

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

STATUS REPORT ON THE GENERAL POINTS RAISED BY THE STAFF SIDE MEMBERS DURING THE 13TH ORDINARY MEETING OF OFB JCM III LEVEL COUNCIL (11TH TERM) HELD ON 07-06-2013 AT OFB HORS., KOLKATA.

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

- 3.2 In the past OFB JCM was functioning very effectively and meetings of the Steering Committee and main JCM Meetings used to take place regularly as per the constitution. However, it is unfortunate that JCM meetings are now held only once in a year. The JCM, the Permanent Negotiating Machinery (PNM), the Participation of Railway Employees in Management (PREM) are very effectively functioning in the Railway Board. At OFB, there are two consultative forums : one is the JCM and the other is Apex Productivity Council (APC). OFB, being an Industrial Establishment it is very essential to maintain harmonious Industrial relations and for this purpose the consultative machineries should function regularly and effectively. He requested the Chairman to ensure that in future, meetings of these machineries should take place regularly.

Action Taken/Present position

The demand of the Leader/Staff Side is noted. Efforts are being made to hold regular meetings of JCM III council.

- 3.3 In the past, the Federations were used to be invited in the General Managers conference. He expressed his concern that the practice has been unduly discontinued. However, to avoid the participation of the Federations off late instead of General Managers' conference the HOD conference is being held and one of the agenda for the conference is personnel matters. We failed to understand that how OFB ignore the major stake holder of the Organization in this conference. He invited the attention of the Chairman and OFB that in the annual General Managers conference of Railways the Federation representatives are invited and they are allowed to speak on the occasion. Apart from this, there is a forum available to the Railwaymen i.e. Participation of Railway Employees in Management (PREM) which is not available to the OFB Employees. He registered his protest in this regard and requested the OFB to consider the issue very seriously and to avoid the attitude of ignoring the Federations in future.

Action Taken/Present position

NADP has already started inviting staff side representatives for interaction with under training officers. Modalities are being worked out for interaction with staff side representatives in the General Manager's conference as well.

- 3.4 He then expressed his concern about the revised DPP formulated by the Defence Acquisition Council which is against the interest and future of Ordnance Factories. According to the revised DPP, OFB will not get priority in getting the indent for any new products required for the Armed Forces. In the name of Level Playing Field, OFB is being treated as any other vendor and has to submit its tender for getting the work order and has to compete with the private industries. The 24th National Convention of AIDDEF has passed a Resolution protesting against the amendment in the DPP which takes away the identity of OFB as the prime supplier of Indian Armed Forces under the aegis of M of D. The AIDDEF has proposed

that indigenization of Defence Production can be only through the Ordnance Factories, DRDO and Defence PSUs and not through the Indian and Foreign Private Industries. The entire workforce of OFB and their Trade Unions would protest against any policy of the Government which is against the interest of OFB Organization. He requested the Chairman/OFB to oppose any move to jeopardize the interest of Ordnance Factories.

Action Taken/Present position

OFB is in regular interaction with MoD on issues of policy. Certain guidelines are being worked out which give OFB a special status within the framework of DPP as regards technology absorption and productionization of Defence products.

- 3.5 On the call of the Central Trade Unions and Federations the entire working class of the country including Defence Employees participated in the 48 hrs. strike on 20th & 21st of Feb. The strike was a legal strike, however the management in some of the Factories has gone beyond their limit for breaking the strike. Breaking a legal strike also amounts to unfair Labour practice . The Management of some of the Factories were vindictive and suspended the Union leaders. However after the intervention of OFB the suspensions were revoked. However the disciplinary actions are pending. In the interest of harmonious Industrial Relations, these Trade Union victimisations may be settled. As per the Govt. instructions on the subject, the period of strike has to be regularised in the case of those employees who participated in the strike as dies - non after giving show cause notices. However some factories like OF Katni, OF Dun have issued show cause notices for imposing break in service. This is illegal and unjustified. Factories may be instructed not to issue such illegal notices to the workers.

Action Taken/Present position

The factories under reference have been interacted during the strike period and thereafter. Wherever difficulties have arisen, it has been asked to develop greater understanding between the two sides on the nature of the strike, role of Unions to see that essential services do not get hampered and that overall discipline and decorum do not suffer, role of management to see the period through without unnecessary follow-ups and seek industrial harmony without any ill feelings. It does appear as of now that both sides have benefited out of the experience for better understanding in future.

- 3.6 One of the major grievances of employees of Ordnance Factories discussed in the 24th National Convention of AIDEF was the undue delay in correlating the hourly rate of the Piece Workers. Such delay of correlation of Piece Work rate has never taken place in the past. The Employees are subjected to heavy financial loss every month since the hourly rate of the Piece Workers are not correlated. Due to continuing of the hourly rate in 5th CPC Pay Scales the Department is financially benefited every month and the employees are deprived. He insisted that OFB may take all efforts to ensure the correlation of hourly rates of the Piece Workers.

Action Taken/Present position

Matter is under consideration of M of D.

- 3.7 Of late IR problems are created in some of the Factories due to the anti civilian attitude adopted by the Security Officers. The first such incident took place in GCF Jabalpur where the Security officer ordered for firing against the peacefully assembled workers, second incident was a false case filed against a Union leader of OEF Kanpur by the Security Officer resulting in arrest and Police Custody of the Union leader, the third one is at OPF, Kanpur

where when the Union was conducting Gate meeting, Security officer arranged for posting of more than 50 Military Personnel, near the Gate meeting spot and ordered for closing all the gates and not allowing the workers who attended the Gate meeting to enter the Factory. The workers were allowed to enter the Factory after the arrival of GM. This type of arrogant attitude of the Security officers is not good and OFB may kindly issue necessary instructions in this regard and also to train the security officers in dealing with the Civilian Employees before posting them in the Ordnance Factories. He also raised the IR problem of HVF, OF Bhusawal & O.F. Chanda concerning LAOs of the respective factories. He requested the Chairman & PC of A (Fys) to resolve the problems prevailing at OF Chanda and OF Bhusawal. For HVF, he requested that an Officer from OFB and PC of A (Fys) may be deputed to sort out the issues relating to the factory administration and LAO.

Action Taken/Present position

OFB : The Chief Security Officer visited the factory under reference to assess the ground situation and to suitably instruct the factory. The Security Officers are also being sensitized about the industrial nature of the organization and the practices and customs thereof. As regards functioning of LAOs is concerned, PC of A (Fys) is in touch with Branch AOs and LAOs for their better functioning and redressal of employee related issues.

PCA : No comments to offer. No reference in this regard has been received from AO/OFBH, AO/HVF or AO/OFCH.

3.8 He expressed his concern about the non-settlement of the following issues.

- a) Payment of time wages (DOT) to the Piece Workers of Ordnance Factories.
- b) Grant of 30 days EL to the Industrial Workers those who have opted leave under Factories Act 1948.
- c) Grant of hourly rates to the Piece Workers in their MACP Pay Scale.
- d) Grant of Ex-gratia payment to the dependents of Employees who have died while performing their official duty.
- e) Grant of 3rd MACP to the Trades man in PB-2 +GP Rs.4600/-.
- f) Cadre Reviews of Stenographer, Store keeping Staff, MTS, Fire Fighting Staff, Industrial Canteen Staff & Raj Basha Staff pending with MoD may be expedited.
- g) Cadre Review of Clerical Staff and Para Medical Staff may be forwarded to the MoD at the earliest.

Action Taken/Present position

- (a) Matter is under consideration of M of D.
- (b) The approval of MoD has been obtained, and proposal is with PC of A (Fys) for concurrence. The MoD communication is being analysed for date the same should take effect from. In case advised by PC of A (Fys), the matter may require another reference to MoD for necessary clarification.
- (c) Matter is under consideration of M of D.
- (d) The case is settled. Necessary instruction dated 25-10-2013 has been issued for implementation.
- (e) Matter is under consideration of M of D.
- (f) The status is enclosed.

(g) Cadre Review proposal of Para Medical staff has been concurred by Finance of OFB & will be forwarded to MOD shortly.

- 3.9 The issue of grant of MACP in PB-1 + Grade Pay Rs. 2800/- to the labourers were taken up with PC of A (Fys.) with all justification and illustration. However, the issue is pending for more than an year without any settlement. Similarly the Group 'D' NIEs and IEs who were appointed as CMD (OG) in their case the factory management are treating the same as fast track promotion for the purpose of ACP/MACP. Since it is an appointment necessary clarification may be issued to the factories.

Action Taken/Present position

Based on PCA letter No. Pay/Tech-I/0195 dated 07-08-2013, the matter has been referred to MoD for issuing necessary clarifications.

- 3.10 The Govt. has issued orders for grant of 2 hours Short Leave with wages to the Industrial workers. Accordingly the piece workers whenever they avail Short Leave must be paid time wages for the 2 hours period, since it is not a part of the Input Hours. In spite of the clarification issued by PC of A(Fys) to LAO, OCF Avadi, the payment is not been made on the plea that the wage package has not been revised. the issue has to be settled immediately.

Action Taken/Present position

Necessary instruction has already been issued to Wage Package Team and it is confirmed that necessary amendments have already been incorporated in the Wage Package.

- 3.11 After the implementation of 4 grade structure PC of A(Fys) have issued instructions during April 2012 to grant hourly rate to the piece workers w.e.f. 1/1/2006 in the corresponding pre-revised pay scale of Skilled, HS-II, HS-I & MCM. Unfortunately this instruction has not been implemented in many of the Factories including OCF Avadi on the plea that the wage package has not been revised. The instruction of PC of A(Fys) and revision of wage package is not taking simultaneously. This creates lot of problem in the factories. However, he was thankful to the PC of A (Fys) for issuing necessary instructions in this regard to OCF Avadi and CFA. It is requested that whenever any instruction is issued by PC of A (Fys) to Branch LAOs the same should not be delayed in the name of revision of Wage package. He also requested that PC of A (Fys) may explore the possibility of maintaining the Wage package programming from office of PC of A (Fys) instead of giving the responsibility to Branch LAO of RFI.

Action Taken/Present position

The proposal is under active consideration.

- 3.12 The officers in charge of Branch Accounts of OF Bhusawal and OF Chanda behaves in an indifferent manner thereby disturbing the IR situation of the concerned Factories. Both these officers overstep their jurisdiction and interfere in administrative matters. For example the Officers-in-charge of O.F. Chanda & O.F. Bhusawal are returning back the TA/DA Advance claims of the employees challenging the Authority of the GM to depute employees on temporary duty. As per MOD instructions promotion to the Post of MCM and HS-I is given based on the assessment report and the decision of Departmental Selection Committee. Accordingly, pay fixation proposals are forwarded to Branch AOs for concurrence. The Officer-in-charge of OF Chanda has returned back the proposals on the plea that no Trade

Test has been conducted. This type of abuse of powers if not stopped by PC of A (Fys) there will be serious IR problems in the factories.

Action Taken/Present position

The case has been taken up with AO/OFBH & AO/OFCH for their comments. Regarding the case in OFCH, the clarification has already been issued.

- 3.13 The post of MCM has become Group "B" and accordingly Factories are recovering Rs. 60/- towards the Central Government Employees Group Insurance Scheme. However, the local Accounts are not making the insurance payment to the family of the deceased Employee on the basis of the above recovery. PC of A (Fys.) may arrange to issue necessary instructions in this regard.

Action Taken/Present position

A circular in this regard has been issued vide PC of A (Fys) No.Pay/The-I/LTC/2013/31 dated 19-11-2013

- 3.14 There is an alarming situation of workload so far as the Small Arms Group of Factories and HAPP are concerned. OFB may take steps to provide sufficient workload to these Factories. Apart from this HAPP is suffering due to short supply of Tungsten Powder for the production of Penetrators. Since, the Tungsten Powder is an important item, action may be taken well in advance to have some buffer stock so as to avoid any interruption of production activities. The project sanctioned by MoD to HAPP for the production of Pinaka and RGB Naval Rocket may be expedited by OFB.

Action Taken/Present position

(a) Regarding sufficient work load to Small Arm Group of Factories, reply furnished by P & P vide letter of even no. dated 18-11-2013 is relevant (Encl. Annex : II).

(b) As regards to workload of HAPP, sufficient order exists for current financial year. The target of 2013-14 in terms of value is ` 115 Cr. As against ` 96 Cr. achieved in 2012-13. Further the project for production of Pinaka Rocket @ 5000 per annum has been sanctioned by MOD, which will ensure good workload to HAPP.

- 3.15 Due to the cessation of MOU in August, 2012 with Ashok Leyland and Telco, the workload in VFJ has been severely affected. OFB may kindly draw an action plan to overcome this problem.

