

No. 20/15/15(11)/A/IR**Date : 19th August, 2014**

ACTION TAKEN REPORT ON MINUTES OF
THE 15TH ORDINARY MEETING OF
OFB JCM III LEVEL COUNCIL (11TH TERM)
HELD ON 25-02-2014 AT OFB HQrs. KOLKATA -700 001

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

- 3.2 During the Strike negotiation with MoD the Federations raised the issue of keeping protection clause for OFB in the DPP 2013. The Federations demanded that the proposal given by OFB in this regard may be incorporated. It was assured that DDP will consider the proposal. It is requested that OFB may seriously pursue the matter with MoD.

Action Taken/Present Position

When DPP 2013 was being framed and OFB came to know about certain clauses in the document, OFB represented itself for insertion of necessary protection clauses to safeguard the interest of Ordnance Factories. Somehow, DPP 2013 could not incorporate necessary clauses to address OFB concerns. But M of D is now aware of OFB inputs and issues are likely to get addressed in DPP 2014. Repeated reminders have been issued to MoD to address OFB concerns.

- 3.3 He appreciated the OFB for taking a proactive step in settling the 3rd MACP issues of Artisan Staff. Immediately after the meeting with the Addl. Secretary(A) on Strike demand the MoD vide its ID dated 06th February, 2014 have issued instructions for grant of 3rd MACP in Grade Pay Rs. 4600/- to those employees who were given 2nd ACP in the pre revised Pay Scale of Rs. 5000-8000 upto 31.12.2005. This has given a relief to the senior employees who have retired and who are at the verge of the retirement. However, the AIDEF is not in agreement with the contents of the MoD ID dated 06.02.2014. especially the Point No. i, ii and iii given in the MoD ID dated 06.02.2014. The AIDEF has submitted the following arguments justifying our demand of allowing next MACP in Grade Pay Rs. 4600/-, for those MCM who were in the pre-revised Pay Scale of Rs. 4500-7000 and also to those employees who were granted 2nd ACP in Pay Band-2 + Grade Pay Rs. 4200/- between 01.01.2006 and 31.08.2008.

Advice of DOP&T and Department of Expenditure

“(i) As per provisions of MACP Scheme introduced w.e.f. 01.09.2008, financial upgradation is admissible in the hierarchy of Grade Pay and placement of Highly Skilled Workers (GP Rs. 2400/-) as Mastercraftsman (GP Rs. 4200/-) is very much considered as ladder in hierarchy of Grade Pays. Ignoring the placement of Highly Skilled and Mastercraftsman (Non-Functional) will be deviating the

provisions of MACPS. Hence placement of Highly Skilled Workers as Mastercraftsman (MCM) prior to 01.01.2006 would be offset against one upgradation for the purpose of grant of ACP benefits."

Arguments / justification of AIDEF against the above advice

1. After the implementation of 5th CPC recommendations MoD vide ID dated 20.05.2003 have issued orders for restructuring of the cadre of Artisan Staff in Defence Establishments. As per Para 3 (b) of MoD ID dated 20.05.2003 *"Master Craftsman shall not be part of the Hierarchy and the placement in this grade will not be treated as promotions for Highly Skilled grade either under normal promotion rules or under ACP Scheme."*

The Master Craftsman was in the Pay Scale of Rs. 4500-7000 and the same was 25% of HS Grade. The post of MCM was not in the hierarchy of Highly Skilled Worker and hence the next ACP due to the Highly Skilled Worker and MCM was granted in the next promotional hierarchy of HS and MCM i.e. in the post of Chargeman in the Pay Scale of Rs. 5000-8000. This benefit was granted up to 31.08.2008, since, ACP Scheme was in force upto 31.08.2008. Moreover, the Pay Scale of MCM was upgraded from Rs. 4500-7000 to Rs. 5000-8000 based on the recommendations of 6th CPC / Fast Track Committee. Considering this situation the following facts are emerged.

i) As per Clarification No. 35 of DOP&T OM F. No. 35035/1/97-Estt.(D)/(Vol,IV) dated 18th July, 2001 any higher Pay Scale granted based on the recommendation of Pay Commission / Expert Committees etc. cannot be treated as a promotion / upgradation for the purpose of ACP Benefits. The relevant portion is reproduced below for your ready reference.

Sl. No	Point of Doubt	Clarification
35	Whether placement / appointment in higher scales of pay based on the recommendation of the Pay Commission or Committees set up to rationalize the cadre is to be reckoned as promotion / financial upgradation and offset against the two financial upgradations applicable under the ACP Scheme?	Where all the post are placed in a higher scale of pay, with or without a change in the designation, without requirement of any new qualification for holding the post in the higher grade not specified in the Recruitment Rules for the existing post and without involving any change in responsibilities and duties then placement of all the incumbents against such upgraded posts is not be treated as promotion / upgradation.

The post of Master Craftsman was in a lower Pay Scale of Rs. 4500-7000 when compared to their counter parts in the Railways who were holding the Pay Scale of Rs. 5000-8000. The AIDEF was demanding for upgradation of the Pay Scale of MCM at par with Railways. Accordingly, the Fast Track Committee constituted after the recommendations of 6th CPC has recommended for awarding the higher Pay Scale of Rs. 5000-8000 (revised Pay Band-2 + Grade Pay Rs. 4200/-) w.e.f. 01.01.2006. Accordingly, all the posts of MCM as on 31.12.2005 carrying the Pay Scale of Rs. 4500-7000 has been straightaway placed in Rs. 5000-8000 without any change in the responsibilities and duties etc. Therefore, all those Master Craftsman who were in the non-hierarchical Pay Scale of Rs. 4500-7000 and subsequently placed in Rs. 5000-8000 in their case the higher Pay Scale granted cannot be treated as a promotion, likewise those who were granted such non-hierarchical Pay

Scale, when ACP Scheme was in force in their case for the purpose of MACP, which was implemented after 01.09.2008 it cannot be construed that the placement of Highly Skilled Worker as MCM prior to 01.01.2006 would be treated as a promotion. Therefore, it is automatic that those incumbents who were in the post of MCM prior to 01.01.2006 are eligible for next ACP / MACP in the Grade Pay of Rs. 4600/- as 2nd ACP/MACP since in their case they have got only one promotion i.e. Highly Skilled.

Advice of DOP&T and Department of Expenditure

“(ii) MCM being the feeder post to Chargeman and since both these posts have identical Pay Band and Grade Pay, financial upgradation under MACPS cannot be to a Grade Pay which is more than what is admissible in regular promotion.”

Arguments / justification of AIDEF against the above advice

As per the Recruitment Rule for Chargeman Highly Skilled is the feeder category for the Chargeman post and MCM is not the feeder category. Moreover, after 01.01.2006 the Pay Scale of MCM and Chargeman has become identical. Therefore, MCM is transferred / redesignated to Chargeman without any pay fixation benefit under FR22 (1)(a)(1). Department of Expenditure has also not agreed for any pay fixation benefit under FR22 (1)(a)(1), in case MCM is promoted to Chargeman. Therefore, there is no justification in treating MCM as the feeder category for Chargeman and denying the affected employees the Grade Pay of Rs. 4600/- under the MACP Scheme. DOP&T and Department of Expenditure has advised the MoD that whether MCM is the feeder post to Chargeman, is prima facie a question or fact to be established by the Administrative Ministry i.e. Ministry of Defence. Therefore, the MoD has to consider the Recruitment Rules of Chargeman in different directorates under the MoD and wherever MCM is not the feeder category for promotion to Chargeman then it has to be clarified that the MCM is eligible for next ACP / MACP in Grade Pay Rs. 4600/-.

Advice of DOP&T and Department of Expenditure

“(iii) Financial upgradation earned to non functional post of MCM is to be taken into account as 2nd financial upgradation in so far as MACPS is concerned”

Arguments / justification of AIDEF against the above advice

Government orders for implementing Fast Track Committee recommendations and restructuring of the Artisan Staff were issued on 14.06.2010 giving effect retrospectively from 01.01.2006. Many Skilled / Highly Skilled Workers were granted financial upgradation in the Pay Scale of Rs. 5000-8000 (revised Pay Band-2 + Grade Pay Rs. 4200/-) between 01.01.2006 to 31.08.2008 under the ACP Scheme of August, 1999. As per Point No. 11 of DOP&T OM No. 35034/3/2008-Estt.(D) dated 19th May, 2009 on the subject of MACP Scheme it is amply clarified that no past cases would be reopened. Accordingly, MoD vide ID No. 11(5)/2009-D(Civ.-I) dated 01st December, 2010 have clarified that employees who were granted financial upgradation in the Pay Scale of Rs. 5000-8000 between the period from 01.01.2006 to 31.08.2008 under ACP Scheme of 1999 will not be withdrawn, even though a new grade of HS-I was introduced retrospectively from 01.01.2006. Any policy decision on service matters implemented retrospectively should not adversely affect the existing employees. This legal position is already established by the Hon'ble Supreme Court in the

case of Chairman, Railway Board vs/ C.R.Rangadhamaiah (1997) 6 SCC 623, 1997 SCC (L&S) 1527. Supreme Court in this judgment has observed *"The amendment which operates in a futuro so as to govern future rights of those already in service cannot be assailed on ground of retroactivity has being violative of the Article 14 and 16 of the constitution, but a rule which seeks to revert from an anterior date a benefit which has been granted or availed of e.g. promotion for pay scale, can be assailed as being violative of Articles 14 and 16 of the Constitution to the extent it operates retrospectively."* Therefore, employees who were already granted ACP of Rs. 5000-8000 (revised Pay Band-2 + Grade Pay Rs. 4200/-) are also eligible to get the next Grade Pay of Rs. 4600/- under the MACP Scheme as and when they complete 20/30 years without imposing the condition that the individual has been retrospectively given the grade of HS-I w.e.f. 01.01.2006 onwards.

The Principal Bench of CAT New Delhi and the CAT Calcutta Bench in the case of employees of RFI has given judgment quashing the MoD Letter which stipulates that the placement of HS Worker to HS-I w.e.f. 01.01.2006 in the Grade Pay of Rs. 2800/- as a result of the cadre restructuring as a promotion. The Courts have ruled that such cadre restructuring cannot be treated as promotion and those employees should be granted ACP / MACP benefits by ignoring the placement to HS-I. OFB is requested to implement the judgment for the Petitioners and all the similarly placed employees.

He requested that OFB may kindly take up the above justification to the MoD for settling the grievance of the employees who belongs to the above mentioned two categories.

Action Taken/Present Position

The matter has been taken up with MoD. MoD is considering the issue in consultation with DOPT.

- 3.4 He appreciated the steps taken by the OFB and PC A(Fys.) in convincing the Defence Finance for accepting the correlation of hourly rates in 6th CPC Pay Scale to the Piece Workers proposed jointly by the Federations and OFB. However, he demanded that since the Piece Worker Formula for fixing the hourly rate was made a permanent Scheme by the Government of India, the change of hourly rate in 6th CPC Pay Scale should automatically be given effect from 01.01.2006. MoD has agreed that this demand would be considered separately. OFB may kindly recommend the proposal to the MoD after issue of the Government orders. It was also demanded that after the issue of Government orders on correlation OFB may further discuss the issue of grant of incentive to Examiners, Labourers, all NIEs, NGOs and JWMs so as to formulate a comprehensive incentive Scheme to be proposed to the MoD.

Action Taken/Present Position

PW correlation to piece workers w.e.f. 01.01.2006 is under consideration of MoD. Requisite inputs as sought by MoD from time to time are being provided by OFB. As regards incentive to other categories of employees are concerned, the same is going to be discussed as agenda point in the JCM III Council meeting on 26-08-2014.

- 3.5 In the Strike negotiations held with MoD with regard to the demand of Cadre Review Proposals, the following decisions were taken.
- i) Cadre Review pending with Defence Finance will be finalized.
 - ii) Cadre Review proposal not submitted shall be submitted within one month and settled.

He requested that OFB may pursue the Cadre Review proposals of MTS, Durwan, Fire Staff, Industrial Canteen Employees, Store Keepers, Rajbhasha Staff, JWM and Para Medical Staff. The proposal for Clerical Staff is not yet finalized by OFB. The same has to be finalized in consultation with the Federations and the same may be forwarded to MoD. As regards the proposal for revision of inter-grade ratio of Artisan Staff MoD has asked certain information from the OFB, since this agenda is going to be discussed in the next Deptt. Council (JCM) meeting expected to be held very shortly, OFB may kindly forward the proposal to MoD.

Action Taken/Present Position

Cadre review proposals already with MoD are being expedited. Cadre review proposal of Clerical Staff has also been forwarded to MoD. Queries received from MoD are being replied.

- 3.6 The issue of grant of revised ACP / MACP to the labourers who have completed 30 years and revised ACP / MACP to erstwhile Group "D" Employees is taken up by MoD with DOP&T for their concurrence. It was decided in the Strike Notice Meeting held on 06.02.2014, that MoD will have a meeting with the DOP&T to settle the above two issues. OFB may pursue the matter with MoD for settling the above two issues.

Action Taken/Present Position

The matter is under consideration of MoD in consultation with DOP&T.

