4.10.8. Promotions to AWM: A fresh proposal addressing the concerns and queries of UPSC incorporating the vacancy position of 2019, 2020, 2021 and 2022 is being prepared. It will be submitted to UPSC through DDP shortly. If the proposal is accepted by UPSC, date of DPC will be decided by UPSC.

Closed: DPC proposal for the vacancy years of 2019 and 2020 was submitted to DDP on 20/08/2020. UPSC's observations were replied to on 25/05/2022. However, in view of revised vacancy position worked out by Gr. A Division in JTS grade, ID issued to MoD on 26/07/2022 with request to withdraw the former proposal. Observations of UPSC on vacancies were also replied therein and DDP has been requested to take up the revised vacancy with UPSC for necessary concurrence. Further, as directed by DDP to submit fresh proposal for vacancy years 2019 to 2022 as on 01/08/2022, Gr. A Division had been asked to forward discipline wise vacancy with reservation for preparation of fresh DPC proposal for the vacancy years 2019 to 2022. Fresh DPC proposal for the vacancy years 2019 to 2022 has been submitted to DDP on 17/08/2022. Submission of proposal to UPSC likely before 31/08/2022. Since the process has kicked-off, it was decided to close the point.

[GB]

B:4.10.9. Distance education candidates for CM-JWM promotions: Vide Lr. dt. 14/12/2021, the Directorate requested all the units/OFs to forward data required for holding DPC for the year 2022 for promotion to JWM(T&NT) from CM(T&NT) and OS wherein it has been requested to mention whether the candidate has acquired educational qualification through Distance Mode of Education. This information may be used to declare the candidates

ineligible for DPC. Staff side requested that all such candidates must be considered for promotion to the post of JWM in the DPC for the year 2022. The official side informed that the matter has been examined in terms of RR provisions, AICTE notification and Court orders. Accordingly, status in the matter has been submitted to DDP vide this Directorate's ID no. 2982/LDCE/CM(T&NT)/2020 dt. 23/03/2022.

Pending with DDP: *On 16/06/2022, proposal submitted to DDP for consideration of grant of relaxation to SRO provision in respect of candidates who acquired qualification from institutes not recognized by AICTE and promoted through LDCE up to 31/05/2013. Observation on the proposal received on 07/07/2022. Reply sent on 18/07/2022.*

[GB]

B:4.11.1. Payment of OT on HRA, TA and SFA to employees: The staff side demanded that the judgement of various CATs for inclusion of HRA and TA for computation of OT wages should be implemented and OT arrears paid immediately in order to avoid contempt of court. The official side informed that inclusion of HRA/TA/SFA etc. for computation of OTA, which was stopped pursuant to MoD ID dt. 26/06/2009, is sub-judice in the Hon'ble Supreme Court. Owing to various CAT orders to pay OTA arrears provisionally by including the said allowances subject to the decision of Hon'ble Supreme Court, payments have been made in the past to the applicants only in certain OFs, considering that the orders are in personam and not in rem. Any further action by the Directorate in this matter would depend on the outcome of the SLP. It was emphasized that w.e.f. 01/10/2021, the management, operation, control and maintenance of the OFs have been transferred to the new DPSUs. Accordingly, the payment of pay and allowances are now a part of the functions of DPSUs.

Closed: Matter taken up with DDP on 22/11/2021 and 23/12/2021 to use their good offices to expedite hearing to avoid further legal complications. However, post corporatisation, the management, control, operations and maintenance of OFs has been transferred to the DPSUs. Hence, OFs may take a call on the subject matter considering that pay and allowances are now being borne by the respective DPSUs.

As for the policy issue, vide this Directorate's Lr. no. 525/OTA/Misc/Per/Policy dt. 11/11/2021, it has been intimated that SLP nos. 12845-12852 of 2012 have been filed before the Hon'ble Supreme Court. All these SLPs are sub judice. In view of the above position, it was decided to close the point.

[CP]

B:4.11.2. Risk Allowance: It was decided that Directorate will examine the matter of payment of risk allowance to left-out categories of employees and operations; and expedite the matter regarding left-out factories which is pending with DDP.