Action Taken/Present position

TOT agreement with M/s Ashok Leyland for Stallion & with M/s Telco for LPTA vehicles has been extended upto 2019. Hence, VFJ is now authorised to manufacture Stallion & LPTA upto 2019.

- 3.16 It is understood that the previous Chairman has approved for releasing manpower to the various Factories. However, the sanction was not yet issued to the concerned Factories. The Factories are suffering due to shortage of manpower. Therefore, the approved manpower may please be released immediately. Moreover, the proposal for revision of sanction of Skilled post at OEF Hazaratpur, HVF, Avadi etc. may be considered favourably. The NIEs post also may be sanctioned to the factories.

Action Taken/Present position

The manpower sanction has since been issued to various factories in consultation with operating divisions.

- 3.17 Due to abolition of Durwan Posts in the Ordnance Factories because of ADRP is affecting the security set up of the factories. The abolished posts may therefore be revived for direct recruitments.

Action Taken/Present position

OFB proposal for revival of 939 posts of Durwan/Female Searcher, 213 posts of Fireman and 24 posts of FED-A are still under consideration of MOD.

- 3.18 Recruitment action has been considerably delayed in Factories like OPF and OF Bhusawal due to the alleged irregularities in the Recruitment process. OFB may ensure free and fair Recruitment process in the Factories and both the above Factories may be instructed to fill their vacancies immediately.

Action Taken/Present position

The two factories faced certain problems in recruitment, because of which the earlier selection list has been cancelled and factories are taking the recruitment action afresh.

- 3.19 As per MoD instruction on four Grade Structure dtd. 14/6/2010, the procedure for filling up of MCM post has to be followed as per MoD letter. dtd. 21st Sept. 1982. Accordingly the Departmental Selection Committee for promotion to MCM will meet twice in a year i.e. by 31st March & 30th Sept respectively and promotion will take effect from 1st April and 1st Oct. of each year. However many factories are not following this and they are following DPC procedure for promotion to MCM. This is not correct and necessary clarification in this regard may be issued to all factories.

Action Taken/Present position

The matter is under examination at OFB.

- 3.20 It is understood that MoD has asked for the cadre review proposal of JWM. Therefore the proposal may be forwarded to the MoD without further delay. It is understood that some 600 transfer applications of JWMs are pending with OFB without any decision. As one time measure all these representations may be considered favourably before implementing the new transfer policy. The new transfer policy was not shared with Staff Side. He requested that the draft proposal may be given to the Staff Side and a final decision may be taken only after the receipt of views of the Staff Side. He also stated that it is a matter of concern that the newly selected JWMs are leaving the department since they are not getting a posting station of their choice. To overcome the situation, OFB may try to accommodate the request of such new JWMs so as to retain them in service. The employees applying for outside employment, in their case the factories are not forwarding their applications. Very few employees apply for such outside employment. Therefore, their case may be considered sympathetically.

Action Taken/Present position

(i) A cadre-review proposal in respect of the Gr.-'B' cadre of Ch'man and JWM has been prepared and has been submitted to MOD in mid-October 2013 for consideration and further processing. (ii) The matter has been considered and it has been decided that the applications for request transfers received from JWMs that are presently awaiting final decision, shall be duly considered and decided upon after finalisation of revised transfer policy. (iii) Comments/Inputs from Federations and Associations have been sought in respect of the draft transfer policy for JWMs and the same shall be duly considered by the competent authority while finalising the revised transfer policy. (iv) Regarding the suggestion in respect of posting of fresh / newly selected JWMs, the same shall be duly/appropriately considered by the competent authority within the limiting frame-work of the functional requirement of the Units/organisation. (v) The applications for outside employment are being

processed as per policy duly factoring in the functional requirements of the Unit / Orgn. also.

- 3.21 The post of Jam. Durwan, Sub. Durwan & Female Searcher has been merged by the 6th CPC. As per ACP instructions, the promotions which have taken place from Durwan to Jam. Durwan and Jam. Durwan to Sub. Durwan has to be ignored and their first ACP should be in the GP Rs.2400/- after 1/1/2006, since Supervisor(NT) is the hierarchy for the Sub.Durwan.

Action Taken/Present position

The matter is in active consideration at OFB.

- 3.22 The direct Indirect ratio allotted to OCF Avadi is **0.18**. The Factory has now introduced the Line Assembly System through which the Productivity has been substantially increased. However to maintain the quality of the garments manufactured in Line Assembly System, Inspection at every operation is required. Due to the **0.18** ratio for Indirect worker fixed by OFB, the Management is not in a position to increase the number of Examiners required for Line Assembly Production System . The Factory has proposed to permit at least **0.20** ratio for OCF Avadi. The same may please be favourably considered by OFB.

Action Taken/Present position

The necessary approval has been accorded vide OFB letter dated 22-05-2013.

- 3.23 Electrical Competency Test for promotion of Electrician is being delayed in all the factories since the nominated Officer from the sister factory is not conducting the Test in time. Therefore, wherever Electrical Officers are available locally they may be allowed to conduct the Electrical Competency Test for promotion in the Industrial Cadre.

Action Taken/Present position

The matter is under examination at OFB.

- 3.24 The service condition of Two years in the Skilled Grade for appearing in Ch'man LDCE may be removed and the qualified employees may be allowed to appear for the LDCE. The Degrees granted by Colleges/Universities recognized by UGC and MHRD may also be recognized for the purpose of LDCE.

Action Taken/Present position

The LDCE for Ch'man is regulated through the contents of the relevant Recruitment Rules/SRO for the post of Chargeman. Accordingly, the eligibility conditions regarding service conditions and also the educational qualifications should essentially be conforming to those as mentioned in the said RRs/SRO.

- 3.25 Employees in the Grade Pay of Rs. 4200/- are eligible for availing LTC from the nearest Airport as per DOP&T Instructions. This benefit is not granted to the MCM on the plea that MCM is an Industrial Post. This is not justified and necessary clarification in this regard may please be issued to all the factories.

Action Taken/Present position

The matter is under examination of PC of A(Fys).

- 3.26 In the case of placement from Semi-Skilled to Skilled, Trade Test may be conducted three months in advance before completion of two years period and after completion of the two years period placement to Skilled Grade may be affected, so as to avoid unnecessary delay.

Action Taken/Present position

The trade test is to be conducted as per SRO stipulations, i.e. after completion of two years in the Semi-skilled grade.

- 3.27 The employees of OFB HQrs. are having a complaint that their grievances are not being addressed properly. The Office Council Meetings are not taking place regularly and the decisions taken are also not implemented. In the case of Group 'D' employees for their promotion to LDC, the case has been referred to SSC which is not required at all. Similarly the ACP benefits which are due till date, are also not granted due to some mis-interpretation by the PC of A (Fys). It is requested that Chairman/ OFB may kindly intervene in the matter and necessary directions may be given to redress the grievances of the employees of OFB HQrs. and effective functioning of OFB Office Council (JCM).

Action Taken/Present position

As regards to, ACP benefit to the erstwhile Group – 'D' NIEs, the matter has already been taken up with CGDA vide this office letter No.Pay/Tech-I/01(6th CPC) acp dtd. 07-08-2013.

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

- 4.2 Holding of meetings of JCM III Level Council at regular intervals as per the constitution is required. It reduces the communication gap and many issues of importance are resolved through effective deliberations and negotiation.

Action Taken/Present position

The demand of the Secretary/Staff Side is noted. Efforts are being made to hold regular meetings of JCM III council.

- 4.3 On the call given by Central Trade Unions, three recognised Defence Federation have joined the strike after issuing strike notices to the Employees and have gone for 48 hrs strike on 20-02-2013 and 21-02-2013. The strike was, in general, peaceful except a few places. In HAPP, Trichy however, the management adopted a strategy to break the strike which was responsible for the unrest. This has resulted in deterioration of the IR situation. Management's vindictive actions against the Union Leaders further accentuated the problem.

Action Taken/Present position

The factories under reference have been interacted during the strike period and thereafter. Wherever difficulties have arisen, it has been asked to develop greater understanding between the two sides on the nature of the strike, role of Unions to see that essential services do not get hampered and that overall discipline and decorum do not suffer, role of management to see the period through without unnecessary follow-ups and seek industrial harmony without any ill feelings. It does appear as of now that both sides have benefited out of the experience for better understanding in future.

- 4.4 OFB issued instructions on the re-structuring of inter-grade ratio for IEs to implement w.e.f. 01-01-2006 by upgrading the 50% HS employees to HS I without following any reservation initially and then to follow reservation as per the roaster for the resulted vacancies. This was implemented in all the factories except in few, particularly in EFA, HAPP with due claims and counter claims. OFB is fully aware of facts of the case. This needs intervention at least by granting some supernumerary posts to cover the employees who are claimed to be seniors but not eligible by which the issue can be settled so that hundreds of affected employees can be relieved by getting their promotions to the resultant vacancies.

Action Taken/Present position

Creation of supernumerary posts would require MoD approval. The factory must forward a comprehensive proposal, duly justifying the case. However, wherever proceedings are stalled due to legal entanglements, action would be taken based on court judgements, as and when they happen to get pronounced.

- 4.5 DOP&T OM dated 26-07-2012 and MOD letter D(Lab) dated 08-8-2012 and 07-12-2012 issued orders of withdrawal of instructions contained in DOP&T OM dt. 05-05-2003 vide their OM dt. 26-07-2012 by relaxing the time limit for making compassionate appointments to fill the available vacancies for the purpose. These Instructions have not yet been forwarded to OFs to extend the benefit to the pending cases as well as the cases already rejected beyond 3 years. Necessary instruction may be forwarded to factories for considering the past cases for review.

Action Taken/Present position

OFB has already issued instruction No.112/2012/PC of A(Fys.)(A/A) dated 27-08-2013 enclosing M of D communication dated 08-08-2012 and DOP&T OM dated 26-07-2012 for implementation to all OFs.

- 4.6 Pay fixation may be granted to those placed in HS-I on account of implementation of the 4 - grade structure for IEs in MOD.
In accordance with Cadre restructuring for IEs w.e.f. 01-01-2006, 50% of HS II were placed in HS I due to bifurcation of posts of HS. Though it was considered as placement in relaxation of Trade Test, Qualifying service etc but later it was clarified by MOD that this would be counted as promotion for ACP/MACP. But the pay fixation was denied to those HS-I employees. OFB clarification issued vide their letter No. 01/CR/Vol-II/A/I/658 dt 23-05-2013, pay fixation in respect of HS Grade - I under cadre restructuring has to be done in accordance with Para 9 of OFB clarificatory Instructions issued vide circular No.01/CR/Vol-II/A/I /658 dated 25-01-2011 needs to be circulated to all factories since many factories have not granted the pay fixation benefit on their elevation.

Action Taken/Present position

The matter is being examined at OFB.

- 4.7 ACP / MACP benefits may be granted to erstwhile group 'D' NIEs, who were re-categorised as Labourers and then subsequently became Tradesman. After 6th CPC implementation, financial up-gradation under ACP in respect of Group 'D' NIEs and Labourers are to be ignored as all the grades were merged and placed in Rs. 1800/- Grade Pay on the basis of the continuous service rendered by them. They are eligible for financial up-gradation under ACP till 30-08-2008 and for MACP w.e.f 01-09-2008. Accordingly movement from skilled to semi-skilled of Tradesman Semi-Skilled to skilled are to be ignored since recruitment in Semi-skilled is against Skilled. Therefore all earlier financial up-gradations need to be reviewed and they may be granted Rs.2800/- GP for 24 years and 4200/- GP after 30 years of continuous service. LAOs are not accepting the financial up gradation. This needs to be approved by PC of A(Fys) and necessary directives may be issued to LAOs for granting the ACP/MACP benefits.

Action Taken/Present position

Matter is under reference to MoD in consultation with PC of A (Fys) letter No. Pay/Tech-I/0195 dt. 07-08-2013.

- 4.8 Implementation of the Saurabh Kumar Committee Report on IEs. : Shri Saurabh Kumar, DDG/OFB now GM/EFA, was appointed to study the feasibility of following single seniority in each grade of IEs at factory Level. The report was submitted to OFB. The same was sent to Federations for seeking comment which was submitted by the Federations long back. The committee report may be implemented for maintaining the seniority of IEs in their respective grade and not on their trade seniority.

Action Taken/Present position

The matter was discussed with the three federations during committee meeting on trade rationalization in the month of September 2013. Besides the same, the report has been put on the COMNET for eliciting the views of the factories. A decision can be taken once the feedback is received from all stake holders.

- 4.9 Policy for Transfer of IEs to Nalanda Project by factories. : Circular was issued to factories for releasing the IEs to go to Nalanda project/Korwa project. Applications of willing employees are considered by the factories. However, where number of the willing employees is more, some criteria may be decided so that favouritism is not shown.