- 3.7 As regards payment of time wages element to the Piece Workers for working 3¼ hours over and above the prescribed working hours of 4¾ hours on Saturdays and while working on holidays / Sundays, the issue was thoroughly discussed in the strike notice meeting held with MoD on 06.02.2014 and it was decided that the demand will be examined by DDP and a justified action will be taken as per policy. At present it is understood that the Defence Finance has raised certain observations and the issue is under the consideration of the Defence Finance. It is a fact that while the day workers and NIEs and NGOs are getting full Basic Pay and DA for the above mentioned period, the Piece Workers are only getting their minimum Basic Pay and not getting their actual Basic Pay and DA. This is a clear discrimination. The Federations were patiently waiting for the past more than 8 years, since OFB has recommended the proposal. There is a total dissatisfaction amongst the Piece Workers and a stage will come the Piece Workers will stay away from work whenever they are deployed on Sundays etc. He handed over a comparative statement of the OT Wages being paid in single rate to the day workers and other employees and the payment what the Piece Worker is getting for the above period. There is a huge financial loss every hour for the Piece Worker. This is demoralizing and de-motivating the Piece Workers. He demanded that OFB may resubmit the proposal with the approval of Member / Finance and with full justification to continue the payment of the element of the incremental difference + DA for the period between normal working hours and 48 hours, including Sundays and holidays.

Action Taken/Present Position

A committee has been formed with the staff side members of JCM to examine the issue and submit recommendations for further course of action. The first meeting of the committee was held on 14-08-2014.

- 3.8 The Hon'ble Supreme Court has already decided that MACP should be granted only in the promotion hierarchy of the post and not in the next Grade Pay in the Pay Band. The AIDEF is repeatedly representing to implement this judgment for all the similarly placed employees. It is understood that OFB has forwarded a proposal in this regard to MoD. The same may please be

expedited. At present in the case of employees of Medak Hon'ble CAT Hyderabad bench has given a Judgment in favour of the employees. The same may be implemented.

Action Taken/Present Position

The matter is under consideration of MoD in consultation with DOPT. The same is being expedited by OFB.

- 3.9 OFB vide Letter dated 29th February, 2012 has issued an instruction to all the Factories stating that henceforth no conversion from indirect trades to direct trades is to be done. Due to this the Factories are violating SRO Provisions by not promoting labourers to tradesman and also not re-designating NIEs to labourers. The affected employees are very much agitated. Therefore, it is requested that the above OFB letter may please be withdrawn.

Action Taken/Present Position

The OFB circular was issued at a time when maintenance work was suffering because many industrial employees of maintenance trades were being re-designated to production trades. The circular does not ban any conversion of Labourers to tradesmen or NIEs to Labourers.

- 3.10 OFB has circulated a draft SRO for Ch'man(T/NT). In this the qualification required for LDCE is mentioned as degree/diploma obtained through regular course and also that the Diploma should be recognized by AICTE. This has come as a shock to the employees who are pursuing various degree and diploma courses through Distance Education Mode/correspondence courses from recognized Universities and institutions. Any employee after joining service, it is not possible for him to pursue a full time course. Therefore the Govt. of India has recognized degrees/diplomas obtained from institutes recognized by UGC, MHRD etc. The AIDEF has represented against this provision in the RR to OFB. The OFB may reconsider its stand and courses which are recognized by UGC, DOEACC, MHRD and Diploma/certificate obtained from recognized institutes which are equivalent to Diploma syllabus approved by AICTE such courses/certificates may be approved for the purpose of appearing Chargeman LDCE.

Action Taken/Present Position

The draft SRO is nearly ready. Various stake-holders have been consulted on the proposed SRO, and their views accounted for. One particular issue needs to get sorted out before the same can be forwarded to MoD for consideration and approval.

- 3.11 In a meeting with MoD, DOP&T has advised that it is not advisable to keep MCM as a feeder category for promotion to Chargeman, since both posts are carrying identical Grade Pay. DOP&T has also stated in the new model RR that "Transfer "Clause is also not there. Ministry of Finance has rejected the proposal for grant of FR-22 (1) (a) (1) benefit for promotion from MCM to Chargeman. In view of this MoD has proposed promotion of MCM to JWM. This proposal was agreed by all the 3 Federations. OFB may also consider this proposal and recommend the same to MoD, so that the future MACP issue of MCMs can be settled.

Action Taken/Present Position

It is not found prudent to promote MCMs directly to Grp B Gazetted post of JWM without having any prior experience in the lower rungs of supervisory cadre. As far as their career progression is concerned, the matter is being deliberated at OFB for providing appropriate remedies.

- 3.12 In one of the JCM III Level meetings it was requested that OFB may issue instructions to all the Factories to implement the procedure laid down in Min. of health OM dtd. 23rd Feb. 2011 for issue of CGHS cards to the retiring employees. As per this all the Head of Establishments are required to arrange for the CGHS Cards to the retiring employees 3 months before the date of retirement of the officials. Chairman has agreed to issue necessary instructions in this regard. However the same has not been issued so far. It is requested that the circular as above may be issued to all the Factories.

Action Taken/Present Position

Necessary instructions have been issued to all Factories vide OFB Circular No.026/CGHS/A/M dated 17-06-2014.

- 3.13 It is understood that MoD has changed the Budget Allotment procedure to OFB from Net Budget to Expenditure Budget. It is apprehended that this change of budgeting system will have impact on the Ordnance Factories. Therefore, OFB may study the implications and take up with MoD to restore the old system.

Action Taken/Present Position

The new system being introduced is that of Absolute Budget. It rewards efficiency and discourages inefficiency. Being a more scientific and time tested system the world over, no reason found appropriate to protest the same.

- 3.14 During the Strike negotiations with MoD on 06.02.2014 the Federations have demanded that MoD should give clarification to OFB and other Directorates for filling up of the vacancies through direct recruitment of the year 2014-2015. The proposal was agreed by the MoD. OFB may kindly expedite the same.

Action Taken/Present Position

The matter is under consideration at OFB.

- 3.15 The Industrial relation situation at OF Bhusawal, OF Muradnagar and HE Factory are not congenial. Chairman OFB's attention is drawn to the following IR problems.
- a) The Management of OF Bhusawal has arbitrarily decided to reduce the weekly OT from 54 Hrs. to 51 Hrs. while the Factory workers are deprived; contract workers are deployed in production jobs. This is in violation of the Contract Labour Act. OF Bhusawal may be advised to discuss the matter with the Unions and settle the matter amicably.
 - b) The Management of OF Muradnagar is not holding any meeting with the AIDEF Affiliated Recognized Union, on the plea that the Union has made certain complaints about the construction of the new sports stadium etc. The Management is also refusing to grant membership to the employees including newly recruited employees in the Ordnance Factory Club. This has caused an unnecessary labour unrest. OFB may intervene in the matter and instructions may be issued to the General Manager to restore normalcy.
 - c) As regards HE Factory, the Management has started taking arbitrary decisions with regard to the production activities without consulting the recognized Unions, Works Committee, JCM etc. This has caused a serious safety concern in the Factory. The representation of the Union in this regard has not yielded any result. OFB may kindly investigate the matter and take appropriate remedial action.

Action Taken/Present Position

- (a) The working hours of the factory are the prerogative of factory management, keeping various factors in view. The same cannot be directed or dictated by OFB.
- (b) The factory has intimated that the membership is now being given in the Junior Staff Club. Relations with unions are also harmonious.

(c) The following was intimated by DDG/COS:

Regarding Building No. T-37 of High Explosive Factory, Pune; TNT Slab demolition done in building No. T-37, a report has been obtained. There are three rooms in the entire building.

- I Room where TNT flakes are made.
- II Room for Melting and making of TNT Slab.
- III Room for Packing.

Now every room has cross – ventilation. Earlier there were a false ceilings. Those have been removed. The job has been divided in 6 stations. The Electrical fittings have also been changed. Also no safety violations have been observed during the inspection.

- 3.16 The OEF Group of Factories has been given sufficient workload. However, there is an alarming situation in the material procurement. The Mills which are supplying Army Logo Uniform Cloth to OCF Avadi and OEFHZ are not placing their tender in LTE. Similarly, there is a material problem in OPF also. Addl. DGOF / OEF may look into the matter and immediate steps may be taken to sort out the problem.

Action Taken/Present Position

The matter may be discussed in the meeting.

- 3.17 The land displaced persons of OF Medak are repeatedly representing for employment at the Factory. The GM/OF Medak has forwarded a representation of the displaced persons to the OFB. OFB may kindly consider the representation and steps may be taken to provide employment to those families who have given their land for the construction of the Factory.

Action Taken/Present Position

There were several court cases on the matter. Based on directives from the courts, cases have been disposed of by way of speaking order in each case.

- 3.18 OFB may consult the Federations before finalizing their memorandum to the 7th CPC.

Action Taken/Present Position

Position on memorandum submitted before the Pay Commission by OFB will be elaborated in the meeting.

- 3.19 AIDEF has submitted various proposals for redressal of the grievances of the employees who are deputed on the escort duty, repairing and trial etc. to far off places including compensation of OT loss and self certification for Food Bill etc. The same may be considered and a policy in this regard may be decided.

Action Taken/Present Position

For studying the escort duty related problems and suggest appropriate remedies thereto, a committee has been constituted with Addl GM /OFAj as Chairman. Report of the committee is awaited. For food bill related issues, the matter has been referred to CGDA by PC of A (Fys). Response is awaited.

- 3.20 The proposal jointly given by the Staff Side for removing the stagnation of Supervisor (NT/S) may be considered at the earliest.

Action Taken/Present Position

It was made amply-clear in Steering committee Meeting held on 13-08-2014 that transfer from CM(T) to CM(NT) is not possible as there is no enabling clause in SRO. Further efforts are being made to explore the possibility that stagnation can be removed before finalizing the Cadre Review proposals.

- 3.21 Promotions to the post of JWMs are not taking place on the plea that the seniority list of Ch'man is not yet finalized. The Seniority list may be finalized and promotions to JWM may be operated.

Action Taken/Present Position

Seniority list if CM is held up due to non-supply of information by few factories. Factories are being expedited by Dir/NG and DDG/IR. In all likelihood, the seniority list of C/M is expected to be in place by September end.

- 3.22 The Machinist (Leather) of OEF Kanpur may be promoted to Chargeman (Leather) as already proposed by the Factory. OFB may issue necessary instruction to OEF in this regard.

Action Taken/Present Position

The matter is under examination at OFB. Certain concerns regarding the effect on present trades being promoted to Chargeman (Leather) need to be studied. Feedback has been sought from the factory on the same. Instructions will be after examining the same.

- 3.23 A lot of applications requesting for transfer on the basis of spouse posting is pending with OFB including that of Industrial Employees. OFB may please consider all those representations and issue necessary transfer orders.

Action Taken/Present Position

It has been decided that transfer in respect of factory based posts will be done by the factories in mutual consultation with each other.

- 3.24 In the last JCM meeting it was assured that all pending transfer applications of JWMs will be considered and a decision would be taken. However, it is noted that only decisions are taken in some individual cases and hundreds of applications still remain without consideration. It is requested that all those applications may be considered and decision taken favorably.

Action Taken/Present Position

The transfer policy for JWMs has since been finalized. Cases are being examined based on the criteria therein and orders issued wherever found feasible.

- 3.25 The workload of Naval Rocket RGB 60 and RGB 12 developed by HAPP is not yet granted to HAPP affecting the future of the Factory. It is requested that since there is a huge requirement of this item for the Navy, OFB may expedite the case and ensure workload for HAPP.

Action Taken/Present Position

The RGB project has not been dropped, the same has been kept on hold considering the requirement FSAPDS project as well as the Fund constraints. This also is indirectly related to the overall Budget Allocation policy of Parliament Committee of Expenditure. Earlier OFB planned a

project on a large requirement placed by Navy. But where the expenditure is limited, all the requirements will come down. That is another reason for keeping the project on hold.

- 3.26 The work load position of Small Arms Fys are also of a serious concern and there is a lot of apprehension in the minds of the employees of RFI, OFT & SAF. OFB may view this very seriously and take all efforts to provide alternative workload till the workload position of Small Arms load gets stabilized.

Action Taken/Present Position

Requirements of customers are changing, and OFB cannot survive solely on our existing portfolio of products. Many products like CQB Carbine, Assault Rifle and LMG are in the pipeline. For all these products OFB would be the sole recipient of the TOT. For 40 mm MGL, BPC trial is over and an indent of 1700 is expected. DHANUSH and Auto-frettage barrels which are used in T-72 tanks are going to provide some respite. Technology perspective & Capability Road Map (TPCR) is a document of the Armed forces, products from which have already been taken up for development by OFB. So the product mix will change and OFB will have to keep pace with changing requirements of our customers.

- 3.27 The proposal for relaxation of the qualifying service for UDC to OS pending with MoD may be expedited.

Action Taken/Present Position

The proposal is being expedited regularly.

- 3.28 Due to various Court cases the benefit of Four Grade Structure to the Artisan Staff of Engine Factory Avadi was given effect only from a prospective date, this is not justified. The employees should not be punished for no fault of theirs. Therefore, they may be given retrospective promotion from the date of eligibility as given to the employees of other ordnance factories as per MOD letter dated 14-06-2010.

Action Taken/Present Position

It has been intimated by EFA that 4-grade structure in respect of Industrial Employees has been fully implemented in the factory.

