

**ORDNANCE FACTORY BOARD**  
**PERSONNEL DIVISION**  
**SECTION : A/IR**

**14<sup>TH</sup> STEERING COMMITTEE MEETING OF OFB JCM III LEVEL**  
**COUNCIL (11<sup>TH</sup> TERM)**  
**held on 18<sup>th</sup> September, 2013 at OFb HQrs., Kolkata.**

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**1.**  
**POINTS FOR DISCUSSION IN THE 14<sup>TH</sup> STEERING COMMITTEE**  
**MEETING OF OFB JCM III LEVEL COUNCIL (11<sup>TH</sup> TERM)**  
**held on 18<sup>th</sup> September, 2013 at OFB HQrs., Kolkata.**

- 1. Relaxation of the qualifying service of 10 years for promotion from UDC to OS may be obtained from MOD.**

**- CS / AIDEF**

**STAFF SIDE BRIEF**

OFB vide letter No. 288/RR/SRO/CLERICAL/A/NI, dated 14-08-2013 has circulated the revised SRO dated 24<sup>th</sup> June, 2013 notifying publication of SRO 43 of Clerical Staff. It is observed from the revised SRO the residency period for UDC to OS is increased from 8 years to 10 years. Due to this revision the senior UDCs who has just completed 8 years and waiting for their promotion in the next DPC are all deprived and they have to wait for another 2 more years for their promotion. It is understood that there are about 400 posts of OS lying vacant in all the factories due to shortage of eligible candidates who have completed 10 years as UDC. Therefore, it is requested that OFB may kindly take up a proposal with MOD for relaxation of the residency period of 10 years and those UDCs who have completed 8 years as per the previous SRO or by taking a combined service of LDC & UDC may be promoted to OS as a one time measure so as to mitigate the genuine grievances of the Clerical Staff.

**OFFICIAL SIDE VIEWS (A/NI)**

The Provisions of new SRO has to be followed for promotion to O.S.

- 2. OFB may circulate model question papers for direct appointment to various Group 'C' posts:**

**- CS / AIDEF**

**STAFF SIDE BRIEF**

While thanking the OFB for authorizing the GMs for conducting the selection process including written examination for recruitment of various Group 'C' posts, the following suggestion may be consider for implementation to make the recruitment process more transparent.

In the past based on JCM III Level Council decision factories were instructed that in the recruitment of Tradesman from amongst Ex-Trade Apprentices etc., for written examination questions should be asked in objective manner only from the NCTVT Syllabus of the concerned Trade. This has enabled the candidates to appear the written examination without fear complex. At present OFB has given permission to the factories to recruit Labour (SS), LDC,

SK, Durwan, Fireman and Teachers, etc. Since different factories may follow different method / style of setting the question papers there will not be any uniformity in the question papers for the same posts conducted by different factories. Therefore, to maintain uniformity and also to be transparent of the recruitment process, it is requested that OFB may kindly formulate model question papers for all the above posts and the same may be circulated for the guidance of the factories and also the candidates appearing for such examination.

**OFFICIAL SIDE VIEWS (A/I, A/NI, A/NG)**

The point may be discussed in the meeting for appropriate decision.

**3. Undue delay in implementing in 4 Grade Structure of Artisan Staff at Engine Factory, Avadi.**

**- CS / AIDEF**

**STAFF SIDE BRIEF**

MOD instructions dated 14-06-2010 on the subject of Cadre restructuring of Artisan Staff was implemented w.e.f. 01-01-2006 in all the Ordnance Factories except Engine Factory, Avadi. Even though many Cases by different Groups of employees are filed in the Court in this regard, there is no Court order prohibiting the implementation of the above Cadre Re-structuring and subsequent promotion. However, more than 480 employees who are due to promotion from 01-01-2006 onwards are subjected to undue hardship and many of them are at the verge of retirement. Due to this there is a total unrest in the factory and agitations are going on in the factory. EFA management has informed the Unions that the entire matter is in the Court of OFB and they are waiting for a decision / clarification from OFB. Therefore, it is requested that OFB may kindly issue direction to EFA for immediate implementation of the MOD letter dated 14-06-2010 if required by taking an undertaking from the concerned workers that their promotion would be subject to the outcome of various cases pending in the Court.

**OFFICIAL SIDE VIEW (A/I)**

There was a court case pending, verdict for which has been pronounced. The case will be regulated accordingly.

**4. Payment of Risk Allowance to the employees of Engine Factory, Avadi by implementing the judgment of CAT, Madras Bench in OA No. 58 of 2012, dated 01-03-2013.**

**- CS / AIDEF**

**STAFF SIDE BRIEF**

The employees of Engine Factory, Avadi are not being paid Risk Allowance on the plea that the name of EFA is not endorsed in the Govt. order on Risk

Allowance. The affected employees and the AIDEF Union has approached the Madras Bench of CAT in this regard. The CAT in its judgment referred above has given the following direction :

*"Accordingly the OA is allowed and the respondents are directed to grant Risk Allowance to the applicants also by taking into consideration Boards Instruction in NO.447/A/A/XIV, dated 16-10-2002 (Annexure A-4), from the date when the employees of HVF were granted such allowance. The applicants are also entitled for grant of arrears of such allowance which may be granted within a period of two months from the date of receipt of a copy of this order by passing a reasonable and speaking order by the respondents. No costs."*

In view of the above it is requested that Risk Allowance may be granted to the employees of EFA by implementing the above judgment and also on the same analogy the benefit may be extended to all the employees of left out Ordnance Factories.

#### **OFFICIAL SIDE VIEW (A/A)**

The matter is under consideration of DOP&T. MOD is expediting the matter to implement CAT, Chennai Judgment within the given time frame.

#### **5. Shortage of Doctors in the Ordnance Factories and the transfer policy of Doctors. :**

**- CS / AIDEF**

#### **STAFF SIDE BRIEF**

There is an acute shortage of Doctors in the Factory Hospitals. Even though OFB has taken recruitment action through UPSC to fill up the vacancies, only 2 or 3 Doctors have joined as per the information available with the Staff Side. It is understood that one of the major reason for the Doctors not joining the Ordnance Factories are due to the location of many of the factories and the transfer policy. In the Railways the Doctors are mainly posted in the concerned Zonal Railways and they are required to serve only in the States falling within the jurisdiction of the Zonal Railways and they are not transferred out of the Zone other than on personal request. Similarly in the CGHS the Doctors are posted in the CGHS Cities and their postings are generally within the Dispensaries of the CGHS Cities. Keeping this aspect in mind OFB may formulate a posting / transfer policy for the Doctors which is attractive for the Doctors to join the IOFHS.

#### **OFFICIAL SIDE VIEW (A/M)**

Transfer Policy for IOFHS has been issued by MOD and has been published under OFB letter No. 254/Transfer Policy/A/M dt. 07-03-2012. The choices and representations of Medical Officers due for transfer are being obtained and considered. Railways and CGHS also face similar low rate of joining of Medical Officers. Transfer Policy is not the main reason for doctors not joining OFs.

6. **Fixation of pay under restructuring of Cadre of Artisan Staff and option to switch over to 6<sup>th</sup> CPC Pay Scale.**

- CS / AIDF

**STAFF SIDE BRIEF**

After the issue of OFB instructions dated 13-12-2010 for implementation of the Cadre Restructuring of Artisan Staff based on MOD OM dated 14-06-2010, various doubts were raised by the factories and LAOs with regard to grant of option to switch over to 6<sup>th</sup> CPC Pay Scales while implementing the 4 Grade Structure. The Staff Side also raised this issues in the past in JCM III Meetings and accordingly the PC of A (Fys) vide their Circular No. Pay/Tech-II/04/2012/19, dated 31-07-2012 have clarified the following :

***"It may also be intimated that MOD letter dated 14-06-2010 regarding restructuring of Artisan Staff does not cover Semiskilled Grade. However, on completion of requisite service in Semiskilled Grade if they are placed to the Skilled Grade they will be within the strength of Skilled Grade. Further, one time relaxation as stipulated in ibid MOD OM dated 14-06-2010 is applicable for Artisan Staff only i.e. movement from Skilled to HS-II, HS-II to HS-I and HS-I to Master Craftsman only. In cases where Semi-skilled IEs who have been placed to Skilled Grade, have got promotion to HS-II Grade, due to restructuring in such case, one time relaxation should be allowed for his movement from Skilled to HS-II and the benefit of option for switching over to RPR, 2008 may be allowed from the date of promotion to HS-II, if such option is exercised."***

Accordingly, Factories have implemented the above provisions and promotions / pay fixation were effected and arrears paid. However, to the shock and surprise of Staff Side the PC of A (Fys) vide important Circular No. Pay/Tech-II/04/2013/19, dated 02-07-2013 have issued a clarification which is contradictory to its own clarification dated 31-07-2012. The relevant portion of the clarification in PC of A (Fys) circular dated 02-07-2013 is reproduced below :

***"In the case of Semi Skilled Employees his pay is to be fixed in the post of skilled grade on the date of 1<sup>st</sup> promotion first and then he may be allowed 2<sup>nd</sup> promotion to the HS Grade-II straightaway by granting 3% increment on Pay Band and Grade Pay so fixed after 1<sup>st</sup> promotion. The next date of increment cannot be made available on 1<sup>st</sup> of July that year due to non completion of 6 months service in the 2<sup>nd</sup> promoted post in terms of Rule 10 of CDS (RP) Rules 2008."***

On receipt of the above clarification which is not endorsed to OFB, LAOs have started issuing directions to the factory that the pay fixation already done may be withdrawn and re Pay fixation to the concerned employees may be done as per the revised Circular of PC of A (Fys) dated 02-07-2013.

AIDEF vide its letter dated 6<sup>th</sup> August, 2013 has represented against the above circular of PC of A (Fys) to OFB and also to PCA to withdraw clarification given at Point No. 1 of their Circular dated 02-07-2013, since the settled matters will be re-opened resulting in unnecessary Labour unrest as well as multiplicity of litigations. Therefore, it is demanded that the issue may be settled as per PC of A (Fys) Circular dated 31-07-2012 and CGDA Circular dated 12-02-2010 (Copy enclosed with AIDEF letter dated 9<sup>th</sup> August, 2013).

**OFFICIAL SIDE VIEW (A/I)**

The matter may be discussed in the meeting.

**7. Conferment of Permanent Status to Temporary Status employees of GSF.**

**- CS / AIDEF**

**STAFF SIDE BRIEF**

Based on the direction of the Hon'ble CAT and subsequent decision in the JCM III Level Council, OFB has issued Instructions to GSF to regularize the service of the Casual Workers of GSF, Cossipore. Accordingly GSF vide F. O. Part-II No. 3470, dated 06-12-2011 have issued orders granting Temporary status to 64 Casual Workers.

It is understood that there are sufficient Vacancies in the Factory in the various erstwhile Group 'D' Posts (MTS and Labour). It is requested that the above 64 Temporary status workers may please be absorbed in these vacant posts and may be granted Permanent Status.

**OFFICIAL SIDE VIEW (A/A)**

Formal proposal from GSF regarding grant of permanent status to the employees has not been received.

**8. Implementation of the judgment of CAT Hyderabad Bench in OA No. 731 of 2012:**

**- CS / AIDEF**

**STAFF SIDE BRIEF**

AIDEF was repeatedly representing to OFB in different forums that the State Govt. Certificate issued for Supervisory Electrical Competency may be approved by the OFB for promotion to Chageman (Electrical) as already decided in the JCM III Level Council. However, OFB was reluctant to accept the same. This issue was further discussed in the last JCM III Level Council Meeting. At present one of the affected employee Shri Y. Mahipal Reddy, has approached the CAT Hydrabad Bench and the CAT in OA NO. 731/2012 has given the following direction on 10-07-2013 :

***"In the circumstances where persons possessing similar qualifications were considered for exemption from DGOF Electrical Supervisory Competency Test, not only that, persons with lesser qualifications than the applicant were considered for exemption, not granting the same to the applicant is not appropriate.***

***In the circumstances, we hold that the applicant is eligible to be considered for exemption from DGOF Electrical Supervisory Competency Test required for considering his case for promotion to the post of Chargeman / Technical (Electrical) and the respondents are directed to consider the case of the applicant for exemption within a period of two months from the date of receipt of copy of the order."***

Since the court of Law has upheld the validity of State Govt. Electrical Supervisory Certificate for promotion to Chargeman (Electrical), it is demanded that the decision of the CAT may be implemented as policy matter.

### **OFFICIAL SIDE VIEW (A/A)**

The necessary Orders have been issued by OFB for implementation of Hon'ble CAT Hyderabad

- 9. Similarly placed person who are not applicant in Court/CAT cases – Promotion of.**

**- CS / AIDEF**

### **STAFF SIDE BRIEF**

In compliance OF Hon'ble CAT Allahabad judgement and order dated 7<sup>th</sup> May, 2009 against OA No. 1471 2006, 14/2006, 1496/2006 and 1498/2006. 36 employees of 23<sup>rd</sup> Batch were allowed skilled grade after completion of 2 years of service in semi skilled grade. Factory Order Part – 2 No. 1466, dated 07/10/2009 refers please (copy enclosed) (Annexure'A').

Similarly, 11 identical employees of 23<sup>rd</sup> Batch have also been allowed by extending the similar benefit of Hon'ble CAT Allababad judgement above based on the various judgments pronounced by the Hon'ble Supreme Court of India, the extract of which is enclosed as (Annexure'B). However, these 11 employees were not petitioner of said Court/CAT cases whose promotion has been ordered.

Pay fixation proposal of those employees were forwarded to LAO for approval, since is not acceded. The financial authority has advised a general circular order on the subject case is necessary with the approval of Min. of Def/Min of Fin. for implementation of the concerned court order universally to all similarly placed employees who are not applicants.

The Concerning 11 employees of SAF are pressing hard and claiming for financial benefit as well as seniority etc. as per published Factory order which was issued by adopting all norms with the appropriate approval of Competent Authority. SAF has referred the matter to OFB A/I Division for clarification. Necessary approval may please be issued to SAF.

### **OFFICIAL SIDE VIEW (A/I)**

SAF has been asked to forward details of the case along with an officer well conversant with the case so that the case can be resolved expeditiously.

## **10. Maintenance of Inter Grade Ratio and Grant of promotions in the Grinder Trade of SAF.**

**- CS / AIDF**

### **STAFF SIDE BRIEF**

A case had been filed in the CAT Allahabad regarding promotion of Grinders by Shri S. P. Sharma and Shri R. K. Srivastava and others vide OA No. 810/89 and 951/89 and CAT Allahabad vide its judgment dtd. 04-09-92 allowed the OA and subsequently in accordance with the judgment the promotion order had been published.

The factory filed SLP in Supreme Court and Apex Court in civil appeal no 8109 & 8110 of 1995 allowed the appeals in both the cases and directed the Tribunal to have a fresh hearing taking into account the law laid down by the Apex Court on identical questions.

The CAT Allahabad vide its judgment dtd. 31-01-2K reviewed the order dtd. 04-09-92 and ordered that 'Since the order of this Tribunal in OA's 810/89 & 951/89 was totally based on impugned order of Calcutta Bench hence OA's is dismissed as lacking in merits.'

Against the judgment dtd 31-01-2K the petitioners filed a case in the High Court Allahabad and the court stayed the order of CAT Allahabad vide its order dtd 23-02-2k. The High Court vide its order dtd 05-03-04 vacated the stay by stating that 'none appears to press this writ petition. In the circumstances the writ petition dismissed for default. 'The High Court order given effect on 21-05-04 and accordingly the promotion orders issued in accordance with the CAT judgment dated 04-09-92 had been cancelled and no promotion had taken place in the Grinder trade from 01-01-96 to 19-05-03.

In the mean time inter grade ratio has been revised by the OFB in the artisan cadre w.e.f. 20-05-2003 vide its letter no. 01/Cadre Restructuring/A/I dtd 12-07-2003. Accordingly inter grade ratio have been revised in all other trades except Grinder trade since there was a court case pending. In the Grinder trade the inter grade ratio has been maintained on 21-05-2004. The date has been preponed as 20-05-2003 on notional basis after the approval of the



General Manager since in all other trades the benefit of restructuring of the cadre have been given w.e.f. 20-05-2003.

As mentioned in para 4 above no promotion took place in Grinder Trade due to Court cases upto 19-05-2003. Now the incumbents in this trade are demanding promotions during above period as per the then available vacancies and allowing consequential benefits.

SAF has referred the matter to OFB A/I Division for clarification. Necessary clarification may please be issued to SAF.

### **OFFICIAL SIDE VIEW (A/I)**

SAF has been asked to forward details of the case along with an officer well conversant with the case so that the case can be resolved expeditiously.

- 11. Recognition of Diploma Certificate awarded by Institutions recognized by UGC/MHRD and also the courses conducted by IGNOU for the purpose of appearing for Chargeman (T) LDCE.**

**- CS / AIDEF**

### **STAFF SIDE BRIEF**

Many industrial employees in the Ordnance Factories under go higher education for improving their knowledge and also for better career progression through distance education mode. Evening Diploma courses in the polytechnics are not available everywhere and since the seats are limited, Factory employees seek admission in various Technical courses conducted by institute recognized by MHRD, UGC based on the syllabus approved by AICTE and also in the course conducted by IGNOU.

The Institute of Mechanical Engineers is conducting Technician Engineers certificate Course through Distance Education Mode. This course is recognized by Ministry of Human Resource Development, since the syllabus of these part-I and part II of Technician Engineers Course certificate is equivalent to Diploma in Mechanical Engineering, since the syllabus of this course is approved by AICTE. In this regard OFB's attention is invited to MHRD Gazette notification No. F -23/2/2001, dt. 24<sup>th</sup> November 2006 (Copy enclosed for ready reference) wherein it is clearly stated that the syllabus of the above course conducted by IME Mumbai and this Diploma will be recognized for employment in Central Govt.

Similarly the Janardan Rai Nagar Rajasthan Vidyapeeth (Deemed) University, Udaipur is conducting Diploma Course in Mechanical Engineering. The Ministry of HRD has vide notification No. F-31-1/98-U-3 dt. 19<sup>th</sup> Aug. 2003 has recognized this institution as a deemed university. The Distance Education Council has also recognized this Deemed University to conduct Distance Education Course. Further the AICTE vide their letter dt. 4<sup>th</sup> Oct. 2007 has

declared that the degree, diploma obtained through Distance Mode and approved by DEC does not require AICTE approval. Therefore the Diploma in Mechanical Engineering issued by the above University may please be recognized for the purpose of Chargeman(T) LDCE.

The Diploma in Mechanical Engineering Course conducted through distance mode awarded by IGNOU is also recognized for the purpose of promotion/employment in Central Govt. Department. In this regard a copy of IGNOU letter dt. 27<sup>th</sup> June 2013 is enclosed.

Moreover the CAT Madras Bench in OA No. 1416 & 1539 of 2010 has upheld that the Technical Engineering Course certificate awarded by Institute of Mechanical Engineers is to be recognized for appointment to the post of Chargeman.

In view of the above, position there is no justification in rejecting the applications of employees who are in possession of Diploma Certificate awarded by above mentioned Institutions on the plea that those courses are not approved by AICTE. This argument will not hold good, since AICTE themselves have categorically stated that AICTE approval is not required for courses approved by DEC. Therefore the interest of organization enabling the employees to enrich and gain more and more technical knowledge and also to enable the employees to undergo higher studies for their career progression OFB may have a complete review of the situation and a favorable decision may be taken to permit the Departmental Candidate who are in possession of the Technical Qualification from the above Institutions for appearing for Chargeman LDCE. If the same is not done the employees will not be motivated to undergo higher studies and ultimately the vacancies in the Chargeman posts earmarked for LDCE will remain unfilled.

### **OFFICIAL SIDE VIEW (A/NG)**

The existing SRO for Ch'man provides for "*three years diploma in the field duly recognised by AICTE or equivalent*", as eligibility educational qualification for technical disciplines. Accordingly, the qualification conforming to subject provision have been allowed as eligibility for appearing in LDCE for Chargeman.

An expert Committee had also been constituted by the Competent Authority earlier to study and submit recommendations with regard to admissibility, or otherwise, in respect of certain disputed qualification some of which have been mentioned above. The recommendations submitted by the subject expert Committee had been duly considered by the competent authority, and the decision thereupon is being followed as on date.

Further to this, there are several court cases pending/sub-judice in various benches of CAT with regard to admissibility of certain educational

qualifications, some of which have been mentioned above. Final decision directions in said court cases are still awaited.