Action Taken/Present position

The functional needs of factories, especially which employee to keep and which employee to release, has to be assessed and acted upon by the respective factories. It would be improper for OFB to intervene in the matter.

- 4.10 HVF has not been given indents by Army for 2013-14 though the requirement of T-90 Battle Tank is raised by 100-140. Further, due to the delay in getting indents, the Material procurement will be delayed which may affect in current year's production. Material such as bottom plates for manufacturing the Halls are yet to reach from Russia. This issue is to be sorted out on priority.

Action Taken/Present position

This matter was discussed in the recent Board Meeting held on 31-10-2013 wherein it was informed that the procurement action for manufacture of 236 Tanks has been initiated by HVF for the next Indent of 236 Nos of T-90 Tank.

- 4.11 Departmentalisation of Vijayanta Sr. Secondary School at HVF may be done to provide educational facilities to the wards of HVF and EFA employees. Action/proposal may be sent by OF Board for departmentalisation of the School. Till such time the admission for Ist Standard and in other classes be allowed by the factory to the wards of the employees as the younger generation is being inducted more. Additional financial sanction is not required and can be managed within the available funds. Only clearance is required for the same.

Action Taken/Present position

To be discussed in the meeting.

- 4.12 Deployment of the new Recruits on OT is restricted up to the completion of their 6 months of service. This condition may be removed and they may be engaged on OT at the earliest as they are involved in Direct Production activities.

Action Taken/Present position

OF Board Instruction No.3091/A/A dated 30-10-2006 clearly states that no direct recruit, either appointed on compassionate ground or otherwise shall be deployed on OT duty prior to completion of six months satisfactory service and without specific approval of Sr. GM/GM of the Factory. The order of OFB is still persisting and therefore the instant point cannot be reviewed.

- 4.13 The responsibility of Present Trade Apprentices selection and Training should be left to the GMs instead of centralised recruitment process. As preparing of centralised questions may become difficult due to the change in open appointments system – such as Language of the Question paper, accommodation problem etc.

Action Taken/Present position

Training and selection are already with factories/GMs and there is no centralized recruitment process for TAs. Since 2009-10 the question papers for selection purpose are being prepared centrally to ensure uniformity in selection. Question papers are being made in 7 Indian languages i.e. English, Hindi, Telgu, Marathi, Tamil, Bengali & Oriya. The problem projected for accommodation is not clear as none of the unit has projected any accommodation problem so far.

- 4.14 Promotion may be given from Semi-Skilled to Skilled on completion of 2 years service. Despite the instructions issued by OFB that promotion would be given once in every 3 months, is not taking place, due to which promotions are being delayed. This may be considered and Instructions may be issued by circulating the same to factories.

Action Taken/Present position

The trade test is to be conducted as per SRO stipulations, i.e. after completion of two years in the Semi-skilled grade.

- 4.15 Sanctioned vacancies are not filled by factories due to various reasons. Therefore, the constituted OFR Board may be given the responsibility.

Action Taken/Present position

The issue of OFRB is pending before M of D and action through OFRB could not be taken for non-receipt of decision from M of D.

- 4.16 As per SRO 185/94, 80% of Skilled IEs are to be filled by transfer from Labour Semi-skilled failing which by DR or by way of promotion from Labourer Semi-Skilled to the extent of 20% sanctioned strength of Skilled category. This is not being followed by many factories, as 20% vacancies are not allotted for promotion. These needs to be taken note and factories may be asked to submit the report.

Action Taken/Present position

The promotions can be given effect only after catering to the functional needs of the factory. However, specific factories may please be cited so that feedback can be sought from the factories.

- 4.17 Admin Audit system has been introduced. The report/outcome of the Audit may be given/circulated to all the factories so that other factories may follow the strategies adopted by the Best Performing Factories, to improve their performance in maintaining Qualitative administrative work.

Action Taken/Present position

After completion of Admin Audit for the year 2012-13, OFB Circular No.1240/Admin/Audit/A/A dated 01-03-2013 was issued requesting all OFs to upload their best practices in brief at the factory website for knowledge of all OFs and implementation. Admin Audit for the year 2013-14 is under progress.

- 4.18 Escort Duty – Private Vehicles are deployed for transportation of materials / components to deliver to other factories/units. In the Private Vehicles the employees are forced to carry the duty as escorts. Private Drivers do not listen to staff who are escorting. To avoid this, container /carriers may be deployed or Govt. vehicles may be utilised.

Action Taken/Present position

As per SOP on Transportation Security, the Escort Convoy for the vehicle is to be arranged by the Security Officer of the factory concerned. In order that the security cargo is not compromised, the DSC Escort Commander will be the convoy Commander and his directives are to be followed in letter and spirit. Regarding deployment of private vehicles for transportation of materials to other factories, security SOP is to be followed.

- 4.19 The proposal for providing 0.5% quota for CMD, Tracers and Sr. Data Entry Operator was proposed for promotion to Chageman. This is not yet considered in the Proposed SRO for Chageman. This may be included.

Action Taken/Present position

The proposal is being examined at OFB.

- 4.20 Recruitment of Annexure 'B' Trades be made in the SRO. For Annexure 'B' Trades, many employees are not available for promotion from Labour Semi-Skilled due to which particularly OMHE & Rigger trades are vacant. Necessary provisions be made for DR failing which by transfer or NIEs (MTS) may be allowed.

Action Taken/Present position

Since Annexure-B trades do not find any mention in schedule to the Apprentices Act, DR is difficult. Transfer from NIEs (MTS) may be considered while framing the SRO.

- 4.21 The following issues are pending with M of D, which may be expedited

- (a) Grating of Risk Allowance to Electroplaters,
- (b) Ex-gratia Payment to IEs expired in accidents
- (c) Application of Departmental Leave Rules,
- (d) Piece Work Correlation on 6th CPC rates,
- (e) Regularisation of Rs. 4600/- GP on MACP and
- (f) Cadre Review Proposals

Action Taken/Present position

- (a) Proposal for inclusion of name of EFA, VFJ, GCF, MTPF, SAF, OFT, FGK, OLF, GSF and OFC for Electroplating Operation is pending with M of D since 2005. It is understood that M of D has taken up the matter with DOP&T for inclusion of the name of the left out factories pursuant to CAT, Chennai Order dated 01-03-2013 arising out of the OA No.58/2012.
- (b) Matter already settled. OFB instruction issued for payment of ex-gratia lump sum compensation.
- (c) The matter is pending with M of D.
- (d) The matter is pending with M of D.
- (e) The matter is pending with M of D.
- (f) The status is enclosed.

Also a cadre review /restructuring proposal in respect of Stenographic cadre in Ord. Fys. has already been approved by M of D and the subject revised cadre-structure is to be implemented shortly. A cadre-review proposal for restructuring (including creation of higher posts) of Rajbhasha cadre in OFs has been submitted to M of D and the same is under consideration. Further, a cadre-review proposal for the Group-'B' cadre

of Chargeman & JWM has also been submitted to M of D recently for consideration.

- 4.22 Payment of increment arrears for those who are eligible for one increment between February, 2006 and June 2006 has not been made citing reason that those employees are due for recovery as they have been granted Rs.4600/- on MACP. This may not be linked.

Action Taken/Present position

Specific factories may please be cited where the problem persists.

- 4.23 There are a few TGT & PGT Teachers who have been promoted from PRT & TGT respectively and they are getting lesser pay compared to their counter parts who are directly recruited. This may be considered for stepping up of pay as per the Govt. orders.

Action Taken/Present position

The matter is in active consideration at OFB.

- 4.24 A/NI Section in OF Board be posted with one JWM to improve its efficiency and reduce the number of pending references.

Action Taken/Present position

The matter is being examined at OFB.

- 4.25. MOD ID No. 45(1)/US(OS)/D(Fy-II) dated 30-07-2009 clarified that 6th CPC has granted parity between the pay scales of CSS/CSSS and Ministerial/Stenographers Cadre in Officers outside the Secretariat only up to Asstt. in the Pre-Revised Pay Scale of Rs. 5500-7000/- and the same has been implemented. The Asstts and PAs are entitled for Rs. 6500-10500/- w.e.f. 15.09.2006 by giving option and accordingly they should have been given the fixation with GP Rs. 4600/-.

Action Taken/Present position

The point appears to be self-contradicting. It may please be clearly stated as to what exactly is the proposal.

- 4.26 Manpower Sanctioned in Steno/CMD categories : Sanction of Manpower has been issued in respect of all categories of employees for Direct Recruit during the last 3 years. In categories of Stenographers, CMD, there are huge shortage in factories but the sanction has not been given. This may be considered on the basis of functional requirements.

Action Taken/Present position

Direct recruitment Sanctions have been issued for the posts of Steno & CMD(OG) are 44 & 34 respectively for the year 2013-2014.

- 4.27 Medicine Procurement – in HVF : The differences between factory management in HVF and C of A (Fys) be removed in procuring medicines by accepting the guidelines issued by the Govt. in OFMR.

Action Taken/Present position

PCA(Fys) : Case details showing exact nature of differences with exact constraint in medicine procurement are necessary to take up the matter with the concerned CFA for his views and further action.

5.0 REMARKS OF SHRI SADHU SINGH, MEMBER/STAFF SIDE

- 5.2. Earned Leave of Industrial Employees is pending since long. Industrial Employees, governed by the factories Act, are granted 18 days EL while they should be granted 30 days EL as per agreement of 1997.

Action Taken/Present position

Matter is under consideration of PC of A(Fys).

- 5.3. Piece Worker IEs are being paid OTA between 44 ³/₄ and 48 hours on the basis of 5th CPC pay scales and due to this, they are getting less pay in comparison to Day Workers, which is causing discontentment amongst the employees. This should be looked into.

Action Taken/Present position

Matter is under consideration of M of D. Orders are expected shortly.

- 5.4. Piece Work Correlation with 6th CPC is pending since long. It is learnt that OFB has sent a proposal to MOD but the file is missing in D(Fy-II). The same should be looked into.

Action Taken/Present position

Matter is under consideration of M of D.

- 5.5. DOP & T has issued instructions vide O.M. No. 21012/01/2010-Estt (Allowance), dated 18-10.2012 regarding Risk Allowance but OFB has not issued directives to the factories for compliance of the same. This should be done at an early date.

Action Taken/Present position

OFB Instruction No.127/2013/PCC (A/A) dated 25-10-2013 has been issued for implementation of DOP&T OM dated 18-10-2012.

- 5.6. MOD has issued clarification vide ID No.27(2)/2012-D(Civ-I), dated 02-07-2012 with reference to DOPT ID No. 87955/CR/10, dated 30-05-2011 regarding granting of ACP/MACP to erstwhile Group 'D' employees, but OFB has not issued directives for its implementation. According to this clarification Non-Matriculate Employees are getting more Basic Pay in comparison to Matriculate employees because Non-Matriculate employees have been granted 02 increments on their 02 promotions, whereas only one promotion/ACP has been granted to matriculate employees. Necessary instructions should be issued by OFB forthwith.

Action Taken/Present position

Matter is pending with M of D and DOP&T.

- 5.7. On completion of 30 years service, Labourer should be granted the Grade Pay of Rs. 2800/-. Due to merger of Un-Skilled & Semi-Skilled, this movement should be ignored as on 01-01-2006 and the employees should be granted the Grade Pay Rs. 1900/- & Rs. 2400/- as 1st & 2nd ACP on completion of 12 & 24 years of qualifying service between 01-01-2006 to 31-08-2008. Thereafter, on completion of 30 years of regular service they should be granted 3rd financial upgradation under MACP Scheme in the Grade Pay of Rs. 2800/- on and after 01-09-2008.

Action Taken/Present position

Matter is pending with M of D.

- 5.8. OFB has issued a calendar for conducting DGOF Competency Test for Electrical Trades, but the test has not been conducted in Kanpur based factories for the year 2012. Now a new calendar for 2013 has been issued by OFB. This is delaying the promotion/ACP/MACP benefits to employees. This should be looked into.

Action Taken/Present position

A new officer has been entrusted with the task. Feedback has been sought from the Kanpur factories regarding status of the competency test.

- 5.9 Necessary instructions for functioning of Ordnance Factory Recruitment Board should be issued without further delay so that the recruitment of Chageman (Technical/Non-Technical) LDCE etc may be conducted in all the Ordnance & Ordnance Equipment factories.

Action Taken/Present position

The matter is pending with M of D.

- 5.10 The pay scale of Durwan, Jamadar Durwan & Subedar Durwan have been merged w.e.f. 01-01-2006, therefore the movement from Durwan to Subedar Durwan should be ignored for the purpose of ACP/MACP and Subedar Durwan who have completed 24 years of regular service upto 31-08-2008, may be granted 1st ACP on the promotional post of Chageman in the GP of Rs.4200.