Pending with DDP: *Reminder dt. 23/05/2022 issued regarding left-out OFs and operations. DDP's decision awaited.*

[CP]

B:4.12.2. NOC to NIEs/NGOs for outside employment, transfer, deputation, absorption to another Dept./Ministry under Gol: It was stated that NOC for transfer to another Dept./Ministry under Gol is not being issued to NIEs/NGOs. Directorate to examine the matter.

Implemented: Lr. dt. 27/04/2022 issued (for NIEs). Already implemented earlier for IEs and Gr-B employees.

[NII]

B:4.12.3. Transfer of employees from OFs to the Directorate (incl. FUs) may adversely affect seniority in the existing ministerial cadre: It was informed that for those employees whose seniority is maintained at unit level and who have been or may in future be transferred to the Directorate or its FUs in public interest due to functional requirements, their seniority will continue to be maintained in the same unit from which they have been/will be transferred to the Directorate. Such employees will also be eligible for promotions, LDCE, MACP and all other career progression prospects in their former units. A circular to this effect will be issued shortly.

Implemented: *Circular dt. 19/04/2022 issued.*

[NII]

B:4.13.1. MSF, OEFHz and OPF denying promotion to eligible HS-I to MCM: Vide OFB Lr. dt. 01/12/2016, it was clarified that the eligibility in SRO 185 dt. 01/11/1994 for promotion from HS-I to MCM is 3 yrs service in HS-I failing which 7 yrs in HS-I & HS-II combined. Directions to be issued to concerned OFs to implement the aforesaid instructions.

Implemented: *Directives issued in April 2022. The 3 OFs have implemented.*

[NII]

B:4.13.2. Some OFs imposing conditions for promotions in violation of RRs: Staff side stated that some OFs like OCFs and OFN are imposing conditions in violation of RRs for granting promotion to IEs. Directorate to take up the matter with the concerned OFs and, if required, issue necessary instructions.

Implemented: *OFN has acted. No such cases in r/o IEs held up at OCFs. General directions issued vide Lr. no. 20/22/1(11)/A/Per/IR dt. 30/05/2022.*

[IRG]

B:4.14. CSD Canteen related issues: In order to address the difficulties faced by the employees on deemed deputation in renewal of CSD Smart Cards and booking AFD-1 items, the Directorate, vide Lr. dt. 15/03/2022, requested CSD Army QMG to address the issue.

In progress: *IHQ of MoD (Army) issued a circular dt. 14/03/2022 clarifying that 'these institutes will continue to operate URCs if already running'. However, difficulties in booking of AFD-1 items still persist. Matter taken up with CSD Army QMG again in July 2022. DDP to be requested to intervene to resolve the issue.*

[SJ]

B:4.15. Exempt diploma holders from DGOF Electrical Supervisory Competency Test (ESCT): As the eligibility for LDCE and DR is diploma in Electrical Engineering (EE), earlier Electricians with diploma in EE were exempted from appearing in DGOF ESCT for promotion. All of a sudden, OFB vide letter no. 411/01/2020/Sup.Comp.Test/COS dt. 17/12/2020 made it mandatory for all HS-I/MCM employees to pass DGOF ESCT. Directorate to examine.

In progress: *This is a case of re-examination. The issue has been examined earlier and not agreed to on the grounds of safety. Also, SRO does not provide for exemption of diploma holders in promotion. It was informed that after re-examination, keeping in view SRO and safety requirements, it had been decided to maintain status quo. The issue was discussed again in detail. It was decided to revisit the matter in light of the discussion.*

[Safety]

B:4.16. Conducting DGOF Electrical Competency Test twice a year: It was decided that the Directorate will examine the matter.

Implemented: *Syllabi of trade tests and competency tests merged. Instructions to conduct trade tests by OFs/DPSUs issued on 05/08/2022. Now, DPSUs to determine the frequency.*

[NII]

B:4.17. Uniform crucial date of eligibility: It was stated that despite provision for granting relaxation of 3 months vide DOPT OM no. AB-14017/17/2018-Estt-RR dt. 12/08/2021 for considering crucial date of eligibility, some factories are using 1st April as the crucial date and other factories are using 1st January. Directorate to issues a circular in this regard.