The matter is also under due consideration for final decision on warranted amendments in revised SRO for Ch'man to address and settle this matter regarding eligibility educational qualifications.

**12. Request for change of option of employees due to unforeseen circumstances after implementation of 6<sup>th</sup> CPC recommendations.**

**- CS / AIDEF**

**STAFF SIDE BRIEF**

After the implementation of 6<sup>th</sup> CPC recommendations w.e.f. 01-01-2006 and especially due to the fact that the increment date for all the Central Govt. Employees has become common on 1<sup>st</sup> of July every year with the condition that the employee should have completed 6 months for getting the increment in the pay scale which he/she is holding has resulted in many anomalous situation. The affected employees in different factories have represented to the Management requesting to give a revise option to them for accepting their promotion and switching over the 6<sup>th</sup> CPC etc. However the Management is not in a position to give them revise option unless there is a specific Govt. order for this purpose. One such case was referred by OCF, Avadi to OFB vide OCF letter No. 1859/L/PFP/LB, dated 24-06-2013. For better understanding and appreciation the following 2 illustrations are given below :

**Illustration – 1**

*X was appointee as Semi Skilled and subsequently placed in the Skilled Grade w.e.f. 26-12-2007. Since the individual was on leave during this period his promotion was given w.e.f. 05-01-2008 i.e. the date when he resumed duty. At that point of time 5<sup>th</sup> CPC pay scales and rules wherein effect and hence he directly opted for the pay fixation from the date of his promotion i.e. on 05-01-2008, Subsequently Govt. issued orders notifying the 6<sup>th</sup> CPC pay scales and revised rules on pay fixation and increment etc. came in to effect from 01-01-2006. As per this a Govt. servant opts to get his pay fixed in the higher grade from the date of his promotion, he shall get his 1<sup>st</sup> increment in the higher grade on the 1<sup>st</sup> July of next year if he was promoted between 2<sup>nd</sup> July and 1<sup>st</sup> Jan. However, he was promoted between 2<sup>nd</sup> Jan. and 30<sup>th</sup> June of a particular year he shall get his increment only during the 1<sup>st</sup> July of next year.*

*Due to retrospective implementation of 6<sup>th</sup> CPC based on the ccs(RP) RULES – 2008 ISSUED DURING Aug, 2008, the Factory Management has given his promotion to Skilled grade on 05-01-2008 and because of this he was not granted increment during July, 2009. This anomaly must had been rectified if he was given a revised option after 6<sup>th</sup> CPC to fix his pay on promotion on*

the date of his increment in 6<sup>th</sup> CPC i.e. July, 2008. Since this benefit was not given to the individual he is drawing one increment less. To remove this anomaly he should an option on promotion to fix his pay on date of his increment i.e. July, 2008. This situation has arised because of unforeseen circumstances i.e. the individual has not anticipated the developments which is going to take place after 6<sup>th</sup> CPC.

**In view of the above OFB may take up a proposal with MOD/Dept. of Expenditure for giving an opportunity to such employees to revise their options to get their pay fixed on promotion after availing the increment in the lower pay scale.**

### **Illustration - 1**

One employees ws promoted from skilled grade to HS Gr.II on 03-01-2006 when the 5<sup>th</sup> CPC was in vogue. The individual got his pay fixed straightaway from the date of promotion in 5<sup>th</sup> CPC pay scales i.e. 03-01-2006. Subsequently after implementation of 6<sup>th</sup> CPC recommendations retrospectively from 01-01-2006 based on the Gazette Notification (CCS(RP) Rules-2008 ) published in Aug, 2008, the individuals pay was re-fixed in the promoted grade in 6<sup>th</sup> CPC pay scales w.e.f. 03-01-2006. Due to this the individual was denied in increment on 01-07-2006 on the plea that he has not completed 6 months in the promoted pay scale as on 01-07-2006. His next increment was granted only on 01-07-2007. Due to no fault of the individual the individual has lost one increment permanently for life time. **Therefore to remove the anomaly a proposal may be taken up with MOD for waival of the condition of 6 months service in the promoted pay scale for getting increment on 1<sup>st</sup> July, 2006 at least for those employees who had been promoted between 2<sup>nd</sup> Jan. 2006 and 30<sup>th</sup> June, 2006 as a one time measure.**

### **OFFICIAL SIDE VIEW**

The matter will be examined at OFB, and in case found appropriate, would be referred to MoD.

### **13. Undue delay in publication of notification for recruitment of Chageman.**

**- CS / AIDEF**

### **STAFF SIDE BRIEF (A/NG)**

OFB has sanctioned 1578 posts of Chageman for Direct Recruitment for the year 2011-12 and to 2012-13. It is understood that the responsibility of conducting this recruitment was handed over to NADP during April, 2013. Accordingly the Advertisement draft was also approved by OFB during May, 2013, but till date the advertisement for recruitment of the chageman post

has not been published. There is already an acute shortage of chageman in all the factories and the existing chageman are overloaded. It is understood that due to various objections raised by the Controller of Finance and Accounts (Fys), Ambajhari with regard to conducting of TEC for outsourcing for Direct Recruitment of Cargeman, the recruitment process is delayed. It is therefore demanded that OFB may kindly intervene in the matter and necessary steps may be taken for earlier publication of the notification of recruitment of Chageman.

#### **OFFICIAL SIDE VIEW**

Sr. PD/NADP has discussed with PC of A (Fys) on 12-09-2013. The matter has been resolved and PC of A(Fys) has given necessary instructions to CFA and OF Ambajhari. NADP is going ahead with further course of action.

#### **14. Non-Payment of 5<sup>th</sup> CPC Hourly Rate to piece worker.**

**- CS / AIDEF**

#### **STAFF SIDE BRIEF**

At present PC of A (Fys) have amended their wage package of IEs and accordingly piece workers in the grade of HS-I is now paid hourly rate at Rs. 4500/- and at Rs. 5000/- for MCM. However, the employees who have got ACP/MACP benefits in the same pay scale i.e. Rs. 4500 – 7000 and 5000 – 8000/- (Pre-revised) are not being paid hourly rate at Rs. 4500/- and Rs. 5000/- respectively. In the past when the issue was raised in the JCM, PC of A (Fys) where of the view that in the 5<sup>th</sup> CPC there was no grade of HS-I and MCM was not in the pay scale of Rs. 5000 – 8000/-. However, after OFB has clarified that from 01-01-2006 the 4 grade structure has been implemented for Artisan Staff and HS-I and MCM has become a part of the promotional hierarchy of Industrial workers, therefore they are entitled for hourly rate in the minimum of HS-I pay scale and MCM pay scale. However, restricting the benefit only to those employees who got the pay scale of Rs. 4500 – 7000 and Rs. 5000 – 8000/- through promotion and not extending the benefit to another set of employees who are in the same pay scale by virtue of ACP / MACP is not at all justified. Therefore PC of A (Fys) may be advised to correlate the hourly rate in the pre-revised minimum of Rs. 4500/- & Rs. 5000/- to those employees who got benefit of ACP/MACP.

#### **OFFICIAL SIDE VIEW**

The issue of payment of 5<sup>th</sup> CPC hourly rate has been taken up with MOD for consideration. Matter is pending with Ministry.

#### **15. Leave encashment calculation:**

**- DHU / AIDEF**

## **STAFF SIDE BRIEF**

This has in reference to the letter No. 265/A/A/XXXIX, Government of India, Ministry of Defence, Ordnance Factory Board, Kolkata.

The employees of Ordnance Factory, who are being promoted as Chargeman from the post of MCM/HS-I are having disparity in the calculation of leave encashment.

“for example if an employees in MCM is having 275 leaves balance with 35% DA and after promotion for chargeman he is having 25 leaves balance with 80% DA. Than the calculation for leave encashment, in Ordnance Factory Chanda is done separately for leave balance in MCM with 35% and leave balances in chargeman with 80% DA thereby creating disparity in payment of leave encashment.”

Therefore it is requested to kindly direct respective concern for following the above mentioned OFB letter while calculation of leave encashment with the DA at the time of last payment drawn.

## **OFFICIAL SIDE VIEW (A/A)**

Matter has been referred to the OFCH seeking comments on the submission of the staff side members. On receipt of necessary comments from OFCH, information will be given.

### **16. Exemption of receipt of Food Bill:**

**- DHU / AIDEF**

## **STAFF SIDE BRIEF**

As per the recommendations of VI CPC, the Central Government Employees deputed for temporary duty (TD) to out stations are not entitled to daily allowance as per practice in vogue previously. As per the recommendations of VI CPC, they will be allowed Accommodation charges, traveling charges and food/messing allowance as per their entitlement. OFB and OFCH vide their orders on several occasions has ordered/directed the employees that their claims shall be supported by goiginal receipts from registered service providers for stay, food and travel else the claims will be disallowed.

Attention is invited to the letter referred above, which is replied by CAC (supreme Audit agency in India) to a RTI query about regularization of subject claims. Your attention is kindly invited to reimbursement of Food bills & Taxi Bills, “In case the condition is impossible to obtaining the food bill same may be reimbursed by producing the certificate as RTI reply Annexure.”

During escorting/deputation following impractical conditions are being faced by the Chargeman :

- i) Chargeman has to be completed the given assignment in time bound manner. To meet the given task they have to move round the clock through the truck/train. Alimentally they could find appropriate time to take food in right time as well in right place.
- ii) Some times deputies eats light foods like fruits, milks, coffee, tea snakes etc for which no food bills are getting from the Party/Hotels.
- iii) Chargeman are being paid Rs. 188/- per days as food bill. It presume that at least Rs. 230/- (breakfast Rs. 40/- lunch 80/- mineral bottle two nos. 30/-) is required in outstation for food whereas they are getting only Rs. 188/- which is quite less than the factual expense.

It is therefore requested to take up the matter with PCFA for reimbursing the food bills in the format of certificate provided in Annexure-B in case chargeman/staff/IEs fails to obtain receipt of food bills.

#### **OFFICIAL SIDE VIEW (A/A)**

Matter has been referred to the OFCH seeking comments on the submission of the staff side members. On receipt of necessary comments from OFCH, information will be given.

#### **17. Overtime allowance at par with O.F. Chanda Factory O.T. for Revalidation work of fuzes.**

**- DHU / AIDEF**

#### **STAFF SIDE BRIEF**

A good number of Chargeman/IEs of O.F. Chanda are being deputed to Leh, Laddakh, Bharatpur, Siligudi for revalidation work of fuze pertains to O.F. Chanda as well of some sister factories. Some qty have been revalidated however huge qty are still balance to be revalidated.

It is learnt that some Chargeman who have no experience of working / dealing with Fuze are also being deputed for the subject job. Following few points in this regards are being submitted for perusal at OFB Level :

- i) Chargeman will supervise the subject revalidation work which will be done by Industrial employees deputed from OFCH and few others that are available at the site.
- ii) A Chargeman who has no experience of working with / supervising the work with Fuze will not be able to detect any fault / non-conformity, if any at site with the established procedure for subject job.

- iii) If the procedure followed while dealing with Fuze deviates from established procedure, there are fair chances of occurrence of a major accident.
- iv) If an accident occurs during such revalidation anything viz. person, property, etc in the sphere of influence will be affected / demolished / destroyed.
- v) Who will be held responsible, if such accident occurs at the site of revalidation ?
- vi) Who will be held responsible for probable loss to nation's property and life of government servants if such accident occurs at the site of revalidation ?
- (a) Sir, as this duty of revalidation/dealing with Fuze is very vital and sensitive in nature, it is humbly requested to direct the concerned to ensure that the Chargeman who are having experience of dealing with Fuzes are only be deputed for the subject revalidation work.
- (b) Chargeman/IEs from other factories (dealing in Explosive) may also be deputed for revalidation work of fuze considering to meet the huge target of O. F. Chanda.
- (c) O.T. at par with O.T. allowance of OF Chanda factory may be given as special case for revalidation work for deputies. This deputation brings disparity of Salary when at Local station. Hence, Overtime allowance should be given to CMs/IEs during deputation to Outstation.

### **OFFICIAL SIDE VIEW (A/A)**

Matter has been referred to the OFCH seeking comments on the submission of the staff side members. On receipt of necessary comments from OFCH, information will be given.

### **18. Escort duty.**

**- DHU / AIDEF**

### **STAFF SIDE BRIEF**

Escorting of any ammunition is to be carried out by DSC Personnel vide MOD instruction No. 20/US(IS)D(Fy-II) 2003 dated 09-08-2004 & OFB No. 65/Escort/Policy/Fys/A/S DATED 05-08-2009.

In OF Chanda a good number of Ch'man/SK/LDC are being deputed for escorting of Ammn/samples for their respective establishment.

Therefore it is requested to (a) Exempt to those Ch'man/SK/LDC who don't willing for escort duty. In case urgency or requirement, Depute only those



Chargeman/SK/LDC who are willing for the same by to & fro journey of train not by explosive van or armed personnel's vehicle.

### **OFFICIAL SIDE VIEW (A/A)**

A/A Matter has been referred to the OFCH seeking comments on the submission of the staff side members. On receipt of necessary comments from OFCH, information will be given.

A/Security: The issue of Escort Duty have been raised earlier also by other factories and have been replied accordingly. Firstloy, it is a misnomer and incorrect usage of the term "ESCORT". It may please be understood that factory employees who accompany the consignment, be it weapons/ammunition/explosive, are not Escorting the consignment but are accompanying the consignment as charge holders of the consignment.

02. The Escort, for the consignment of Weapons/ammunition/explosive, has to be armed escort. If unarmed individuals could perform the escort duty of such consignment, DSC personnel will not be required for escort duty. It may please be noted that in the normal charter of duties of DSC personnel, escort duty is not included. The DSC personnel are required to give standing guard duties on the bastions only. However, as a special case, sanction of MOD has been accorded for DGOF where DSC personnel are authorized to perform escort duties.

03. DSC Personnel, who are employed for escorting a given consignment, are responsible for its security during transit, however, they can not be made store holder of the consignment. And therefore, an employee of the factory has to accompany the consignment as the store holder of the consignment, who hands it over to the receiving organization at the destination.

04. Also, as per the requirement of employment of escorts, as far as possible, the escort should be based on light vehicles, which can move up/down the convey and should be so occupied that the escort personnel can use their weapon freely without any loss of time. This requirement entails that the factory employee, accompanying the consignment and charge holder of the consignment, does not move in the escort vehicle as this will cause hindrance in the use of weapons by the escort and in case if there is a fire fight, the life of the employee will be at much larger risk for which his is not covered. Thus it becomes mandatory for the factory employee to accompany the consignment in the consignment carrying vehicle only.

05. In view of the above, the issue raised by the staff side can not be agreed to.

06. Notwithstanding the above, the issue requires to be analysed as to why this issue has been raised and a solution needs to be found. The same is analysed and a probable solution suggested in subsequent paragraphs.

07. **Problems :** The problem in the unwillingness of the factory employees to accompany the consignment. This unwillingness is basically because of following reasons ;-

- (a) It is a tough task which involves physical hardship.
- (b) TA/DA as authorized is not sufficient to meet the expenditure incurred on food.
- (c) He has to stay away from his family.
- (d) He is not compensated in any other way.

08. The above problem which is faced by the factory employees is also faced by the DSC personnel. As a matter of fact the DSC personnel are at greater loss and hardship than the factory employees accompanying the consignment. The DSC personnel are authorized well cooked meals which includes eggs in breakfast and a non-veg dish either in lunch or dinner. If they have similar meals during escort duties, they would have to pay any amount which is approximately Rs. 400/-. The DSC personnel can not claim TA/DA, as such a duty is not a temporary duty for them and the monetary allowance paid by the factory is much less and invariably these personnel land up paying from their pocket and that too for the additional hardship they go through.

09. **Solution :** Solution to the problem lies in compensating them monetarily so that from being unwilling workers they become willing participants. The hurdle to the solution is the TA/DA amount fixed by the Vth & VIth CPC. The amount fixed by the VIth CPC is sufficient, however, it can not be claimed because they can not produce the Hotel Bills as they have food from Dhabas and do not have opportunity to stay for the night in hotels.

10. Recommendation : TA/DA be paid at the rates prescribed as per VIth CPC, however , waiver be granted for production of the hotel bills.

## **19. Risk allowance for Chargeman/JWM.**

**- DHU / AIDF**

### **STAFF SIDE BRIEF**

Workman are covered with Risk allowance whereas Chargeman's/JWM working in same hazardous / danger areas/buildings of the Factory are not entitled for the same. Therefore extending the said Risk allowances upto Chargeman/JWM and introduction of Life Insurance Scheme for those Chargeman/JWM who is working in such hazardous areas.

### **OFFICIAL SIDE VIEW (A/A)**

Matter was taken up with MOD and pending.

- 20. As per the JCM decision held on 6<sup>th</sup> & 7<sup>th</sup> June Dir/IR JC of A PC of A (Fys) along with HVF & LAO Officers and HVFEU Office Bearers had a meeting on 08-07-2013 at HVF. The Dir/IR and JC of A were kind enough to clarify all the doubts to the LAO & HVF on that day. But, so far no payment has been made in any item.**

I. Implementing of 45:55 ration properly from 20-05-2003 onwards. The Dir/IR stated it will be taken up with OFB and proper clarification will be sent soon. But so far no clarification has been received.

II. Arrears of casual service case, MACP cases, Option cases are pending with accounts. Hence, for early payment the OFB may take action.

**- TP / AIDEF**

### **OFFICIAL SIDE VIEW (A/I)**

The matter to be discussed in the meeting.

- 21. The sanctioned strength allotted to the HVF for Skilled post and Labourer post are not implemented so far may be taken up for discussion.**

**- TP / AIDEF**

### **OFFICIAL SIDE VIEW (A/I)**

Sanction has been accorded to HVF for recruitment of IEs. Further sanction would be accorded in consultation with the factory and AVHQ.

- 22. HVF is facing shortage of materials, components etc, for the year of 2013-14. This issue may be sorted out at the earliest to meet the current year target.**

**- TP / AIDEF**

### **STAFF SIDE BRIEF**

The point is self explanatory.

### **OFFICIAL SIDE VIEW (P&P)**

Responsibility of positioning of Input Raw Material after receipt of Indent lies with concerned factories. Factory has taken procurement action for all the inputs required for 2013-14 target. However there is some delay in receipt of some inputs mainly due to failure of trade sources and also ex-import. Further a few procurement cases are awaiting approval of DDP for which matter is being expedited at the highest level.

- 23. In HVF target indent for the year of 2014-15 are not yet supplied. Immediate action has to be taken to get the Indent for the year 2014-15.** - TP / AIDEF

**OFFICIAL SIDE VIEW (P&P)**

Next Indent for 236 numbers of Tank T-90 is under process and expected shortly from Army Headquarters. Further, sufficient Indents are available for BLT T-72 variants, Trawl and T-72 overhaul.

- 24. ONE TIME RELAXATION FOR REMOVAL OF STAGNATION**

- VKD/IOFNTSSA (CDRA)

**STAFF SIDE BRIEF**

Store Keeper and Supervisors are stagnating in their respective grades for 26 and 29 years. Whereas as per 6<sup>th</sup> CPC recommendation 8 years in Store Keeper and 10 years in Supervisor is required for promotion . As a one time relaxation promotion may be attached to Chageman on 18 years of combined service. DOPT proposal vide their OM No. AB. 14017/61/2008-Estt (RR), dated 24.03.2009 refers.

**OFFICIAL SIDE VIEW (A/NG)**

The matter has been examined and not found feasible for implementation.

- 25. DEPARTMENTAL PROMOTION COMMITTEE (DPC)**

- VKD/IOFNTSSA (CDRA)

**STAFF SIDE BRIEF**

The qualifying service for promotion of SK and Supervisor Stores and OTS have been amended , the DPC conducted once in a year does not include the individuals who are in the verge of completing the qualifying period in another one or two months, therefore their promotion are delayed for another one year. It is requested to consider either to include these individuals in the DPC list or to conduct DPC TWICE IN A YEAR.

**OFFICIAL SIDE VIEW**

The DPC can be held as per procedure prescribed by DOPT only.

- 26. MACP IN HIERARCHICAL GRADE PAY**

- VKD/IOFNTSSA (CDRA)

**STAFF SIDE BRIEF**

The sixth pay commission recommended the MACP to the employees, where it was directed by the Govt. to provide MACP in the next immediate Grade Pay. Our members of CDRA have sought legal remedy and the judgement directing

to provide MACP in the hierarchy of promotional Grade Pay. It is requested that OFB to recommended providing **MACP IN THE PROMOTIONAL GRADE PAY.** This has also been decided by Hon'ble Cat Principal Bench , New Delhi vide order no. 904/2012 dated 26-11-2012, Chandigarh High Court vide order no CWP No.19387/2011 dated 19-10-2011, Chandigarh Tribunal Branch OA No. 1038/CH/2010, dated 31-05-2011 and Supreme Court SLP 7467/2013, dated 15-04-2013.