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

- 4.2 He mentioned that all the three Federations jointly issued Strike Notice on the charter of Demands to go for indefinite strike w.e.f. 17-02-2014. He has appreciated the efforts taken by MOD for settling some of the demands by holding a meeting by Additional Secretary (A) on 06-02-2014 and assured to Progress the remaining points on the assurances given by Secretary, MOD and Hon'ble Raksha Mantri, on the basis of the assurances, it was decided to defer the strike with an intention that these should not be any production loss in the end of the financial year. He has mentioned that OFB should expedite the Points pertaining to OFB employees with MOD for early settlement of remaining pending issues.

Action Taken/Present Position

The points pertaining to OFB are being given necessary priority.

- 4.3 In order to grant III MACP Rs. 4600/- GP to those employees who got IInd ACP or Rs. 4200/-G. P. to MCM after 01-01-2006, the revised proposal circulated by MOD may be considered for creating further Promotions to MCM to JWM delinking from Chargeman(T) as Ch'man(T) was considered as promotion being feeder grade and promotion grade remains same and also denied to grant one increment on becoming Chargeman(T). This needs to be considered and a favourable reply may be sent to MOD to benefit the existing MCM employees.

Action Taken/Present Position

It is not found prudent to promote MCMs directly to Grp B Gazetted post of JWM without having any prior experience in the lower rungs of supervisory cadre. As far as their career progression is concerned, the matter is being deliberated at OFB for providing appropriate remedies.

- 4.4 He has stated that after the Works Committee election held on 04-01-2014 at HEF, the Industrial Relation situation has totally deteriorated due to the following :
- (a) Work load/out turn has been increased arbitrarily.
 - (b) Wage deductions have been imposed
 - (c) Leave has been denied to the newly recruited employees.
 - (d) Safety violations.
 - (e) Trade Apprentices are totally detailed on production areas and compelled to give out turn as was fixed.

Meeting with Unions are not granted. He therefore requested to take it seriously to avoid any accidents and also to improve the IR situation for peaceful functioning.

Action Taken/Present Position

Regarding Building No. T-37 of High Explosive Factory, Pune; TNT Slab demolition done in building No. T-37, a report has been obtained. There are three rooms in the entire building.

- I Room where TNT flakes are made.
- II Room for Melting and making of TNT Slab.

- III Room for Packing.

Now every room has cross – ventilation. Earlier there were a false ceilings. Those have been removed. The job has been divided in 6 stations. The Electrical fittings have also been changed. Also no safety violations have been observed during the inspection.

- 4.5 He appreciated the efforts taken by OFB to introduce the Admin Audit in OFs. He stressed that, what extent improvements have taken place that should be made known to the staff side to avoid delay in implementing Govt. Orders and other benefits pertaining to employees.

He mentioned that at OF Chanda, 4 Grade structure order for Artisans have been implemented but Pay fixation proposals have not been cleared. Employees are paid Piece Work Profit only on their scales prior to Promotions. Many Retired employees have not been granted their pension benefits on their promotion grade. This may be taken note and factory should be advised to grant the benefits without further delay.

Action Taken/Present Position

The point regarding Admin Audit has been noted for future course of action. As regards OF Chanda LAO related problems, necessary directives have been given by PC of A (Fys) to sort the same out.

- 4.6 The formation of OFs Recruitment Board a centralised Agency for recruitment of Gr. 'C' posts is pending long time. Due to this delay, factories are not filling the sanctioned vacancies particularly for Labourer – SSK. Many discrepancies and irregular methods, complaints are raised against the recruitment. It is therefore represented to take necessary steps to appoint OFRB.

Action Taken/Present Position

The proposal for formation of OFRB was initially not agreed to by MoD. However, considering the difficulties faced by different factories, the proposal is being revived.

- 4.7 To avoid migration of recruitees through Direct Recruitment, the centralised Agency, can conduct written test and Trade Test in different centres on one day and after selection, they may be appointed in the nearest factories which will avoid migration and seeking transfers which has become a big issue in many factories. This would also provide opportunity to the employees of local areas for employees.

Action Taken/Present Position

The problem would be resolved subsequent to formation of OFRB.

- 4.8 Also he has mentioned that there is a huge demand from the employees who are appointed in OFs away from their home towns wanted postings on compassionate grounds. Factories are reluctant to leave them as the man power is required for them to meet the production requirements. It is therefore suggested that on one to one basis when the claims are coming it should be considered by the factories without seeing the Trade background. Also he has suggested that the strength of employees seeking transfers to different factories may be taken into account and the release of vacancies in SSK grade may be provided accordingly to accommodate these employees in the factories after adjusting the transfers. In this respect OFB may formulate certain guidelines in consultation with staff side.

Action Taken/Present Position

The transfers in industrial cadre should be done by the factories in mutual consultation with each other.

- 4.9 Durwan strength in factories is decreasing. Addl. posts as per the sanction to be released or otherwise, Private security Personnel be deployed for the Estate security and to control the traffic to avoid accidents.

Action Taken/Present Position

Manpower sanction for the Durwan posts are given based on available vacancies in the respective factories.

- 4.10 Trades which are not existing in the SRO for IEs, such trades should be merged with the viable trades with seniority protection. Particularly in HVF in respect of AFV Mechanic trade.

Action Taken/Present Position

The matter is being examined at OFB. Any effect on the promotional prospects of employees of the trade in which AFV Mechanic is being proposed to be merged needs to be studied. The factory has been asked to comment upon the same.

- 4.11 Factories are revising the sanctioned strength of trades both upward and down ward. Since ratio has been prescribed, any downward revision it will affect the promotional prospects of the existing employees. It is therefore suggested that while the revision needs to be decided, this issue may be discussed in the IVth Level JCM Council by taking them in to confidence. More-over now, multi-skill system is followed there may not be much required to go for any down ward revision.

Action Taken/Present Position

The factories do take OFB's approval before making alterations in strength of Industrial Employees. However while proposing such alterations; factories must take views of the local JCM IV level council.

- 4.12 RGB project was sanctioned to HAPP as there is a huge demand for supply of RGB products to Navy, the project put on hold should be allowed to complete.

Action Taken/Present Position

The RGB project has not been dropped, the same has been kept on hold considering the requirement FSAPDS project as well as the Fund constraints. This also is indirectly related to the overall Budget Allocation policy of Parliament Committee of Expenditure. Earlier OFB planned a project on a large requirement placed by Navy. But where the expenditure is limited, all the requirements will come down. That is another reason for keeping the project on hold.

- 4.13 Examiners are denied piece work or incentive benefits as they are also part of production activities. Since it is a long pending demand, Examiners may be considered for incentive scheme in OFs.

Action Taken/Present Position

The point is to be discussed as an Agenda Point in the JCM meeting.

- 4.14 RMCs are functioning in 4 centres to promote Civil Trade. The activities may be strengthened by familiarising the capacity of OFs through Booklets, Magazines etc.

Action Taken/Present Position

The point has been noted.

- 4.15 OF Day is being celebrated on 18th March every year. This is a day to be celebrated by involving all employees. Since some factories are giving some gifts to their employees and some factories are not giving and also varying in the value of the gift articles. A general norm in this respect to be fixed by OFB to avoid any non-participation of employees and also to make the OF Day successful.

Action Taken/Present Position

Gifts for employees of different factories would differ based on the resources available with each factory. However, it would be unethical on part of OFB to issue any directive in this regard.

- 4.16 Vijayanta Sr. Secondary School at HVF Estate is functioning in an old building. The condition of the building is very poor. Cracks on the walls, roofs, no compound, no security, furniture conditions, toilet facilities are very poor. Since it is a Govt. property, necessary funds should be granted to HVF to improve the conditions of the school to avoid any major collapse endangering the life of school children.

Action Taken/Present Position

While the building needs repair and maintenance, the school is not under factory's control. As such Factory is finding it difficult to incur any expenditure on the same. Matter is being studied at OFB.

- 4.17 He mentioned that in OFC, pending charge sheets against the Trade Union Leaders may be finalised since the IR situation is improved so that those who are involved will get their due benefits like ACP/MACP, Promotions etc.

Action Taken/Present Position

The matter has been conveyed to OFC several times telephonically.

- 4.18 Employees are deputed to provide services to the Armed Forces to far off places to under take repair of battle tanks, Ammunitions repairs and on escort duties etc for weeks and months leaving their families as well as facing many inconveniences. To compensate their monitory losses, such as OT, Piece Work, incentive etc, OFB should consider in consultation with Accounts Authorities to draw a method since it is on Public Interest.

Action Taken/Present Position

Same as point no. 3.19.

- 4.19 He mentioned that the vacancies in the Posts to Principle Grade – I and Principle Grade – II in OF School, Chanda need to be filled as the school is having 1200 students and 70 Teachers to run the school efficiently.
- 4.20 Armoured Welding Allowance is being revised after every Pay commission proposal may be taken up with MOD to revise the Armoured Welding Allowance on 6th CPC Pay.

Action Taken/Present Position

Proposal is being examined at OFB.

- 4.21 The transfer applications of JWMs are pending even for genuine cases. These requests may be considered speedily. Similarly, the promotions to AWM also may be considered to avoid imbalance.

Action Taken/Present Position

The transfer policy for JWMs has since been finalized. Cases are being examined based on the criteria therein and orders issued wherever found feasible.

- 4.22 Due to Court Cases, Re-structuring of Artisans from 01-01-2006 was considerably delayed. After the Court Cases, while rectifying the wrong promotions, the eligible employees were given promotions from the date of eligibility but notionally without any financial benefit for no fault of them. HAPP, EFA employees are affected. The financial benefits should be granted to them.

Action Taken/Present Position

The factories have confirmed that 4-grade structure has been completely implemented by the two factories. Any specific cases of anomaly may, however, be pointed out.

5.0 REMARKS OF SHRI SADHU SINGH, MEMBER/STAFF SIDE

- 5.1 Granting of equal financial up-gradation under ACP/MACP in all OFs: It has been observed that a few factories are granting 2nd ACP in the GP Rs. 4200/- whereas some factories are granting 2nd ACP in GP Rs. 2800/- to those IEs who have completed 24 years service upto 31-08-2008. It appears that wherever GOI letter No. 35034/3/2008-Estt. dated 19-05-2009 has been implemented first, those factories have granted GP 4200 as 2nd ACP and wherever MOD letter No. 11(5)/2009-D(Civ-I), dt. 14-06-2010 on restructuring of artisan cadre has been implemented first, those fys have granted GP 2800 as 2nd ACP.

It is to be kept in the mind that the instructions on ACP/MACP have been issued prior to issuance of restructuring instructions, hence it is requested that ACP instructions should be complied first and thereafter restructuring instructions should be complied. Further, MOD has already clarified that the ACP granted prior to implementation of restructuring would be protected as one time relaxation.

Action Taken/Present Position

These things vary from case to case when details are studied. Irrespective of implementation of 4-grade restructuring exercise, ACP scheme is valid till 31-08-2008, and should not be affected by 4-grade restructuring. A general instruction without necessary details may create confusion in factories where there is no problem. As such live cases should be submitted from amongst employees of factories where there is a perceivable problem of interpretation, so that the matter can be suitably clarified.

- 5.2 Vide MOD I. D. No. 11(5)/2009-D(Civ-I), dt. 06-02-2014 it has been directed that 03rd MACP may be granted in the GP 4600/- to those HS/MCMs who have been granted the pay scale of Rs. 5000-8000

upto 31-12-2005 due to promotion or ACP. But MCMs who are holding the post prior to 01-01-2006 may also be granted the GP 4600/- under 3rd MACP because movement from HS to MCM was treated as placement upto 31-12-2005 and after that MCM has become a promotional post. Thus, the movement from Skilled to Highly Skilled will be 1st promotion and Highly Skilled to MCM will be 2nd Promotion. Hence such employees should be granted 03rd MACP in ther GP of Rs 4600/- on completion of 30 years regular service upto 31-12-2008.

Action Taken/Present Position

Same as Point No.3.3

- 5.3 Kindly furnish the required information to MOD without further delay so that the issue may be resolved immediately and Piece Workers may be paid Saturday Overtime (3¼ hrs) on their actual pay otherwise they will be in the disadvantageous position w.r.t day workers even after correlation of piece work.

Action Taken/Present Position

A committee has been formed with staff side members to deliberate and decide the issue.

- 5.4 Kindly take necessary action on priority to give Incentive Bonus to Examiners of QC at least at par with Maintenance Workers to boost the morale of Examiners and remove their apathetic attitude.

Action Taken/Present Position

The matter will be discussed as an Agenda in the next meeting of the council.

- 5.5 The issue of granting of GP 2800 under 3rd MACP to those Labourers who have completed 24 years regular service upto 31-08-2008 is pending with DOP&T. This should be expedited.

Action Taken/Present Position

The proposal is being expedited as requested.

- 5.6 The issue of granting of GP 2400/4200 under 1st/2nd ACP to Durwan who have completed 24 years regular service upto 31-08-2008 and after that GP 4600 under 3rd MACP is pending since long. This should be expedited.

Action Taken/Present Position

After due deliberation, it has been decided to refer the matter to MoD.