Action Taken/Present position

The matter is being examined at OFB.

- 5.11 IEs who are directly recruited in the pay scale of Rs. (330-480) (Highly Skilled-II) after completion of Skilled Craftsman Training and granted 1st ACP in the pay scale of Rs. (5000-8000) should be granted 2nd ACP in Grade Pay of Rs. 4600/- & 3rd MACP in the Grade Pay of Rs.4800.

Action Taken/Present position

These are specific cases which require to be studied, analysed and if need be forwarded to OFB with a self-contained recommendation in each case for obtaining the necessary clearance. Since these cases are not routine, a separatereference would be required in each case, along with copy of the service book.

- 5.12 OFB letter No. 2982/LDCE/CM(T&NT)/2013/A/NG, dated 30-05-2013 should be amended and the Diploma holders, who obtained Diploma from UGC affiliated institutes may also be permitted to appear in LDCE at par with Diplomas obtained from AICTE affiliated institutes.

Action Taken/Present position

The LDCE for Chageman is regulated through the contents of the relevant Recruitment Rules/SRO for the post of Chageman. Accordingly, the eligibility conditions including the educational qualifications should essentially be conforming to those as mentioned in the said RRs/SRO.

6.0 REMARKS OF SHRI SURESH KUMAR, MEMBER/STAFF SIDE

- 6.1 He requested to publish the seniority list of CMs and JWMs as on 1st January so that advance DPC can be completed by 31st March and promotions can be ordered by 1st April of every year.

Action Taken/Present position

Action is in hand to bring up-to-date the Seniority-lists pertaining to the grades of Chageman and JWM. For Seniority-list of Chageman, a Task-Force has been constituted by the competent authority but the same work is facing hurdle, and is delayed, due to non-furnishing of required data from some factories. The matter can be progressed further upon receipt of complete data. Regarding updating of Seniority-list for JWMs, the task shall be completed shortly.

- 6.2 During the meeting of AIANGOs with DGOF & Chairman on 27-04-13, it was assured that promotions will be given to the left out senior Chageman to JWM and DPC would be held by 10-05-2013, but the same is still awaited. This should be looked into.

Action Taken/Present position

Action has already been taken / completed on this point.

- 6.3 He requested to hand over the Cadre Review Proposal framed by the Committee constituted for the purpose to the Associations and Federations for study and examination and the same may be discussed in the meeting of OFB JCM III Level Council before forwarding it to M of D/DOP&T. An early action may be taken in this regard.

Action Taken/Present position

A cadre-review proposal for the Group-‘B’ cadre of Chargeman & JWM has been submitted to M of D recently for consideration and onward processing. The subject cadre-review proposal has been prepared based on recommendations received from the Cadre-review Committee for the purpose and the said Committee while finalising the recommendations had duly factored in the comments / suggestions received by it from various Federations / Associations.

- 6.4 Presently, there is no incentive scheme for Chargeman and JWMs of OFs despite their direct involvement in production. He requested to introduce an incentive scheme for Chargeman and JWMs of OFs like other production units under Govt. of India.

Action Taken/Present position

A complete proposal is required to process the matter.

- 6.5 In view of the decreasing strength of the Chargeman in the Organisation and once the decision has been taken for holding the recruiting process by NADP, the relevant speedy action for recruitment of Chargeman should be initiated immediately.

Action Taken/Present position

NADP has been entrusted with the responsibility of conducting DR for Chargeman. Action in the matter is already at an advanced stage at the end of NADP.

- 6.6 He stated that in 2002 the residency period of Asst. was relaxed one time for the promotion of OS. The issue was raised at the time of 6th CPC and OFB has agreed that there was no corrective action taken at the time of increasing the higher grade ratio at OFB Level. This has affected the promotion of Chargeman (NT/OTS) badly. He requested to settle the issue immediately.

Action Taken/Present position

The matter is in the knowledge of OFB. However there is no immediate remedy to the problem till such time a via-media is created through cadre review.

- 6.7 During the Meeting of AIANGOs with DGOF & Chairman on 27-04-2013, it was assured that the mandatory training programme of the DR Chargeman will be withdrawn, which is also not as per SRO. Recently, a maximum no of DR Chargeman of 2010 batch has just successfully completed their probation period of two years. Hence, this should be implemented immediately.

Action Taken/Present position

The point is being misquoted. It was stated that wherever chargeman are not being able to be deputed due to production commitments, special consideration could be accorded on case to case basis. There was no commitment for total withdrawal of training programme for DR chargeman, which would be catastrophic, as each and every category is required to be induction trained for their benefit, and benefit of the organization.

- 6.8 The issue of 'forwarding the applications for outside employment as per Govt. Rules' was discussed in the meeting of 27-04-13 and it was told by DGOF & Chairman in the said meeting that a decision will be taken shortly as per Govt. instructions. The same may kindly be done.

Action Taken/Present position

In this matter, a policy has already been finalised and duly circulated to all factories for information and necessary compliance.

- 6.9 In the Chemical and Explosive Factories 'Escort Duty' is a regular occurrence and the NGOs deployed on the same duty have to face the following problems:

- (i) The Group B NGOs are forced to move/travel on the explosive loaded Trucks while the DSC Personnel travel in a separate escorting vehicle.
- (ii) Deliberately, such loaded trucks start their journey after sunset and are parked by the unsafe road-side during night, as per the convenience of the truck-drivers.
- (iii) Besides, the escorting Officers are not being allowed OT as per the Factory hours despite the fact that the NGOs are deployed on duty beyond working hours during the entire period of duty.
- (iv) A solution is therefore required to resolve the issue at an early date.

Action Taken/Present position

The point has already been discussed at length against the Agenda No.4 pointed out by the AIANGOs in the last JCM Meeting held on 07-06-2013 and official side views has been recorded as Page 40 of the minutes of the 13th Ordinary Meeting as well as decision of the DGOF & Chairman. As per decision, the issue is under examination of Admin division.

- 6.10 He stated that during the 13th Steering Committee Meeting held on 27-02-2013 it was assured that the order for payment of PLB to DR Chargeman (OP) would be issued shortly, but the same is awaited till date.

Action Taken/Present position

Position will be briefed in the meeting.

- 6.11 He thanked DGOF & Chairman for notification of LDCE for Chargeman. Further he mentioned that the qualification eligibility criteria of technical Chargeman required review certificates issued from UGC as well as AICTE affiliated institutes should be acknowledged while considering educational qualification.

Action Taken/Present position

The LDCE for Chargeman is regulated through the contents of the relevant Recruitment Rules/SRO for the post of Chargeman. Accordingly, the eligibility conditions including the educational qualifications should essentially be conforming to those as mentioned in the said RRs/SRO.

- 6.12 For handling some risky operations IEs get Risk Allowance but for the same job, but NGOs and JWMs are not getting the Risk Allowance. He requested to constitute a Committee to review the system and give complete coverage of Risk Allowance to all employees handling identical Risky Operations.

Action Taken/Present position

Even the left out categories and newly created factories are not getting any risk allowance for them. However a proposal has been forwarded to MoD for according the necessary coverage to them. Any new proposal would be undertaken based on the outcome of the same

- 6.13 In some factories the promotion of JWMs to the post of AWM is awaited for the last 5 years where posts are also lying vacant. He requested to release the promotion orders immediately.

Action Taken/Present position

Orders for promotion from JWM to AWM have been issued in July 2013. Action is in hand for holding DPC for further promotions (against vacancy years 2012-13 and 2013-14) for which proposal is to be submitted to UPSC shortly.

- 6.14 As per the norms, the Presidents and General Secretaries of all recognized Federations are to be invited in Apex Meetings, but the representatives of CDRA are not invited in the Apex Level Meetings at OFB. This disparity may be looked into.

Action Taken/Present position

The proposal may please be routed through GS/CDRA.

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

- 7.1 Store Keeper and Supervisors are stagnating in their respective grades for 26 and 29 years. As per 6th CPC recommendation 8 years in Store Keeper and 10 years in Supervisor is required for promotion. One time relaxation for promotion to Chargeman may be given after 18 years of combined service. DOPT proposal vide their OM No. AB.14017/61/2008-Estt (RR), dt. 24-03-2009 refers.

Action Taken/Present position

MoD was consulted on the issue. No relaxation is likely to find favour if it is not in accordance with rules. As regards stagnation, it is not the most aged of the employees who are seniormost. There are inherent practical difficulties which make the proposal infeasible.

- 7.2 Cadre review proposals for Stenographers cadre, Security, Fire Staff, Store Keeping Staff and Canteen Staff are pending with MOD. The status may be given and action for its implementation may be done at the earliest.

Action Taken/Present position

Stenographer Cadre Review considered by MOD, MoD has been regularly expedited for the cadre review of MTS, MTS/S, Fire Fighting Store Keeping and Canteen Cadre reviews.

- 7.3 SRO Amendment of Recruitment Rules for the post of Chageman (Tech) & Chageman (Non-Tech) vide OFB I.D. No.100/MISC/SRO/Tracers/A/NG dt. 24-06-2011 is still pending. The promotional avenue for the Supervisory Staff of OTS is being abnormally delayed. It is requested to take immediate action for the Amendment of this SRO.

Action Taken/Present position

Matter is still under the consideration of MoD

- 7.4 Many of the Factories are taking action for filling Backlog in DR & LDCE in both Chageman Stores & Chageman OTS without prior sanction from OFB, which deprives the promotional opportunity of Supervisors who are already stagnating in HVF, EFA, OF BOL, OFAJ, OFA, OFV & MSF etc. It is requested to OFB to issue clear methodology for filling up the vacancies i.e. (50%, 25%, 25%).

Action Taken/Present position

Instructions where necessary, have already been circulated earlier to factories regarding the manner of filling up vacancies through various available modes (i.e., Promotion, LDCE and DR), and the method for calculating vacancies to be allocated to respective modes.

- 7.5 Leading Hand Fire personnel are being sent to Senior Fire Supervisors Course conducted by DRDO New Delhi. Some individuals are repeatedly being failed in the examination which deprives them promotion. Therefore, it is requested to conduct the course at one OFIL itself.

Action Taken/Present position

Matter was taken up with CFEES (DRDO). Conducting In-house Fire supervisor Courses at OFILs involves appropriate infra-structure, availability of equipped faculty members and proper fire fighting equipments. These are yet to be available at OFILs. Recent efforts of conducting such course at OFILAJ, was suspended by CFEES (DRDO) for the inadequacy of Facilities there. The candidates, not qualified in CFEES course, can appear in supplementary examination for which notification has been received.

- 7.6 Creating of EQ in Railway for the Staff and employees who are detailed for the Escort duty since staff from various factories are complaining about the non-availability of confirmed tickets during the Escort duty.

Action Taken/Present position

The matter is under examination at OFB.

- 7.7 Filling up of the post of Store Keepers is still pending in most of the factories like OFDC, OFPM etc. Request to issue instructions to these factories accordingly.

Action Taken/Present position

At the time of Direct Recruitment Sanction instructions have already been issued.

- 7.8 In EFA the sanctioned strength of Chargemen/Stores is only 5, whereas the Chargeman strength of OTS is 19. It is requested to consider increasing the sanctioned strength of the CM/Stores at least to 10.

Action Taken/Present position

There appears to be no such formal request that has been submitted by the EFA factory authorities. If such a formal request is received from the end of EFA administration, the same shall be duly examined and the appropriate decision of the competent authority thereupon shall be communicated.

- 7.9 The Pay structure of High Skilled among Industrial Employees was below the Pay structure of the Supervisory staff during the Vth CPC. After VIth CPC implementation, it is now realized that the Grade Pay of HS I is Rs.2800/- and the Supervisory Staff are placed at Grade Pay of Rs. 2400/-. It is requested to upgrade the Pay structure of Supervisory staff to Rs.2800/- at par with HS-I, as there is no change in any SRO for HS-I.

Action Taken/Present position

The matter may be placed to 7th CPC.

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

- 8.1 Due to misunderstanding between HVF administration and the LAOs, grievances regarding the MACP arrears, providing Options to IEs promoted on or after 01.01.2006, MACP for erstwhile Group D employees etc. are not been redressed. He requested to depute senior Officers from OFB and PC of A(Fys.) to HVF, Avadi to settle the genuine points raised by the Union in order to develop industrial relations.

Action Taken/Present position

The factory was visited by Director/IR and JCA (Fys) where necessary decisions were taken in a joint meeting of factory authorities and Branch AO.