**OFFICIAL SIDE VIEW (A/A)**

The issue of MACP in hierarchical GP, after the CAT Principal Bench judgment dated 26-11-2012 in O.A. No. 904/2012 and Punjab Haryana High Court Order in CWP No. 19387/11 dated 19-10-2011 upholding the Order dated 31-05-2011 Of Hon'ble CAT Chandigarh Bench and subsequently dismissal of the SLP No. 7467/2013 by the Hon'ble Supreme Court has been scrutinized and it has been decided to take up the matter MOD for onward transmission to DOP&T for clarification on the MACP Order dated 19/05/2009 issued by DOP&T.

**27. GRANT OF MACP - VKD/IOFNTSSA (CDRA)**

**STAFF SIDE BRIEF**

MACP for the fireman (LHF & FED) are to be fixed at Rs.2800/- Grade.

**OFFICIAL SIDE VIEW**

The matter can be considered only after approval of the Cadre Review Proposal.

**28. SRO AMENDED OF CHARGEMAN (NT) STORES AND OTS**

**VKD/IOFNTSSA (CDRA)**

**STAFF SIDE BRIEF**

Our proposal submitted for the amendment of SRO is as below:-

(a) 50%,25% & 25% for promotives , DR & LDCE are to be for the posts and not for the vacancies .

**OR**

The percentages must be 60%, 20% & 20% for promotives, DR & LDCE.

(b) Cent percent from Supervisor OTS promotion to the post of Chargeman OTS.

(c) Qualifying period- After completion of 10 years in the post. Failing which by promotion from Store Keeper and post of Supervisor with 18 years of regular service. For Chargeman/ Stores. Qualifying period- After completion of 10 years in the post. Failing which by promotion from LDC and post of Supervisor

with 18 years of regular service. For Chargeman/ OTS. Kindly refer SRO 185 as in the case IEs.

(d) As the Sr DEO and the Tracers are now in the stage of Chargeman, the percentage of 3% each may be revised to 2% each and balance 2% to be allotted to CMDs. As they are stagnated for very long period of time. Totally CMDs to be allotted 5%.

### **OFFICIAL SIDE VIEW (A/NG)**

These points / proposals submitted on behalf of IOFNTSSA earlier had been duly examined and considered by the competent authority while taking decision on the final draft of revised / amended SRO (for Chargeman) to be submitted to MOD and DOP&T for their consideration. The subject final draft is to be submitted to MOD shortly.

## **29. FILLING UP OF VACANCIES**

- **VKD/IOFNTSSA (CDRA)**

### **STAFF SIDE BRIEF**

The vacancies for which OFB has already its approval to the respective factories immediate action may be taken up for filling up of vacancies viz, Store Keeper, LDC, JHT and Skilled workers and labourers. For e g, the vacancies are still lying vacant at HVF, OF Bhusawal and VFJ, etc for which OFB has already given its approval during the year 2010 and thereafter.

### **OFFICIAL SIDE VIEW**

Necessary direction was issued to the Factories vide letter No. 06/2/DR/2013-2014/A/NI (SK), dated 11-07-2013.

## **30. REMOVAL OF STAGNATION & INCREASING THE ZBB OF CHARGEMAN (STORES) AND OTS AS PER THE 2010 ZBB.**

- **VKD/IOFNTSSA (CDRA)**

### **STAFF SIDE BRIEF**

Removal of Stagnation in Supervisor OTS & Supervisor Stores on top priority. The ZBB strength of Chargeman Stores & OTS published during the merger of Chargeman II & Chargeman I as per the 6<sup>th</sup> pay commission's recommendation may be restored with the earlier ZBB strength reconsidering the re-couplement of deficiency of 295 vacancies reduced on 22-01-2010 , so as to remove stagnation in the post of Supervisor.

### **OFFICIAL SIDE VIEW (A/NG)**

The sanctioned strength of Ch'man(NT) for OFB organisation had been defined (along with that for other supervisory level posts) vide MOD letter no. 44(1)/2002/III/D(FY.II) dated 01.10.2002. Some of these

posts had been subsequently curtailed / abolished through various ADRP exercises. The ZBB for Ch'man(NT) in 2010, that is being asked for now, had been made by diverting certain no. of posts from Ch'man(Tech) (which were available as undistributed to factories) to Ch'man(NT). However, in the subsequent exercises of distribution of sanctioned strength to Units, there are no more undistributed strength available

Further, Cadre Review of Storekeeping Cadre is under consideration of MOD.

**31. INEQUAL STEPPING OF PAY FOR DR AND PROMOTEE QUOTA**

**-VKD/IOFNTSSA (CDRA)**

**STAFF SIDE BRIEF**

Pay stepping –up on same cadre by promotion should be implemented as DR. Employees inducted through DR are being fixed at a Basic Pay of Rs 7510 with GP Rs.2400 and on the contrary the promotees promoted from Store Keeper to Supervisor (Store Stream) are being fixed at the BP of Rs 6800/6900 which is injustice to these categories of persons getting low BP & GP who are more experienced than the new recruits in the same cadre.

**OFFICIAL SIDE VIEW (A/NI)**

The instruction regarding Pay fixation as per CDS(RP) Rules, 2008 and subsequent clarifications are followed. The grant of entry Pay is not yet agreed to by the Govt.

**32. DISPARITY IN FILLING UP OF THE VACANCIES OF CHARGEMAN**

**VKD/IOFNTSSA (CDRA)**

**STAFF SIDE BRIEF**

Methodology followed for filling up the vacancies of Chargeman Stores and OTS is wrongly being implemented by few factories. Kindly provide the copies of instruction issued to the factories. Undue importance is being given for filling up DR and thereby the total DR are more than 25% which deprive the promotional candidates. Many of the factories are taking action for filling backlog in DR & LDCE in both Chargeman (Stores) and Chargeman (OTS) without prior sanction from OFB, which deprives the promotional opportunity of Supervisors who are already stagnated, (HVF, EFA, OFBOL, OF Ambahjari, OF Ambarnath, OF Varangaon, & MSF Ichapure). It is requested to OFB to issue clear methodology for filling up the vacancies i.e. (50%,25%). Presently it is as though the will and pleasure of the Management and the dealing staff of Establishment Section.

**OFFICIAL SIDE VIEW (A/NG)**

Chargeman SRO provides for filling up of 25 % vacancies through DR, 25 % of vacancies through LDCE and 50 % of vacancies through

Promotions. Regarding calculation of vacancies available for various modes of induction suitable clarification as issued by DOP&T through OM no. AB 14017/2/1997-Estt.(RR)/Pt. dated 19.01.2007, which includes an illustrative example, is relevant to the case which is available to all factories clarifying the method to be adopted while calculating vacancies through various modes.

**33. Construction of Indoor Stadium at VFJ.**

**- VKD/ IOFNTSSA(CDRA)**

**STAFF SIDE BRIEF**

OFSPB has approved the construction of Indoor Stadium at VFJ Jabalpur during the Annual General Body meeting held at OF Medak on 5<sup>th</sup> January, 2013 (Agenda Point No. 10C). In this regard it is submitted that VFJ is not in a position to process further as they are not having any clear cut decision that the Indoor Stadium to be built should be of which level i. e. National/International/State Level and its capacity thereof. Hence, it is requested that the Indoor Stadium may be constructed of a National Level Stadium so that the budding sportsman are benefited in all respect and the Stadium is gainfully utilized by the employees and their ward. The guidelines may be communicated to VFJ immediately and instructions may also be conveyed to VFJ for its immediate implementation to construct the Indoor Stadium.

**OFFICIAL SIDE VIEW (OFSPB)**

The file has been put up for consideration of Chairman, for obtaining a decision on the above point.

**34. Meritorious Sportsman Appointment of.**

**- VKD/ IOFNTSSA(CDRA)**

**STAFF SIDE BRIEF**

All such recruitments for the posts of NGO/NIEs/IEs, 3% Quota may be filled by the Sportsman. The meritorious sportsman from the sports viz. Hockey, Kabaddi, Basket Ball, Volley Ball, Weight Lifting, Power Lifting, Athletics, Cricket etc.

**OFFICIAL SIDE VIEW (OFSPB)**

49 cases are under consideration of M of D. M of D has sought feedback as regards practice in other Ministries. The information called for is being collected.

**35. Filling up of the vacancies of Hindi Officer.**

**- VKD/ IOFNTSSA(CDRA)**



## **STAFF SIDE BRIEF**

15 vacant post of Hindi Officer should be filled up at the earliest.

## **OFFICIAL SIDE VIEW (A/NG)**

The existing / prevailing SRO for Hindi Officer classifies the post as "Group- B Gazetted" and provides for filling up of 20 % of posts through promotion. To enable promotions as Group-A, a proposal for amendment of SRO has been taken up with M of D / DOPT. As per information available, the subject proposal for amendment of SRO is under consideration / decision at DOPT

### **36. Cadre Review.**

**- VKD/ IOFNTSSA(CDRA)**

## **STAFF SIDE BRIEF**

- (a) Cadre Review of Rajbhasha Cadre should be done at the earliest.
- (b) 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.

## **OFFICIAL SIDE VIEW (A/NG, A/NI)**

Cadre Review proposal of Rajbhasha Cadre is under consideration of DOP&T. Cadre review proposals of Security, Fire Fighting, Storekeeping & Canteen Staff are pending with Defence (Finance) and MOD is expedited on the matter from time to time.

### **37. Reservation for the persons with disabilities.**

**- BBM/AIDEF**

## **STAFF SIDE BRIEF**

As per DOP&T letter No. 36035/3/2004-Estt(Res) dated 29-12-2005 and Ministry of Social Justice and Empowerment Notification circulated by OFB vide L/No. 039/44/A/A dated 16-08-2013 bearing instruction No. 3373/A/A dated 16-08-2013, the reservation in case of promotion to Gr. 'C' posts are required to be extended to the persons suffering from (i) blindness or low vision (ii) hearing impairment and (iii) loco motor disability or cerebral palsy in the post identified for each disability. The OFB has communicated vide letter above certain posts identified for being held by persons with disabilities. These posts are of general designations, hence specific posts prevailing at OFs are required to be notified to extend the reservation. Further in the Ministry of Social Justice's letter in Para – 6, the list of posts being notified is not and exhaustive

list, the department can further supplement the list. This process is required to be carried out at OFB level and communicate to factories to extend the benefit of reservation for the persons with disabilities. A large number of employees have been inducted in the process of direct requirement against handicapped quota, there is a need to carry out the exercise of reservation for them urgently.

### **OFFICIAL SIDE VIEW (A/A)**

Ministry of Social Justice & Empowerment Notification circulated by OFB vide Instruction No. 3373/A/A dated 16/08/2013 in respect of PWDs has covered all the PWD employees working in OFs. If any clarification is required by a particular factory, matter may be referred to OFB for further interpretation on the subject

- 38. Grant of MACP – III to those UDCs who have not given willingness to post of Chageman.**

**- BBM/AIDEF**

### **STAFF SIDE BRIEF**

The UDCs are eligible for promotion in two distinct line i.e. Chageman after completion of 6 years and OS after completion of 8 years (now 10 years). The competent authority obtain willingness from the incumbents depend upon the early availability of the vacancies in the above grade. Certain individuals not render the willingness for the post of Chageman and await for their turn for promotion of OS. Such individuals are denied the benefit of MACP – III stating that they have refused the promotion. This is not in accordance with the rules. The point is therefore put up for discussion and issue of appropriate clarification to the factories to avoid litigation on denial of MACP.

### **OFFICIAL SIDE VIEW (A/A)**

The comments of the factory is required to arrive at a conclusion about the point raised. However, it is stated that regarding refusal of promotion, Govt. order dated 19-05-2009 issued by DOP&T is very clear and each and every factory should pursue the guidelines.

- 39. Promotion to Skilled Grade for the trades categories and listed at Annexure "A" and "B" of OFB letter.**

**- BBM/AIDEF**

### **STAFF SIDE BRIEF**

As per the instruction of OFB, the trades listed at Annexure 'A' will be upgraded to Skilled grade on completion of 2 years service in the Semi-Skilled. As far as posts at Annexure "B" they will be considered after completion of 3 years.

Certain Trades have been shifted from Annexure "B" to "A" for example Welder (departmental Promotee) is considered only after completion of 2 years. Like Forgeman promotee who is in Annexure "B" is considered after completion of 3 years whereas Forgeman (direct recruitee) who is in Annexure "B" is considered after completion of 2 years. This anomaly need to be looked into and corrective action taken by issuing suitable directive.

#### **OFFICIAL SIDE VIEW (A/I)**

The SRO is very clear in its treatment of Annexure A and B Trades. Any specific problem in a particular factory may be submitted for examination.

- 40. Considering the workload position, Ord. & Ord. Equipment Factory are being sanctioned for manpower but some of the factories are not completing the recruitment process and due to shortage of manpower they cannot achieve the production target. Hence, factories should be instructed to complete the recruitment process in a certain period.**

**- SS/BPMS**

#### **OFFICIAL SIDE VIEW**

A/NI : Necessary direction was issued to the Factories vide letter No. 06/2/DR/2013-2014/A/NI(SK), dated 11-07-2013

- 41. In last JCM meeting it had been apprised that Ordnance Factory Recruitment Board would be functional very soon but the current status is not known to us. Kindly state whether it will function or not.**

**- SS/BPMS**

#### **OFFICIAL SIDE VIEW (A/A)**

OFB has furnished requisite information before MOD on requisition. The matter is pending before MOD and decision awaited. On receipt of clearance, OFRB will be start functioning.

- 42. Recruitment Rules for IEs should be such amended as the Tradesman may be recruited in the Skilled Grade. National Trade Certificate is issued to those who undergo training in any Industrial Training Institute without completing apprentice in any industrial establishment, whereas National Apprenticeship certificate is issued to those who pass the examination after completing the training & apprentices from any industrial establishment and both of the certificates (NAC/NTS) is issued by National Council for Training in Vocational Trades. Hence, National Apprenticeship Certificate holders should be given preference and only when applicants with NAC certificate are not available, then only applicants with NTC (NCVT/ITI) Certificate holders should be considered.**

**- SS/BPMS**

### **OFFICIAL SIDE VIEW**

Two years training is found essential for the IEs to acquire necessary skill to be upgraded to skilled grade. As per SRO for recruitment of IEs, NAC and NTC are to be treated at par.

- 43. On completion of 30 years service, Labourer should be granted the GP of Rs.2800/-. Due to merger of Un-Skilled & Semi-Skilled, this promotion should be ignored on 01-01-2006 and the employee should be granted the GP of Rs. 1900/- & Rs. 2400/- as 1<sup>st</sup> & 2<sup>nd</sup> ACP on completion of 12 & 24 years qualifying service between 01-01-2006 to 31-08-2008. Thereafter, on completion of 30 years of regular service he should be granted 3<sup>rd</sup> Financial Upgradation under MACP Scheme in the Grade Pay of Rs. 2800/- on or after 01-09-2008. Kindly issue a clarification in this regard.**

**- SS/BPMS**

### **OFFICIAL SIDE VIEW (A/I)**

The matter will be forwarded to M of D as advised by PC of A(Fys.)

- 44. Vide SRO 43, dated 24-06-2013 forwarded by OFB letter No. 288/RR/SRO/Clerical/A/NI, dated 14-08-2013 the qualifying service (residency period ) for promotion from LDC/Hindi Typist to UDC has been enhanced from 05 years to 08 years and for UDC to Office Superintendent it has been to 10 years. In such circumstances, those LDC/Hindi Typists & UDCs who were eligible for next promotion on or after 02-01-2013 according to erstwhile SRO, were hoping that they will be considered in next DPC, cannot be promoted due to enhancement in residency period and such posts will be remain vacant for years. Hence one time relaxation should be granted to those LDCs/Hindi Typists & UDCs who are eligible for promotion according to erstwhile SRO applicable till publication of new SRO, i.e. 23-06-2013.**

**- SS/BPMS**

### **OFFICIAL SIDE VIEW (A/NI)**

The provisions new SRO 43/2013 has to be followed for promotion.

- 45. Necessary clarifications should be re-issued on the following matters of ACP/MACP:**
- (i) In some of the factories erstwhile Gr. 'D' employees are getting different GP like Rs. 2400/- or Rs. 2800/- and enve somewhere they are getting 4200/- & 4600/-. This should be clarified.**

**(ii) Those IEs, who were inducted as Labourer and upto 31-08-2008 they were promoted as Skilled Tradesmen and completed 24 years**

regular service should be granted the GP of Rs.4200/- as 2<sup>nd</sup> ACP by ignoring their movement from Labourer to Semi-Skilled to Skilled as training period and after that on completion of 30 years regular service they should be granted 3<sup>rd</sup> MACP in the GP Rs. 4600/-. Though, it has already been clarified by OFB but some of the factories are not implementing it.

(iii) Those IEs who completed 12 or 24 years service as Semi-Skilled Tradesman, their ACP should be reviewed on the promotion to the post of Skilled grade. - SS/BPMS

**OFFICIAL SIDE VIEW (A/A)**

Regarding Grade Pay of Group 'D' employees as pointed out at Point 45(i), it is stated that the points is not specific and clear and hence comments on such a point cannot be furnished.

46. BPMS has written several letters (on dt. 13-06-2011, 19-07-2011, 01-10-2012, 26-03-2013) to implement the CAT Jabalpur Bench verdict in favour of Auto Fitter of VFJ. But it is still pending. This should be expedited.

- SS/BPMS

**OFFICIAL SIDE VIEW (A/I)**

The matter is being put for consideration.

47. Transfer Policy for IEs should be decided like NGO. On the implementation of the judgement of Hon'ble Supreme Court of India, a good number of North Indians are working in Southern India and vice versa but they are facing some family problems. To mitigate their hardships, OFB should make a transfer policy on compassionate grounds for these IEs.

- SS/BPMS

**OFFICIAL SIDE VIEW (A/I)**

IEs being factory based posts, their transfers cannot be decided by OFB, the same being impractical. This can take place between consenting factories only, which is still happening.

48. MOD has issued clarification vide I. D. No. 27(2)/2012-D(Civ-I), dated 02-07-2012 with reference to DOP&T I. D. No. 87955/CR/10, DT. 30-05-2011 regarding granting of ACP/MACP to erstwhile Gr. 'D' employees, but OFB has not issued directives for its compliance. According to this clarification Non-Matric employees have been benefited with 02 increments on their 02 promotions, which have been ignored whereas only one promotion/ACP has ignored of Matric employees. Necessary instruction should be issued by OFB forthwith.

- SS/BPMS

**OFFICIAL SIDE VIEW (A/A)**

Regarding Grant of ACP/MACP to erstwhile Group 'D' employees, it is stated that MOD I. D. No.27(2)/2012-D(Civ-I) dated 02-07-2012 though found to be endorsed to OFB Kolkata, was not received at OFB. However, a copy of the same alongwith PC of A(Fys) circular addressed to all Branch AOs has been collected and OFB Instruction on the subject is being issued at the earliest.

- 49. SAF management has asked some clarification for implementation of Inter Grade Ratio in Grinder trade w.e.f. 01-01-1996. Necessary instructions should be issued forthwith.**

- SS/BPMS

**OFFICIAL SIDE VIEW**

The matter is under examination at OFB.

- 50. Promotion on the post of Hindi Officer is unnecessary delayed. This should be expedited.**

- SS/BPMS

**OFFICIAL SIDE VIEW (A/NG)**

Same as Point No. 35 above.

- 51. DISCONTINUANCE OF WITHHOLDING OF 10% OF GRATUITY:-**

**RSR/AIDEF**

**STAFF SIDE BRIEF**

Ministry of Personnel Public Grievances and Pensions, Department of Pension and Pensioners Welfare Vide letter No. 20/16/1998-P&PW (F) Dated 19<sup>th</sup> Feb 2013 had issued instructions regarding Discontinuance of withholding of 10% of gratuity from retiring employees who do not stay in government accommodation. However it is observed that in-spite of such clear instructions the employees are receiving their full gratuity payment and they are unnecessarily subjected to 10% deduction. The matter may be taken up with the concerned pension releasing authorities at Allahabad and the deducted amount may be asked to released immediately.