- 5.7 OFB letter No. 450/AD/A/M, dated 09-09-2005 states that on the promotion of Ambulance Drivers the post of Ambulance Driver (Special Grade) would be filled up by promotion from a combined All India seniority list of Ambulance Driver (Grade – I) and the post in the grade of Ambulance Driver (Special Grade) would be controlled at OFB. But the vacant post of AMD (Gr-I) & AMD (Gr-II) will be filled up by promotion by the concerned factory according to the sanctioned strength vide OFB letter No. 450/AD/A/M dated 09-09-2005. It is demanded to review and amend the policy so that the vacant post of AMD (Gr-I) & AMD (Gr-II) will also be filled up by promotion by from a combined All India seniority of the feeder grade, i.e. AMD (Gr-II) & AMD (OG).

Action Taken/Present Position

Ambulance Driver (Spl Grade), being a post in Grade pay of Rs 4200/- , is filled by All India Seniority. The same principle cannot be applied to posts having Grade Pay of Rs 2800/- and below/-. Besides, OFB is not sufficiently equipped to handle promotions in such large numbers.

- 5.8 Draft SRO for Chargeman should be amended so that the employees who have obtained Diploma in relevant field through Distance Learning from a UGC recognized institute may appear in the LDCE at par with regular Diploma holders.

Action Taken/Present Position

The SRO (proposed) of CM has been prepared after consulting views of all stake-holders and giving due consideration to their concerns. Whatever best is possible within the practicality of rules, has been proposed.

- 5.9 The issue of promotion from Machinist (Leather) to Chargeman (Leather) in OEF Kanpur is pending since long. It should be expedited.

Action Taken/Present Position

The matter is under consideration at OFB. Certain clarifications are required with regard to effect of the proposal on current categories being promoted to Chargeman (Leather). Instructions will be issued thereafter.

- 5.10 Sanctioning of post of Leading Fireman in OEF Kanpur is pending since long. This should be expedited.

Action Taken/Present Position

There is no spare post of Leading Hand Fire at OFB which can be given to OEFC.

- 5.11 It is a matter of great concern that Estate Advisory Committees are not being constituted or if constituted, their meetings are not being held regularly in some of the Ordnance & Ordnance Equipment Factories. This should be looked into.

Action Taken/Present Position

Necessary instructions have been issued to factories for conducting regular meetings of Estate Advisory Committees.

- 5.12 It is also a matter of great concern that the practice of inviting reps of all the recognized Federations to attend the GMs/HODs Conference, PMO Conference and Defence Expo has been discontinued. This should be looked into.

Action Taken/Present Position

The point will be looked into.

- 5.13 All the Cadre Review proposals pending in MOD should be expedited and those proposals which have not so far been sent to MOD, should be forwarded to MOD without further delay.

Action Taken/Present Position

All the cadre review proposals sent to MOD are regularly being expedited.

- 5.14 Railways has restructured the Artisan Cadre as Skilled 20%, Highly Skilled – II 20%, Highly Skilled – I 44% & MCM 16%. The same ratio should also be introduced in OFB/MOD.

Action Taken/Present Position

The matter is being examined at OFB. A proposal will be forwarded to MoD shortly.

- 5.15 SRO of Rajbhasha Cadre should be amended forthwith according to DOP&T guidelines so that promotions may be granted and issues of MACP may be resolved.

Action Taken/Present Position

SRO of Rajbhasha cadre is in hand.

- 5.16 The Federation has requested in the last JCM meeting to grant one time relaxation in qualifying service for promotion from LDC to UDC and UDC to Office Superintendent which is pending in MOD/DOP&T. This should be expedited.

Action Taken/Present Position

One time relaxation proposal for promotion from UDC to OS is under consideration of MoD and is regularly being expedited. A proposal is in hand seeking one time relaxation for promotion from LDC to UDC.

- 5.17 OFB should frame a transfer policy for IEs like Group 'A', 'B' or NGOs because it has been noted that some of the industrial employee get transferred to their choice station whereas some don't succeed as nobody heeds to his problems.

Action Taken/Present Position

IEs are primarily a factory based post. As such there transfers must be decided by the factories concerned in consultation with each other.

- 5.18 OFB has sanctioned Labourer post for DR to various factories but some of the factories are not conducting the examination due to large number of applicants. Hence recruitment should be conducted either by OFB itself or necessary instructions may be issued to Sr. GMs/GMs.

Action Taken/Present Position

Factories are receiving large number of applications against advertisements for direct recruitment. They have to plan the logistics for the entire exercise, and cannot be made to rush the process as it may lead to problems.

- 5.19 Necessary instructions should be issued to all Ordnance & Ordnance Equipment Factories for time bound recruitment process.

Action Taken/Present Position

Factories are receiving large number of applications against advertisements for direct recruitment. They have to plan the logistics for the entire exercise, and cannot be made to rush the process as it may lead to problems and mistakes.

- 5.20 Recruitment Rules for Industrial Employees should be so amended as the NAC holders may be preferred in comparison to NTC. National Trade Certificate is issued to those who undergo training in any Industrial Training Institute without completing apprenticeship in any Industrial

establishment, whereas National Apprenticeship Certificate is issued to those who pass the examination after completing the training & apprentices from any industrial establishment and both the certificates (NAC/NTC) is issued by National Council for Vocational Training. Hence, National Apprenticeship Certificate holders should be given preference and only when applicants with NAC certificate are not available, then only applicants with NTC (NCVT/ITI) Certificate holders should be considered.

Action Taken/Present Position

SRO provides criterion for minimum qualification for deciding the eligibility criterion. ITIs have been identified by the Govt. as centres of excellence for skill development. Even in planning commission documents NTC has been mentioned along with NAC as a measure of employability. Accordingly, it has been made amply clear to all factories that both NAC as well as NTC will form the eligibility criteria, without any preference for either criterion.

6.0 REMARKS OF SHRI SURESH KUMAR, MEMBER/STAFF SIDE

- 6.1 It was assured in the meeting dated 27-04-2013 with Hon'ble DGOF & Chairman that the seniority list would be published within 2 months. OFB had sought some data from all the factories but the compilation job is held up for want of the report from 5-6 factories. It is requested to expedite the factories and complete the job immediately so that the promotion from Ch'man to JWM may be accelerated.

Action Taken/Present Position

Seniority list if CM is held up due to non-supply of information by few factories. Factories are expedited by Dir/NG & Dir/IR. In all likelihood, the seniority list of CM is expected to be in place by September end.

- 6.2 It is learnt that the seniority list of Ch'man for promotion to JWM till August, 2007 is already available with OFB. It is requested that the promotion order of CM(T&NT) to JWM(T&NT) may be issued on that basis by 31-03-2014.

Action Taken/Present Position

Promotion Orders have been issued in March, 2014.

- 6.3 OFB announced the vacancies of Ch'man (T&NT) through direct recruitment in newspapers and invited applications through NET. Later, due to technical reasons, it was not opened for filling of the applications. It is requested that the difficulties may be removed in this regard and necessary action may be taken to mobilize the recruitment process.

Action Taken/Present Position

Process has already started for around 1500 no. of posts.

- 6.4 The issue of "Escort duty related grievances with specific reference to Chemical & Explosive Factories" was discussed in the 7th Meeting of OFB JCM III Level Council on 07-06-2013 and 28-11-2013 and the decision for granting of OT and submission of self-certified bills for food during Escort journey duty at the road side hotels was taken. But the functional order for implementation is still awaited. Further, during discussions, it was assured to implement ON-LINE duty roster for escort duty to be implemented soon, which has not been done till date. Exemption may be given from submission of bills for stay at night during the journey, since the road-side hotels are in remote areas. The matter may be decided at the earliest.

Action Taken/Present Position

Same as pt. no. 3.19

- 6.5 Regarding the "Escort duty problems" repeated writing and verbal discussion with the factory management have taken place. But the Factory management is absolutely working with deliberate intention to penalize the escorts. In this regard it is stated that the OF Chanda has ordered the escorts to load the Stores on the truck. The truck was under control of DSC personnel. Unfortunately the Truck got major brake-down on the way in a remote area and simultaneously there was a heavy rain. The escort has no shelter in the circumstances. The DSC personnel were in their vehicle and the Truck was full with its driver and cleaner. The escorts took shelter in a nearby hotel with the prior permission of their JWM on telephone. OF Chanda management, on being informed, has taken disciplinary action against the escorts. The matter may be looked into.

Action Taken/Present Position

Same as point no.3.19

- 6.6 The corrective action on anomaly in promotion for CM(NT/OTS) and OS to JWM(NT/OTS) may be taken. This is a long pending issue since 2002 when residency period of Asstt was relaxed as one-time measure for promotion of OS. Strength of OS is not included with the strength of Ch'man(NT/OTS) and the same are included in total strength for calculation of inter-grade ratio and vacancies of Foreman which were supposed to be filled rightfully by the promotion from the post of Ch'man(NT/OTS). It has resulted as injustice with the Ch'man(NT/OTS) by loss in promotion by less quota. This issue was raised during the 6th CPC and OFB had agreed that there was no corrective action taken at that time to increase the higher grade ratio at OFB level. Due to the above anomaly the promotion of Ch'man(NT/OTS) is badly affected. Therefore, it is requested that the issue may be settled immediately.

Action Taken/Present Position

The point is being taken care of in the new SRO being proposed. However, it will get implemented only after it has got necessary approval from the Ministry.

- 6.7 The Cadre Review proposal sent by OFB vide ID dated 09-10-2013 and dated 24-12-2014 was only for the JWM Cadre, and there is no proposal mentioned for Ch'man cadre. However, in this proposal the association likes to mention that the GP of MCM and Ch'man would not be same (Rs 4200), since the post of Ch'man is bearing higher responsibilities as shop Supervisory Staff and MCM is working under his control. In addition to the above, the post of Ch'man is functioning on behalf of the management at the shop floor and answerable to entire production and productivity activities to the management. Therefore, viewing their higher responsibility, the GP of Ch'man should be Rs 4600/-.

AIANGOs has proposed to increase the sanctioned strength of AWM upto 50% of calculated strength of JWMs with inter-grade ratio "JWM 50% : AWM 50%" which becomes 4245 or to create 5608 posts of Section Manager at par with AWM in PB3 GP of Rs 5400/- with inter-grade ratio "CM-50% : JWM 25% : Section Manager 25%" with provision of direct promotion to the post of WM.

Action Taken/Present Position

Cadre Review Proposals have been prepared taking all inputs into consideration and consulting all the stake holders.

- 6.8 With reference to the M of D ID No.11(5)/2009-D(Civ.I) dated 23-01-2014, in respect of “framing of recruitment rules for the post of MCM and Chargeman, both in the same GP Rs 4200/-, following proposals of AIANGOs are being made:

The strength percentage of JWM(T) and CM(T) is as follows:

No.	Sl.	Name of the Post	Existing Ratio	Operating Strength
1		JWM(T)	40%	6911
2		CM(T)	60%	10320

In view of the above existing ratio and strength of JWM(T) (6911), CM(T) (10320) and MCM (12675) = 29906. The 40% of the above strength including all cadre will be **11962** which has to be sanctioned for the post of JWM(T). Whereas the existing JWM(T) sanctioned post is 6911, which is less 5051 than the present post if JWM(T) and further will be required for sanction.

In view of the above explained scenario, it is further proposed that the entry level of MCM and CM(T&NT) in GP Rs 4200/-, but the responsibility is quite different. It is requested that the GP for the CM may be sanctioned as Rs 4600/- which would be enjoyed by MCM on their next promotion to Ch'man only.

Action Taken/Present Position

Cadre Review Proposals have been prepared taking all inputs into consideration and consulting all the stake holders.

- 6.9 Advance DPC may be held on regular basis to ensure issue of promotion orders in the month of April of each year against the accumulated vacancies and issue of promotion orders on monthly basis against the resultant vacancies arisen during the year. In addition to above it is also requested that the DPC of the year 2014-15 may be completed before 31-03-2014.

Action Taken/Present Position

Advance DPC may be done next year onwards.

- 6.10 There is an order of pay-fixation on promotion to a post carrying higher duties and responsibilities but carrying the same GP by the Ministry of Finance on 07-01-2013 which was reproduced by the OFB. It is understood that the clause of this letter is neither accepted by PC of A(Fys.), nor any further action taken by OFB end in this regard. However, CAT Bangalore Bench vide its order on original Application No.407/2009 dated 11-04-2011 has given decision in favour of the applicants.

Action Taken/Present Position

The issue is being examined at OFB. Noting is being put up on similar lines as CGDA.

- 6.11 Presently the CM/T to JWM/T promotion ratio is 40% whereas the CM(NT/S & OTS) to JWM/NT(OTS & Stores) is 30%. There was an assurance from OFB that this ratio will be made equal during the submission of cadre review proposal of JWM. The same has not been reflected in the Cadre Review Proposal of OFB for JWMs dated 09-10-2013 & 24-12-2013. Accordingly, it is once again requested to ensure the appropriate action to equalize the ratio of T and NT immediately.

Action Taken/Present Position

Same as Point No. 6.8.