Implemented: *Lr. issued on 19/05/2022 to all OFs/Units.*

[CP]

B:4.19.1. Membership check-off system for 2022: It was informed that under CCS(RSA) Rules 1993 exercise of option and deduction by DDO under checkoff system has not been discontinued. It was added, however, that MoD ID 21(09)/2016-D(JCM) dt. 11/11/2019 has raised fundamental issues regarding categories of employees who can be association members. As per the aforesaid MoD ID, employees considered as workers under the ID Act and the Factories Act are not eligible to be association members. Clarification on this issue has already been sought vide OFB letter dt. 02/12/2019. DDP's response is awaited.

Closed: *As exercise of option and deduction by DDO under checkoff system under CCS(RSA) Rules 1993 has not been discontinued, this point was closed.*

[IRG]

B:4.20.1. Recovery of co-operative societies dues by FUs: Staff side stated that many employees are applying for VR without settling cooperative societies dues and FUs are refusing the responsibility to recover such dues from the final settlement. It was decided that action would be taken in the matter in accordance with statutory requirements/extant directives.

Proposed to be closed: *Staff side stated that employer has obligation to make such recoveries. It was decided that if the relevant Act in any State/UT stipulates such obligation, the same may be communicated to the concerned employer (unit of DPSU or unit of Directorate, as the case may be) for compliance. In view of this decision, the point was decided to be closed.*

[SJ]

A:3.1. Retraining and redeployment of IEs and workload in OEF group: Matter outside the purview of Directorate. However, a reference to be made by the Directorate to TCL and GIL on this issue.

Implemented: *Lr. issued on 22/06/2022.*

[IRG]

A:3.5. Old issues related to correlation of hourly rates, incentive etc.: (a) Correlation of the hourly rates in the 7th CPC pay scales w.e.f. 01/01/2016. (b) Incentive for Examiners and IEs deployed in QA job. (c) Payment of Time Wages/DOT to piece workers. It was informed that incentive for examiners was turned down by MoD ID dt. 27/04/2020. All these matters are beyond the purview of this Directorate. However, Directorate to forward staff side's request to DDP.

Implemented: *ID issued to DDP on 03/08/2022.*

[IRG]

A:3.9. Recognize the Engineering Diploma Certificate issued by IME with a cut-off date for LDCE for CM: Matter examined and the status submitted to DDP vide this Directorate's ID dt. 23/03/2022. Directorate to examine IME specific matter.

Closed: Point subsumed in point no. B:4.10.9.

[GB]

A:3.10. At least 25% LDC posts to be filled from L-1 posts: SRO 43 of 2013 provides for filling 10% LDC posts through LDCE and 5% through promotion from amongst employees in L-1 posts. Demand to be considered at the time of RR amendment, which can be taken up after cadre review.

Closed: Cadre review proposal pending with DDP. Matter can be taken up afresh after cadre review.

[NII]

A:3.12. Option to employees who are getting entry pay benefit so as to get their pay fixed in 6th CPC w.e.f. 01/01/2006 and thereafter to fix their entry pay from the date of promotion: Granting of Re-option on account of entry pay was taken up twice with MoD in consultation with PCA(Fys). MoD vide ID dt. 24/09/2019 intimated that exercising of option is not required, "being un-contextual". The same has accordingly been circulated by this office vide dt. 10/11/2020 to all OFs. A copy of the MoD ID to be provided to staff side members.

In progress: Issue has been examined. ID, containing illustration, will be sent to DDP before 31/08/2022. Matter to be pursued by the Directorate.

[CP]

A:3.15. While claiming entry pay arrears, difference in pay and DA of EL encashment availed for LTC not paid: Directorate to examine the matter and, if required, seek instructions from DDP.

Closed: It was informed that OFB instruction dt. 17/06/2009 already issued.

[CP]

A:3.19. Cadre review of Stenographer Cadre of OFs: Stenographer Cadre of OFs has no promotion after Sr.PS at L-8, whereas OFBHQ Stenographer Cadre has promotion upto L-11. Based on the cadre review committee's report, a proposal was submitted to the Nodal Officer on 19/01/2022. Proposal to increase Sr.PS posts to mitigate stagnation in PS grade was not agreed to by the Nodal Officer. Apart from the existing NFU to L-9, one more NFU in L-10 has been proposed for Sr.PS. Proposal is under DDP's consideration.