**OFFICIAL SIDE VIEW (A/A)**

OFB Instruction for pursuing the Order dated 11/07/2013 of DOP&PW for not withholding of Gratuity of retiring employees irrespective of holding Govt. Quarter or not, is being issued and the point raised by the respective staff member will be settled after the necessary Instruction.

- 52. IMPLEMENTATION OF OM NO. K-11022/67/2012-AR DATED 10<sup>TH</sup> MAY 2013 REGARDING SELF CERTIFICICATION:-**

**RSR/AIDEF**

### **STAFF SIDE BRIEF**

The Min of Personnel, Public Grievance and Pensions Dept of Administrative reforms & Public Grievances, Vide above OM has issued instructions for discontinuance of the system of attestation of documents and have proposed for self certification. The above system may be followed in Ordnance factories so as to save the time and money. Instructions in this regard may be issued to all OF's.

### **OFFICIAL SIDE VIEW (A/A)**

DOP&T OM No. K-11022/67/2012-AR dt. 10-05-2013 has not been received by OFB through MOD. Necessary Instruction will be issued on receipt of the same.

#### **53. PAYMENT OF AREARS IN R/O PW/INCENTIVE TO EMPLOYEES AS PER 6<sup>TH</sup> CPC PAY BANDS:-**

**RSR/AIDEF**

### **STAFF SIDE BRIEF**

The industrial cadre are deprived of their piecework/incentive in the revised 6<sup>th</sup> CPC pay bands due to delay in approval from M o D. OFB may take up the matter on priority and resolve this pending demand at the earliest.

### **OFFICIAL SIDE VIEW (A/A)**

The matter has been taken up with MOD for a decision on the issue. In spite of repeated persuasion, MOD has not yet conveyed decision.

#### **54. WITHDRAWAL OF FIXATION BENEFIT TO IE'S WHO HAD OPTED FOR PAY FIXATION OF 6<sup>TH</sup> CPC FROM THE DATE OF SECOND PROMOTION:-**

**RSR/AIDEF**

### **STAFF SIDE BRIEF**

Consequent up on the implementation of 4 grade structure in Ordnance factories many IE's have been placed in the grade of skilled and subsequently were promoted to HSII. As per the CGDA instruction No. ANIIXIIV/14162/Vith CPC/Circular Vol. IV Dated 12/02/2010 & PC of A instructions in this regard many of the employees had opted for pay fixation from the date of becoming HSII. However now Citing a PC of A Fys instruction Quote " **In the light of C & AG decision No. 4 Fr 22 on regulation of pay in cases of 2 promotions in quick succession, pay fixation on second promotion from Skilled to HS II Grade cannot be done unless his pay is fixed in the Skilled grade. Hence his pay is to be fixed in the post of Skilled grade on the date of 1<sup>st</sup> promotion first and then he may be allowed second promotion to the HS II grade straight way by granting 3% increment on band pay and grade pay so fixed after first promotion**". Unquote. The next date of increment cannot be made available on 1<sup>st</sup> July of that year due to not

completion of 6 months services in the second promoted post in terms of Rule 10 of CDS (RP) Rules 2008 the AFK management has sought to annual the earlier order of CGDA and PC of A Fy's mentioned above and have ordered for re-fixation and recovery of the payments.

In this connection it is submitted that the action of the management is not in order on the following grounds.

1. The MoD letter dated 14-06-10 clearly states that the restructuring of Artisan staff does not cover semiskilled grade. IE's in the semi skilled grade are placed in the skilled grade after requisite services as they were recruited against vacancies available I skilled grade and movement from semiskilled to skilled is not to be treated as promotion for all purpose.

2. It is clear from the position obtained from the Para above that those workmen who were paced is skilled grade on or after 01-01-06 and thereafter promoted to HS II due to the implementation of four grade structure in their case their movement from semiskilled to skilled is to be ignored and they should be allowed one time relaxation and benefit of option for switching over to 6<sup>th</sup> CPC scale from the promotion to HS II.

#### **OFFICIAL SIDE VIEW (A/I)**

The matter will be discussed in the meeting.

#### **55. GRANTING OF 4600/- BY VIRTUE OF 3<sup>RD</sup> MACP TP MCM :**

**RSR/AIDEF**

#### **STAFF SIDE BRIEF**

PC of A Vide Letter No. Pay/Tech-II 04/2013/22 Dated 31-07-2013 has issue instructions to all LAO's to grant 3% increment to all Master craftsmen tradesmen eligible for 3 MACP after withdrawing the GP 4600/- if already granted to them.

The matter may be clarified if the said instruction is as per the MoD decision in this regard. It may be noted that the instruction of PC of A has created mass discontentment amongst the MCM cadre and as such pending MoD instructions the decision to restrict / reduce the GP from 4600/- to 4200/- may be kept abeyance.

#### **OFFICIAL SIDE VIEW (A/I)**

The under consideration of DOP&T.

#### **56. Granting of Double Rate Overtime Allowance as per factories Act. to all MTS employees working in Factory Hospital.**

**- RS/INDWF**



### **STAFF SIDE BRIEF**

Certain category of erstwhile Gr. 'D' employees like Dhobi, Barbar, Masalchi etc working in factory Hospitals were not granted OT Allowance as per Factories Act. After 6<sup>th</sup> CPC, all the earst while group 'D' employees have been classified as group 'C' and were designated as Multi Tasking Staff (MTS) with more number of duties. It is therefore requested to grant OT Allowance treating them as workmen under factories Act.

### **OFFICIAL SIDE VIEW (A/A)**

The matter is under consideration of MoD.

- 57. Providing Accommodation facilities to the employees and families at Mumbai while going for treatment for Cancer at Tata Memorial Hospital.**

**- RS/INDWF**

### **STAFF SIDE BRIEF**

OF employees and their facilities are referred to Tata Memorial Hospital, Mumbai for Cancer treatment. This treatment is regular for a prolonged period and it is a out patient treatment. Since Mumbai is a costliest place they cannot afford to spend money for Hotel accommodation. It is therefore necessary to create facilities at Mumbai for those referred to Mumbai for treatment.

### **OFFICIAL SIDE VIEW (A/W)**

The point may be elaborated in the meeting.

- 58. Creating Transit Stay facilities at Avadi.**

**- RS/INDWF**

### **STAFF SIDE BRIEF**

Avadi near Chennai is one of the major centres of OFs having HVF, EFA, OCF, AV HQrs, RMD, RCS & OFIL etc. At present, there are two Hostels one for HVF and one for OFIL. Which are totally insufficient and could not cater the needs of employees visiting factories on temporary duties.

It is therefore requested that Hostel facilities may be enhanced to accommodate more number of employees while visiting factories on duty.

### **OFFICIAL SIDE VIEW (A/W)**

It is intimated that proposal for construction of additional hostel facilities for OFIL AV at HVF Estate to accommodate 100 personnel (on twin sharing basis) is under process. The proposal was forwarded to HVF, Avadi for inclusion in the ADP for this year and the proposal is approved by OFB.

- 59. Fixation of pay for Highly Skilled Grade –I w.e.f. 01-01-2006 after granting the benefit of promotion due to cadre re-structuring.**

**- RS/INDWF**

**STAFF SIDE BRIEF**

While implementing the order of re-structuring of Cadre of Artisan Staff as issued by MOD vide their letter Nos. 11(5)/2009-D(Civ-I) dated 14-06-20123 and 01-12-2010, all the existing HS employees were designated as HS Grade – I with one time relaxation when the employees were placed in HS – I TO THE EARST WHILE PAY OF Rs.4500-7000 Basic Pay, they did not get the benefit of pay fixation and were granted the multiplication of 1.86 on their actual pay drawn on 31-12-2005. This is resulting as a huge loss though they are place in HS-I. Either they may be granted pay fixation benefit on 01-01-2006 or they may be allowed to get their pay on revised pay w.e.f. 01-07-2006 from the date of their increment.

**OFFICIAL SIDE VIEW (A/I)**

The point may be discussed in the meeting.

- 60. Implementation of the Sourabh Kumar Committee report in respect of Industrial Employees of OFs on the basis of cut off date in each grade at Factory Level.**

**- RS/INDWF**

**STAFF SIDE BRIEF**

The report submitted by Sourabh Kumar Committee is now pending after getting the views from Federations. This report may be considered for early implementation at Factory Level so that senior employees irrespective of the trade will be considered for promotion which will avoid the differences among the employees.

**OFFICIAL SIDE VIEW (A/I, A/A)**

**A/A** On the above issue, OFB has sought views of the General Manager of all OFs for consideration and further action on the above report.

**A/I** One meeting has been held with the federations for eliciting their views.

- 61. Options Exercised by IEs on account of Re-structuring of the Cadre of Artisan Staff in Defence Establishments extension of time may be granted in general and particularly in VFJ.**

**- RS/INDWF**

**STAFF SIDE BRIEF**

VFJ, while implementing the Re-Structuring of cadre of Artisan Staff in Defence Establishments of the Modification of recommendations of 6<sup>th</sup> CPC, OFB issued instructions during 2010, 2012 and clarified vide their order No. 01/CR/Vol-III/A/I/658 dated 17-04-2012 as well as by PC of A(Fys) letter Pt. 1.0.0 No.AJ/26 dt. 08-12-2011. Accordingly VFJ published the Factory Orders F. O. Part – II Nos. 580 to 595 dt. 28-02-2011 and F. O. Part II Nos. 1139 to 1151,1153 to 1159, 1161 to 1164 dt. 29-04-2011. But VFJ vide their Part II order No. 521 dated 11-03-2013 intimated to all employees that they may exercise revised option to fix his Pay on account of Promotion either from the date of Promotion either from 01-01-2006 or from the date of promotion within three months from the date of this factory order. Accordingly, employees submitted their option by around 165 employees, VFJ made re-fixation proposals and submitted to LAO. LAO returned these proposals vide their No. L/301/00rr/6<sup>th</sup> CPC dt. 12-08-2013 stating that the promotions were already notified and published during 2011 and option clause were not exercised by the IEs within 3 months from issue of factory orders.

LAO asked the factory to submit the reasons for not operating option clause within stipulated time limit may be furnished to enable this office to taken up the matter with PC of A(Fys), Kolkata.

This issue may please be sorted out with PC of A(Fys) Kolkata asking the reasons from VFJ to extend the benefit to the concerned employees.

#### **OFFICIAL SIDE VIEW**

The point may be discussed in the meeting.

- 62. The qualifying service for promotion from Gr. A to Gr. II of FED, CMD & AMD employees is 9 years. The DPC for the same is conducted after completion of 9 years and hence the promotions come into effect after completion of 10 years. In this way the financial loss of one year takes place. To avoid the same, DPC may be stated after completion of 8 years of service, so that the promotion can be effected just after completion of 9 years.**

**- VLN/BPMS**

#### **OFFICIAL SIDE VIEW (A/NI)**

For promotion from FED Gr. A to FED II and CMD (OG) to CMD Grade – II the qualifying service as mentioned in the existing SRO is nine years and same to be followed as per extant SROs and OFB instruction No.71/2010/PCC(A/A) dt. 18-06-2010. The framing of new SROs for both the FED & CMD cadre are at very advanced stage and after amendment the new qualifying service for Promotion of FED – II/CMD – II will be eight years.

- 63. Female Doctor may be appointed at Ordnance Factory, Bhandara Hospital and others factory Hospitals.**

- VLN/BPMS

**OFFICIAL SIDE VIEW (A/M)**

At least one lady Medical Officer has been posted to All Ordnance Factories Hospital including OFBA. The lady Medical Officer at OFBA is on study leave to do P. G. Course. Permission has been given to hire a doctor against the vacancy and lady doctor was hired.

- 64. In OFs, the PLB, if calculated based on the production, should become of 47 days. But the PLB proposal is sent from OFB only for 41 days. It is requested that the ceiling for PLB may be removed and the same may be calculated based on production only.**

- VLN/BPMS

**OFFICIAL SIDE VIEW (A/A)**

Calculation of PLB for OF employees has been made on the basis of data obtained from all OFs and after appropriate analysis made by a Committee of Sr. Officers. Accordingly recommendation to MOD require no change.

- 65. For Promotion of Leading Hand Fire to Supervisor Non-Technical (OTS), training is compulsory, while the Fire Fighting Section is considered as a Non-Technical Section. It is requested that training may be exempted for promotion to Fire Supervisory Non-Technical (OTS) post.**

- VLN/BPMS

**OFFICIAL SIDE VIEW (A/NI)**

The Provisions of SRO 30 as amended by SRO 58 for the post of Supervisor NT(OTS) to be followed. The provisions for promotion to Supervisor (NT) from Leading Fireman is :

Fifty Percent : Promotion from the following grades in the proportion mentioned against each :

(i) Sixty four percent from amongst the Leading Fireman in the Pay Band – I Rs. 5200-20200/- (Grade Pay Rs. 2000/-) with five years of regular service in the (GP Rs.2000) with five years of regular service in the grade and possessing any of the following qualification :-

(a) having passed the senior Fire Supervisor course from Defence Institute of Fire Research, Ministry of Defence, New Delhi or,

(b) having passed the Sub Officers' Course from National Fire Service College, Nagpur or any other recognized institution : or

(c) Having passed Station Officer's Course or Assistant Divisional Officer's Course from National Fire Service College, Nagpur or any other recognized institution : or

(d) Degree in Fire Engineering from Nagpur University or any other recognized institutions : or

(e) having passed Graduation from institute of Fire Engineers United Kingdom or Graduation from Institute of Fire Engineers India.

**66. Vacant Durwan post may be filled up at various OFs immediately for security point of view.**

**- VLN/BPMS**

**OFFICIAL SIDE VIEW (A/NI)**

For the year 2013-14 direct recruitment sanction for 246 posts of Durwan were issued to different factories.

**67. Toll Tax for Defence Civilian employees may be exempted like Army, Navy and Air Force Personnel. Since OF organisation is the 4<sup>th</sup> arm of Defence, Toll Tax may be exempted for them also. In this connection discussion may be held with the Road Authority of India, New Delhi.**

**- VLN/BPMS**

**OFFICIAL SIDE VIEW (A/A)**

OFB has no role for exemption of Toll Tax for the Defence Civilian employees working in OFs. The exemption will be applicable on receipt of necessary order from the appropriate Ministry.

**68. The Pay Fixation of Fire Men who were recruited in 1995 at OF Badmal, and other factories, may be done afresh as per 6<sup>th</sup> CPC.**

**- VLN/BPMS**

**OFFICIAL SIDE VIEW (A/NI)**

Staff Side may elaborate the point.

**69. Preference should be given to the female employees while allotting quarters.**

**- VLN/BPMS**

**OFFICIAL SIDE VIEW (A/A, A/W)**

A/A Allotment of quarter to the employees working in OFs is governed by the statutory provisions prevailing in the existing SRO. Specific preference in respect of woman employees is absent in the said SRO.

A/W There is no provision in SRO-149/23-09-2004, which regulates the Quarter Allotment in OFs estate regarding preference to be accorded to female employees while allotting quarters.

- 70. Compliance of OFBs in respect of state committee meetings as per OFB order No. 732/RTN/QR/A/W(Genl) dat 13-06-2013. Meeting of State Advisory Committee should be conducted regularly. But it is also in practice that complaints of employees of those factory which are not having state responsibility are not being redressed in compression to the factory having state responsibility.**

- SKS/AIDEF

**OFFICIAL SIDE VIEW (A/W)**

Vide OFB circular letter No. 732/RTN/QR/A/W(General) dated 13-06-2007, Sr. GMS/GMs were requested to conduct Estate Advisory/Coordination Committee Meeting on a monthly basis. Staff Side may be requested to elaborate their grievance, as raised, with specific instance(s) of complaints of discrimination, so that the matter can be examined in consultation with the concerned factory/factories.

- 71. As per order No. 384/A/M, dt. 24-02-2012 issued by OFB tie to time meeting are medical committee comprising of reps. of Union, Association Works Committee & JCM of consuled factory, is to be held regularly. But it is unfortunate that the same has not been conducted by CMO Combind Hospital OE&P (Fys), Kanpur from last 01 year, Restoration of medical Committee meeting is required for solving day to day medical problems of OEF & OPF employees.**

- SKS/AIDEF

**OFFICIAL SIDE VIEW (A/M)**

Meeting has been held on 02-04-2013.

- 72. Amendment SRO in respect of Electrical Staff :**

- SKS/AIDEF

**STAFF SIDE BRIEF**

SRO 43 has come in to force from 24/06/2013 changes in respect of various post r/s follows :-

Name of post	Retention period as per SRO	Pre amended retension period as pre amended SRO
OS	01 year Regular Service as UDC.	08 year Regular Service UDC
UDC	08 year Regular Service as LDC	05 year Regular Service as LDC

It is evident from a above that amended SRO will curtail the promotional avenues of clerical staff by in having residency period in LDC & UDC Grade in view of above the retention period should be changed once again & decided as was in earlier SRO.

**OFFICIAL SIDE VIEW (A/NI)**

The qualifying service is as per DOP&T O.M. No. AB 14017/61/2008-Estt(RR) dt. 24-03-2009 which was issued after implementation of 6<sup>th</sup> CPC.

**73. Sanction of LHF Post in OEF:**

**- SKS/AIDEF**

**STAFF SIDE BRIEF**

**Sanction & existing Strength of Various Fire Fighting post is as under:-**

Name of post	Sanction Strength	Existing Strength
Fireman	33	29
LHF	00	00
Fire supervisor	03	03
FED	18	09

Since LHF post is not available in OEF Kanpur therefore fireman are unable to get promotion in fire supervisor post. All supervisor are coming through promotion from fed POST only. Aproprate Nos. of LHF post should be sanctioned in OEF Kanpur so that fireman can also get promotions.

**OFFICIAL SIDE VIEW (A/NI)**

The Sanction Strength of Leading Fireman of OEFC is zero. However the matter will be examined.

**74. Quarter Facility in OEF Hazratpur.**

**- SKS/AIDEF**

**STAFF SIDE BRIEF**

OEF Hazratpur factory situated in a remote location private accommodation near by to the factory are not available and strength of factory has been increased recently so many female employees has also been inducted in the same & it is difficult for them to residence in near by villages are a small town Tundla 10 Km. away from the factory keeping all these hard situation. It is necessary to in hence type no. of I&II quarters in OEF Hazratpur state through granting fresh sanction. A women Hostel also required for women employees.

### **OFFICIAL SIDE VIEW (E/B)**

Sec : E/B (a) Construction of type I Accommodation : As per information received from factory vide letter no.OEFH/3703/YE dt. 20-12-2011, at OEFHZ 216 type I accommodation are available, whereas 103 eligible personnel are working in factory, out of which 56 persons are receiving HRA. Hence, there is excess type I accommodation available in factory.

(b) Construction of type II accommodation : OFB has already approved in principle for construction of 40 nos. type II accommodations. Factory has to process the same.

(c) Hostel for Women Employees : Factory to forward detail proposal with requisite documents for consideration.

**75. Matter of Auto Fitter is pending in OFB which has been brought by Vehicle Factory Jabalpur (VFJ). The matter should expedited on urgently basis.**

**- APSB/BPMS**

### **OFFICIAL SIDE VIEW (A/I)**

The matter is under examination of OFB.

**76. Supervisor and UDC both are getting Rs. 2400/- GP, but UDC can become charge man(NT) and OS also in time of their promotion but supervisor can become only OS, this type of anomaly should be rectified.**

**- APSB/BPMS**

### **OFFICIAL SIDE VIEW (A/NI)**

This anomaly is to be rectified through amendment in SRO for Chargeman that is being submitted for approval now. In the fresh/proposed revised SRO for Chargeman, only Supervisor(NT) is the proposed feeder grade for promotion to the post of Chargeman(NT).

**77. Trade-wise allocation has been sent by OF Katni for approval of OFB for recruitment of Semi-Skilled post, but the matter has being remain pending in OFB it should be expedite on urgently basis.**

**- APSB/BPMS**

### **OFFICIAL SIDE VIEW (A/I)**

The necessary approval has been given to the factory

**78. Railway over bridge is urgently required in OFKAT Estate. On the same matter correspondence is being continue between OFKAT and OFB since 1982 but this matter has also not been expedite as on date. So the concerned matter should also expedite quickly.**

**- APSB/BPMS**



**OFFICIAL SIDE VIEW (E/B)**

Vide letter No. 500/ROB/OFKAT/E/B dt. 26-06-2013, factory has been asked to forward detail for consideration. Reply is awaited from factory.

- 79. A STOP DAM is required in OKAT. For this matter also the proposal has sent by OKAT to OFB. This matter should also looked into.**

**- APSB/BPMS**

**OFFICIAL SIDE VIEW (E/B)**

The proposal is under process. As location is outside factory premises, certain confirmation is required from State Government through factory.