- 6.12 Regarding MACP in the hierarchical posts, the details of the Judgements by Hon'ble CAT Chandigarh, High Court of Punjab & Haryana at Chandigarh and Principal CAT, ND are as follows:

Sl. No.	OA No. / CPW No.	Petition-er(s)	Respon-dent(s)	Date of Order	Name of Court	Decision of the Court
1.	OA No.	Shri Raj Pal S/o Tilak Ram, Photo	UOI	31-05-2011	CAT, Chandigarh	<i>"Tribunal held that the applicant therein was entitled for the 2nd</i>

	1038/CH/2010	Copier				<i>financial up-gradation under MACP in the next hierarchy of post and not in the next GP."</i>
2	CWP No.19387 of 2011 (O&M)	UOI represented by DOP&T	Shri Rajpal and Ors.	19-10-2011	High Court of Punjab & Haryana at Chandigarh	The Hon'ble High Court of Punjab & Haryana at Chandigarh held that <i>"there was no infirmity in the aforesaid order passed by Chandigarh bench of Tribunal."</i>
3	OA No. 904/2012	Sanjay Kumar, UDC and 18 Ors	UOI	26-11-2012	CAT, Principal Bench, ND	<i>"In view of the above position this OA is allowed the respondents are directed to grant scale of pay of `9300-34800/- with GP of `4200/- attached to the said promotional post of Assistant/OS from the due dates to the applicants."</i>
4	SLP No. 7467 of 2013 – against the Hon'ble High Court order dated 19-10-2011	UOI represented by DOP&T and Ors	Shri Rajpal and Other	15-04-2013	Supreme Court of India	There is no sufficient explanation given to condone the delay in refilling the special leave petition. Hence, application for condonation of delay in refilling the SLP is dismissed. Consequently the special leave petition is also dismissed.

In view of the above stated judgement of Hon'ble CAT Chandigarh, High Court of Punjab & Haryana at Chandigarh and Principal CAT-New Delhi stated above and also the rejection of SLP (filed by Govt.) by Hon'ble Supreme Court, it is very humbly requested that OFB may kindly take appropriate action in this regard based on the different Court decisions mentioned above.

Incentive Scheme for Chargeman and JWMs :

Presently no incentive scheme is there for Ch'man & JWM of Ordnance Factories whereas this cadre is directly involved in the production activities. Other Production Units under Govt. of India are providing the same to their supervisory cadre. It is therefore requested to introduce an incentive scheme for Ch'man and JWM of OF Organisation to enhance the motivation level and productivity.

Action Taken/Present Position

Proposal for grant of MACP in the grade pay of hierarchy has been forwarded to MoD. However, this being an All India Issue, a considered decision is required to be taken by DOPT in the matter. As regards comprehensive incentive scheme for all categories, the point is to be discussed in the meeting as an agenda item.

- 6.13 To provide complete coverage to the individuals (including CM & JWM) working in risky and highly hazardous places in the factory, a competent committee should be formed, in particular for all those operations, where IEs are getting risk allowance should be extended to NGOs and JWMs also.

Action Taken/Present Position

Data is being compiled for forwarding to MoD for considering the proposal. Factories need to respond fast for the same.

- 6.14 As per the commitment of OFB, the SRO of CM(T&NT) is neither prepared nor sent to M of D for approval as done in JWM SRO. This should be done immediately to avoid inconvenience.

Action Taken/Present Position

SRO of CM/NT is prepared and is being sent to M of D. The SRO of CM(T) is also ready but, the one issue needs to be resolved for the same.

- 6.15 The anomaly in the payment of Night Duty Allowance may be corrected (which is being paid based on the rate of 4th CPC while it is to be paid at rate of 6th CPC) based on the different court decisions.

Action Taken/Present Position

The matter is under consideration of MoD.

- 6.16 The LDCE Scheme for the post of JWM/NT (Stores & OTS) may be initiated at par with JWM(T).

Action Taken/Present Position

The proposal has been incorporated in the SRO. The same will get implemented, if approved.

- 6.17 All the pending cases of compassionate ground transfer may be processed immediately.

Action Taken/Present Position

As a policy decision, the newly recruited CM has to serve at least 5 years before applying for transfer.

- 6.18 Benefit of ACP should be continued upto 19-05-2009 i.e., from the date of publication of Govt. order regarding MACP. In this context, CAT has already issued the order.

Action Taken/Present Position

ACP Scheme was effective till 31-08-2008. No CAT Order has come to OFB for continuation of the scheme beyond 31-08-2008. DOP&T Instructions are to be followed in this regard.

- 6.19 The applications for outside employment may be forwarded for better career prospect as per rules without hindrance within the specified time limit as advertised by the employer concerned.

Action Taken/Present Position

Govt. Instructions may be followed in this regard.

- 6.20 TA/DA & Medical Final Bills may be de-centralized to avoid undesired delay in clearing of bills by PC of A(Fys.)/.

Action Taken/Present Position

During the meeting, it was intimated by PC of A (Fys) that the proposal is neither feasible, nor will get approval of CGDA. Problems, if any may be highlighted by the staff side members.

- 6.21 The promotion from JWM to AWM is awaited though the posts are lying vacant.

Action Taken/Present Position

The point is beyond the purview of the forum.

- 6.22 As per the standard norms, President and General Secretaries or their nominees of all Federations and Confederations may be invited in Apex Meetings of OFB.

Action Taken/Present Position

The point has been noted and necessary incorporations done.

- 6.23 The OFC management has not issued Non Accommodation Certificate for the last 5 years to any individual. Since a lot of applications are pending for quarter, the same may be issued by OFC management.

Action Taken/Present Position

As per information received from the factory, the issue has been settled.

- 6.24 Since the resultant vacancy of JWM (LDCE quota) are still lying pending for filling up, an immediate action may be taken to avoid crisis.

Action Taken/Present Position

Notification will be issued by the month of September, 2014.

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

- 7.1 The issue of “stagnation in Supervisory cadre” has been pending for a long time. Section A/NG of OFB has sought some information from all the Factories which are under compilation. Necessary action may be taken immediately to remove the stagnation.

Action Taken/Present Position

Earlier proposals discussed in the forum of transferring vacancies from CM(T) to CM(NT) have not been found to be feasible. Matter remains under consideration of OFB for exploring viable options.

- 7.2 The SRO for Ch'man/NT/OTS has been published in OFB Comnet. The following amendments may please be made in the same:

Amendment No.1 : **Point No.12** : (Chargeman/OTS) Promotion from Supervisor (NT/OTS) in the PB-I of Rs 5200-20200/- and GP of Rs 2400/- after completion of 10 years regular service in the post failing which total service of at least 18 years continuously in the post of LDC/Photographer/Telephone Operator Gr.II/Subedar Darwan/LHF and Supervisor(NT) combined, out of which at least 5 years should be in Supervisor/NT Grade.

Amendment No.II : **Column No.11** : Promotion quota to be 66% and DR & LDCE to be 17% each.

Action Taken/Present Position

The SRO (proposed) of CM has been prepared after consulting views of all stake-holders and giving due consideration to their concerns. Whatever best is possible within the practicality of rules, has been proposed.

- 7.3 MACP : This should be as per the promotional hierarchy.

Action Taken/Present Position

This is an all-India issue and the same is under consideration of DOP&T.

- 7.4 Promotion from Chargeman to JWM may be ordered in time so that the resultant chain vacancies can be filled by promotions.

Action Taken/Present Position

The point has been noted.

- 7.5 Sports infrastructure may be increased in the factories to promote sports activities.

Action Taken/Present Position

Annual Athletic Meet is conducted every year in one factory. It is ensured that a good quality stadium and necessary equipments are procured by Factory. Besides, annual grants are given to improve infrastructure every year.

- 7.6 The proposal of Cadre Review for Stores Cadre pending at MOD is to be expedited for early disposal.

Action Taken/Present Position

All the cadre review proposals pending with M of D are regularly being expedited.

- 7.7 Recruitment of meritorious sports persons as possible during the selection through direct requirement by factories.

Action Taken/Present Position

There are guidelines on recruitment of meritorious sports persons. Certain posts have been released as per the guideline. OFC has been made the nodal factory for making the recruitments.

- 7.8 Vacancies of Hindi Officers may be filled in factories to promote Rajbhasha activities.

Action Taken/Present Position

The point has been noted. However, in the present SRO of Hindi Officers, only 20% of the posts can be filled by promotion. As on date, there are no promotional vacancies against which promotions can be granted.

- 7.9 In OFs, lump sum amount is being given once for acquiring higher qualifications. As per guidelines, 3 special increments are to be given. In OFB Shri Pullak Dutta, JWM has been awarded 3 special increments for the above. It is requested to provide 3 special increments to all those who have been given lump sum amount by reviewing the same.

Action Taken/Present Position

Any benefit granted to an individual based on a court judgement has no bearing on Govt. Orders which prescribes grant of lump-sum incentive for acquiring higher qualification.

- 7.10 All the promotee and Direct recruited Supervisors may be given equal basic pay.

Action Taken/Present Position

The point is being examined at OFB.

- 7.11 The vacancies of JWMs may be increased against OS (30%).

Action Taken/Present Position

While finalising the Cadre Review of JWM, the request may be taken care of.

- 7.12 The cadre review may be done for the Clerical Cadre.

Action Taken/Present Position

The Cadre Review proposal of Clerical Cadre has been forwarded to M of D.

- 7.13 All the vacancies in the Sports quota may be filled up.

Action Taken/Present Position

Same as point No. 7.7

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

- 8.1 Departmentalizing of VSS School at HVF, Avadi was discussed in this Forum several times. Since favourable decision has not been arrived, the HVF union approached Hon'ble High Court Chennai and it is under trial. In the meantime, administration never bothered for the welfare of the wards of employees of HVF and EFA. The School buildings are in very bad condition and create fear among the school children for their lives. Even the items of basic need: fans, lights, toilets, furniture are in damaged condition. When the same was raised in the last meeting, Member/Per assured that he will visit VSSS and arrange the required amenities. But, the visit has not yet taken place. In this connection, HVFEU again wrote a letter to Hon'ble Chairman & DGOF requesting to provide the basic infrastructure to the School before next academic year starts. An immediate action is requested.

Action Taken/Present Position

While the building needs repair and maintenance, the school is not under factory's control. As such Factory is finding it difficult to incur any expenditure on the same. Matter is being studied at OFB.

- 8.2 The employees who are deputed to far away places to repair Tanks and also those on escort duties for ammunitions are facing monetary loss compared with their co-workers. Especially the Tank-repair-workers are engaged with army people at remote areas and work for more than 10 hrs per day, even though they are losing their OT benefits in their respective factories. Those workers are very aggrieved. In this connection, the AIDEF gave representation to the Chairman/OFB vide Letter No.06/1006/OFB/AIDEF dated 07-12-2013. Also the HVF employees submitted representation to the Sr. GM by requesting to settle the matter within 3 months otherwise the employees may refuse to go on TD. It is suggested the following decisions may be taken for resolving the issue:

- (a) As done in the previous years, the TD going people may get a letter from the Army Officer concerned from their TD work-place by mentioning their extra hours working everyday in the TD station and the same may be accepted by the Local Accounts but not exceeding 54 hours per week.
- (b) As per rule, in a quarter year, OT should not exceed more than 75 hours. Accordingly, the loss of OT hours in the TD period may be compensated while they are in home station by giving extra working hours subject to the ceiling of 75 hrs in a quarter.

Action Taken/Present Position

A Committee has been constituted to study the issue and submit a Report. The same is awaited.

- 8.3 As per the DOP&T clarification, the Ex-serviceman service to be counted with civil service for their ACP/MACP benefits in respect of those who are not drawing military pension. But HVF has refused to do so. Moreover, the Hon'ble Principal CAT New Delhi also awarded for the same. The matter should be settled suitably.

Action Taken/Present Position

It has been intimated by the factory that the necessary documents for processing have not been submitted by the individual for processing of the case. The same should be submitted with the factory management.

- 8.4 Implementation of 45:55 ratio properly in HVF from 20-05-2003 was deliberated in this forum several times and OFB has sought some details from HVF. The same may be expedited for an immediate solution.

Action Taken/Present Position

The proposal from the factory has been received and being forwarded for concurrence of PC of A (Fys).

- 8.5 The erstwhile checkers are discriminated in their ACP/MACP benefits in HVF compared with other OFs like Jabalpur based factories where they got more benefits. The issue has already been raised in the meeting of OFB JCM III Level Council held on 07-06-2013 at Point No.8.4 and it was told that the matter was under consideration. The issue may please be settled immediately.

Action Taken/Present Position

Circular No.04/MACP/PER/NI dated 30-04-2014 has been issued to all OFs for collecting certain information on the issue. The data is being compiled.

- 8.6 In HVF, during the year 1997, about 40 Ex-Trade Apprentices were called for Fitter(SS) post. After the Trade test select list was also published. But only 17 selected candidates were offered appointment. Remaining people were kept in panel. In the next year, HVF held another recruitment exercise to fill the technical posts including Fitters. But the HVF administration did not offer appointment to the existing persons in the panel before starting the new recruitment. Candidates in the 1997 panel were offered appointment at a later date. The administration sent the PVR only to those who got recruited in the year 1998. For the recruited employees pertaining to the year 1997, seniority position should have been properly protected up to the skilled grade promotion. While they got promoted to HS II their seniority position was pushed down. Due to the above, the seniors those who were kept in the panel in the year of 1997 lost their seniority. The employees' representations have been turned down by HVF. HVF administration should be directed to eliminate such seniority problems prevailing in the Fitter Trade.