Closed with direction: Staff side requested that the representations of federations/CDRA on this issue should be forwarded to DDP. It was informed that all the input received from the stakeholders (concerned associations of HQ and OFs, and the federations), whether they were incorporated in the final proposal or not, have been enclosed in the final proposal as three annexures and sent to DDP. Given uncertainty regarding cadre review owing to corporatisation, matter to be pursued at appropriate forum. Point was closed.

[GB]

A:3.23. Placement/promotions in OFN, OFCS etc.: Staff side stated that in some OFs, especially in OFN, OFCS, even the statutory placement of SS to Skilled Grade was not being given even though the concerned IEs have passed the Trade Test 8 months before. Similarly, CM promotions are also denied. Directorate to issue directions to all OFs/DPS to give timely upgradation/ promotion to eligible IEs as per applicable rules.

Implemented: *OFN has acted. No such cases in r/o IEs held up at OCFs. General directions issued vide Lr. dt. 30/05/2022.*

[IRG]

A:3.28. Amend DFP to address issue of medical claims above Rs. 5 Lakh: DFPR is no more applicable. The issue can be addressed by the administration on the basis of extant Govt rules. Regarding the instant issue, it was decided that the Directorate will issue necessary instructions.

Implemented: *Instructions already issued. For relaxation, cases to be referred to this Directorate.*

[Med]

A:3.29. Chance may be given to IEs to opt in favour of Factories Act 1948 or CDS(IE) Leave Rules: (a) In 2005, IEs got the last chance to give this option. IEs, recruited after 2005, didn't get such chance. Matter is pending with MOD.

(b) RFI arbitrarily certified to OFB vide their Lr. dt. 12/01/2006, that all IEs had opted in favour of Factories Act. It was requested to give another chance to all IEs to give fresh option. An issue regarding submitting option of leaves in OFDC was also mentioned during the discussions. It was decided that the directions will be issued to RFI and OFDC to follow the guidelines/rules.

Pending with DDP: *In 2018, the issue was taken up with DDP to provide (i) option to IEs who joined after 2005 and (ii) another opportunity to exercise option to all other IEs as well. DDP sought various clarifications which were responded to. The latest information sought by DDP are regarding details on the no. of IEs governed under the 2 laws after 2005 option, and the law/rules under which IEs who joined after 2005 are governed. The same has been provided on 23/08/2022. DDP's decision is awaited.*

[NII]

A:5.6. Granting Entry Pay to Gr A, Gr B, NIEs and NGOs: DoE OM dt. 28/09/2018 on the matter has already been circulated vide OFB letter dt. 09/10/2018, for information and compliance. Directorate shall follow up for compliance.

In progress: *A circular dt. 12/08/2022 has been uploaded in COMNET seeking compliance report from all concerned. OFs (e.g. GCF, OFT & MPF) have begun to send compliance reports. It was decided to share the compliance report with staff side.*

[CP]

A:5.11. Spot Lunch must be included within the 8 working hours only: It was decided that the Directorate will examine the matter.

Closed: *Issue of working/lunch hours is under the purview of the concerned OF.*

[Safety]

A:5.12. Amendment in RRs of Storekeeper and Sup (Stores): Proposal to amend SRO 109 with protection clause as per DOPT OM dt. 31/12/2010 para 3.1.3, was sent to DDP vide OFB ID dt. 11/06/2018. Matter is pending with DDP. It was decided that the Directorate shall pursue the matter.

Pending with DDP: *A letter sent to DDP on 23/06/2022 explaining in detail how the amendment is independent of other aspects related to cadre review or RR amendment. Reminder sent on 05/08/2022.*

[NII]

A:9.6. Deductions from final medical bills and TA bills in OCFC, OFM, OLF etc. without any intimation to the employee: Necessary communication to inform the concerned employee about the amount proposed to be deducted and the reason thereof shall be issued.