- 80. Publication of Seniority List of CM & Promotion from CM to JWM of the year 2013-14.**

**- SK/AIANGOS(CDRA)**

**STAFF SIDE BRIEF**

During the meeting with honourable DGOF & Chairman and AIANGOs on 27<sup>th</sup> April 2013 it was clearly assured b the Chair that the seniority list of CM-T/NT shall be finalized within two months accordingly a task force was also formed by OFB. But unfortunately only date collection work is under process till date. Due to the above reason the promotion of Chargeman for the year 2013-14 is badly effected and this cadre is under frustration.

**OFFICIAL SIDE VIEW (A/NG)**

The Task-force / Committee constituted by the Competent authority for the purpose is already working on the task. However, several factories have not submitted the data required for the task, as had been sought by the Committee, and expeditor has been issued for immediate submission of data.

- 81. Anomaly in promotion from CM(OTS) to JWM-NT.**

**- SK/AIANGOS(CDRA)**

**STAFF SIDE BRIEF**

Strength of Office Superintendent is not included with the strength of Chargeman(NT/OTS) in total strength for calculation of Inter Grade Ration and vacancies for promotion but they (OS) are getting promotion to the post of JWM(NT-OTS) side by side with CM-NT(OTS). This way, those Office Superintendents who gets promotion to the post of JWM(nt-ots) OCCUPIES THE VACANCIES OF jwm-nt WHICH ARE SUPPOSED TO BE FILLED RIGHTFULLY

BY THE PROMOTION FROM THE POST OF Chargeman(NT/OTS) only. It has resulted as injustice with the Chargeman(NT/OTS) by loss in promotion.

As a long term measure, it has become necessary to remove this anomaly by suitable correction in cadre strength of JWM-NT. In view of above it is requested that either sanction strength of OS must be added with total Sanction strength of CM-NT(OTS) and then the sanction strength of JWM/NT(OTS) be reallocated as per inter grade ration or Separate Cadre for OS Stream may please be introduced.

As an immediate relief it is requested that cadre strength of JWM-NT may please be increased in proportion of additional strength of OS on adhoc basis for the purpose of promotion and promotions may please be ordered accordingly.

### **OFFICIAL SIDE VIEW (A/NG)**

The demand that has been raised is under due examination as to the ways and means possible for increase/enhancement in sanctioned strength of JWM/NT duly factoring in the strength of feeder category of OS. However, this has to essentially be through a proposal involving cadre review.

The demand for immediate relief by increasing cadre strength of JWM/NT on ad hoc basis is not tenable, as strength of JWM/NT is fixed as per the various applicable instructions / communications from M of D.

### **82. Cadre Review of Chargeman and JWMs.**

**- SK/AIANGOS(CDRA)**

### **STAFF SIDE BRIEF**

- (a) The cadre review committee for CM & JWM has submitted its report to OFB in Sept. 2012 but the copy of the report has not been forwarded to any of the Federations/Associations as requested earlier for study and comments/consent.
- (b) The OFB has committed so many times that the report of the committee will be presented by Chairman of the Cadre Review Committee during forth coming board meeting and there after the OFB incorporate his views in the report and then same report will be given to Federations and Associations for study and comments/consent.
- (c) But no action taken by OFB till date where as the advance action for 7<sup>th</sup> CPC is knocking the door in the other departments and we could not finatlized the status of cadre at this state.

- (d) It is requested that cadre review proposal framed by Committee may please be discussed in JCM III forum before forwarding to MOD so that any of the difference of opinion can be sorted out at OFB Level to avoid any dispute in this regard at the level of MOD/DOPT and the relevant action should be completed quickly.

**OFFICIAL SIDE VIEW (A/NG)**

The Committee had made a presentation before the DGOF & Chairman/OFB and other officers and based on the deliberations, and further refinements proposed by the Committee, a proposal for cadre-review has been finalized and the same is being taken up for further processing.

**83. SRO of CM-T/NT & JWM-T/NT :**

**- SK/AIANGOS(CDRA)**

**STAFF SIDE BRIEF**

On draft proposal on SRO of Chargeman-T&NT provided by OFB and its proposal of AIANGOs has already been submitted whereas the draft proposal of SRO of JWM-N/NT is still awaited.

**OFFICIAL SIDE VIEW (A/NG)**

In respect of draft SRO for Ch'man, decision/direction of the Competent authority have already been received upon the various points/proposals submitted by all the stake-holders including Federations/Associations. A proposal incorporating the said directions is to be submitted shortly to MOD and DOPT for their consideration.

In respect of draft SRO for JWM(T/NT), a draft has been prepared incorporating proposals/submissions received from various Federations/Associations and the same is under submission to Member/Per. and Chairman/OFB for further decision/directions.

**84. Escort duty related grievance with specific reference to Chemical and Explosive factories.**

**- SK/AIANGOS(CDRA)**

**STAFF SIDE BRIEF**

In the Chemical & Explosive factories escorting duty is a continuous process and the escorter of NGO cadres are facing so many problems like –

That the Group 'B' officer (NGOs) are forced to move/travel on the explosive loaded Truck while the DSC personnel's are travelling in a separate escorting vehicle.

That the explosive loaded Trucks are deliberately out after sunset. And the same was parked unsafe place at the said of road at desired by the truck driver.

Exemption of submission bills for stay and food during Escort journey duty temporary stay at the road side hotels in night in remote area and taking food at road side DHABA/Hotels for which bills are not possible.

There is on line rotation system for escort duty exist all factories which is not being implemented properly some are follows and some not specially in OF Chanda.

In addition the above that the factory management treating differently the escorts in respect of allowing them Over Time i.e. IEs are getting O.T. as per factory hrs., where as the NGO staff are not getting the same even after the appropriate entitlement.

So it is requested that the OFB should give a clear & appropriate instruction to the factory concern to follow the standing instructions in this regard and maintain the parity between the escorts during escort duty. It is therefore requested that the OFB may review the SOP of OFB in the present scenario of the matter.

#### **OFFICIAL SIDE VIEW (A/A)**

Matter has been referred to the OFCH seeking comments on the submission of the staff side members. On receipt of necessary comments from OFCH, information will be given.

#### **85. Payment of PLB to DR Chargeman on Probation :**

**- SK/AIANGOS(CDRA)**

#### **STAFF SIDE BRIEF**

With reference to discussion held in JCM III Steering Committee meeting held on 27-02-2013 wherein it was assured by Director/Admin the Order for payment of PLB to DR Chargeman (OP) will be issued shortly, but it is regretted that till date no such order has been issued. It is therefore, requested to issue the same immediately.

But DR Chargeman(OP) joined after 2007 batch joined directly to their respective Factories and employed from very next day in activities which are directly related with production, thus their entitlement to PLB is genuine same as IEs & NIEs (on Probation).

**OFFICIAL SIDE VIEW (A/A)**

The issue regarding non-payment of PLB to DR Chargeman is under process. Factories have been asked furnish some details including financial implication on the matter. On receipt of the information/details from factories, further action will be taken.

**86. Risk allowance to NGOs and JWMs :**

**- SK/AIANGOS(CDRA)**

**STAFF SIDE BRIEF**

For all those operations where IEs are getting risk allowance should be extended to workshop supervisory staff also.

**OFFICIAL SIDE VIEW (A/A)**

Matter was taken up with MOD and pending.

**87. Transfer Policy of Group B Officers in OFB.**

**- SK/AIANGOS(CDRA)**

**STAFF SIDE BRIEF**

It is learnt that the report of concerned committee formed under the Chargeman Ship of Shri N. K. Varshney, GM/MSF has already submitted to OFB. The copy of same may kindly be made available to the Association/Federations for study and submission of relevant suggestions and it is also requested that the matter should be discussed in the JCM III OFB before its implementation.

**OFFICIAL SIDE VIEW (A/NG)**

A draft of transfer policy is presently under consideration of OF Board, and a decision on the same is likely to be taken in the forthcoming Board Meeting scheduled on 30.09.2013.

**88. Representation of CDRA in different committee & APEX Meeting in OFB at par with other Federations:**

**- SK/AIANGOS(CDRA)**

**STAFF SIDE BRIEF**

As per the standard norms president and GS of their nominees of all Federations and Confederations should be invited in Apex Meeting where as in OFB APEX & other committees like committee to review existing training facilities at OFILs. President and GS of CDRA or their nominees are not being invited which is not fair.

**OFFICIAL SIDE VIEW**

The demand for nomination of President & General Secretary of Confederation inviting in APEX Meeting is noted. Nomination for inclusion in the Committee to review of existing training facilities at OFIOLs, it is stated that primarily functioning of FTIs trains industrial employees. As such the representation has been limited to the 3 Recognized Federations only. AIANGOs have however been asked to give their suggestions for necessary consideration.

**89. Incentive Scheme for Chargeman and JWMs :**

**- SK/AIANGOS(CDRA)**

**STAFF SIDE BRIEF**

Presently no incentive scheme is for Chargeman & JWM of OF Organisation where as this cadre is directly involved in the production activities. Where as in other Production Units under Govt. of India are providing the same to their supervisory cadre. It therefore is requested to introduce an incentive scheme for Chargeman and JWM of OF organisation to enhance the motivation level & Productivity.

**OFFICIAL SIDE VIEW (A/A)**

The point is agreed in principle. OFB (A/A) may take up the case for consideration.

**90. Recruitment of Chargeman :**

**- SK/AIANGOS(CDRA)**

**STAFF SIDE BRIEF**

In view of the decreasing drastically strength of the Chargeman in the organization and once the decision finalized for the recruitment process to be held by the NADP, the relevant speedy action for the recruitment of Chargeman should be initiated for the survival of the organization.

**OFFICIAL SIDE VIEW (A/NG)**

Action for subject direct recruitment to the post of Chargeman is already under process by NADP Nagpur.

**91. Estate Advisory Committee of OFC not functioning last more than 08 months.**

**- SK/AIANGOS(CDRA)**

**STAFF SIDE BRIEF**

Lot of problem faces by resident of Armapur Estate but Estate Advisory Committee of OFC not functioning for last more than 8 months. Please look in to the matter.

**OFFICIAL SIDE VIEW (A/W)**

The position will be ascertained from the factory. But the problem needs to be highlighted through available forums in the factory first.

- 92. Deduction of Annual Membership Subscription of Associations as per guide lines and directives of DOP&T & OFB not implementation of.**

**- SK/AIANGOS(CDRA)**

**STAFF SIDE BRIEF**

As per the guidelines of DOP&T OM No. 2/10/80-JCA dated 30-01-1994 "***Such consent for deduction for annual subscription shall remain valid till altered or withdrawn. The revised option for deduction of membership subscription, if any, can also be exercised only in the month of April each year to be effective from July of that year.***" and OFB Circular No. 12/16/2007/A/IR dated 30-07-2007 are not being followed for the deduction of annual subscription of association members like the factory as OF Chanda.

**OFFICIAL SIDE VIEW (A/IR)**

The 92 members of AIANGOs had submitted resignation from AIANGOs in the month of July, 2013 and requested not to deduct the annual subscription.

Since, the 92 members of AIANGOs had tendered their resignation from AIANGOs in the month of July, 2013 the decision was taken not to deduct their annual subscription from their salary.

- 93. On-line roster for escorting duty.**

**- SK/AIANGOS(CDRA)**

**STAFF SIDE BRIEF**

There is on line ratio system for escort duty exist all factories which is not being implemented properly some are follows and some not specially in OF Chanda.

**OFFICIAL SIDE VIEW (A/A)**

Matter has been referred to the OFCH seeking comments on the submission of the staff side members. On receipt of necessary comments from OFCH, information will be given.

- 94. Exemption for food bill as per CAG:**

**- SK/AIANGOS(CDRA)**

### **STAFF SIDE BRIEF**

Exemption of submission bills for food during Escort journey duty temporary stay at the road side hotels in night in remote area and taking food at road side DHABA/Hostels for which bills are not possible. As per the last para of the letter of CAG No. 220-135-6 PC/GE-II/2008(III) dt. 03-02-2010 therefore this may kindly be exempted.

### **OFFICIAL SIDE VIEW (A/A)**

Matter has been referred to the OFCH seeking comments on the submission of the staff side members. On receipt of necessary comments from OFCH, information will be given.

- 95. Exemption of registration/VAT No. of Hotel Bills for Escorting Journey duty.**

**- SK/AIANGOS(CDRA)**

### **STAFF SIDE BRIEF**

Exemption of submission bills for temporary stay during Escort journey duty at the road side hotels in right hrs in remote area at road side DHABA/Hotels for which bills are not possible. Therefore this may kindly be treated accordingly.

### **OFFICIAL SIDE VIEW (A/A)**

Matter has been referred to the OFCH seeking comments on the submission of the staff side members. On receipt of necessary comments from OFCH, information will be given.

- 96. Filling of BOND for witnessing of proof firing in Proof range.**

**- SK/AIANGOS(CDRA)**

### **STAFF SIDE BRIEF**

As per the present norms a BOND has to be filled up by every individuals who is deputed for witnessing of Proof firing in proof ranges, whereas the civilian employees are covered only under CGEIS scheme while the para military personnel are covered under insurance policy scheme which amounts a lot of financial differences between the CGEIS and insurance policy scheme. While both the group of employees are defence employees covered under the Central Govt. rules and also covered the same circumstantial risk.

### **OFFICIAL SIDE VIEW (A/A)**

The point may be examined at OFB.

- 97. Restore the facility of LIEN to the employees of OFs :**

**- SK/AIANGOS(CDRA)**



### **STAFF SIDE BRIEF**

The LIEN facility for OFs employees has been stopped by OFB instruction 3207-A/A/A dated 29-07-2009. In this regard there is a clear guide lines by DOP&T vide notification 28020/1/96-Estt© dt 9<sup>th</sup> Feb, 1998, this may kindly be restore also like DRDO, Defence Account, MES etc.

### **OFFICIAL SIDE VIEW (A/A)**

OFB Instruction dated 29-07-2009 was issued in accordance with the existing instructions/provisions in the Govt. of India.

#### **98. Completion of Probation of DR Chargeman of 2010 batch :**

**- SK/AIANGOS(CDRA)**

### **STAFF SIDE BRIEF**

This point should be settled immediately as committed by the Chairman & DGOF during the meeting with AIANGOs representative on 27<sup>th</sup> April, 2013 at OFB with the withdrawal of mandatory training instruction of OFB which is not as per existing SRO, is not done till the day while maximum DR Chargeman of 2010 batch has completed successfully the probation period of two years.

### **OFFICIAL SIDE VIEW (A/HRD)**

The point is under consideration of OFB (**A/HRD**).

#### **99. Non issue of NAC by OFC management.**

**- SK/AIANGOS(CDRA)**

### **STAFF SIDE BRIEF**

It has been observed that the OFC management has not issued Non Accommodation certificate for last 05 years to any individual while as per information given by the OFC management itself that the applicants are to much more than the quarter vacant.

### **OFFICIAL SIDE VIEW (A/A)**

Matter has been referred to the OFC seeking comments on the submission of the staff side members. On receipt of necessary comments from OFC, information will be given.

#### **100. Re-Fixation should be done to those who are Expired/Retired Non Metric Gr. "D" Employees.**

**- BRNK/BPMS**

### **STAFF SIDE BRIEF**

As per DOP&T OM F. No.7/19/2010-E.III(A) dated 2<sup>nd</sup> August, 2010 clarification has been given regarding Non-Metric Gr. 'D' employees pay

fixation. Ministries/departments/Local Managements are conduct the training program to Non-Metric Group 'D' employees and fixation should be done in PB-I with Grade Pay of Rs. 1800/-. Unfortunately in OF Medak management is not conducted the training program in time. In between Seven Gr. 'D' employees are Retired/Expired Individuals pay fixation is done in IS @ Rs. 4440/- - 7440/- + individual Grade pays and Auditing Officials are while auditing the individual records they given instruction to management recover the excess paid amount from individual final payments.

Hence, I requesting the Chairman look into the matter on top priority and pay fixation should be done in PB \_ I as one time measure.

**OFFICIAL SIDE VIEW (A/A)**

Matter has been settled by the Chief Internal Auditor.

**101. Hostel Subsidy Fees Re-Imbursement.**

**- BRNK/BPMS**

**STAFF SIDE BRIEF**

As per DOP&T OM No. 12011/07/2011-Estt. (AL), dt. 31-05-12. In this order the term Hosted subsidy would mean expenses incurred by the Governement servant if he/she keeps his / her children in a hostel of residential school/institution location beyond a distance of 50 kilometers from his/her residence. Those workds are studied last academic year @ 2011-2012 as 10+1 this college is below the 50 Kilometers from his / her residence, these words studied continue 10+2 in the academic year @ 2012-2013 in same college.

Hence, I requesting the chairman look into the matter as one time measure pay hostel subsidy to those colleges are below 50 Kilometers.

**OFFICIAL SIDE VIEW (A/A)**

Provisions contained in the Govt. Order dated 31/05/2012 issued by DOP&T is clear and the same should be followed. OFB has not received the Govt. Order through MOD for which the DOP&T Order could not be circulated.

**102. Exemption of DGOF Competency Test :**

**- BRNK/BPMS**

**STAFF SIDE BRIEF**

Wiremen's who are not given option to Electricians and completed age 55 years are not getting any promotion from last 10 to 15 years.

Hence, I requesting the Chairman look into the matter on top priority and those who are completed age 55 years promotion should be given as Chageman as one time measure at par with Boiler Attendant.

**OFFICIAL SIDE VIEW**

**A/I :** Circumstances under which exemption was granted to Boiler Attendants were exceptional. The same does not apply to wiremen.

**Dir/ COS :** The Wireman with requisite year of Service i.e., 03 years in HS grade or 05 years in HS and Skilled Grade combined or 05 years in Skilled grade, irrespective of the age is also eligible to appear in the DGOF Electrical Supervisory Competency Test (ESCT), which is conducted every year. DGOF ESCT for 2013 is likely to be held in Dec., 2013.

Once the candidate clear/pass the DGOF ESCT. He/she is eligible for consideration of promotion to Ch'man (Electrical) based on the vacancy in the respective Factory. In this regard OFB Letter No.411/CEI/COMP/COS dated 22-08-2013 is referred.

**103. Implement the promotion ratio at OF Medak.**

**- BRNK/BPMS**

**STAFF SIDE BRIEF**

OF Medak management has recruited additional strength in Fitter & Moulder trades. But promotions are not given in respective trades. In Fitter Trade seniors are not got the promotion from last 18 years.

In view of the above I request the Chairman issue the instructions immediately to GM of OF Medak for implement the promotion ration above respective trades please.

**OFFICIAL SIDE VIEW (A/I)**

Comments would be sought from the factory for examination of the matter at OFB.

**104. Grade pay of PRT & TGT of O.F. Schools.**

**- SCN/INDWF**

**STAFF SIDE BRIEF**

As per recommendation Of 6<sup>th</sup> CPC, the entry Grade pay of PRT is Rs. 4200/- & TGT is Rs. 4800/-. As a result the junior is getting more grade pay than senior- stepping up/bunching in the this regard is still pending.

**OFFICIAL SIDE VIEW (A/NI)**

The matter is under consideration of OFB.

**105. Filling up of vacant posts of TGT by promotion of PRT.**

**- SCN/INDWF**

**STAFF SIDE BRIEF**

As per provision PRTs are promoted to TGT. There are approximate 150 posts (promotional) are lying vacant in O.F.Schools. An early action is requested.

**OFFICIAL SIDE VIEW (A/NI)**

The point is noted for necessary action.

**106. Promotion to the post of Principal.**

**- SCN/INDWF**

**STAFF SIDE BRIEF**

As on date seniority list, D.P.C. for Promotion to principal-I & II has not yet finalized. An immediate action is requested.

**OFFICIAL SIDE VIEW (A/NI)**

DPC for Principal-I is being done by A/G. Seniority list is published. DPC for Principal-II has already been held and promotions have been ordered.

**107. M.A.C.P of School Teacher.**

**- SCN/INDWF**

**STAFF SIDE BRIEF**

Up-gradation under MACP of School Teacher is long pending. O.F.Board should take up the issue with Ministry for early settlement.