Action Taken/Present Position

The factory has intimated that neither are there any representations, nor the matter has been brought to the notice of the factory management by any of the unions. Necessary details may be submitted for examination of the factory.

- 8.7 The 4-grade structure has been implemented at EFA. But, the employees have not got the same from retrospective effect. In this connection, EFA administration has sent letter No.EFA/A/Admin/024/Cadre re-structure dated 10-01-2014 to OFB asking for one-time-relaxation. The same may be considered.

Action Taken/Present Position

The Factory has confirmed that 4-grade structure has been fully implemented in EFA.

- 8.8 Hon'ble Madras High Court has awarded that within 3 months that casual service to be included with regular service with all the consequential benefits. Since a period of 2 years and 4 months is already over, the LAO/HVF has not allowed to implement it fully. No arrears have been paid so far. Also, at present the LAO/HVF is refusing to give MACP benefits to those petitioners of the case. The correspondences are enclosed herewith for PC of A's quick action. Expected a clarification letter to LAO/HVF.

Action Taken/Present Position

The matter is being examined by PC of A(Fys.) for appropriate response.

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

- 9.1 There is an OPD Dispensary at OCF Avadi, though there is a Specialist Centre Hospital at HVF. Like way, two separate OPD Dispensary may be set up for SAF and FGK at Armapore Estate.

Action Taken/Present Position

Separate OPD Dispensaries for each factory cannot be provided in a common Estate.

- 9.2 In the Armapore Hospital, initially, the number of the Doctors were 9+1. The same has been decreased to 8+1. This may be looked into.

Action Taken/Present Position

Posting of doctors is done based on need cum availability. There is a shortage in the IOFHS cadre. As such no factory is fully staffed.

- 9.3 The employees who have become Skilled prior to 09-08-1999 and completed 12 years of service prior to 09-08-1999, may be given ACP-I at the scale Rs 4000-6000 w.e.f. 09-08-1999, as per the Court Judgement in the Court Case No. 1604/2001 (Shri Supriya Ray & 21 others).

Action Taken/Present Position

The benefit of Court Judgement is to be given to the petitioners only to the extent of applicability and to be dealt by the factory concerned.

- 9.4 The employees of OF Organisation are not aware of the total “**Purchase and Selling**” done in the Organisation. A “**Consultation Committee**” may be formed with the representation of recognized Unions where they can offer their suggestions regarding purchase and selling made by the Organisation.

Action Taken/Present Position

The point is not clear. A detailed brief may be submitted for appropriate response.

- 9.5 Certain things are missing in the new pay-slip framed vide OFB Letter No.111/A/A dated 01-02-2014 and PC of A(Fys.) Letter No.PAY/Tech-I/0195/2013/14 dated 03-05-2013. e.g. there is no “*khata sankhya*” in the newly framed pay-slip.

Action Taken/Present Position

The proposal is being examined at OFB whether there is scope for indicating A/c No.

- 9.6 Ref No. (1) OFB Letter No.01/CR/A/658 dated 13-12-2010 and No.01/CR/B-11/A/I/658 dated 25-01-2011, dt.12-09-2011 and dt.17-04-2012.

Ref No.2: PCFA Letter No.Pay/Tech-II/04 dated 20-03-2012

Ref No.3: No. Pay/Tech-II/04/2013/26 dated 16-09-2013

After implementation of 6th CPC, during the cadre review, the promotee HS-II employees were given the PB at Rs 7440/- at SAF Kanpur vide Ref 1 & 2. In the meeting of JCM IV Council it was assured by the GM that no financial loss will take place for any of the employees. Despite the assurance, the pay of the HS-II employees has not been reviewed accordingly. The issue was raised in the Meeting of JCM IV dated 17-10-2013 but the same was not included in the Agenda Items of the meeting. In this regard OFC management has been submitted the copy of Ref No.3 on 20-09-2013, still the PB of HS-II has not been reviewed to Rs 7440/-. The same may please be looked into.

Action Taken/Present Position

It has been intimated by the factory that the concerned Admin Officer may be approached for appropriate remedy in the matter.

- 9.7 Vide FO-II No.48 dated 23-01-2013, ACP/MACP has been granted to 673 employees. But, LAO has not so far cleared it. This should be expedited.

Action Taken/Present Position

The Factory has been interacted with. It has been assured that the points may be discussed with the dealing Admin Officer for appropriate solution.

- 9.8 In VFJ, 37 Semi Skilled employees were promoted to Skilled Grade in Jan-Feb, 2008 and during the Cadre re-structuring in March, 2008, they became HS-II. All these employees had given the option of increment date on 01-07-2008 vide FR 22(1)(a)(1). Vide this Rule, there is scope to provide both the Promotional Increment and regular increment from the date of increment itself. Since all the

37 employees got their two promotions within a gap of 1 month, hence, in their case, 2 promotional increments and regular increments may be given on their increment date.

The Local account vide PC of A(Fys.) Letter No.Pay/tech-II/04/2013/19 dated 02-07-2013 has refused to give the regular increment along with the promotional increment to them. In such cases, the employees who were promoted between 02-01-2008 and 30-06-2008, are getting an increment less than the due. The same may please be looked into.

Action Taken/Present Position

The factory had taken up the case with PC of A (Fys) as certain juniors were getting more pay than their seniors leading to an anomalous situation. PC of A (Fys) asked the factory to forward live cases for further examination. The same has since been forwarded to PC of A (Fys) for necessary examination.

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

- 10.1 The seniority list of the Ambulance Drivers may be made as per the all-India roster so that the promotion may be affected as per all-India seniority basis.

Action Taken/Present Position

Same as point no. 5.7.

- 10.2 An operative instruction may be issued to all Sr. GMs/GMs of all Factories regarding the new Pension Scheme so that the Accounts of newly appointed employees may be maintained accurately and they may get their pension without any delay on their retirement / untimely-death.

Action Taken/Present Position

New Pension Scheme being a Scheme of Govt. of India, OFB is not authorised to issue operating instructions upon the same. Instructions issued so far by the Govt. are already in public domain.

- 10.3 Comments were sought from all the factories by OFB regarding “Incentive to Examiners”. But no action has been initiated till date in this regard. This should be looked into.

Action Taken/Present Position

The point is to be deliberated as an **Agenda Point**.

- 10.4 In the cadre review of Steno, PA, Sr. PS, which has taken place on 31-12-2013, the vacancy of Steno and PAs has been decreased whereas the vacancy of Sr. PS has been kept unchanged as 9. This may be made 40. This Cadre review may be reviewed.

Action Taken/Present Position

The cadre review proposal has been finalized as per the DOP&T instructions. As on date no proposal is pending for reconsideration.

- 10.5 The Cadre Review may be done for the Fire Fighting Staff as it has been made in DRDO.

Action Taken/Present Position

The cadre review proposal for fighting staff on lines similar to DGOS has been forwarded to MoD, which is under consideration.

- 10.6 In OF Badmal, re-fixation may be done for the Fireman recruited in 1995.

Action Taken/Present Position

The point needs to be elaborated further for necessary examination.

- 10.7 Considering the requirement of Type-II quarters in OF Badmal, special and additional sanctions may be given for Type-II quarters.

Action Taken/Present Position

OF Badmal had forwarded a proposal, on which certain queries were raised in the year 2012. The factory has not followed up the case since 2012.

- 10.8 A separate discipline may be made for the Electronics Cadre.

Action Taken/Present Position

In the Industrial Cadre, there exists a trade of Fitter (Electronics). Other trades can be introduced in the SRO if there is a need to do so. The same can be examined before finalizing and forwarding SRO for Industrial Employees. The point however appears to be regarding creation of Electronics discipline in the Chargeman cadre. As on date Fitter (Electronics) is a feeder category for promotion to Chargeman (Mechanical). This arrangement has been made since promotion to Chargeman (Electrical) has mandatory requirement of Supervisory competency test. However, a person with 3 years Diploma in Electronics stream from a AICTE recognized institute can get entry in the Chargeman (Electrical) stream through DR. The proposal therefore appears to propose creation of promotional prospects for Fitter (Electronics) stream. In this connection it is found pertinent to mention that very small cadres in the distinct streams cannot be created to benefit a select group of employees. Such cadre will not be viable on different functional parameters.

It is also found pertinent to mention that no proposal on the above matter was received either from the factories or from the federations when the draft was circulated for feedback. Therefore, as explained above, it is neither feasible nor desirable to create a functionally unviable stream.

- 10.9 Risk allowance may be given to the Boiler Attendants and CMDs.

Action Taken/Present Position

The proposal for adding new operations is already with M of D. However, no justification is found for proposing CMDs to get Risk Allowance.

- 10.10 Same question papers may be set for LDCE and direct recruitment examination for recruitment of Ch'man.

Action Taken/Present Position

The point is not clear.

- 10.11 Leave vacation may be increased during “Dipavali” as per the “Christman” and “Dussehra” in the Kendriya Vidyalaya.

Action Taken/Present Position

Kendriya Vidyalayas are independent of M of D and OFB. They function under KV Sangathan. Leave being their internal administrative affair, cannot be regulated by OFB.

- 10.12. The employees who have accumulated 300+ ELs, their extra Earned Leave may be converted to HPL.

Action Taken/Present Position

The point has been examined. The proposal is not covered under the Rules on the subject.

- 10.13. In some OF Schools, there is shortage of Teachers. As a result, the existing Teachers are given the charge of two classes at a time. It is requested that instructions may be issued to all OF Schools to hire temporary Teachers in such schools.

Action Taken/Present Position

There is no such provision to hire temporary teachers under the extant Rules.

- 10.14 Many OFs have not yet implemented the instruction issued by Director/IR dated 24-12-2013 regarding the Trade test of IEs and as a result, promotions are not being affected in time. It is requested to issue directives to all such Factories to implement the above stated instruction in this regard.

Action Taken/Present Position

The point is being examined at OFB.

- 10.15 The system of re-checking may be introduced in LDCE Exam. Last year in OFIL Ambarnath, one of the candidates appealed for re-checking but it was denied. This should be looked into.

Action Taken/Present Position

The point is being examined at OFB.

- 10.16 In OF Bhusawal, despite not fulfilling the target, the production section has been given 51 hours OT and the NIEs have been given 48 hours OT. In such case, the contract employees may be decreased and the OT may be increased. It is requested that instruction may be issued to GM/OF Bhusawal to take all the Unions and JCM IV in confidence and a decision may be taken mutually so that the target may be fulfilled and OT may be increased accordingly.

Action Taken/Present Position

It is not found pertinent to interfere in the day-to-day functioning of any factory. The same may be discussed locally.

- 10.17 In many OFs, there is no Estate Advisory Committee. It is requested to issue instruction to all Factories to constitute Estate Advisory Committee in all OFs.

Action Taken/Present Position

Necessary instructions have been issued on the subject by OFB.

- 10.18 In many Factories the LPC meetings are not convened regularly. All Factories may be issued instructions to hold LPC meeting regularly.

Action Taken/Present Position

Necessary instructions on the subject are already in place. Wherever LPC Meetings are not taking place regularly, point may be raised in local JCM IV level meeting for holding the same.

11.0 REMARKS OF SHRI R. S. REDDY, MEMBER/STAFF SIDE

- 11.1 There is tremendous industrial unrest at HEF, Khadki due to the behaviour of the GM. The workers representatives are not at all consulted and it seems the GM is running the factory as per his whims. Very recently he had issued instructions to the workmen working in the Bldg No. 37 that the TNT demolition slabs production should be doubled from the existing 30 to 60 slabs knowing that the workmen are exposed to the most hazardous fumes and toxic materials. In order to get his demand fulfilled the newly recruited workmen were posted in this shop and they were issued show causes with the threat that their services shall be terminated if they do not double the target. The complete workforce of this factory is working with a disturbed mind and all employees are agitated with the dominating nature of the GM. The GM has also gone to the extent of not permitting the JCM III staff side member from visiting the plant which clearly indicates the unruly behaviour of the officer. HEF is engaged in manufacture of Hazardous and explosive materials and it is very essential that all safety precautions are taken to safeguard the lives of employees. Increase in production should be resorted to when there is change in technology or procedure or to meet the production target. The matter should be discussed with the workers and the workers representatives amicably for appropriate solutions without endangering lives of employees.

OFB may immediately intervene before the matters in this Hazardous factory go out of hand and GM/HEF should be advised to be more accessible to the workers representatives so that issues are deliberated and acted upon in a democratic manner.

Action Taken/Present Position

Same as Point No. 3.15(c)

- 11.2 With reference to the draft SRO for Chageman it is proposed that the educational qualification for appearing for LDCE examination shall be framed with due care.

Kindly note that **(a)** very few educational institutes impart part time courses there by restricting the existing employees from availing such education. **(b)** If there are no promotional prospects they shall have absolutely no motivation to enhance their knowledge and skill. **(c)** With the urge to

acquire higher education for better placements many may be forced to leave the organization thereby resulting in loss of skilled manpower. Necessary amendments may be carried out in the SRO which shall enable retaining of skilled manpower in the organization and at the same time their promotional prospects are also protected.