- 8.2 After having the discussion in the 13th Steering Committee Meeting, OFB had asked HVF administration regarding implementation of 45:55 ratio from 20-05-2013 onwards. HVF management agreed to settle the issue on or before 31-03-2013. A Letter was sent to OFB for further clarification which is pending till date. He requested for early settlement of the issue.

Action Taken/Present position

The case has been referred to PC of A(Fys.) with due recommendations for necessary concurrence for filling up of the resultant vacancies of HS occurred after 20-05-2003 after implementation of 45:55 inter-grade ratio. It is proposed to fill the vacancies from amongst those Industrial Employees who have already passed the Trade Test as on date for HS grade, by giving them notional promotion/notional pay-fixation and seniority from the date the HS vacancy was available and the actual financial benefit may be given from the date they are subsequently promoted to HS or from the date of approval of Sr.GM whichever is earlier. Once a feedback is received, decision will be conveyed to the factory.

- 8.3 HVF is having shortage of OMHE tradesman. The erstwhile Group 'D' IEs (labourer) who are aged are not coming forward to be a OMHE and to work at the height of 40 feet which needs to handle the several tons of materials like HULL, TURRET etc. But the Group D NIEs who are youngsters and interested to come forward and be an OMHE. The Group D

NIEs are re-categorized as labourer then only they are re-categorized as tradesman after completing of 3 years residential period in the labour category. In this connection he requested that, the Group D NIEs who are interested to become OMHE may be re-categorized straightaway as tradesman by giving them proper training. The HVF administration has also written a letter to OFB for considering the above proposal.

Action Taken/Present position

The proposal is being examined in the light of SRO provisions and existing practice in the factories. A decision taken in case of one factory only may complicate matters elsewhere.

- 8.4 The serious anomaly regarding erstwhile Checkers needs to be settled at the earliest.

Action Taken/Present position

The matter is under consideration at OFB.

- 8.9 The OT loss to the employees who are deputed to far away places for tank repairs may be compensated. This point was deliberated in the 12th and 13th Steering Committee meetings at point No. 91 (3) and 76 respectively. An immediate decision may please be taken in the matter.

Action Taken/Present position

Matter is under examination by the Admin Division pursuant to decision recorded against the Agenda No.4 of AIANGOs regarding Escort Duty problem.

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

- 9.1 HRA is not being released for the last 4 years at OFC, FGK & SAF. This issue was discussed in the JCM III Meeting and the J. L. Mishra Committee was constituted to redress the matter. But the report of the Committee was not implemented by the then GM/OFC. Since the employees of other Estates (OEFC) are being paid the HRA, the same may please be released for OFC, FGK & SAF also.

Action Taken/Present position

Matter has been referred OFC, FGK and SAF seeking comments on the issue.

- 9.2 The transfer cases of IOFS Cadre are made as per the policy of MOD. But in some cases IOFS Officers are not released in time, which is making them presume extraneous powers and behave in an arbitrary manner. As a result the industrial relations are getting disturbed. This should be looked into.

Action Taken/Present position

Transfer of IOFS officers is done and implemented based on functional need and policy. Specific case of grievance, if any, may please be cited.

- 9.3 Options were called from the IEs for calculating PW rate on EL based on the OFB order No. 265/A/A, dated 25th August, 2003 and MOD Order No. 11(1)/2001/D(Civ-II), dated 25-07-2005 and the same was submitted by the IEs. But recoveries are being made for EL w.e.f. 1999. The same should be made w.e.f. 2005 only.

Action Taken/Present position

Matter pending with PC of A(Fys).

- 9.4 It was decided to provide Uniform to all the employees of all the OFs. Measurement for the same was also taken in some OFs. Still no Uniform has been provided. The same may be looked into.

Action Taken/Present position

The proposal to outsource stitching of uniforms is under consideration of MoD.

- 9.5 In OF Itarsi, the Cables are being connected from the Electricity Post by the Contractor as per his discretion which may cause any kind of accident. Fictitious Charge for the Set Top Box is also been taken. This should be looked into.

Action Taken/Present position

Comments from OF Itarsi: Cable TV network in the OFI estate was being operated by M/s Perfect Cable Network since the year 2005. The contract expired on 15-01-2013. It was decided by all the Unions/Associations that it was better to have a AIRTEL dish TV network in the estate in the place of cable TV. When the decision taken during all Union/association meeting was implemented, some vested interests in the factory estate supported by the cable TV operator filed a court case and obtained an interim order that "Status Quo" in the operation shall be maintained. On the basis of that order, the cable TV operations are still continuing in the estate. Regarding the issue of cables being connected from electricity poles by the operator, it is stated that this has been the practice since the day the cable TV network started operation in the estate. However, considering the fact that the practice was a violation of electrical safety rules/norms, the cable TV operator was directed by the Estate Officer to remove the cables from electrical poles. In reply, the operator has taken shelter behind the court order for maintaining the "Status Quo" and has stated that any such action shall be a violation of court order and hence could attract "Contempt" of the Court. However, legal opinion was sought in the matter and as per legal opinion rendered by CGSC, the order passed by the Estate Officer was as per the Law and in Public Interest. In view of the legal opinion, another letter has been issued to the operator that they must remove the cables from electrical poles and in case they wanted to lay underground cable, they may apply for such permission and they must complete the exercise in 30 days. Thus it is stated that the issue of violation safety norms by the cable operator is being appropriately dealt with by the factory.

Regarding the other point of "Fictitious charge for the set top Box", it is stated that neither the Club nor the factory administration has received any such complaint from any estate resident so far.

- 9.6 Status of the Cadre Review proposals of Durwan, Duftry, Orderly and Para Medical Staff may please be intimated.

Action Taken/Present position

MOD has been regularly expedited for the cadre review of MTS, MTS/S, Fire Fighting, Store Keeping and Canteen Cadre reviews.

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

- 10.1 In OF Bolangir and OF Chanda, HRA is not being paid despite unavailability of quarters. Necessary instructions may be given to both the factories that HRA may be released to the employees who are not provided with quarters.

Action Taken/Present position

OF Bol: HRA is being given to entitled employees. However, HRA is not being paid to employees who voluntarily surrender Govt. quarters following the instruction of Ministry of

Urban Development as circulated vide OFB Order No.263/A/A dated 24-11-2010. The matter was discussed in the JCM IV Level Council Meeting on 11-08-2011 where it was decided to refer the matter to JCM III for taking a decision specifically for this factory considering that OF Bol is a remote station and Govt. accommodations, once surrendered by an employee, is getting filled up immediately by other entitled employee. Hence, it is requested to deliberate on the same and to convey the decision thereof.

- 10.2 In OF Bol, OLF Dun, OFA and OFC, the results of the LDCE Exam were not announced last year causing discontentment among the examinee employees. This should be looked into.

Action Taken/Present position

Result of LDCE Examination for the year 2011-12 is not able to be published in view of the interim orders dated 07-03-2012, 23-05-2012 and 30-05-2013 of Hon'ble CAT Cuttack passed in 07 OAs filed by factory employees. However, Sr. CGSC is being expedited regularly to arrange vacating of the above interim orders by arranging early hearing of the cases.

- 10.3 In OF Bol and OF Chanda, advertisement was released for recruitment in the Semi Skilled posts but the process has not yet been started. GMs of both the factories may be instructed to start the recruitment process immediately.

Action Taken/Present position

In terms of OFB Letter No.800/MP/2010-2011/A/I/622 dated 14-07-2010, recruitment in Industrial Posts was initiated limiting to around 180 posts i.e., permissible limit within the sanctioned strength. Although vacancies were advertised vide No.Adv-2/2010/OFBL in Sept.,2010 but collector, Bolangir vide his Memo No.1265 dated 14-09-2010 requested GM/OFBL to put the recruitment on hold on the ground of Law & Order till the enquiry as per High Court of Orissa Order dated 11-08-1998 passed in OJC No.15454 of 1997 is completed. On reporting the matter by GM/OFBL, OFB vide its letter No.800/MP/2011-12 dated 30-06-2011 had advised the Factory to abide by the instructions of the District Administration.

In consideration of certain subsequent developments from the date of above vacancy notification viz., issue of OFB letter dated 06-01-2011 based on Supreme Court Order dated 15-11-2010 relating to treatment of OFB Trade Apprentices, issue of OFB Letter dated 21-10-2011 regarding educational qualifications etc. of IEs, issue of OFB guideline dated 11-05-2012 regarding equivalent trades etc, the said advertisement has been CANCELLED in aug., 2012.

- 10.4 The residency period for the LDCE Exam in respect of the promotions from Ch'man to JWM is 3 years. A period of 3 years may be fixed as the residency period in the exam for promotion from HS to Ch'man also.

Action Taken/Present position

The residency period for promotion from one grade to the next higher GP in hierarchy have been mentioned / specified in the model Recruitment Rules circulated by DOPT for compliance by all Central Govt. Deptts./Offices. The contents of concerned / relevant SRO being sought to be amended / revised would have to conform to the mentioned model RRs circulated by DOPT.

- 10.5 In OF Bolangir, the seniority list of IEs has not yet been finalised since 14 cases are pending due to wrong interpretation of SRO. This may please be looked into.

Action Taken/Present position

Seniority list of IE as on 01-01-2013 has already been published. The next seniority list would be published when next due i.e., as on 01-01-2014.

- 10.6 Despite submission of several requests, the vacancy of Chemical Ch'man has not been increased which is adversely affecting the production. The needful may be done at the earliest.

Action Taken/Present position

It is not clear whether the point pertains to a specific Factory / Unit or the whole Organisation in general. If the point pertains to one specific Factory / Unit, it is not clear as to which one is that. On the issue it needs to be stated that in the present dispensation / circumstances there is no possibility /scope for increase in overall strength of Chargeman through creation of posts. In some instances some specific proposals had been received from factories for redistribution of Chargeman posts amongst various disciplines (through increase in one discipline and concomitant/matching decrease in another) within their factories ; such proposals had been duly examined and orders of the competent authority had been conveyed to the concerned Units.

- 10.7 There is a quota of 5% for allotting quarters to the handicapped employees and there is a separate pool for Lady Employees also in allotting the quarters. But these instructions are not being followed in several OFs. Necessary instructions may please be issued in the matter.

Action Taken/Present position

The factories need to be named so that position can be ascertained therefrom.

- 10.8 OFB has circulated the transfer policy which is also available on COMNET, wherein it has been stipulated that Husband and wife working in separate stations may apply for transfer. But no action is being taken on such applications. This should be looked into.

Action Taken/Present position

Matter may be discussed in the meeting.

- 10.9 The quota fixed for the children of the OF employees in Kendriya Vidyalaya may be increased so that all interested eligible candidates may get admission.

Action Taken/Present position

Matter may be discussed in the meeting.

- 10.10 The employees who had superannuated prior to 2011 have been given the leave encashment in the Pay Band 5200 and GP of `2800. But, the MCM has been granted Pay Band 9300/- and GP of 4200/-. Hence, they may be granted Leave encashment on the same PB and GP.

Action Taken/Present position

The name of the factories can be intimated so that position can be ascertained therefrom.

- 10.11 The employees who are awarded with the "Ayudh Awards", are given cash prizes. They may be granted one additional increment also.

Action Taken/Present position

The demand is not permitted as Per the Instruction issued by OFB and also the extant Rule.

- 10.12 There are 25 OF Hospitals out of which only 9 hospitals are having Specialist Centres at HVF, MSF, AFK, VFJ, OFAj, OFC, OF Bol, OCFS and OFMk. He requested for opening Specialist Centres in the remote area factories like OFV, OFCh, OFBa, OF Kat, OFI and CFA also.

Action Taken/Present position

Matter may be discussed in the meeting.

- 10.13 In OF Bhusawal, recruitment of 67 persons is still pending. The same may please be finalised. OFB has sanctioned 74 posts of IEs (Semi Skilled) but the trade-wise sanction has not been given. The same may be given at the earliest.

Action Taken/Present position

Due to certain problems, the select list action in OFBh for 67 employees has been cancelled and a retest has been ordered. As regards 74 posts, necessary trade-wise approval has been accorded to the factory.

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

- 11.1 According to the 4-grade structure, Semi Skilled to Skilled is a placement and not a promotion. In SRO, placement from SS to SK should be done through passing Trade Test, not by DGOF Competency Test. The DGOF Competency Test is taken as per the directives of OFB, and as a result the promotions are getting delayed. This disparity in the Electrical Trade may be removed. He requested that the DGOF Competency Test should be taken in Local Factory by Local Jt. GMs to avoid the delay.

Action Taken/Present position

Competency test should not be seen in isolation to trade test. It is a pre-requisite for all movements in the Electrician Trade in the Industrial Cadre.