Implemented: *Decision conveyed to all CMDs vide this Directorate's Lr. dt. 06/07/2022.*

[IRG]

A:15.3. Placement of erstwhile HS employees in HS-I w.e.f. 01/01/2006 not to be counted as promotion for ACP/MACP: Madras High Court judgment dt. 24/06/2019, which is in favour of the demand, may be implemented. MOD vide ID no. 11(5)/2009-D(Civ.I) dt. 01/12/2010 & 20/06/2011 clarified that placement of 50% of the erstwhile HS to HS-I w.e.f. 01/01/2006 is to be treated as promotion. SLP against Madras High Court Common Order dt. 24/06/2019 has been filed. Next date of hearing is 21/04/2022. EFA is the nodal factory.

Pending with others: *On 22/04/2022, Court granted 4 weeks' time, as a last chance, to respondents to file counter affidavit and stated that after the expiry of the said period, matter to be processed for listing before the Court as per rules. Next hearing is scheduled on 10/10/2022.*

[NII]

A:15.4. Merger of DGOF Competency Test with trade test: As per OFB order dt. 04/09/2019, it is instructed to hold DGOF Competency Test as well as trade test for electrical trades. As earlier, there should be only DGOF Competency Test. It was decided that the Directorate will examine the matter.

Implemented: *Competency Tests merged with trade tests vide order dt. 01/08/2022.*

[NII]

A:16.1. Delay in sanctioning of medical bills: Sanctioning of Medical Bills of NIEs is endorsed by PCA which is often delayed. It takes nearly 6-7 months to get final sanction of medical bill. After corporatisation, medical bills have to be cleared by concerned OF/DPSU. Hence, it was decided not to pursue this point any further. However, it was decided that the Directorate will issue necessary instructions so that employees do not face inconvenience or hardship.

Implemented: *Necessary instructions regarding policy for reimbursement of Medical Advance have been issued vide circular dt. 09/06/2022.*

[Med]

A:16.5. Amend CDS(IEs) Leave Rules 1954 as per the Maternity Benefit Act: Maternity Benefit Act 1961 specifies 80 days of continuous service for eligibility to claim maternity leave. Under CDS(IEs) Leave Rules 1954, eligibility is completion of one-year service. Matter may be taken up to amend CDS(IEs) Leave Rules 1954 as per the Maternity Benefit Act. Matter is pending with Ministry of Labour & Employment as has been intimated by MoD/D(Civ-II) vide OM dt. 27/09/2021.

Closed: *There are 2 issues here:*

(i) *Factories Act provides for 84 days maternity leave whereas Maternity Benefit Act 1961 provides for 180 days. This issue has been taken up with DDP. Matter is pending with Ministry of Labour & Employment as has been intimated by MoD/D(Civ-II) vide OM dt. 27/09/2021. Last reminder in this regard was issued to DDP on 27/05/2022.*

(ii) *Maternity Benefit Act 1961 specifies 80 days of continuous service for eligibility to claim*

maternity leave. Under CDS(IEs) Leave Rules 1954, eligibility is completion of one-year service.

Clearly, these issues are not limited to this Directorate as the Factories Act and CDS(IEs) Leave Rules both have a much wider applicability than the erstwhile OFB. These issues are, thus, beyond the purview of this Directorate. It would be more fruitful to deal with these matters at appropriate forum. However, the Directorate will continue to pursue the matter with DDP to obtain decision.

[NII]

A:18.3. Access to COMNET to JCM members: It was decided that the Directorate will instruct OFs to provide suitable access to COMNET to JCM members. It was also decided not to pursue this point further.

Implemented: Letter issued to all CMDs on 21/06/2022.

[IRG]

A:19.1. Inclusion of IEs within the purview of CCS(Leave) Rules instead of CDS(IE) Leave Rules: CDS(IEs) Leave Rules 1954 are applicable to IEs of OFs. As per DOPT OM dt. 20/07/1998, IEs are entitled to EL at the rate of 30 days for each completed year of service. MoD, vide corrigendum dt. 25/07/2005, clarified that the entitled EL is to be credited on 1st January of the subsequent year. As per existing instructions, a maximum of 300 days EL can be accumulated. Matter regarding inclusion of defence civilian employees within the purview of CCS(Leave) Rules instead of CDS(IE) Leave Rules is under DDP's consideration.

Closed: Last reminder issued on 15/06/2022. As the issue is beyond the purview of this Directorate, it was decided that the federations should take up the matter at appropriate forum, e.g., JCM-II.

[NII]