Action Taken/Present Position

Same as Point No.3.10

- 11.3 In OFM, due to recruitment a large number of new appointees are seeking membership to the Junior staff Club. However the Management of the staff Club is refusing membership to the employees with no valid reasons learnt that the General Body was held on the year 2011 and the tenure of the committee expired in the year 2012. Till date the Club is managed by an interim body which is denying membership to its employees.

The newly recruited employees are coming from far of places and they are staying alone without their families. As there is no other mode of entertainment for these employees they are seeking membership to the club. About 45 employees had forwarded their joint representation to the secretary of the Club in the year 2013 but till date even these 45 employees have not been granted membership.

OFB may consider the request of the employees seeking membership to the Jr. Staff Club and issue necessary instructions to OF Muradnagar to grant the membership immediately without waiting for the General Body and also at the same time to manage the club in a more democratic manner.

Action Taken/Present Position

The point was taken up with OFM. It has been confirmed that membership has been opened for Jr. Staff Club.

- 11.4 Due to timely sanction/approval of OFB about 1600 quarters at AFK Ordnance Estate and AFK Rangehills Estate could be completed through the MES department. However, it is learnt that due to some objections raised by the audit authorities the proposal for further repair and maintenance of about 2400 quarters is pending at OFB due to which no maintenance/repair work could be carried out. For proper execution and supervision of work the related work is divided in 8 Zones for range hills estate and 2 zones for Ordnance estate. Since there is considerable delay in according

sanction to the projected work at the estate, the residents are very much agitated as they are forced to live in degraded premises. To avoid a major industrial Relations Problem OFB is requested to accord necessary Sanction/Approval at the earliest so that the pace of renovation/repair is maintained and the work is carried out in a phased and time bound manner.

Action Taken/Present Position

Necessary approval has been accorded by OFB to the Factory.

- 11.5 Operative instructions to be issued by OFB for grant of ACP/MACP benefits to Durwans and other erstwhile Gr. "D" posts of Orderly, Duftry, record Supplier, Blue Printers etc. To avoid unnecessary misinterpretation in factories regarding extending the ACP/MACP benefit to the Durwans and other erstwhile Gr "D" posts of Orderly, Duftry, record Supplier, Blue printers etc, OFB should issue clear operating instructions as no factory is extending the benefit to the concerned employees. In the case of the Jamadar Durwan and the Subedar Durwan since they are merged in the GP of Rs. 1800/- w.e.f. 01-01-2006 for ACP/MACP benefit, the entire Durwan cadre may be deemed to be Subedar Durwans and all the senior Durwans who have put in 12/24/ & 30 years of service should be extended the ACP/MACP Benefit. OFB may issue clarifications and operative instructions to all factories to avoid ambiguity in its implementation.

Action Taken/Present Position

The point has been deliberated as Agenda No.3.

- 11.6 Some employees of VFJ have availed LTC to visit Andaman Nicobar Island for which they have performed part journey by Train and part Journey by Private Airlines. The Local Accounts has raised an objection that the Air Transport should be performed by Air India only. As per LTC rules, non-eligible employees can travel by any flight but their claim shall be restricted to the class of their entitled rail fare. As no railway route is available for the proposed destination, they should be allowed the entitled fare of steamer or Bus fare as per their entitled class. VFJ may be advised accordingly.

Action Taken/Present Position

As per Rules on the subject, when part of journey is done by private Airlines, the claim is not admissible. This being a Govt. Instruction, OFB or PC of A(Fys.) do not have power to relax the same.

- 11.7 DOP&T vide No.A36011/1/2013-Estt(Res) dated 23-01-2014 has issued guidelines/Brochure with all relevant guidelines and orders. At present many factories are undertaking the process of verification of caste certificates, as such OFB may issue necessary instructions to all Factory's to implement the guidelines mentioned in the brochure issued by DOP&T.

Action Taken/Present Position

The instructions are required to be received in OFB through M of D for necessary circulation.

- 11.8 At AFK those incumbents who had acquired state electricity License and which was duly certified by the OFB were not considered for promotion and only those fulfilling the terms mentioned in the OFB circular No.411/CEI/Comp/COS dated 25-08-2011 were considered for promotion due to which a junior having DGOF Competency Certificate was promoted vide factory order dated 10-04-2013 w.e.f. 01-04-2013. Subsequently OFB issued circular No. 411/CEI/Comp/COS dated 03-10-2013 instructing factories to consider the cases retrospectively. In order to implement the revised OFB instruction, AFK management has issued Show Cause Notice to the Chargeman Promoted in the year 2013 as per the then OFB guidelines that he shall be reverted to HS. The individual has represented to the management, but AFK is contemplating to revert the Chargeman to HS grade. As the entire exercise was being carried out as per the OFB instructions, the individual may not be punished as reversion attracts reduction from grade and rank and it shall become a penalty ultimately altering the conditions of individual's service.

OFB may take up the issue with AFK and the reversion of Chargeman to HS i.e. in the lower post may be avoided. To settle the issue amicably the following is suggested:

- (a) OFB may release additional posts to AFK so as to retain the promotion.
- (b) Permit AFK to divert the post from other available streams without hampering the promotional prospects of the employees of the trade or
- (c) Permit AFK to effect promotions to all eligible candidates and the additional post may be allowed to be adjusted in future vacancy.

Action Taken/Present Position

Necessary instructions have been issued to the Factory and the problem has since been settled.

- 11.9 It has been observed that in many factories there are workmen who are possessing Technical qualification such as ITI & NCTVT etc. But due to their appointment under compassionate grounds or otherwise they had to be recruited as per the factory's functional requirement.

OFB may consider the issue and issue necessary instructions in this regard.

Action Taken/Present Position

The point will be discussed in the meeting.

- 11.10 The Senior TGTs appointed prior to 01-01-2006 are drawing less pay than their juniors who have been appointed on or after 01-01-2006, thereby resulting in agitating their minds. It is learnt that OFB has refused to step up the pay on the plea that they come under different zones. However, while formulating the SRO the zones were decided to take care of the administrative aspect as transferring one teacher to other zone may result in language and other problems.

With regard to service conditions they are still liable to be transferred to any school in any zone if the situation warrants as such denial of stepping up to the TGTs is not in order. OFB may consider the request of these senior TGTs for stepping up of pay at par with their Juniors.

Action Taken/Present Position

The matter has been studied at OFB. Stepping up based on inter-zone seniority has not been found feasible.

- 11.11 It has been observed that there is delay and denial in cases where the mutually agreed individuals are having the same grade but their trades are different. Since OFs are divided into various groups with each factory engaged in different type of production process, the factories are reluctant to accept the tradesman of other trades and are not able to conduct Trade Tests to facilitate mutual transfer. OFB should issue instructions to facilitate the process.

Action Taken/Present Position

The point will be elaborated upon in the meeting.

12.0 REMARKS O SHRI S. C. NAHA, MEMBER/STAFF SIDE

- 12.1 Revised rate of N.D.A. on revised pay of 6th C.P.C. is long pending. An immediate need is to implement the revised rate of NDA on 6th CPC pay scale in Ordnance Factories may issue necessary instructions.

Action Taken/Present Position

The matter is under consideration of M of D.

- 12.2 Cadre review for re-structuring of para-medical staff of Ordnance Factories Hospital is under consideration for implementation. This issue should be resolved without further delay.

Action Taken/Present Position

The Cadre Review Proposal of para-medical staff is under consideration of M of D.

- 12.3 LDCs/UDCs of Ordnance Factories are stagnant in the same grade about 10-15 years. One time relaxation for promotion of these cadres to the higher grade should be considered. O.F. Board should take necessary action for issuing orders in the regard.

Action Taken/Present Position

One time relaxation for promotions from UDC to OS is already with M of D. Proposal for one time relaxation for promotions to LDC to UDC is under consideration at OFB.

- 12.4 There are many vacancies against the sanctioned strength of I.Es, Labourers, Security Staff, Store Keeper and L.D.C. in GSF Cossipore. For smooth functioning of office administration, security point and maintain the Production and productivity, the vacancies of the mentioned cadre should be filled immediately.

Action Taken/Present Position

The requirements in respective cadres are to be decided by factories concerned. OFB issues sanctions based on proposals received.

- 12.5 Industrial Employees of Ordnance Factories get profit against job performed in a particular month at some percentage of their pay. Profit percentage varies considering the nature of job, availability of Raw material, machine, manpower etc. As a result, resentment arises amongst the IEs. OF Board is requested to mitigate the issue by correlation of profit percentage earned by the Industrial employee of Ordnance Factories as per 6th CPC recommendations.

Action Taken/Present Position

Necessary instructions have been issued by OFB.

- 12.6 As instructed by O.F.Board, Gun & Shell Factory, Cossipore, Kol-2 was to take recruitment action of Durwan for posting to O.F.D.C. It is learnt that GSF has kept in abeyance the recruitment action after receiving application through Advertisement. O.F. Board is requested to look in to the issue and issue necessary directives to complete the recruitment action without further delay.

Action Taken/Present Position

As on date, OF DC is taking action for all categories of recruitment on its own.

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

- 13.1 MCM is not a Group B post as per the Recruitment Rules except the fact that it carries a Grade Pay of Rs 4200/- as Group B post. In this regard Ministry of Health & Family Welfare has given instructions regarding deduction of monthly subscription of CGHS contribution. In view of the above, it is requested that the individuals (IES and NIEs) who are being paid the GP of Rs 4200/- by virtue of ACP/MACP, should also be extended the benefit of LTC, CGEGIS and their purchase limit of CSD may be increased.

Action Taken/Present Position

Necessary instruction have been issued for CGEGIS subscription @ 60/- and LTC by Air for MCMs. As regards CSD purchase limit, it is to be decided by respective unit heads.

- 13.2 The payment of wages of all the IEs may be made on 1st of every month. The issue was raised in 6th Ord. Meeting held on 18-12-2008 at HVF, Avadi at Pt. No.16.2 and the Status Position was given as follows : **“The matter has been referred to PCA(Fys.) vide OFB Letter dated 19-03-2009”**. No progress has been intimated thereon till date. This should be looked into.

Action Taken/Present Position

The proposal has not found to be feasible as factories and LAOs do not have common database and software platforms. The need for processing time makes it infeasible.

- 13.3 AP State Road Transport Corporation has written a letter to GM/OF Medak to allot the 5 acres land for construction of Bus Depot and 2 acres for bus stand. OFMK Management also forwarded file to OFB for approval of land lease to APSRTC. But, OFB has given approval for 2 acres land for bus stand only. APSRTC will ply buses to meet the requirement of employees and their wards when a bus depot is constructed at OFMK Estate. Without bus depot there is no necessity for bus stand. Hence, it is requested to allot the 5 acres land for construction of bus depot at OFMK Estate.

Action Taken/Present Position

The point will be elaborated in the meeting.

- 13.4 Not only the PC of A(Fys.) asked LAOs to restrict payments to MCM category in GP of Rs 4200/- (as against 4600/-), they have also instructed LAOs to give 3% increment while fixing pay on transfer from MCM to Ch'man. It is requested to look into the matter.

Action Taken/Present Position

Necessary instructions have already been issued on the subject and matter stands settled.

- 13.5 As per DOP&T OM F. No.7/19/2010-E.III(A) dated 02-08-2010 clarification has been given regarding the pay-fixation of non-matriculate Group D employees. Ministries/Departments/ Local Managements conduct the training programmes for them and fixation may be done in PB-I with GP Rs 1800/-. Unfortunately the management in OF Medak has not conducted the training programme in time. Meanwhile, 7 group D employees have either retired or expired. Their fixation has been done in - 1S @ Rs 4440 – 7440/-. The auditors have given observations to make the

excess payments to the deserving candidates. The same matter was discussed in the 14th Steering Committee Meeting held on 18-09-2013, but the issue has not been resolved till date. IT is requested to look into the matter on Top Priority and their pay-fixation may be done in PB-1 and GP of Rs1800/-.

Action Taken/Present Position

Necessary instructions have been issued by PC of A(Fys.) to all LAOs and Branch AOs and the matter has been settled.

- 13.6 Factory has been asked to make more recruitments against overall vacancies in the Organisation but strength of factory has not been increased. Due to this, SK employees will not get promotion after completing the qualifying service period. Therefore, the sanctioned strength of factory should be increased.

Action Taken/Present Position

It is understood that additional posts are being sought for considering promotion to IEs who were recruited against the overall vacancies of the organization. The matter has been studied and not found practically feasible, as withdrawing higher level vacancies from other factories would affect promotional prospects of IEs in those factories.

- 13.7 In all the Factories, the Reprography sections are doing the work of printing and supplying the stationeries to Admin and other sections. Printing Machine Operators and Book Binders are working in the section which is under the control of Admin. It is requested to transfer the section to production group so that the hourly rate and incentive may be implemented for them also.

Action Taken/Present Position

The practicality of such proposals are to be studied by the factory concerned. The point may be raised in the Local Meeting of JCM IV and LPC Meeting.

- 13.8 The BPMS affiliated union, after instructed by their JAC, asked for permission for holding Strike Ballot from EFA Management. But the same has been refused. Such kind of dealing should not take place.

Action Taken/Present Position

There appears to be some mistakes in mentioning the factory's name.