- 11.2 Sanction of 300 Labourers for OF Chanda is given by OFB but there is no action taken by factory to fill the vacancies due to which the work of Labourer is being done by engaging the private labourer causing heavy financial loss to the factory.

Action Taken/Present position

Sanction of manpower is given to the factories on vacancy cum need basis. The recruitment action has to be decided by respective factories based on their load position and other functional constraints in conducting the recruitment exams.

- 11.3 OF Chanda is having vacancies in the post of Subedar Durwan and Jamadar Durwans and the post are lying vacant from a very long time. The management says that they do not have the trade test specification of the above posts. Therefore, they are unable to conduct trade test due to which they are not giving promotions. Therefore, we request OFB to issue the necessary Trade test specification as soon as possible to GM/OF Chanda. Also for every promotion one increment should be given to Durwans.

Action Taken/Present position

Durwans being in the NI cadre do not need to have any trade test. However the matter of promotion is under examination at OFB.

- 11.4 **LTC facility to MCM** : According to 6th CPC the grade pay of MCM is equal to grade pay of Chargeman i.e. Rs. 4200 G.P. which is a Group B post. The Chargemen are getting the facilities of LTC by Air Travel from the nearest Airport while the MCM having Rs. 4200 G.P. are not given the same facilities. This discrepancy should be removed.

Action Taken/Present position

The matter is under examination of PC of A(Fys).

- 11.5 Fixation of four grade pay structure of pensioners: After implementation of 4 Grade Structure there is delay in fixation, due to which pensioners are severely affected. They are not getting their leave encashment as per revised fixation and their commutation is also affected. He requested to give directions to Local Accounts to settle the issue immediately and issue the revised PPO to the affected pensioner.

Action Taken/Present position

PCA(Fys) : Factory wise specific details are necessary to sort out the matter with due interventions.

- 11.6 Group D employee who do not possess minimum qualifications being denied the benefit of Grade Pay Rs.1800/- : Local Accounts of O. F. Chanda is denying the GP Rs.1800 to Industrial Employees for not possessing the minimum qualification. But as per Order No.01/6th CPC/2008/(PCC/A/A) MOD, OFB Dated 16-09-2008 the order is applicable to NIE's only, not to IE's. The employees who are retired their fixation proposal is returned back by Local Accounts Offices for such instruction. This should be looked into.

Action Taken/Present position

OFB has issued Instruction No.114/2012/PCC (A/A) dated 27-08-2012 for implementation of M of D ID No.11(1)/2009/D(Civ.I) dated 16-09-2009 to all OFs.

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

- 12.1 Deduction the CGEGIS amount of Rs. 60/- instead of Rs. 30/- for those who are carrying Rs. 4200/- grade pay: As on date most of the OFs are not implementing the MOD Order No. 10(1)/2012/D(Civ-II) dated 29-06-2012 for deduction of CGEGIS amount of Rs.60/- instead of Rs. 30/- for those who got MACP – III & MCMs having Rs. 4200/- Grade Pay. Factories must be instructed to implement the above order immediately.

Action Taken/Present position

As per DOP&T Group Classification an employee holding the Grade Pay of `4200/- is to be considered as Group B and accordingly CGEGIS deduction for an amount of `60/- is to be made PC of A(Fys) is to clarify the matter.

- 12.2 CEA should paid to Ankur Vidya Mandir Students of OF Medak: Ankur Vidya Mandir is being run by WWA of respective OFs all over India to provide education to the wards of OFs employees including the entire MOD sister branches like DGQA, MES & Accounts. Offices as well. Further CEA claims for the children of employees of other OFs are being admitted by their respective branch Accounts Offices including by the PCA(Fys), Kolkata. In view of the above, Ankur Vidya Mandir CEA claim may kindly be admitted.

Action Taken/Present position

Matter may be discussed in the meeting.

- 12.3 New Piece Work correlation recommendations proposals has been sent to MoD, but the proposals copy is not yet shared with the staff side. He requested to issue the proposal copy to all the JCM III Members.

Action Taken/Present position

New Piece Work Correlation proposal was sent to Ministry in consultation with Staff Side Member.

- 12.4 **Stop the wage recovery for CCL availed employees as one time Measure.** : DOPT has introduced Child Care Leave in respect of Female central government employees on 18th November, 2008. Further on 7th September, 2010, DOPT issued an Office Memorandum vide letter No. 13018/12010-Estt.(Leave) with the following conditions :-

- i) CCL may not be granted in more than 3 spells in a calendar year.
- ii) CCL may not be granted for less than 15 days etc.

Before this order was issued, most of the female employees had availed CCL for less than 15 days and in many spells. DOPT issued another order on 30th December, 2010 vide OM of even number dated 07-09-2010 that those who availed CCL in more than 3 spells and irrespective of number of days earlier, past cases may not be reopened. Chairman may kindly look into the matter on top priority and stop the recovery for those who had availed CCL in more than 3 spells and irrespective of number of days.

Action Taken/Present position

All the Government Orders on CCL after 6th CPC were duly uploaded through OFB Instructions for awareness of all OFs. Govt. Order dated 07-09-2010 issued by DOP&T is clear and question of recovery has not been indicated therein. PC of A(Fys.) is required to clarify the issue.

- 12.5 **Uniform Transfer Policy of Industrial Employees:** As on date in all OFs are recruiting the Industrial Employees on all India basis. North Indian candidates are joining in Southern Indian factories and vice versa. Some of the employees have applied for transfers to factories near their native places. Some factories management have forwarded the applications after six months of the joining date, some factories are not forwarding the applications before completion of probation period i.e. 2 years. It is injustice. He requested the Chairman to make a transfer policy of IEs on top priority.

Action Taken/Present position

Matter will be examined at OFB.

- 12.6 **Tracers and DEO's seniority for promotion of CM(T).** : Tracers and DEO'S are joining in NIE Cadre in the grade pay of Rs. 1900/- grade pay. IEs joining grade pay is Rs. 1800/- only. For Chagemen promotions DEO's and tracers are included in IEs HS-I dovetailed seniority list. It is unjustified. He requested to separate seniority and earmark percentages for tracers and DEOs for CM(T) promotions.

Action Taken/Present position

The proposed disposition is being considered while framing the new SRO for the post of Chageman.

- 12.7 **Skilled Grade/Grade Pay should be given immediately on Completion of 2 years:** IEs are recruited as Semi-Skilled against the skilled strength. As per OFB order probation period completes immediately after two years. Trade test should be conducted yearly four times.

As on date after conducting the trade test result announced takes two to three months. It makes the employees lose seniority and financial benefit also. Trade test should be conducted 3 months before the completion of probation period as per following schedule:-

January	to	March	-	December
April	to	June	-	March
July	to	September	-	June
October	to	December	-	September

He requested to issue the instructions to all OFs.

Action Taken/Present position

As per the provisions of SRO, trade test for movement to skilled grade is to be done after completion of two years only.

12.8 Bunching Fixation Benefit should be given to Rs. 4600/- GP.

Those IEs who got MACP III/MCM with grade pay of Rs.4600/- have not been given bunching fixation as the matter is pending with MOD. Bunching fixation should be given to GP Rs.4200/- not in Rs.4600/- GP. He requested to issue the instructions to OFs that bunching fixations should be given and the arrears may be paid immediately.

Action Taken/Present position

A self contained proposal citing specific examples may be submitted for examination at OFB.

12.9 Promotion for additional sanctioned strength at OF Medak.

OFB has given permission to recruit additional strength at OF Medak in Fitter and Moulder Trades to reach the target. Recruitment process is completed in Moulder Trade and in Fitter trade process is in final stage. But OFMK management is not implementing the promotion ratio in above trades. In view of the above he requested the Chairman to issue the instructions immediately to OF Medak to implement the promotion ratio in respective trades.

Action Taken/Present position

Comments of GM/Medak is enclosed as Annexure - III.

12.10 Recruitment of Workmen in semi skilled grade for OF Nalanda: OFRB gave advertisement for recruitment of workmen in semi skilled grade for OF Nalanda, (Advertisement No. OFRB/2012). OFRB issued hall tickets for written examination i.e. 24-02-2013 for the post of CPW. After declaration of results another letter was issued on 04-04-2013 for trade test and verification of certificates. At the time of verification of certificates OFRB officials told 'you are not eligible for this post' to many candidates. When applications were received proper scrutiny should have been done. Individuals should be called for written test only after they fulfil the criterion.

Action Taken/Present position

The point has been noted.

12.11 OFB should take initiative to minimize the court cases on Four Grade structure promotional policy of IEs and minimize the anomalies in MCM to Ch'man Promotion.

1) Four Grade structure promotional policies,

Before the four Grade structure Highly skilled was eligible to Chargeman promotion. After Four grade Structure introduction, one more grade Highly Skilled Gr – I is included, now HS – I is only eligible to Chargeman promotion. Seniors are losing the seniority as given below:

S. No	T. No	Dt. AP.SS	Dt.Pl. SK	Dt/Pl.HS	Before 4 Gr. Struc. Dov. Se. 1-1-2010 to CM	After 4 Gr. Struc. Dov. Se. 1-1-2012 to CM
1	3171	24.10.1987	31-01-90	16-5-1994	28	117
2	2927	24-10-87	31-01-90	16-05-94	29	118
3	3104	23-10-87	31-1-90	16-05-94	30	119
4	2896	16-10-87	31-1-90	16-05-94	31	120
5	3006	23-10-87	31-1-90	16-5-94	35	121

2) Small trades are clubbed together. As a result, seniors are losing promotion.

	Mason/10465	Painter 2118	Painter/22306
Dt.AP,SS	6-10-89	30-10-89	4-6-99
Dt. Pl. SK	29-2-92	27-2-93	31-7-2001
Dov.Se.1-1-2010 to CM	Sl. No.8	Sl. No.9	Sl. No.18
Dov.Se.1.1.2012 to CM	Sl. No.11	Sl. No.5	Sl. No.10

He proposed that no Senior should become Junior in any trade due to promotion policy. The existing policy may be revised immediately as per recommendations of Shri Saurabh Kumar Committee.

Action Taken/Present position

The point is not clear from the data provided. The same may be submitted before the factory for necessary examination, and if any anomaly persists, the same may be referred to OFB for necessary examination.

- 12.12 Group 'C' posts should be recruited locally not All India.: All OFs are advertising in All India level employment news and other news papers for recruitment of technicians, Labours, Store Keepers and MTS posts. For these posts minimum qualification required is 10th/10+2. But it is observed that Degree, B. Tech, MBA qualification candidates are also applying for labours/Store keeper posts. Every factory will be spending Rs. 50,000 to 60,000/- for recruiting one person.

People recruited with higher qualification do not do justice to the post. They quit the post, when they get better opportunity of higher posts. It is again wasting of manpower & financial loss to Organization. He proposed to recruit with only specified qualifications or just one grade above the specified qualification.

Action Taken/Present position

Local Recruitment of Group C posts without publishing any advertisement through Employment News as pointed out by the Staff Side members in the instant Agenda is a clear violation to the existing Government Order issued by DOP&T pursuant to Supreme Court judgement on the issue. OFB has no role in the matter is as much as there is no provision in the present Govt. Order for making recruitment locally.

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

- 13.1 The semiskilled (Electricians) who have passed the competency test should be considered for promotion to skilled trade without further trade test.

Action Taken/Present position

The point for proposing violation of a SRO norm is not understood. The same may be elaborated with necessary details.

- 13.2 As per MOD letter dated 23/07/2013, placement of HS grade to Master craftsman prior to 01/01/2006 shall not be counted as promotion for the purpose of MACP but has been clarified that placement of HS grade to MCM prior to 01/01/2006 is to be treated as one promotion for the purpose of MACP. The incorrect interpretation should be got corrected in consultation with DOPT.

Action Taken/Present position

Matter is currently under consideration of MoD.

- 13.3 After bifurcation of erstwhile HS in HS II & HS I in the ratio of 50:50 in modification of recommendation of 6th CPC, Fixation of HS I should be done on the pre-revised scale of Rs 4500-7000.

Action Taken/Present position

Matter is to be regulated as per restructuring order dated 14.06.2010 and necessary cut-off for option under the pay fixation norms.

- 13.4 An application for inter Factory transfer on compassionate ground has been considered by GM/FGK on reversion to lower grade i.e. from HS- I to semiskilled (from Grade pay of Rs 2800/- to 1800/-). Is it applicable as per policy/Rules?

Action Taken/Present position

No comments can be offered till such time full details of the case are known.

- 13.5 There is no Factory Hospital at OCFC, only one dispensary is run during the Factory hrs. The family members of employees should also be considered to obtain treatment under AMA as earlier.

Action Taken/Present position

The matter may be discussed in the meeting.