**OFFICIAL SIDE VIEW (A/NI)**

The subject issue was taken up with MOD vide OFB I. D. No.01/6<sup>th</sup> CPC/MACPS/PCC(A/A) dt. 04-06-2010 pursuant to a decision taken by the then Chairman/OFB during a meeting with the representatives of AIOFTSA on 24-01-2010 requesting MOD to consider the above and if necessary issue clarification after obtaining guidance from DOP&T. MOD vide its I.D. dated 26-08-2010 requested OFB to furnish financial implication of the proposal before the same is taken up with M of Finance. OFB vide its ID No.01/6<sup>th</sup> CPC/MACP/PCC(A/A) dt. 08-12-2010 forwarded financial implications on the proposal of MACPS to Teachers which was finalized and intimated to A/A by the Jt. Dir/NI & I vide I. S. Note No.01/28/VI CPC/Teacher/A/NI dt. 30-11-2010. Matter is pending before the Ministry.

**108. PLB for School Teacher****- SCN/INDWF****STAFF SIDE BRIEF**

All teaching staff of O.F. School should be considered for granting PLB as per OF employees.

**OFFICIAL SIDE VIEW (A/A)**

Proposal for introduction of PLB for the Teaching Staff of OF Organisation was taken up with MOD vide OFB I. D. No. 873/Adhoc-Teacher/A/A dt. 30-10-2010 followed by reminder dt. 19-09-2011. Further reminder was issued vide OFB I. D. of even No. dt. 09-09-2013. Matter is pending before MOD.

**109. Grant of MACP in the promotional hierarchy (Post) in all Cadre.****- SCN/INDWF****STAFF SIDE BRIEF**

As per judgement of CAT, Chandigarh Branch and subsequently SLP filed by Union of India against the P & H Decision was dismissed by the Supreme Court. OFB should take necessary action for implementation of order.

**OFFICIAL SIDE VIEW(A/A)**

The issue of MACP in hierarchical Grade Pay, after the CAT Principal Bench Judgement dated 26-11-2012 in OA No.904/2012 and Punjab Haryana High Court Order in CWP No.19387/11 dated 19-10-2011 upholding the Order dated 31-05-2011 of Hon'ble CAT Chandigarh Bench and subsequently dismissal of SLP No.7467/2013 by the Hon'ble Supreme Court has been scrutinized and it has been decided to take up the matter M of D for onward transmission to DOP&T for clarification on the MACP Order dated 19-05-2009 issued by DOP&T.

**110. Compassionate appointment.****- SCN/INDWF****STAFF SIDE BRIEF**

As per office Memorandum vide no. 14014/3/2011- Estt(D), dtd.27-07-2012 of Ministry of Personnel Public Grievance and Pension. All applications for companionate employment are to be reviewed. OFB is requested for wide publication of the order with instruction to all OFs for immediate action.

**OFFICIAL SIDE VIEW(A/A)**

The review of compassionate appointment cases by the factory which were closed are to be considered in terms of DOP&T OM dated 16-01-2013 and FAQs circulated vide OFB Instruction No.124/2013/A/A(PCC) dated 14-08-2013.

**111. Granting of up-gradation under MACP & ACP upto merger of posts of NIE (Gr-D)**

- SCN/INDWF

**OFFICIAL SIDE VIEW (A/A)**

Regarding grant of ACP/MACP to erstwhile Group 'D' employees, it is stated that M pf D ID No.27(2)/2012-D(Civ.I) dated 02-07-2012 though found to be endorsed to OFB Kolkata was not received at OFB. However, a copy of the same alongwith PC of A(Fys.) circular addressed to all Branch AOs has been collected and OFB Instruction on the subject is being issued at the earliest.

**112. Consideration of promotion for the eligible IEs W.E.F 01-01-2006 who were on leave on 01-01-2006 and onwards.**

- SCN/INDWF

**STAFF SIDE BRIEF**

During implementation of Restructuring of Cadre of Artisan Staff w.e.f. 01-01-2006 the IEs who were on leave on 01-01-2006 and onwards but eligible for promotion to higher grade w.e.f. 01-01-2006 under the purview of one time relaxation in trade test and qualifying service.

One time relaxation in qualifying service is granted during implementation of 4-Grade structure of IEs w.e.f. 01-01-2006 but some IEs who were on leave on 01-01-2006 and onwards in some factories their promotion has been effected from the date of joining, hence they lost their incremental benefit from 01-07-2006 and getting less pay than juniors.

**OFFICIAL SIDE VIEW**

The matter will be referred to MoD.(A/I)

**113. Date of eligibility for the Trade Test for promotion to HS II from skilled grade and HS I from HS II.**

- SCN/INDWF

**STAFF SIDE BRIEF**

This point was raised in the JCM IV th Level meeting at MSF. MSF has referred this point for clarification at OFB. It is requested to issue a general instructions from this meeting in this particular subject.

**OFFICIAL SIDE VIEW (A/I)**

The point may please be elaborated

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**ORDNANCE FACTORY BOARD**  
**10A, Shaheed Khudiram Bose Road**  
**Kolkata – 700 001.**

**ACTION TAKEN REPORT ON THE ISSUES RAISED DURING**  
**THE 13<sup>TH</sup> STEERING COMMITTEE MEETING OF**  
**OFB JCM III LEVEL COUNCIL (11<sup>TH</sup> TERM) HELD AT OFB HQRS. ON 27-02-2013**

**Shri C. Srikumar, Leader/ Staff Side**

- 4.0 In the past there used to be regular functioning of the OFB JCM III Level Council and meetings used to take place once in 3 months. Due to various reasons meetings were not held regularly, which has resulted in non settlement of many issues and also IR problems in the Factories. He requested that hereafter JCM III Meetings should take place regularly.

**ACTION TAKEN/PRESENT STATUS**

The next meeting of the JCM III will be held shortly.

- 4.1 The order issued by MoD denying the III MACP benefit of GP Rs.4600/- for the IEs is not justifiable. He thanked OFB for recommending the case to MoD for review. He requested that at present the issue is pending with DOP&T/Dept. of Expenditure and the same may please be expedited.

**ACTION TAKEN/PRESENT STATUS**

The matter is still under consideration of MoD

- 4.2 The cadre review proposal of Chargeman and JWM is still pending with the OFB. The Staff side is not aware of the Ralegaonkar Committee's recommendation. The same may be given to the Staff side and after receipt of their views the same has to be processed for the approval of the Government.

**ACTION TAKEN/PRESENT STATUS (A/NG)**

The cadre review proposal is presently under consideration / final decision before sending to M of D.

- 4.3 Lot of application of JWMs seeking for transfer on compassionate ground is pending with the OFB. The same may be considered sympathetically.

**ACTION TAKEN/PRESENT STATUS**

The issue of transfer of JWMs is a complex one. There are many requests with equally diverse reasons, which are difficult to be examined without having a policy in place. The transfer policy is under consideration at OFB.

- 4.4 All the cadre review proposals pending with MoD may be expedited.

ACTION TAKEN/PRESENT STATUS

A/M: Comprehensive cadre review proposal of Nursing and Para-Medical Staff is currently under examination at OFB Finance.

A/NI: M of D has been regularly expedited for the cadre review of MTS, MTS/S, Fire Fighting, Store Keeping and Canteen Cadre reviews.

- 4.5 Two day General Strike in all OF's has taken place after Strike ballot and issuing Legal Strike Notice. However in some Factories the management has acted as Strike breakers which is an unfair Labour practice. In some of the factories Management has permitted women employees to stay overnight inside the factory in violation of the Factories Act 1948. Permitting employees to stay inside the factory beyond working hours with an intention to break the strike is not a justified act on the part of the management. Moreover in some factories JWMs and NGOs were permitted to mark their attendance sitting in the IB and then permitted them to go home without doing any work. In some factories employees were allowed to enter the factory till lunch time, even though there was no blockade or picketing. These type of unfair labour practice from the management side would ultimately result in unnecessary Labour unrest and spoil the relationship. Therefore OFB may issue necessary instructions in this regard to all the Factories to desist from such practices. A few union leaders were suspended by the Factory Management at OFAj & HAPP for their active involvement in the Strike based on the false complaints. All these Trade Union victimization cases may be settled.

ACTION TAKEN/PRESENT STATUS

The factories have been spoken to and have been apprised about their role during such situations

- 4.6 The proposals given by the Federations in today's meeting with regard to Piece Work correlation without rate reduction and also for payment of DOT to the piece workers may be accepted by OFB and the same may be forwarded to MoD with recommendations.

ACTION TAKEN/PRESENT STATUS

The issue of correlation of PW was placed before M of D for consideration. OFB had received certain queries on the said proposal from M of D. Necessary reply on the queries has been made in consultation with federations. Matter is pending at M of D as on date.

The sanction given by the OFB for recruitment of Labourers to various factories is not yet operated. OCF Avadi has made a reference to OFB for permitting the factory for hiring private website for online application system. OFB has not approved the same. Therefore steps may be taken by all the factories to immediately take necessary recruitment action for filling up of the Labour vacancies.

ACTION TAKEN/PRESENT STATUS

The sanction has since been accorded to the factory.

- 4.7 While 4 grade structure/cadre restructuring was implemented in all the factories, only the same has not being implemented at EFA. Due to this more than 400 employees are denied their due



promotion. The Management is not implementing the MoD Lt. dt. 14/6/2010 on the plea that there are many Court cases. No Court has stayed the operation of MoD Lt. Dtd. 14/6/2010. Therefore EFA management may be advised to implement the 4 grade structure immediately.

ACTION TAKEN/PRESENT STATUS

Directives of the Hon'ble High Court on the matter to be followed.

- 4.8 HVF Management has proposed for additional financial aid for revising the pay scales of Teachers of Vijayantha Senior Secondary school. The same may please be considered favourably.

ACTION TAKEN/PRESENT STATUS

No such proposal regarding additional financial aid for revising the pay-scales Teachers of Vijayantha Senior Secondary School has been received at OFB till date. (A/W)

- 4.9 As per OFMR all the employees of Ordnance Factories are eligible for treatment in the Factory hospitals for self and family members. However GSF is denying the benefit to temporary status employees. GSF may be instructed to provide medical facilities to the temporary status employees and their family members. Similarly URC, WWA, Cooperative Society and Stores employees are also eligible for treatment under OFMR, however many factories are not providing this facilities. The rule provision may once again be brought to the notice of the factories.

ACTION TAKEN/PRESENT STATUS

The matter of GSF Temporary employees is an administrative matter which is to be decided by the GSF Management.

Employees of URC, WWA, CS : Such employees are entitled to avail treatment at OF Hospitals as category II N.E. patients as per provision of OFMR. A general circular will be issued, if required.

- 4.10 The decision taken by OFB for not to recognize State Govt. Electrical Competency Certificates for promotion to the post of Chageman is against the Indian Electricity Act & Rules. Therefore the decision of OFB may be reviewed. Moreover the syllabus/question paper for DGOF competency test is being prepared at the level of Diploma Standard. This is not at all justified. Therefore the entire issue of DGOF Competency certificate needs to be reviewed.

ACTION TAKEN/PRESENT STATUS

Necessary instructions have been issued on the subject.

- 4.11 In Factories wherever electrical officers are available, in such factories the DGOF Competency test for promotion to Skilled/HS etc., such officer shall be permitted to conduct the examination, so as to avoid unnecessary delay in conducting the test and the ultimately results in delayed promotion to the incumbents in electrical trade.

ACTION TAKEN/PRESENT STATUS

The proposal has not been agreed keeping in view the need for an independent assessment. The officers are, however being expedited wherever necessary.

- 4.12 The recruitment action for filling up of skilled posts at OF Bhusawal is kept in abeyance and OPF is cancelled. Steps may be taken to finalise the enquiry regarding irregularity if any and the recruitment action may be taken so as to fill up the vacant posts.

ACTION TAKEN/PRESENT STATUS

The matter has since been decided.

- 4.13 The issue of grant of 2nd ACP GP- Rs.4200/- to the Industrial Employees of SAF was discussed in the last Steering Committee Meeting and the same was forwarded to SAF for their views. The issue remains unsettled.

ACTION TAKEN/PRESENT STATUS

There are certain interpretational issues regarding the case. The factory has been asked to depute an officer conversant with the case, so that it can be resolved effectively.

- 4.14 The demand for grant of HRA to the employees who vacate qtrs., is being raised in the forum several times. He proposed the following for the consideration of the OFB.
- a) OFB has issued instructions in the past that Committees under the Chairmanship of an AGM should be constituted for condemnation of Qtrs., which are unfit for human living. This is not being implemented in many factories. Feed back may be taken from all the Factories and instructions may be issued to implement the same.
  - b) The number of Qtrs., laying vacant and the no. of employees denied HRA is not matching. **For eg.** in a Factory if 10 Qtrs, are vacant, 50 employees are denied HRA. This is not correct. Remedial measure may be taken for this .
  - c) The Qtr. which the employee vacated was allotted and there is no Qtr vacant in the Factory. Even then the employees are not given HRA on the plea that he is eligible to apply for Qtrs only after 6 months and that point of time if no Qtrs, is vacant then only no accommodation certificate will be given to him. This is not justified. If no Qtrs., are vacant in the Factory the employees eligible for such type of Qtrs., may be release HRA without insisting him to wait for 6 months.

ACTION TAKEN/PRESENT STATUS

The issue of grant of HRA to the employees who vacate quarters has been streamlined pursuant to issue of OFB Instruction No.3335/A/A dated 30-08-2012. The said Instruction was issued in deference with High Court, Jabalpur Judgement dated 13-07-2012 in the matter of WP No.6772/2012 – UOI & Others Vs Ajay Yadav and Ors.

- 4.15 Chargeman vacancies in DR Quota for the past few years is not being filled up and it is understood that the same is referred to SSC. Similarly the proposal for recruitment of Teachers is also referred to SSC. It is understood that the SSC is not going to conduct the examination for these posts before Nov. 2013. Since the factories are suffering due to shortage of Chargeman and Teacher, SSC may be expedited to complete the recruitment process in a war footing manner or OFB may take an exemption from SSC and as done in the past the recruitment may be centrally done by OFB.

### ACTION TAKEN/PRESENT STATUS

NADP has been asked to conduct recruitment for the Chageman category. Factories have been asked to carry recruitment for the Teachers.

- 4.16 At present the disparity in the matter of leave between IEs and NIEs has been removed. Therefore it is proposed that as in the case of Railways there should be a common set of leave rules applicable to both Industrial and Non-Industrial employees.

### ACTION TAKEN/PRESENT STATUS

Proposal of single set of Leave Rules was forwarded to M of D vide OFB Letter No.265/A/A dated 05-03-2013. Matter is pending till date.

- 4.17 The Workload Positions in RFI, SAF and OFT are not satisfactory. Home Ministry may be expedited for 5.56 mm indent and Army Hqrs may be expedited for placing the indent for Assault Rifle.

### ACTION TAKEN/PRESENT STATUS

The achievement of RFI, SAF& OFT for 2012-13 are as under:

Year	RFI	SAF	OFT
Actual 12-13	` 370.75 Cr	` 190.03 Cr	` 192.76 Cr

The target given to these factories during 14-15 are higher than the achievement of 2012-13 based on targets allocated by OFB.

It is intimated that the Army is in the process of selection for Multirole Assault Rifle. OFB is the nominated agency for productionisation through Transfer of Technology. Therefore indent for Assault Rifle can only be placed by Army after evaluation and selection of Technology provider.

Regarding order for 5.56 mm Rifle from Police forces matter has been taken up with MHA at appropriate level. The allocation for Rifle and other small arms received for 2013-14 is higher than the target indicated earlier by MHA during the target fixation meeting held in Nov., 2012.

### **5.0 Shri R. Srinivasan, Secretary/Staff Side**

- 5.1 At the outset, he expressed his grievance for not holding the meetings of OFB JCM III Level Council regularly though the present term has been allowed to continue by M of D till re-constitution of the Council takes place. He requested for convening the meetings of the Forum regularly.

### ACTION TAKEN/PRESENT STATUS

The 14<sup>th</sup> Meeting of OFB JCM III Council will be held shortly.

- 5.2 DOP&T, M of D and OFB are issuing various orders concerning to the employees time to time. DOP&T and M of D are sending hardcopies to the Federations and staff side members regularly. But, the situation differs in respect of OFB. Mostly, the Orders/instructions are published through COMNET, which is not accessible to the Staff Side members. He requested for providing the hard copies of the important instructions on policy guidelines related to the employees of OFs to them or to upload the same in the OFB Website as it is done by PC of A(Fys.).

### ACTION TAKEN/PRESENT STATUS

The point is noted for necessary compliance.

- 5.3 He mentioned that the nation wide Strike on 20<sup>th</sup> and 21<sup>st</sup> Feb, 2013 called by the Central Govt. Trade Unions and three Federations, was by and large peaceful. He also stated that it was unfortunate that in HAPP, the Factory management provoked the unions by taking away the Union Flags planted outside the main gate and removed and tore the Union Banners by engaging Contract employees which created an unpleasant situation. He suggested that OFB may call for a meeting with the three Federations and frame some code of conduct to be followed by the Official Side (Fys.) and the unions to ensure peace during the strike.

### ACTION TAKEN/PRESENT STATUS

The factory management has been sensitized on the issue.

- 5.4 He stated that Piece Work Correlation issue is pending for a long time which is seriously agitating the minds of all employees engaged in Direct Production. About 55000 Piece workers are there who are giving 55% and more productivity in all the OFs. But due to the delay in finalization they are being deprived in getting PW profit on MACP, DOT etc. He requested for early finalization of the issue without any reduction in the Estimates.

### ACTION TAKEN/PRESENT STATUS

The issue of correlation of PW was placed before M of D for consideration. OFB has received certain queries on the said proposal from M of D. Necessary reply on the queries has been made and sent to MoD in consultation with federations. Matter is pending at M of D as on date.

- 5.5 Transfer requests made by JWMs in difference Fys on Compassionate Grounds due to Medical, Retirement, family problems etc are still pending and no reply has yet been given to them. He requested to issue necessary transfer orders and also to ensure for easy implementation of the same without any refusal made by the Factory management.

### ACTION TAKEN/PRESENT STATUS

The issue of transfer of JWMs is a complex one. There are many requests with equally diverse reasons, which are difficult to be examined without having a policy in place. The transfer policy is under consideration at OFB.

- 5.6 Recently Admin Audit has been introduced. He stated that some feedbacks would be received at OFB citing lacuna/loopholes in the Admin part of the Factories. This may be strengthened to improve the working system to avoid grievances and litigations from the employees.

### ACTION TAKEN/PRESENT STATUS

Regarding feedback received at OFB for Admin Audit, it is submitted that a Committee headed by Sr. Officers of OF Organisation was constituted. The said Committee has submitted a Report for key areas / check list of Administrative Audit which will strengthen and improve the work system. Necessary Instruction on the matter is under process.

- 5.7 He stated that there are large number of employees functioning in various OFs who are from other regions/states of India. They need to get transferred to any OFs at their hometowns on mutual/compassionate basis. He also stated that a decision was taken in JCM Forum regarding this Mutual/Compassionate Transfer Policy which may be re-circulated for information of all the Factories and Unions to settle the seniority/pay-fixation problems etc.

ACTION TAKEN/PRESENT STATUS

NIE posts are Factory-based posts and the Factories are concerned about this.

- 5.8 Since large number of Direct Recruitments are taking place in the OFs, it was proposed to set up "Ordnance Factory Recruitment Board" for the purpose and the then DGOF & Chairman agreed to the proposal. Though a period of more than 1 year has been spent, OFRB is yet to come into function. As a result, despite getting sanction of posts for DR, the Factories could not complete the process of recruitment, due to the existing work load, lack of manpower, afraid of complaints etc. He requested for ensuring the early functioning of OFRB to avoid misuses and filling of the vacancies in Factories.

ACTION TAKEN/PRESENT STATUS

Issue of setting up of OF Recruitment Board for Direct recruitment in OF Organisation was taken up with M of D for final approval. M of D raised certain queries which were duly replied. The matter is pending at M of D for decision.

- 5.9 The demand of the staff side was considered and a sub-Committee was constituted under the chairmanship of Shri Sourabh Kumar, GM/EFA to consider the proposal of maintaining single/common/dovetail seniority of IEs in each factory irrespective of their trade in each grade to avoid imbalance in promotion to next higher grade. The proposal of the sub-Committee was circulated and offered the views of the Federations which is now pending. He requested to finalise the same at the earliest in line with IOFS Officers.

ACTION TAKEN/PRESENT STATUS

The point has been circulated to factories. A meeting also has been held with the federations to deliberate the key points of the committee report.

- 5.10 R&D activities in OFs be strengthened by establishing at least one prototype in each product so that orders may be gained after proof trials. For example, Assault Rifle in OFT could not be established even after 3 years due to which M of D is proposing for import since 5.56 INSAS has come to a half.