- 13.9 NSDL has given yearly subscription statement to members of NPS. The statement differs from the monthly subscription deduction amount. This should be looked into.

Action Taken/Present Position

There is no departmental remedy available on the matter. Persons are required to approach the NSDL grievance portal for any queries, clarifications and grievance redressal.

- 13.10 Presently, the employees are given Long Service Medal on completion of their 25 years of service. It is requested that some memorable gift may be given to all the employees on such occasion.

Action Taken/Present Position

There are no Govt. Instructions on the subject enabling such a proposal.

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

- 14.1 After implementation of 4-grade structure OFB has given instruction for one-time relaxation in 4-Graede Structure No.01/CR/A/I/658 dated 13-12-2010. OF Chanda has promoted tradesman from HS-II to HS-I on dated 13-12-2010. But as per M of D Order No.11(5)/2009-D(Civ.I) dated 14-06-2010, OF Chanda has reverted the Factory Order of promotion. Due to this, there is loss of seniority and qualifying period of tradesmen for getting promotion to MCM and Ch'man. It is requested to give the promotion from the date of completion of qualifying period in HS.II for HS.I, SK - HS.I as per SRO.

Action Taken/Present Position

It may be intimated if the problem still persists, as there is no reference from the factory on the issue. In case it persists, the factory must forward a proposal for examination at OFB.

- 14.2 The Factory quarters are allotted 3 CFL Bulbs of 15 Watt (2 for Toilets and 1 for Kitchen). Since the kitchen is bigger, 15 Watt CFL Bulb light is not sufficient. It is requested to provide 23 Watt CFL Bulb for the kitchen.

Action Taken/Present Position

The point may be discussed in the Meeting of JCM IV Council. If it is needed, personal intervention of GM may be sought for.

- 14.3 During implementation of 4-Grade Structure, the proposals were prepared by LB Section and were forwarded to LAO. But the local Accounts Office is delaying the pay-fixation of Pensioners. Most of the pensioners who are to get GP of `4200/-, are getting the pension in GP 2400/-. This has caused discontentment among them. They may claim the arrears with 8.5% interest due to this delay. This should be sorted out immediately.

Action Taken/Present Position

As intimated by the factory, the problem has since been resolved.

- 14.4 At the time of recruitment there was no scope for the employees to mention their higher qualifications, if any, in the PVR Form. Now the employees who are applying for LDCE, are being refused by the management on the plea that they had not mentioned their higher qualifications at the time of appointment. Employees should be given opportunity for appearing in LDCE if they had higher qualification at the time of appointment.

Action Taken/Present Position

There is no restriction on entry of an erstwhile educational qualification in the Service Book at a subsequent date. However, necessary PVR would be required before endorsing such an entry.

- 14.5 OFCh is having shortage of LDCs. Therefore, Industrial Employees are doing their job. Since they are not conversant with such things, they are making errors, especially in attendance recording. To make amendments, at times supplementary bills are required to be raised. But, LAO is not accepting bills involving attendance issues. LAOs may be instructed to admit such bills.

Action Taken/Present Position

OFB sanctions NIE posts to factories based on vacancies and requirement projected by the Factory.

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

- 15.1 After the implementation of 6th CPC, employees who got promoted in CMD O.G. Grade from fireman post are getting 4200/- G.P. in 3rd MACP, but those are promoted in the same post from Durwan and Labourer are not getting same grade pay. They are getting 3rd MACP in 2800/- GP only. This type anomaly should be rectified.

Action Taken/Present Position

The Scheme and structure of ACP/MACP is such that the GP of entry level becomes the reference point. Thereafter, it is merely a step counting in the hierarchy of promotion in ACP and hierarchy of grades in MACP. Parity cannot be drawn in such situations.

- 15.2 According to the instructions of OFB, IFD placed by sister factories should be given first priority but Ordnance Factory, Khamaria is not following the instructions of OFB. Chemicals which were supplied by OF Dehuroad to OF Khamaria in the past are being procured from private sources. Matter must be looked into.

Action Taken/Present Position

Production scheduling and supply of end stores is a matter to be decided by respective factories and the division concerned, towards optimal use of resources and optimization of production for overall benefit of the organisation.

- 15.3 Valuable and appropriate reimbursement of the angioplasty - LAO has approved only Rs. 25000/- instead of appropriate Cost. Actual cost should be reimbursed.

Action Taken/Present Position

The re-imbursement has to be as per rates specified for the procedure. Factory may seek clarification from OFB if the same is not being done.

- 15.4 Special increment to outstanding sportspersons has been given as per instruction of OFB. After the implementation of 6th CPC, rate of special increment has been revised, but in OF Khamaria some sportspersons are not getting the same at the revised rate.

Action Taken/Present Position

The point is being looked into.

- 15.5 After implementation of 6th CPC Fireman post was upgraded in the grade pay 1900/- (3050—4900). According to fitment table that scale was fixed in 5830/-, but this scale (5830/-) is not being given by OF Katni.

Action Taken/Present Position

A detailed synopsis of the case may be submitted for necessary examination.

- 15.6 OF Katni is facing lot of security problems due to shortage of durwans. So, recruitment of Durwans is urgently required in OF Katni. Same proposal has been sent by OF Katni to OFB. The same should be sanctioned.

Action Taken/Present Position

Granting of manpower sanction in all categories of NIEs would be issued shortly. Factory's request would be considered appropriately.

- 15.7 Matter of ACP/MACP to Durwan and Labourer employees are pending for deliberation since long time. (a) In the revised pay scale of Durwan, their next promotion is supervisor (NT). So those Durwan employees who are completing their 12/24 years service before 01-09-2008 should be given 1900/- and 2400/- GP in ACP – I & II.

Action Taken/Present Position

The case is being referred to M of D for obtaining directives thereupon.

- 15.8 One time relaxation should be given in qualifying service for promotions of LDC/Hindi Typist to UDC and UDC to OS, taking overall service of 18 years into account.

Action Taken/Present Position

Proposal for one time relaxation in cases of promotion from UDC to OS is under consideration of MoD. As regards one time exemption for promotion from LDC to UDC is concerned, the same is being examined at OFB.

- 15.9 Employees who were recruited in the pay scale of (330-480) H.S.I. in Field Gun Factory, Kanpur are entitled for Rs. 4800/- G.P. in 3rd MACP. This matter is pending for long time, it should be looked into.

Action Taken/Present Position

The proposal should be examined by the factory concerned. If there is any element of doubt, the same should be referred to OFB.

- 15.10 East Land estate of OF Katni is totally open from all Four Side. Those employees and their families living in east land estate feel unsafe. So a safety wall is required in OF Katni at east land Estate.

Action Taken/Present Position

The point has been noted. The factory must forward a proposal for consideration at OFB.

16.0 REMARKS OF SHRI PURAN SINGH, MEMBER/STAFF SIDE

16.1 The sanctioned strength of Supervisor (NT/OTS) may be increased in OF Dehradun.

Action Taken/Present Position

There is no spare post in Supervisor (NT/OTS) with OFB which can be spared for OF Dehradun.

16.2 Promotional Avenues may be opened for the Safaiwalas.

Action Taken/Present Position

As on date, there are no promotional avenue for Safaiwalas. However, the factories can choose to convert Safaiwalas into Labourers and subsequently to Tradesman, after taking into account their functional requirements.

16.3 Recruitment in Sports quota may be opened in OF Organisation

Action Taken/Present Position

Sports Quota is very much open. However, due to certain practical difficulties, factories have not been able to recruit against posts allotted to them. The matter is being examined at OFB.

16.4 Promotion to 11 Industrial Employees of OFD may be allowed since they appealed for Trade Test before 14-06-2010 but the factory order was delayed.

Action Taken/Present Position

The case has been studied at OFB. The requested exemption is not found possible as per rules.

- 16.5 A demand was made for constituting a maintenance fund in OF Dun. The same may be approved.

Action Taken/Present Position

The point is not clear. Nor is there any proposal in this regard from the factory which can be examined.

17.0 REMARKS OF SHRI S. K. SAHU, MEMBER/STAFF SIDE

- 17.1 Nodal system for procurement of Raw materials becomes a major cause of delay in completion of target by OFs specially in OEF Group of factories. Procurement action can be started only after receipt of vetted SHIS from all concern factories. While in case of other item (Non Nodal) procurement action can be started on the basis of target un-vetted SHIS also. Vetted SHIS is required only before placement of SO. In this way 2-3 months extra lead time for tendering action is required for items under nodal system. This ultimately results in delay of completion of targets. Granting of DP for consignee factory is also delayed by the nodal factory. Sometimes suppliers are also not supplying to each consignee proportionately & timely. In view of above, nodal system for procurement of material should be stopped.

Action Taken/Present Position

The nodal system of procurement has been introduced because it provides uniformity of quality and a better assessment of material rates, besides reaping the benefit of economies of scale. However, certain problems have crept in on the issue of timely supply of materials to factories involved. The same is under observation and would be ironed out in due course of time.

- 17.2 Transfer policy for GOs & NGOs is framed by OFB. Compassionate transfers of GOs & NGOs are also being done by a specifically framed policy. The same are welcome. In the same line IEs recruited in hard stations and seeking transfer for their Home Stations should be considered. OEF Hazratpur needs special mention since many new Tailor got recruited who want to be transfer to their home station. Female workers in OEF HZ are facing lot of family problems as well as problems of safety and security. Hence their transfer in home station Fys (OPF, OEF, OCAV & OCFS the case may be) should be considered on compassionate grounds, since all OEF Gr. of Factories (except OEF Hazratpur) are having lot of vacancies in the Tailor trade.

Action Taken/Present Position

Transfer of IEs is to be done by the Factories concerned.

- 17.3 “Regular” word is incorporated for required qualification for LDCE CM(T) & NT in the proposed amendment in SRO/13E for recruitment of CM(T) & NT. This will hamper the interest of IEs coming through NCTVT and acquiring graduation in various technical and Non-technical fields through recognized pvt. exams and correspondence courses conducted by various universities. The proposed SRO may be re-worded so that these employees do not suffer unduly.

Action Taken/Present Position

Same as Point No.3.10.

18.0 REMARKS OF SHRI B. B. MAJUMDAR, MEMBER/STAFF SIDE

- 18.1 OF Ambajhari is one of the specialized centres of Hospitals catering to the medical needs of OF Ambajhari, OF Chanda and OF Bhandara. Presently no medical specialist is posted resulting in inconvenience to the Employees and their Families for Medical treatment. Hence action needs to be taken for immediate posting of Medical Specialist at OF Hospital Ambajhari.

Action Taken/Present Position

As on date, there is an acute shortage of doctors in IOFHS. As such providing a Medical Specialist immediately may not be possible. While the efforts are being made to made good the shortfall, Nagpur being an urban centre with many CGHS recognised Hospitals, honorary specialists can be called for meeting current requirements.

- 18.2 Implementation of the policy of posting Husband and Wife in the same station. OFB has issued a circular calling application for considering posting of Husband and Wife at the same station. A large number of employees coming under this category have applied for posting. Till date no case has

been considered. This needs to be looked into and sympathetic consideration may be given to the applications keeping in view instructions on the subject.

Action Taken/Present Position

Transfer of Industrial Employees is to be done mutually by the concerned factories.

- 18.3 Non-Implementation of CVC directives for rotation of officers and staff working in sensitive sections: OFAj has not implemented the above directive. This point was raised in the JCM IVth Level Council. Though assurance was given, till date the same has not been implemented and many officers and staff are working in the sensitive sections for 15 years and more. It is requested that necessary steps may be taken to implement the CVC directives.

Action Taken/Present Position

The functional requirements and applicability of CVC directives has to be done by the Factory concerned.

- 18.4 A decision was taken in the JCM IVth level and LPC that the work which can be done in the factory will not be outsourced before discussion of the same in the section committee and exploring the possibility of producing the same in the factory with the available capacity and manpower. OFAj management is violating the above policy and outsourcing the materials to trade hitherto produced by the factory. Such materials received from the trade are also rejected in large quantity due to poor quality. OFB is requested to look into the matter and issue appropriate directives to adhere to the decisions taken above in the forum.

Action Taken/Present Position

It has been confirmed by the Factory that outsourcing is being resorted to only in the non-core areas.

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

- 19.1 OFB should give directives to all the Factories and employees how to observe the OF Day. On the day all should be gifted a proper Memento.

Action Taken/Present Position

The necessary instructions on the subject are in place. As regards gift, it is to be decided by factories concerned based on resources available to them.

- 19.2 In GCF, there is shortage of Labours. Hence, recruitment may be made in the Labourer posts. LDCs and Store Keepers may also be recruited.

Action Taken/Present Position

Sanctions are accorded to factories based on proposals received therefrom. As on date, a proposal received from GCF for sanction of manpower in Industrial Cadre is under consideration.

- 19.3 In some OFs, some Gazetted Officers are posted for many years. They may be posted to other factories as per the policy of OFB.

Action Taken/Present Position

The issue is beyond the purview of JCM.

- 19.4 The employees working with more responsibility may be given additional increment.

Action Taken/Present Position

The proposal is not implementable as there are no rules available on the subject.

19.5 All the employees of all OFs may be provided Uniforms.

Action Taken/Present Position

A proposal is under consideration of M of D. Necessary instructions are awaited.