- 13.6 Cadre Restructuring of Paramedical staff of O. F. Hospital is long pending. Action may be initiated at the earliest to settle the issue.

Action Taken/Present position

The cadre restructuring proposal is under consideration at OFB and would be forwarded to MoD shortly.

- 13.7 The employees of OFDC promoted in the grade of H.S- II (GP Rs 2400) period from 01/09/2008 to 14/06/2010 after implementation of cadre restructuring of Artisans staff pay protection has not been granted vide PC of A (Fys) letter No. Pay/Tech/11/04 dated 20/03/2012.

Action Taken/Present position

The referred letter of PCA(Fys) deals with revision of option and not Pay-protection. Hence, without exact details no further comments can be made.

- 13.8 The employees were debarred from promotion during the period of cadre restructuring in several grades, although they were eligible for promotion to higher grades in Ordnance Factories. The promotion may be considered without trade test as a one time measure.

Action Taken/Present position

Exact nature of the problem may be highlighted by the factory with necessary proposal for examination at OFB.

- 13.9 OFB has decided to acquire the 3 Nos. of HCL Unit (Rupnarayanpur, Hyderabad and Naini).The purpose and necessity for acquiring the above Factories under O.F.B. control may be informed to the house.

Action Taken/Present position

P & P:

- a) VIP reference received by OFB regarding the proposal for making HCL Naini a captive unit under Ministry of Defence.
- b) To examine the feasibility of Taking over HCL, Naini a committee was constituted by OFB.
- c) The committee submitted the report to MOD.
- d) MOD decided to constitute a committee to examine the feasibility of Takeover/merger of HCL Naini along with other two units of HCL at Rupnarainpur & Hyderabad.
- e) MOD constituted a committee under the chairmanship of Shri S.K.beri, the than member/WV&E to examine the feasibility of revival pof M/s HCL.
- f) Considering the location & area of the sites the committee recommended for takeover of the lands of the three units of HCL for future expansion by converting into Ordnance Factories under OFB. The committee also suggested the takeover model for the same.

g) BRIEF DESCRIPTION OF ASSETS/RESOURCES AVAILABLE :

(A)

	HCL, Rupnarainpur			HCL, Hyderabad			HCL, Naini		
Established in	1952			1972			1988		
Land	947.23 Acres + 255 Acres surplus land.			327.84 Acres + 100 Acres surplus land.			52.54 Acres + 10.01 Acres surplus land.		
Factory Land	89.09 Acres			114 Acres			39.63 Acres		
No. of prodn. Sheds	7			4			3		
Manpower (as on 01.02.2013)	Officers	Non-officers	Total	Officers	Non-officers	Total	Officers	Non-officers	Total
	44	891	935	99	629	728	39	153	192
No. of quarters	1889			890			7 Flats		
Source of power	DVC-original contracted max. load of 7.5 MVA			AP Transco- original contracted max. load of 6.2 MVA			UPPCL original contracted max. load of 1.9 MVA		
Source of Water	Public health supply, drawing water from Ajoy river, rain water harvesting.			Hyderabad Water Works & Sewage Board			Submersible pump having capacity of 1150 KL per day		

(B) Other Establishments :

	Officers	Non-Officers	Total
Corporate Office, Delhi & TKP Div.	68	37	105
Machine Tool works, Narendrapur, Kolkata	1	7	8
On-lien	-	2	2

- h) The committee report was forwarded to MOD for n.a .
- i) MOD has accorded 'In principle' approval of competent authority vide MoD ID No.1(3)/2010/D(Prod-III), Vol.III Dt. 12-02-2013 for takeover of units of M/s. Hindustan

Cables Limited at Rupnarainpur (W.B.), Hyderabad (A.P.) and Naini (U.P.).The salient features of 'Take over Model' shall be :

- (1) Takeover shall be on clean state. HCL shall be converted into HCL (Shell) with PSE/autonomous status for management of erstwhile HCL employees.
 - (2) Physical assets(land & Buildings) shall be transferred to DDP, free from all encumbrances.
 - (3) New Ordnance Factories shall be established in these Units.
- j) OFB has obtain legal opinion on the takeover model and due diligence on non-financial liabilities. The report was deliberated/discussed during 9th board meeting held on 31-10-2013 and accepted the report submitted by the legal consultants and recommended the proposal for takeover of M/s HCL by OFB duly incorporating the suggestion given by Legal consultants.

The DPR for three units is under process. After receipt of the same it will be forwarded to MOD after recommendation of Board.

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

- 14.1 PW & Incentive to be paid to IE's whose pay has been revised due to restructuring in the 4 Grade structure. At AFK, more than 2000 Industrial employees whose pay has been revised due to the revised pay structure have been deprived of the PW and Incentive arrears. The LAO has taken up the matter with PC of A(Fys) but till date the issue remains unsettled. Necessary instructions may be issued so as to enable the due payment of PW & Incentive arrears to the beneficiaries.

Action Taken/Present position

PCA(FYs) : In this regard this office has already issued necessary instruction to all Br. AOs for admitting PW vide this office circular No.Pay/Tech-II/1058/2012/CIR/08 dtd 19.04.2012.

- 14.2 Single seniority to assure promotions irrespective of trades. It is found that even though the date of appointments are same due to induction in various trades, promotions in some trades are very fast and in some it is either nil or very slow. As recruitment is done as per the factories functional requirements and workers are performing any type of duty irrespective of their trades, a single seniority may be maintained and promotions may be granted as per the date of appointment. A Committee may be formed to study the situation in factories and recommend measures for maintaining the single seniority to assure promotions in one single date to all trades.

Action Taken/Present position

The matter was discussed with the three federations during committee meeting on trade rationalization in the month of September 2013. Besides the same, the report has been put on the COMNET for eliciting the views of the factories. A decision can be taken once the feedback is received from all stake holders.

- 14.3 Grant of 3rd MACP 4200/- to CMDs: It has been noticed that the CMDs even after completing more than 30 years of service are not granted the GP 4200/- on the plea that their movement from labour grade or NIE grade to CMD has been treated as a fast track promotion. In all the cases it is observed that the department has mentioned the movement as Promotion and in some cases it is mentioned as Appointment in their respective service records. As there was no concept of ACP/MACP at that point of time nobody bothered to amend the records but now this category of employees is suffering because of inadvertent mistakes in their personal records. It is requested that the CMDs may be granted relaxation irrespective of their mode of entry and if they have completed 30 years of service in their hierarchical posts they should be granted 4200/- as 3rd MACP.

e.g. :- Labour / NIE movement to CMD OG Should be counted as appointment and hence ignored for ACP/MACP, which should be regulated as below :-

CMD OG	To CMD Gr II	1st ACP	2400/- GP
CMD Gr II	To CMD Gr I	2nd ACP	2800/- GP
CMD Gr I	completing 30 years	3rd MACP	4200/- GP

Action Taken/Present position

PC of A(Fys) has given clarification and circulated to all Ordnance Factories.

- 14.4 LTC claims of IE's visiting J & K by Air are refused by LAO's to MCM's: The MCM's in OFs have been granted 4200/- GP and are classified as Gr B employees. However all these employees are deprived of the LTC by Air from place of posting to J&K. The same is being permitted to NGOs carrying same pay scale and GP. Necessary clarifications may be issued in this regard.

Action Taken/Present position

PCA(Fys): Necessary instruction for treatment of MCM Post as Gr. 'B' for all purposes has been issued vide this office No. Pay/Tech-I/LTC/2013/31 dt. 19-11-2013. However, it may be mentioned that the Special LTC to J&K does not provided Air entitlement from the place of posting to J & K for employees drawing Grade Pay below 5400/-.

- 14.5. The post of Fireman has been upgraded to 1900/- GP in PB1. However, while granting the fixation benefit the corresponding pay scale of 3050-4590/- has to be granted. As per the fitment table for PB 1 the corresponding pay scale is 5880/-. The same may be granted as many factories are granting fixation benefit of 5830/- only. Necessary instructions may be issued in this regard.

Action Taken/Present position

Names of the factories may be intimated so that the position can be ascertained for taking corrective action wherever needed.

- 14.6. Regarding Training schedule for IEs he stated that training schedules are published only for Gr B and Gr A Officers thereby totally depriving the Gr C category. OFB may formulate a proper training schedule for Gr C employees also which should be made mandatory for all fys to comply. Lack of training results is downgrading of efficiency of the employees. Proper training programs may be arranged through OFILs or private training centres for enhancement of skill and knowledge of IEs.

Action Taken/Present position

A sub-Committee has been formed under the chairmanship of D. K. Srivastava, PD/OFIL to consider the suggestion for reviewing the existing training facilities at OFILs. The 1st Meeting of the sub-Committee was convened on 20-09-2013. Decision may be taken on the matter after receiving the report of the sub-Committee.

- 14.7 Delegation of power to GMs to decide on the disciplinary matters of MCM : The cases pertaining to MCM Grade employees facing disciplinary proceedings are referred to OFB and it is learnt that the matter is now being referred to MOD. Pending the MOD instructions OFB may delegate the authority to GMs / Sr GMs so that the cases are disposed off in a time bound manner. MCM cadres are senior most employees in the organizations and many of them are on their verge of retirement. As such the delegation of authority to factories is required.

Action Taken/Present position

Matter is under consideration of MoD.

- 14.8 Grant of 2800/- GP to labourers completing 30 years of regular service: The matter has been deliberated in the JCM III level council meetings and the staff side members were assured that the necessary instructions shall be issued but till date no such instruction has been issued. OFB may consider this issue seriously.

Action Taken/Present position

A proposal has been forwarded to MoD in consultation with PC of A (Fys).

- 14.9 Illegal Formation of JCM IVth Level council at OF Itarsi : An Unrecognized Union not fulfilling the conditions of recognition has been granted representation in the JCM IVth Level Council at OF Itarsi. Such blatant actions defying all government instructions should be strictly dealt with and the illegal participants should be immediately withdrawn. The matter has been deliberated in the last meeting also and OFB had assured action but till date no direction has been given to OF Itarsi. OFB may issue instructions to OF Itarsi Management immediately.

Action Taken/Present position

The matter is under consideration at OFB.

- 14.10 Progress in r/o implementation of the issues approved in the JCM III Meeting :
A) Common dress code & B) Common Pay slips

Action Taken/Present position

(A) For common dress code, OFB has forwarded a proposal to MoD seeking permission to outsource stitching.

(B) As regards pay slips, position will be intimated in course of the meeting.

- 14.11 Conducting of Trade test for Semi Skilled to Skilled at least 3 months before completing of 2 years. It has been noted that even though the appointments are granted in semi Skilled grade against Skilled grades they are deprived of their promotions to skilled cadre due to delay in conducting of trade tests. As such since they are already appointed against skilled vacancy their trade test may be conducted at least 3 months in advance so as to assure their promotion to skilled grade in time.

Action Taken/Present position

Trade Test is to be conducted as provided in the SRO, i.e. after completion of two years in the Semi-skilled grade.

- 14.12 A copy of various cadre review proposals may be circulated to all staff side members. OFB has either finalised or forwarded Cadre Review proposals of various cadres. As such it is requested that a copy of all such proposals may be circulated to the staff side members for their information.

Action Taken/Present position

NG: This point does not pertain to section A/NG alone. a uniform policy to be applicable to all cadres concerned, viz., i.e., NIE, NGO, Medical & Para-medical, and GOs may be decided upon to be followed uniformly.

NI: Copies of Cadre review proposals already given to Staff side.

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

- 15.1 Fire Engine Drivers (FED) of some factories are not given the washing allowances. At VFJ, FED OG and Gr.II are given Washing Allowances but the special grade has not been given the same. A common Circular may be issued to all factories to maintain uniformity in this regard.

Action Taken/Present position

Matter is under examination at OFB.

- 15.2 He stated that the categories of the Govt. accommodations are determined by available facilities and plinth area therein. E.g., 'A' type quarter has very little plinth area in comparison to Type-I, but both are treated as similar category qtrs. Besides, 'B' type quarters have also very little plinth area and rooms in comparison to Type-II qtrs., but both are treated as similar category quarters. The quarters may be categorized uniformly removing such disparities.

Action Taken/Present position

Given the fact that different factories and quarters therein came up during different time zones and in different circumstances, uniformity in the matter, or benchmarking based on plinth area is not possible.

- 15.3 In OF Katni, the OF Sports Promotion Board which was functioning as per the Govt. instructions and guidelines, has been dissolved by the OF Katni management without any prior information to the Committee Members. A new Committee has been introduced which does not fulfil the required terms and conditions as per OFSPB instructions and guidelines. Necessary instructions may please be issued in this regard.