ACTION TAKEN/PRESENT STATUS

R&D activities in OFs are being given top most priority and various initiatives have been taken like delegation of financial powers to GMs for research assistance in R&D activities from IITs/reputed Govt. Labs. IT is clarified that delay in development of Assault Rifle by OFT has no connection with production of 5.56 INSAS. The production of 5.56 INSAS has been reduced as a requirement of Army and MHA has come down due to sufficient stocks at their end. Further modified version of Assault Rifle based on the feed back from the users is in advance stage and is expected to be submitted for user trials by August/September, 2013.

- 5.11 Trade Apprentices for Training in OFTI are selected on all-India basis. A large number of individuals were selected from Hindi Region in South particularly in HVF. No Hindi speaking faculty was available there and the trainees could not understand English or Tamil. Therefore, this situation may be tackled by posting Hindi speaking faculties to provide better training.

ACTION TAKEN/PRESENT STATUS

OFB has asked OFTI/HVF to get necessary assistance from OFIOL/AV and other local factories for getting Hindi speaking faculty.

- 5.12 He requested to introduce provisions in OF Schools to accommodate 25% of children under Right to Education Act apart from employees' grand children and relatives.

ACTION TAKEN/PRESENT STATUS

RTE has been fully implemented in all departmental schools under OFB.

- 5.13 He intimated that the IR Situation in OFC has considerably improved and the Factory had achieved the production targets. It is unfortunate that the Factory management is not taking any step to settle the pending Disciplinary Cases under which many union Leaders/employees have been charged. Due to this delay in settling the disciplinary cases, the benefit of 4-grade structure, MACP etc could not be availed by them. This should be looked into,

ACTION TAKEN/PRESENT STATUS

The factory cannot be forced to close the cases. However the factory has been requested for early disposal of the cases.

- 5.14 Earlier a time-schedule was maintained by OFB in disposing the appeals on disciplinary matters. But now, even after a period of more than one year, the appeals are not get disposed of. Kindly ensure timely disposal of the employees.

ACTION TAKEN/PRESENT STATUS

Appeals under CCS(CCA) Rules, 1965 are statutory in nature and no time limit for its disposal has been prescribed under the extant rules.

Moreover, deciding an appeal and issuance of relevant Appellate Order is a quasi-judicial process. For taking an appropriate decision, an appeal is put up to the concerned Appellate Authority after collecting all essential and relevant documents and information thereby making the case a complete one. In this process, a considerable time is consumed in getting the information / clarification / documents from the concerned appellants and the factories.

As such, in the interest of fair and balanced judgement and to ensure observance of principles of Natural Justice, no time frame for disposal of Appeals / Revision Petitions / Review Petitions has been prescribed in the Rules.

- 5.15 Regarding the Electrical Supervisory Competency Certificate, he stated that under Indian Electricity Act, it provides to get 33 KVA License from their respective State Govt. Electricity Board. Even after obtaining the required Certificate, OFB/CEI has refused such Certificate in case of certain individuals in OFPM which has deprived the benefits of their promotions. This may be reviewed and the Certificates issued by the State Govt. Electricity Boards should be accepted.

Also the standard of Question Papers for Written Examination should be made according to the education Level of Electricians having NCTVT Certificates with proper training.

ACTION TAKEN/PRESENT STATUS

Necessary instructions on the subject have been issued.

- 5.16 Re-structuring of Industrial Cadre was given effect for IEs w.e.f. 01-01-2006 in HS II, HS I and MCM. When the benefited employees were on Leave for a certain period with prior sanction, they are not given effect from 01-01-2006 only they were given from the date of actual joining. It was requested that these employees may be given promotion notionally to protect the seniority if not financial benefit. This may be considered.

ACTION TAKEN/PRESENT STATUS

Matter will be taken up with MoD.

**6.0 Shri Sadhu Singh, Member/Staff Side**

- 6.1 The issue of Reduction of the GP 4600/- to 4200/- is under consideration of DOP&T. Till such time the clarification is received from DOP&T, no recovery should be made by respective LAOs.
- 6.2 Many OFs are suffering as recruitments have been stopped because of anonymous complaints. It is requested that Ordnance Factories Recruitment Board be made functional without any delay.

ACTION TAKEN/PRESENT STATUS

Necessary efforts are being made to make OFRB operational. MoD queries in this regard have been replied.

- 6.3 In OF Medak, Labours have been given GP of 1800/- which is as per up-gradation granted by 6<sup>th</sup> CPC to the Labour Category. There is no requirement even for providing training to such employees. In spite of that the LAOs are making recovery against GP granted to Labourers. This should be stopped with immediate effect.

ACTION TAKEN/PRESENT STATUS

The matter is already settled in consultation with PCA and Principal Director of Audit.

- 6.4 In UP, the candidates who have got 'Prathama' certificates are considered equivalent to matriculation for which the Central Govt. has accorded recognition. In OEF Hazratpur, the candidates with 'Prathama' certificates are not being issued appointment letters even after selection. Necessary instruction/clarification may kindly be issued.

ACTION TAKEN/PRESENT STATUS

The OEF Hazratpur problem has since been settled.

- 6.5 Several times it has been observed that clarifications are issued to factories which have raised a specific query. Since such clarification can be of used for several other factories, such clarifications should be issued to all factories in the form of a general Circular.

ACTION TAKEN/PRESENT STATUS

A/A: OFB cannot issue any clarification in respect of policy decision issued vide different Govt. Orders. In respect of such matters clarifications are issued after obtaining decision from the nodal authorities through MOD when circulars/instructions are issued for guidance of all OFs. Point raised by a particular factory is normally disposed with a reply to the same factory against which instruction/circular cannot be issued to all.

A/M : Specific case may be cited where this has not been followed. However, the system is followed by OFB wherever the clarification is relevant to most of the factories.

A/NI: Clarification on common issues concern to all Factories is issued to all Factories.

A/HRD: Point has been noted by A/HRD.

## **7.0 Shri T. Panchaksharam, Member/Staff Side**

7.1 Since other OFs have already implemented the 4-grade structure and EFA is the remaining factory may also be directed to implement the same without any further delay to avoid discontentment and unrest amongst the employees.

### ACTION TAKEN/PRESENT STATUS

Hon'ble High Court verdict to be followed.

7.2 The problem of VSS School, HVF is agitating the minds of the Staff and Teachers for a long time due to non-settlement of their pay-fixation arrears. HVF Administration projected `62.64 Lakhs to cope up with all the expenditure and requested OFB vide a DO Letter from Sr.GM/HVF, to allot the amount. IT was requested to consider the same immediately.

### ACTION TAKEN/PRESENT STATUS

In the financial year 2012-13 the total amount of annual grant of subsidy to VSSS(EM), HVF, Avadi is as follows :

<b>SL. No.</b>	<b>Installment</b>	<b>Date of release</b>	<b>Amount in Lakh</b>	<b>Financial year</b>
1	1 <sup>st</sup> Installment	04-01-2013	80.00	2012-13
2	2 <sup>nd</sup> Installment	26-03-2013	62.64	2012-13

Regarding projection for the year 2013-14 for VSSS(EM), no such proposal from HVF, Avadi has been received at OFB till date. (A/W)

## **8.0 Shri R.S. Reddy, Member/Staff Side**

8.1 **Operating instructions in r/o compassionate appt.**

### ACTION TAKEN/PRESENT STATUS

Operating instruction has been issued on receipt of DOP&T OM datded 16-01-2013 through M of D. Instruction on compassionate appointment along with FAQs on the DOP&T OM dated 16-01-2013 has been circulated vide OFB Instruction No.124/2013/PC of A(Fys.)(A/A) dated 14-08-2013.



**8.2 Revoking of deemed suspension cases in a time bound manner/Disciplinary proceedings.**

**ACTION TAKEN/PRESENT STATUS**

The suspension cases, where suspension had been invoked by the Sr. GM/GM of the concerned factory, are forwarded to OFB for review of suspension by the designated Permanent Review Committee. The matter is usually dealt with by the Secretariat of the concerned Addl. DGOF / Member, OFB. The review proposal is being forwarded by the factory for consideration and remarks of the Chairman, Permanent Review Committee. Section A/Discipline, in fact, has no role or cause to interfere.

Timely review of suspension, is therefore, wholly dependent on the factories who make out and forward the proposal to the Chairman of the concerned Suspension Review Committee.

However, for a better appreciation and prompt disposal of the review proposal factories have been advised to depute an officer well conversant with the case, to brief the concerned Member at OFB Level during Suspension Review.

**8.3 Difference of Pay to be paid to employees who have availed LTC Leave encashment.**

**ACTION TAKEN/PRESENT STATUS**

This should be automatically done by the factory. Specific case may please be cited.

**8.4 Financial Benefit to be extended from the date of promotion.**

The LAOs are paying the promotional benefit to promotees from the 1<sup>st</sup> of the preceding month even though the promotees have assumed higher office from the previous month. The LAO has expressed their inability to extend the financial from the date of promotion citing reasons that PC of A has not forwarded such package. PC of A may forward the package immediately as all promotees are put to unnecessary financial loss due.

Eg : - If X has been promoted w.e.f. 15<sup>th</sup> Jan. 2013. He is given financial benefit from 1<sup>st</sup> Feb. 2013 instead of 15<sup>th</sup> January.

**ACTION TAKEN/PRESENT STATUS**

Matter is being examined by PC of A (Fys) for issuing necessary clarificatory circular to all Branch Accounts Offices.

**8.5 Posting of Husband and wife in the same station:**

**ACTION TAKEN/PRESENT STATUS**

The issue of posting of Husband and Wife in the same station is being considered by the cadre controlling authorities on receipt of application from different employees through their HODs.

**8.6 Sanction of FED Gr. II & FED Spl Post to SAF Kanpur.**

**ACTION TAKEN/PRESENT STATUS**

Necessary direction has been given to SAF clarifying the sanctioned strengths in different grades of FEDs.

**8.7 Illegal Formation of JCM IVth Level Council at OF Itarsi:-**

ACTION TAKEN/PRESENT STATUS

The matter is under consideration of OFB.

**9.0 Shri V. K. Tiwari, Member/Staff Side**

- 9.1 He stated that the quarters of GIIT/166 have not been found suitable for dwelling and hence he requested to release HRA to the employees of SAF, OFC FGK for Armapore Estate

ACTION TAKEN/PRESENT STATUS

The matter has been referred to OFC seeking comments on the submission of the staff side members. On receipt of necessary comments from OFC, information will be given. (A/A)

- 9.2 The result of 62 batch of Trade Apprenticeship has not been published. He requested to look into the matter.

ACTION TAKEN/PRESENT STATUS

A/HRD: There is no 62<sup>nd</sup> Batch of TA till date. This year (2013) we inducted 53<sup>rd</sup> batch TAs, the result of which are being declared by respective factories, based on overall merit-list provided by the external agency. 28 factories have already declared the results. Rest of the factories have been expedited vide OFB letter 13/06/2013, dated 16/06/2013 & 11/09/2013.

- 9.3 In 2004-05 the option was giving for the Earned Leave of the Piece Work. Now it is getting recovered at the time of retirement w.e.f. 1999 by the LAOs. This injustice should be stopped.

ACTION TAKEN/PRESENT STATUS

The matter is pending with M of D for decision.

- 9.4 Any of the recoveries made by Local Accounts Offices must be done with the prior intimation to the employees concerned. Since this is not being done, the employees are coming to know about the same at the time of getting salary and for the reason they are facing difficulty.

ACTION TAKEN/PRESENT STATUS

Specific case may please be cited.

- 9.5 Science Stream may kindly be introduced in the PG College in the Armapore Estate so that wards of the employees specially the girl students don't have to travel long distances in the city for getting education in the science stream.

ACTION TAKEN/PRESENT STATUS (A/W)

Comments from OFC has been sought.

**10.0 Shri V. L. Nawade, Member/Staff Side**

- 10.1 This year recruitment of Trade Apprentices has not been done. It is requested to accept the manually filled-up forms published in the Advertisement in place of on-line applications.

### ACTION TAKEN/PRESENT STATUS

The applications for induction of TAs are processed by external agency, on line. Hence, it is not possible to accept manual applications, which are usually huge in numbers. The system is running satisfactorily. (A/HRD)

- 10.2 In some OFs the result of the Trade Apprentices were published but due to some complaints received from various sources, the recruitment was held up. Afterwards GMs started to process the recruitment of new set of Trade Apprentices and the TAs of the new batch have joined also. But, the recruitment of the earlier batch candidates is still pending. This should be looked into.

### ACTION TAKEN/PRESENT STATUS

As per HRD understanding, this issue pertain to RFI Re-examination for induction of 52<sup>nd</sup> batch (Non-IT) was conducted by RFI on 19-02-2012 and results declared on 20-03-2012. (A/HRD)

#### **11.0 Shri S. K. Singh, Member/Staff Side**

- 11.1 (a) Publication of Seniority List of CM & JWM as on 01/01/2012.  
(b) DPC and promotion from CM(T/NT) to JWM(T/NT) for the year 2011-12 and 2012-13 against the vacant (about 1500) posts of JWM.  
(c) DPC for last 5 consecutive DPC years from JWM to AWM including current year.

### ACTION TAKEN/PRESENT STATUS

The position has been given in the agenda points 17 & 18.

- 10.2 Anomaly in Promotion from CM (OTS) to JWM-NT:  
Strength of Office Superintendent is not included with the strength of Charge man (NT/OTS) and the same are not included in total strength for calculation of Inter Grade Ratio and vacancies for promotion but they are getting promotion to the post of JWM(NT-OTS).

### ACTION TAKEN/PRESENT STATUS

The position has been given in the agenda points 19.

- 10.3 Timely Holding of Advance DPC.

### ACTION TAKEN/PRESENT STATUS

The position has been given in the agenda points 20.

- 10.4 Review /Writ Petition by OFB against decision of Hon'ble Madras CAT on making seniority of JWMS.:

OFB may please maintain status-quo with reference to seniority of JWMS and file a Review Petition in Hon'ble CAT Madras or Writ Petition in Hon'ble High Court Madras in this matter and make suitable efforts to obtain stay order on the decision in OA No 278 & 279/2011 because:

- (a) The case of Pawan Pratap Singh and others vs Reevan Sigh is a case of fixing of seniority amongst direct recruits and conflict is related to the commencement of process of recruitment, date of selection, date of appointment and selection authority which is not applicable and not comparable

with the case of up-gradation and merger of posts w.e.f. 01/01/2006 as implementation of Statuary Rules-CCS(RP) Rules-2008 and CDS(RP) Rules-2008.

(b) If OFB accepts the directive of Hon'ble CAT Madras and fix the seniority of applicants comparing the case of Pawan Pratap Singh and others. It will be a violation of Statuary Rules CCS(RP) Rules-2008 & CDS(RP) Rules-2008, Violation of Judgment of Hon'ble CAT-Principal Bench dated. 6th Dec' 2010 in OA No-4095/2010 and injustice with approx. 4500 AF/FM/SH who were upgraded and merged with JWM w.e.f 01/01/2006 as per Statuary Rules having overriding effects over all previous SROs.

#### ACTION TAKEN/PRESENT STATUS

This matter has been settled with the issue of DOP&T OM dated 13-09-2012 and seniority lists of JWMs upto 2013 are under preparation based on revised principles laid down by DOP&T.

- 10.5 Need of Special care to fill up vacant posts of CM in Chemical and Explosive Factories like O.F. Bhandara:

In O.F.Bhandara, There is discrimination in amongst old and new JWMs. New JWMs are being treated as Chargeman only and they are forced to work like Chargeman in all respect including deployment on filling plants, night duty and shift duty etc and management do not bother to overcome any of the grievances raised by them. There are good numbers of Chargeman /Chemical posted in offside who can be shifted in shops to release some of JWMs but it is not done. OFBA should also make suitable efforts to fill up the all vacancies of Chargeman.

In view of above it is requested that OFB may take action to fill up the vacant posts of CM in OFBA and other chemical Factories immediately on top priority by allotting specifically appropriate numbers of Chargeman for OFBA & alike factories.

#### ACTION TAKEN/PRESENT STATUS

Action for direct recruitment to posts of Ch'man is in hand.

- 10.6 (a) Escort Duty & Formulation of detailed Terms and Condition to be executed by the Contractors/Transporters during escorting the Explosives/ other items & TA/DA:

A comprehensive policy on escort duty including all aspects like providing DSC (with arms) & vehicle in case of all trips, Risk Insurance/Spot Insurance by GM, over-time to Escorts as per Over-time in Factory during Escorting of Weapon, Ammunition and Explosives, insurance cover, terms and conditions may be followed by transporter keeping in view the type of Explosive, Arms and Ammunition may please be formulated and approved for compliance by the all factories. **It is proposed to constitute a sub committee of JCM-III to formulate the policy.** It is learnt that some instructions in this regard have been issued to Factories. Copy of the same may please be provided to this Association to study and give suggestions to make it more viable. **Reference Orders are given below. :**

- (1). MOD ID No: 12(1)/2008/D(Fy-II)/376/D(MOV)/09 Dtd: 16th feb/2009
- (2). DDP ID No: 12(1)/2008/D(Fy-II) Dtd:17/02/2009 to Chairman/OFB
- (3). OFB Secretariat Note No: A&E/BS/2009/Vol-II/520 Dtd: 19/02/09 to all Sr.GMs/GMs.

#### ACTION TAKEN/PRESENT STATUS (A/A)

The matter is under consideration of OFB.

- (b) It has come to be known that, in Ordnance Factory Chanda Factory Administration forces Escorting Party carrying Ammunition/ Explosive to move after sunset. It is clear cut violation of point no. 1 of DOs of Annexure-D of SOP. Group B Officers deputed for escort duty are being forced to travel in the vehicle with consignment and armed DSC personnels travel in separate escorting vehicles. It is requested to treat escorting party as a single unit. It is also requested to maintain roaster for detailment of staff on Escort Duty in OF Chanda.

ACTION TAKEN/PRESENT STATUS

The matter is under consideration of OFB.

**10.6 Renaming of different categories of NGOs:**

ACTION TAKEN/PRESENT STATUS

The position has been given in the agenda point 26.

**10.7 Cadre Review Committee for Group 'B' (G & NG)**

ACTION TAKEN/PRESENT STATUS

The position has been given in the agenda point 24.

**10.9 No Recruitment/Joining of JWM through LDCE/UPSC till publication of seniority of JWMs as on 01.01.2006 & as on 01/01/2012.**

ACTION TAKEN/PRESENT STATUS

The position has been given in the agenda points 17 to 37 and 124 to 138.

**10.10 Grant of 1<sup>st</sup> ACP to those who were recruited as Sup/CM and have completed 12 years before 01/01/2006 or between 01/01/2006 and 01/09/2008:**

ACTION TAKEN/PRESENT STATUS

Grant of 1<sup>st</sup> ACP to those who have completed 12 years before 01-01-2006 and between 01-01-2006 to 31-08-2008 is to be guided as per DOP&T OM dated 19-05-2009 followed clarification dated 09-09-2010 and FAQs circulated vide OFB instruction No.113/2012/A/A(PC of A(Fys.)) dated 27-08-2012.

**10.11 Amendment in SRO-149 regarding allotment of Quarters:**

SRO regarding allotment of quarters may please be republished after incorporating the provisions made in OFB Letter No. 1001/QTR/GENL/A/W, Dated 11th May' 2012.

ACTION TAKEN/PRESENT STATUS

Regarding allotment of quarters, action is in hand for amendment of SRO-149.

**10.12 Night Duty Allowance as per Revised Rates as implemented in Railways :**

(Ref: Railway Board Order No. E(P&A)II-208/HW-2 Dated. 16.12.2008): It may please be implemented as implemented in railways.

ACTION TAKEN/PRESENT STATUS

The matter is pending with Ministry of Finance.

**10.13 Risk Allowance to NGOs and JWMs:**

ACTION TAKEN/PRESENT STATUS

Proposal for Risk Allowance to NGOs was referred to M of D and the same is pending there. However, DOP&T has sought certain information for left out categories which is under process.

**10.14 PLB for the period from April-2010 up to 24/02/2011 to those who have become JWM on 23/02/2011 through Review DPC from notional date of 31/05/2010:**

ACTION TAKEN/PRESENT STATUS

The matter is under consideration of OFB.

**10.15 Provision of taking Option before ordering promotion from CM to JWM:  
It is requested to introduce such option in promotions from CM to JWM.**

ACTION TAKEN/PRESENT STATUS

The position has been given in the agenda points 29.

**10.16 Approval of OFB for Shopping Complex in Armapur:**

The case is pending in OFB. The same may please be approved as proposed keeping in view the population of Armapur and the desired level of shopping complex.