Action Taken/Present position

OF Katni Management has been requested to forward the entire composition of their newly formed Sports Committee to the undersigned by 18th Nov, vide OFB Letter No.14/JCM/OFSPB dated 14-11-2013.

- 15.4 An employees who was recruited in Miller 'C' post got his training of 'Draughtsman' after recruitment and was appointed as Miller 'A'. After a period, Miller 'A' grade was re-designated as HS-I and afterwards, HS-I was re-designated as 'Chargeman'. Now the same employee has been promoted to JWM. As per existing instructions, the posts which have been abolished/ merged/re-designated to another post, it would not be treated as promotion at the time of ACP/MACP. But OF Katni management does not agree with the same. Details are enclosed regarding the cited case. This anomaly should be redressed.

Action Taken/Present position

A self contained note may be forwarded to OFB for examination at OFB.

- 15.5 In OF Khamaria (Jabalpur) opening time for the day shift is 7.30 am. 14.00 minutes are allowed for punching as because the punching machines are installed in respective sections which are too far from the main gate of the factory. Those industrial employees are punching at 7.44am., they are not treated as 'late' but those are punching at 7.45 am., they are treated as 15 minutes late. From 7.46-8.00 a.m. it is treated as 30 minutes late. Such treatment is being done only with the IEs of OFK. He requested to look into the matter.

Action Taken/Present position

- OFK: Punching Machines are installed at various gates and some machines are available inside the factory. Individual can punch their card at any Gate or inside the Factory. In Gate No.1,3,4 and 7, number of machines installed is 10, 8, 4 and 15 respectively. 14 minutes relaxation is there for IN punches to all employees in the factory. For any employee, daily "Late" is calculated in a way that if employee is late by 15 minutes then 1 minute, for 16 minutes - 2 minute and for 17 minute - 3 minutes. Day by day, late is summed up for the whole month

and given to Local Accounts Office in 15 Minutes slot. For example: For late up to 15 min: 1 slot of 15 min. For late beyond 15 min and upto 30 min - 2 slots of 15 min. For late beyond 30 min and upto 45 min - 3 slots of 15 min etc.

- 15.6 On the basis of functional requirements, OF Katni has submitted the demand of recruitment of Labourers at OFB, which is still pending. Necessary sanction may please be accorded for the same.

Action Taken/Present position

The requirement needs to be forwarded through the operating division for necessary consideration.

- 15.7 The issue of 'merger of trades' is pending for a long time for the approval of OFB. An early action may please be taken in this regard.

Action Taken/Present position

The matter is being deliberated in the committee formed for rationalization of Trades. All the three federations are represented in the committee.

- 15.8 A test was held at OF Khamaria on 15th and 16th June, 2011 for recruitment of Ambulance Driver. On publishing the result of the exam, some doubts were brought to the notice of GM/OFK and a vigilance enquiry board was set up. The Enquiry Report has been forwarded to OFB for necessary directives, which is still awaited. He requested for an early action in this regard.

Action Taken/Present position

The matter will get resolved in its own due course. It is improper to try and influence any vigilance inquiry.

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

- 16.1 As per OFB directives, Electricians possessing concerned state Electricity Board License are awaiting NOC for exemption from DGOF Competency Test for promotion to CM(T) prior to the OFB instruction dated 23-04-2013. The matter is to be considered sympathetically for issuing the NOC at the earliest for the candidates possessing concerned State Electricity Board License.

Action Taken/Present position

As per decision taken in the last JCM meeting, the matter has since been resolved by COS.

- 16.2 LDCE: 6th CPC vide its recommendation No. 6.1.17 recommended that the all employees possessing minimum qualification prescribed for direct recruitment shall be eligible for this examination irrespective of their present grade and the period of incumbency therein. Thus even the employees in PB-I are eligible to appear in LDCE for posts in PB-II with GP of Rs. 4800/-. This recommendation may please be implemented in forthcoming LDCE as above clause will provide opportunity to many aspirants possessing requisite qualifications.

Action Taken/Present position

The provision being quoted might possibly have been a recommendation made by the Pay Commission, but there are no govt. orders / instructions in knowledge through which the Central Govt. may have accepted such recommendation and made it mandatory for being followed by Govt. Deptts. Moreover, LDCE is conducted as per the contents of the relevant Recruitment Rules / SRO and therefore such a provision would be required to be incorporated in the amended SRO for Chargeman before such a provision can be formally introduced.

- 16.3 Hostel Subsidy: As per DOP&T letter restriction of above 50 Kms has been insisted to get the Hostel Fee reimbursed. This is incorrect as no distance is mentioned in pay commission

recommendations. Hence the matter may be taken up with the concerned authorities to remove the distance clause.

Action Taken/Present position

DOP&T Order is binding on all Central Government Offices and therefore OFB has no role to chase any decision issued by DOP&T regarding hostel subsidy.

- 16.4 A) 16 IEs have been appointed as Chargeman through LDCE on 16-01-2006. First increment has been given to them on 01-07-2007 IE after 18 months. Whereas OFB letter No. 01/6th CPC/2012/PCC(A/A) DATED 04-01-2012 QUOTES THAT “ The first increment after fixation in the revised pay structure will be granted on 01-07-2006 for those employees for whom the date of next increment was between 1st July, 2006 to 1st January, 2007.” & DOPT OM No. 10/02/2011-E.III/A dtd. 09-03-2012. Rule 10 of CCS(RP) Rules 2008 clearly says that increment should be given after completion of 12 months. As the OFPM authorities are denying to given increment on 01-07-2006, clear instructions may be issued for granting of increment on 01-07-2006 instead of 01-07-2007.
- B) Likewise, about 150 IEs who joined during Jan-2009 are also denied the increment on 01-07-2009. They were given first increment on 01-07-2010. Clear instructions may be issued for granting of increment on 01-07-2009 instead of 01-07-2010.

Action Taken/Present position

Ministry of Finance OM No.1/1/2008-IC dated 13-09-2008 (clarification no.2) is required to be consulted to settle the issue. The communication of Ministry of Finance was circulated vide OFB Instruction No. 06/2008/PCC (A/A) dated 24-09-2008.

- 16.5 There is shortage of Doctors at OFMK Hospital. Due to transfer of Surgeon to a sister factory, employees are compelled to go to Hyderabad even for minor surgeries. The surgeon and Para Medical Staff as per sanctioned strength may be posted at OFMK Hospital.

Action Taken/Present position

IOFHS cadre is having acute shortage of doctors. After catering to the requirements of the remote locations on priority, most feasible allocation is done based on necessity cum availability.

- 16.6 Correlation of PW calculation system in relation with 6th CPC & Payment of resultant arrears may be paid at the earliest. Likewise, employees who have opted for factory Act 1948 shall also be granted EL along with PW Profit. Likewise, incentive may be extended to examiners.

Action Taken/Present position

Matter is pending with M of D.

- 16.7 Skilled promotion on next day of 2 years service completion: In many factories semi skilled Tradesman are given Skilled Promotion after 2 to 6 months delay. This practice is causing loss to the individuals. Hence the factories may be instructed to give the skilled promotion on next day of 2 years of service completion.

Action Taken/Present position

Movement to the skilled grade is to be done based on SRO provisions. Trade Test can be taken after completion of two year in the skilled grade.

- 16.8 NER visit facility to IEs from nearest Airport, as per the orders (1) DOP&T OM No.31011/4/2007-Wstt. (A) dated 02-05-2008. (2) DOP&T O.M. No.31011/4/2007-Estt.(A) dated 14-05-2008 (3) DOP&T F. No. 31011/4/2007-Estt(A) 23rd April, 2010. (4) CGDA No.AN/XIV/14162/VIth CPC/Circular/Vol-IV dtd. 27-01-2012. The above orders are benefiting only NG Staff whereas the IEs possessing GP 4200 are deprived of the facilities that they are entitled for. Therefore IES possessing GP 4200 may also be allowed to visit NER from Nearest Airport.

Action Taken/Present position

PCA(Fys): Necessary instruction for treatment of MCM Post as Gr. 'B' for all purposes has been issued vide this office No. Pay/Tech-I/LTC/2013/31 dt. 19-11-2013. However, it may be mentioned that the Special LTC to J&K does not provided Air entitlement from the place of posting to J & K for employees drawing Grade Pay below 5400/-.

- 16.9 NIE Cadre Review: The Cadre Review of NIEs (Viz Durwan, Vendor, Para-Medical Staff, Store Keeper, supervisors, Clerical Staff, Fire fighting Staff etc.) is pending since last 18 years. It may be taken up with concerned authorities and settled at the earliest.

Action Taken/Present position

Position is being enclosed.

- 16.10 Night Duty Allowance: Presently Night Duty Allowance is being paid @ 4th CPC Rates. NDA has to be paid as per 6th CPC rates w.e.f. 01.01.2006 and arrears may be paid accordingly.

Action Taken/Present position

Matter is pending with M of D.

- 16.11 Long Service Medals: At present a medal is being awarded to the employee on completion of 25 years service. It is requested to give one Wrist Watch along with the Medal.

Action Taken/Present position

A/A: Matter is under examination.

- 16.12 In the Light of 6th CPC, Instructions are issued to give the GP 1800 to the illiterate Labourers. But the internal Audit at OFMK is denying such fixation and insisting that they must pass 10th class. Moreover, they recommended for recovery of difference of Grade Pay from 04 deceased employees. Therefore, clear instructions may be issued in this regard.

Action Taken/Present position

The matter is under examination at OFB.

- 16.13 Stay period of family members of deceased employee in Govt. Accommodation may be increased up to 5 years in place of existing 2 years.

Action Taken/Present position

The proposal is not permitted as per extant rules on the subject.

- 16.14 There is huge surplus open land available at OFMK. The same may be utilised for construction of dwelling units through IOFEWHO.

Action Taken/Present position

The proposal is not permitted as per extant rules on the subject.

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

- 17.2 Despite recommendations regarding promotion of Leather Machinist to the post of Ch'man, the necessary avenue for promotion has not been created by OFB for the said category. Necessary instructions may kindly be issued at the earliest.

Action Taken/Present position

There has been much deliberation on the issue in the past, but the proposals submitted so far have not been found practical. The factory was requested to come with a fresh proposal, which was not done. As such the matter remains pending without taking a final call on the matter.

- 17.3 In OEF Group of Factories, the employees belonging to Line Mistry Trade are not being able to repair modern computerized sewing machines. The group must train the Trade Apprentices in the trade of Sewing Machine Operator in sufficient numbers so that demand for this trade during direct recruitment may be catered.

Action Taken/Present position

Sewing Machine Mechanic trade already exists for Trade Apprentices. Ordnance Clothing Factory Avadi projected requirement in 2012-13. No other factories have projected the requirement.

- 17.4 Sanction has been accorded to OPF for many Industrial and Non-Industrial posts. However, the factory so far has not been able to recruit any category of employees successfully. Necessary clear-cut instructions should be issued to the factory for time-bound recruitment by the factory.

Action Taken/Present position

At the time of Direct recruitment Sanction instructions have already been issued.

- 17.5 The Govt. has issued new instructions on compassionate appointment but the factory is not processing compassionate appointment cases. As on date, even with 5% ceiling, 3 vacancies are available, but the factory is not making the recruitments. The factory may be instructed suitably.

Action Taken/Present position

The point is not clear. The name of the factory may please be mentioned so that comments on the point may be obtained and action taken.

- 17.6 Different cadre review proposals in Non-Industrial and Non-Gazetted categories should be expedited.

Action Taken/Present position

Same as Point No. 9.6 above.

- 17.7 Sanctions may be accorded for recruitment in different NIE Categories like Vendors, Cooks, Halwai, Sweeper, Stenographers, CMD etc.

Action Taken/Present position

Direct recruitment Sanctions for the Post of Cook (C), Steno & CMD (OG) were issued to the extent of 39, 44 & 34 respectively for the year 2013-2014.

- 17.8 The DGOF Competency Test process is required to be simplified. Since officers from other factories are not being spared by their respective GMs, Officers from the same factory may be entrusted with the task.

Action Taken/Present position

The matter is under examination at OFB.

- 17.9 An early decision may be given on Piece Work Correlation and the issue of Departmental overtime (DOT).

Action Taken/Present position

Matter is pending with M of D.

- 17.10 Recently, the Security Officer of OPF summoned quick reaction team (QRT) from Army on a very trivial matter which was unwarranted. This kind of incidents may be avoided.

Action Taken/Present position

The Chief Security Officer visited the factory under reference to assess the ground situation and to suitably instruct the factory. The Security Officers are also being sensitized about the industrial nature of the organization and the practices and customs thereof.

(S. K. Singh)
Director/IR &
Secretary/Official Side
OFB JCM III Level Council
Dated, the 20th November, 2013

No. 20/15/13/(11)/A/IR

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