ACTION TAKEN/PRESENT STATUS

Factory has to come up with a clear cut proposal in this regard.

**10.17 Filling of Vacancies of Ordnance Factories Schools as per ZBB:**

Almost all Ordnance Factories Schools are suffering from acute shortage of teachers & staff playing with the future prospects of students. Necessary steps should be taken immediately to fill up the shortage.

ACTION TAKEN/PRESENT STATUS

For the year 2013-14 direct recruitment sanction for 6 posts of PGT, 15 posts of TGT, 46 posts of TP and 9 posts of Lab Assistants have been issued to Factories.

**10.18 Provisional pension and gratuity:**

Provisional Pension and Death Gratuity may be given to the family of the employee in case of death as per provisions made in OFB Letter No. 307/A/A, Dated. 29.10.1997 in all the factories. A circular in this regard may please be issued to ensure the implementation of the above referred letter.

ACTION TAKEN/PRESENT STATUS

The matter is under consideration of OFB (A/A).

**10.19 Accommodation for Cancer patients in OFA Hostel / OFIOL Ambarnath Hostel: (A/M)**

ACTION TAKEN/PRESENT STATUS

Given the constraints, such an arrangement may not be possible.

10.20 Award to accident free year in Chemical & explosive Factories.

ACTION TAKEN/PRESENT STATUS

Award for accident-free year covering Chemical & Explosives Fy is existing and the award is adjudged with the inclusion of all other non-A&E Group of Fys. However, weightage for the A&E Group of Fys is higher as per the points allocated for the groups in the existing format. After compilation, selection of the best factory for Safety Shield award is made, which is given away on the OF Day every year.

10.21 Awareness training programmes on safety with help of safety council of India in Chemical Factories.

ACTION TAKEN/PRESENT STATUS

An elaborate training programme on Explosive Safety is planned for all the categories of employees of A & E Group of Fys. NSC/Mumbai also conducted training for Gr.A and Gr.B Officers of the Factories and other Officers on nomination by the units are to attend such training programme.

10.22 Timely Payment of ex-gratia in filling factories.

ACTION TAKEN/PRESENT STATUS

The matter is pending with Ministry of Defence (Finance).

**11.0 Shri V. K. Dubey, Member/Staff Side**

11.1 V. N. Awati Committee recommended for one-time relaxation so that stagnation in the Store Cadre may be addressed. The same may please be done at an early date.

ACTION TAKEN/PRESENT STATUS

The Cadre review proposal of Supervisory Cadre was forwarded to M of D and M of D is being expedited regularly on the matter.

11.2 The proposal for NIE Cadre which has been sent to M of D, may be expedited for early clearance. A copy of the Cadre Revision may be provided to Staff Side also so that they can expedite the same at M of D.

ACTION TAKEN/PRESENT STATUS

M of D has been regularly expedited for the Cadre Review of MTS, MTS/S, Fire fighting, Store Keeping and Canteen Cadre Reviews. Copies of Cadre Review proposals already given to Staff Side.

**11.3 295 vacancies in Ch'man Cadre which was surrendered during ADRP may kindly be taken up with M of D for restoration.**

ACTION TAKEN/PRESENT STATUS

New SRO for Supervisor (OTS) has been issued, which provides for LDCE to Supervisor (OTS). As regards revival of 295 posts is concerned, MOD is not agreeing for revival of any of erstwhile surrendered posts.



**Annexure to the Minutes of the  
13<sup>TH</sup> STEERING COMMITTEE MEETING  
Of OFB JCM III Level Council  
HELD ON 27-02-2013**

1. **Grant of ACP / MACP benefits to the Labourers who have completed 30 years of service**

**CS/AIDEF**

**ACTION TAKEN/PRESENT STATUS**

As advised by PC of A (Fys), a draft note is being put up for taking up the matter with MoD.

2. **Non implementation of Government Orders on Piece Work Correlation.**

**CS/AIDEF**

**ACTION TAKEN/PRESENT STATUS**

PC of A (Fys) has written to OFB for taking up the matter with MoD.

3. **Admissibility of overtime wages and TA / DA to the Civilian Motor Drivers.**

**CS/AIDEF**

**OFFICIAL SIDE VIEWS**

The point has been deliberated in detail in OFB. CMDs in general, are not to be paid overtime on temporary duty as per Factories Act, while getting DA for the said period, M of D OM under reference provides exemption for payment of single rate OT only, to Drivers who drive explosive vans.

4. **Promotion of Examiners in PH Quota**

**CS/AIDEF**

**ACTION TAKEN/PRESENT STATUS**

OFB has circulated instruction No.3373/A/A dated 16-08-2013 of Ministry of Social Justice & Empowerment Notification which contains the specific reservation in respect of Examiner in PH quota. Factories have been advised to implement the decision of government of India issued by Ministry of Social Justice & Empowerment in respect of reservation made for PWDs.

5. **Arbitrary decision taken by OFB for not recognizing State Government License / Certificate for promotion to Chageman against the provisions of Indian Electricity Rules should be withdrawn**

**CS/AIDEF**

**ACTION TAKEN/PRESENT STATUS**

Necessary instructions have been issued on the subject.

6. **Applications on printed forms may also be allowed side by side with on-line for the case of recruitment for training under Apprentice Act 1961 and also for other recruitment in the Ordnance Factories.**

**CS/AIDEF**

**ACTION TAKEN/PRESENT STATUS**

The applications for induction of TAs are processed by external agency, on line. Hence, it is not possible to accept manual applications, which are usually huge in numbers. The system is running satisfactorily. (A/HRD)

7. **Re-designation of Mali, Dhobi, Barber etc. to Labour Semi Skilled.**

**CS/AIDEF**

In many of the Factories the above categories are re-designated to Labourers. However, in some Factories they continue to remain in the above designations and due to which these Employees are paid Overtimes allowance at the 4<sup>th</sup> CPC single rates. This is an injustice meted to these Employees. Therefore, as a one time measure all these existing Employees may be redesignated to the post of Labourer Semi Skilled.

**ACTION TAKEN/PRESENT STATUS**

The matter has been referred to MoD for decision.

8. **Revival of the posts of Durwan and Fire Engine Driver abolished in the name of ADRP.**

**CS/AIDEF**

**OFFICIAL SIDE VIEWS**

M of D has opined that revival of any of the posts surrendered during the ADRP regime will be subject to surrender of equivalent number of posts from other categories, including industrial categories. The same has not been found practical.

**ACTION TAKEN/PRESENT STATUS**

The Departmental Committee minutes are under deliberation at MoD. Proposal sent earlier may be expedited with necessary justifications.

9. **Provision of copies of the Service Record to the Employees as per the provision of GFR.**

**- CS/AIDEF**

As per the provisions of GFR 257 the Employees are eligible for copies of their Service Record. However, the Factories are not issuing the same on the plea that there is no such instructions from OFB. Therefore, it is requested that OFB may kindly issue necessary instructions to the Factories in this regard.

**ACTION TAKEN/PRESENT STATUS**

The issue of furnishing of copies of the service records to the employees as per the provision of GFR is under consideration of the authority.

10. **Progress of the various NIE Cadre review proposals pending with MoD.** - CS/AIDEF

**ACTION TAKEN/PRESENT STATUS**

Status on the Cadre Review positions given in at **Pt. No. 38.**

11. **Disciplinary Authority of Mastercraftsman and Chargeman** - CS/AIDEF

**ACTION TAKEN/PRESENT STATUS**

A proposal had been forwarded to M of D for making the respective Sr. GM/GM as the Disciplinary Authority for Chargeman and MCM. The same is to be approved by DOP&T and thereafter included in Scheduled V of the CCS(CCA) Rules, 1965. In this regard M of D is being expedited periodically. However, any information about the present status of the proposal is yet to be received from M of D. Till such time, DGOF will continue to be the Disciplinary Authority of Chargeman and MCM as per latest instruction of the Govt.

12. **Option for promotion / transfer to Chargeman from HS-I / MCM** - CS/AIDEF

The following request was made to OFB:

As and when vacancy falls in the post of Chargeman option to be asked from MCM for transfer to Chargeman and if sufficient number of MCM do not opt for Chargeman then option should be asked from Hs Grade-I for promotion to Chargeman. Based on the above OFB has issued instructions to the Factories. However, it has been brought to the notice of the Staff Side that many factories are asking option from HS Grade-I, when vacancy falls on MCM / Chargeman stating that option once given is final. Moreover some Factories are of the view that options will be given for transfer to Chargeman only to those MCM who are holding the posts as on 01.01.2006. This is creating unnecessary confusion in the Factories and hence it is requested that a clear clarification should be issued to all the Ordnance Factories in this regard.

**DECISION**

The instructions on the subject are clear. Factories where problems are being faced may be intimated for interaction and clarifications if found necessary.

13. **Cadre review of Chargeman and JWM** - CS/AIDEF

**DECISION**

After deliberation on the subject it was decided to share a copy of the final version of the Cadre Review Report before forwarding the same to M of D.

14. **Distribution of piece work. The employees who are being fixed in Grade Pay Rs.1800, 1900, 2000, 2400, 2800 & 4200 after implementing MACPS and restructuring are not getting the increased piece work.** - DHU/AIDEF

**OFFICIAL SIDE VIEWS**

Same as point No.2.

**15. Appointment of Primary Teacher and LDC in Ordnance Factories.**

**- DHU/AIDEF**

**ACTION TAKEN/PRESENT STATUS**

As per SRO for LDC recruitment has to be through SSC. As the post of PGT is in GP 4200/-, SSC has to carry out direct recruitment.

**16. DGOF Competency Test for Electrician and training.**

**- DHU/AIDEF**

**ACTION TAKEN/PRESENT STATUS**

To keep an element of impartiality it is found pertinent that the test be conducted by an Officer of a different Factory. However, wherever the cases of delay are there, the Officers concerned will be expedited. Necessary instruction on training for Electrician & Wireman appearing in DGOF Electrical Supervisory Competency Test (ESCT), has been issued vide No.411/CEI/COMP/COS dated 12-09-2013.

**17. Publication of Seniority List of CM & JWM as on 01/01/2013.**

**- SKS/AIANGOs**

**ACTION TAKEN/PRESENT STATUS**

A task-force has been constituted by the competent authority to work out the seniority list of Ch'man w.e.f. 01-01-2006 onwards in terms of DOP&T OM dated 13-09-2013. The subject work is presently under progress with the task-force.

Regarding preparation of the Seniority list of JWM (T & NT), taking the erstwhile posts AF(T) / FM (NT) / SH and JWM (OTS & Stores) together, it is stated that earlier as per interim /stay order of Hon'ble CAT, Madras, seniority lists of merger posts of JWM could not be prepared / published. Subsequently, based on the guidelines contained in DOP&T O.M. dated 13.09.2012, a seniority list for JWMs post-merger had been prepared and circulated against which a large number of representation had been received. Further, seniority lists duly considering the content of representations are under finalization and shall be circulated shortly.

**18. Promotion of JWM to AWM.**

**- SKS/AIANGOs**

**ACTION TAKEN/PRESENT STATUS**

The earlier proposals that had been submitted to UPSC have already been considered and promotion orders issued. Fresh proposal for further vacancies for promotion is under preparation for submission to UPSC.

**19. Anomaly in promotion from CM(OTS) to JWM-NT:**

**- SKS/AIANGOs**

**OFFICIAL SIDE VIEWS**

In the year 2002, as per the recommendations of 5<sup>th</sup> CPC, M of D had sanctioned inter-grade ratio for Technical & Non-Technical Supervisory cadre, i.e. CM-II (T & NT), CM-I (T

& NT), AF / FM / SH & JWM (T & NT) separately for Technical and Non-Technical vide their letter, dated 01.10.2002. Although Office Superintendent (OS), a NIE cadre is one of the feeder grade for promotion to FM / JWM (NT) but the said post was not taken into consideration for fixing inter-grade ratio, which resulted the sanctioned strength of FM / JWM (NT) becoming very less and adversely affecting the promotional prospects of CM (NT/OTS). After implementation of recommendations of 6<sup>th</sup> CPC, another post "Assistant" (also a NIE cadre post) has been merged with "OS". As a result of all these actions, the net effect is that an additional strength of these NIE cadre posts are about 1500, which although forming feeder grade/category, have not been taken into consideration for determining the inter-grade ratio, which has restricted the promotional avenues to the post of JWM(NT/OTS).

20. **Timely holding of advance DPC and promotion from CM to JWM.**

- SKS/AIANGOs

**OFFICIAL SIDE VIEWS / DECISION**

As per rules / instructions, it is required to hold advance DPCs for promotion w.e.f. 1<sup>st</sup> April. However in the present context due to non-finalization of Seniority list of the post in feeder grades, promotions are being delayed. All efforts are being made to finalize the seniority list (merged posts) as per DOP&T's recent guidelines at an early date.

21. **Requirement for increased manpower in A/NG section:**

- SKS/AIANGOs

**DECISION**

Each and every Section of OFB is being provided manpower based on functional requirement as well as availability of staff.

22. **Special drive for direct recruitment of Chargeman-T/NT & conducting of LDCE of Chargeman-T/NT for the current financial year :**

- SKS/AIANGOs

**ACTION TAKEN/PRESENT STATUS**

Direct recruitment of CM (T&NT) for the earlier financial years is already in progress. Action for filling up LDCE quota vacancies is also in hand.

23. **Holding of review DPC for left out senior Chargeman to JWM:**

- SKS/AIANGOs

Some senior Chargeman were left out in the list of promotion on date: 15-11-2012 please immediate published the review DPC list which has not been done till the date.

**ACTION TAKEN/PRESENT STATUS**

The task of holding Review DPC is already completed.

24. **Cadre Review of CM & JWM:**

- SKS/AIANGOs

With reference to cadre review the following is requested.

(a) The cadre review committee for CM & JWM has submitted its report to OFB. A copy of the report may please be provided to this Association for study and comments/consent.

(b) It is requested that cadre review proposal framed by Committee/OFB may please be discussed in JCM-III-OFB Forum before forwarding to MOD so that any of the difference of opinion can be sorted out at OFB level to avoid any dispute in this regard at the level of MOD/DOP&T.

**ACTION TAKEN/PRESENT STATUS**

Report of the cadre-review Committee has been received. The recommendation are presently under consideration / final decision before submission to M of D.

**25. SRO of CM-T/NT & JWM-T/NT:**

**- SKS/AIANGOs**

OFB is requested to discuss with AIANGOs the proposed amendment in SRO for CM-T/NT & JWM-T/NT and provide a copy of the same to the association for further suggestion.

**ACTION TAKEN/PRESENT STATUS**

The proposed amendment in SRO for CM(T&NT) have already been discussed with Federations/ Associations. Proposed draft SRO for JWM (N&NT) will be provided to the concerned Association/JCM members shortly.

**26. Renaming of CM-T/NT:**

**- SKS/AIANGOs**

**ACTION TAKEN/PRESENT STATUS**

Due to lack of consensus/unanimity the subject proposal has been decided to be **dropped**.

**27. Escort duty related problems.**

**- SKS/AIANGOs**

**DECISION**

The issue was admitted to be discussed in the next JCM III Meeting as an **AGENDA** point.

**28. Non Payment of Productivity Linked Bonus to DR/Chargeman (on Probation):**

**- SKS/AIANGOs**

Many Ordnance Factories (i.e. RFI, OF Katni, OF Bolangir. O.F. Itarsi etc.) are reluctant to pay PLB to Direct Recruit Chargeman, who are under probation, by referring OFB Letter No. 07/09/07-A/HRD dated 09/07/2007.

The non entitlement of PLB to Direct recruit Chargeman(OP) upto 2007 batch is logically understood because they were directed to report to respective OFILs for induction training and subsequently joined their parent Factories and did not actively participate in the production.

But DR Chargeman(OP) joined after 2007 batch joined directly to their respective Factories and employed from very next day in activities which are directly related with production, thus, their entitlement to PLB is genuine same as IEs & NIEs (on Probation).

In view of above Factories may please be directed to pay PLB to them as stated above.

**ACTION TAKEN/PRESENT STATUS**

Financial implication on the matter has sought from Dir/NG and on receipt of the comments therefrom, further action will be taken.

**29. Provision of taking Option before ordering promotion from CM to JWM.**

**- SKS/AIANGOs**

It is beneficial for the organization to give option to CM whether he wants to become JWM or not. To promote if not qualified educationally is comfortable up to the level of CM is all right but not to the level of JWM. He can be utilized gainfully in the level of CM only and in turn organization can get a better and qualified person who wants to become JWM.

Therefore CM may please be given option before promotion to JWM

**OFFICIAL SIDE VIEWS / DECISION**

The demand is contrary to provisions on the subject.

**30. Re-instatement of transfer order of JWMs cancelled recently:**

**- SKS/AIANGOs**

**OFFICIAL SIDE VIEWS / DECISION**

The transfer order has been cancelled as per the decision of the Competent Authority. Accordingly, it is not possible to annul the said order. The cases of such transfer on compassionate grounds can possibly be considered afresh on case by case basis upon receipt of such requests / recommendations.

**31. Publication of result with obtained marks of LDCE of JWM :**

**- SKS/AIANGOs**

**ACTION TAKEN/PRESENT STATUS**

The result has been published on COMNET. **(A/NG)**

**32. Provision of LDCE in JWM for IT Stream:**

**- SKS/AIANGOs**

**DECISION**

After deliberation on the subject, it was decided to explore the possibility of setting up a common paper with Sections dedicated to either Mechanical or IT disciplines. An option can be provided to the candidates for solving either the Mechanical or the IT part. **(A/NG)**

**33. Timely payment of Ex-gratia in filling factories.**

**- SKS/AIANGOs**

**ACTION TAKEN/PRESENT STATUS**

30 (thirty) claims received from different OFs have been submitted before M of D. M of D has referred the matter to Defence/Finance for approval. On receipt of necessary communication, instruction to the respective OFs will be issued for payment of Ex-gratia lump sum compensation to the deceased family members.

**34. Risk allowance to NGOs and JWMs.:**

**- SKS/AIANGOs**

**ACTION TAKEN/PRESENT STATUS**

The matter is pending at M of D.

**35. Transfer policy of Group-B officers in OFB.**

**- SKS/AIANGOs**

**ACTION TAKEN/PRESENT STATUS**

The policy is under consideration at OFB.

**36. Providing of workload in Small Arms group of factories:**

**- SKS/AIANGOs**

**OFFICIAL SIDE VIEWS / DECISION**

**MRAR:** TEC concluded. Draft Trial directive received from AHQ. Letter issued to AHQ for inclusion of OFB as associate member of the trial team. Ammunition are to be supplied by OFB for the User trials of the weapon.

**CQB Carbine:** On the issue of status of selection of CQB carbine, Army HQ representative informed that user's trials have been completed. DGQA trials completed by Dec., 2012. GS evaluation will take around 2-3 months and completed by March, 2013, thereafter contract negotiations will be started by CNC and contract is likely to be finalized by March, 2014 after CCS approval.

**37. Provide the Provisional CGHS card to the retiring employees:**

**- SKS/AIANGOs**

**OFFICIAL SIDE VIEWS / DECISION**

Attention is invited to M of H & FW OM No.37-1/2009-C&PCGHS(P) dated 23-02-2011, wherein was directed that all Ministries /Departments will along with Pension Papers give the application form for issue of Pensioners CGHS Cards to the official three months before the due date of retirement. However, the CGHS authorities at different places are not abiding by/implementing the aforesaid order which is resulting in variable delays at different places.

In as far as provisional cards are concerned, the matter has been discussed with CGHS Kolkata and there is no provision for the same. **(A/M)**

**38. (a) One time relaxation for removal of stagnation.**

**-VKD/IOFNTSSA**

**ACTION TAKEN/PRESENT STATUS**



The proposal has not been found practically feasible.

38. (b) **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.**

-VKD/IOFNTSSA

**ACTION TAKEN/PRESENT STATUS**

MOD is regularly expedited for approval of Cadre review proposal of NIE cadres. D.O. letter vide No. 340/MISC/CADRE REVIEW/A/NI dt.04.12.12 has also been issued under signature of Member /Per to expedite the matter. The status is given below:

<b>Sl. No.</b>	<b>Cadre Name</b>	<b>Brief &amp; Status</b>
1.	<b>MULTI TASKING STAFF</b>	Cadre review proposal sent to MOD on <b>14.03.2011</b> . <b>MOD File No.41(6)/2011/US(OS)/D(FY-II).</b>
2.	<b>MULTI TASKING STAFF/ SECURITY</b>	Cadre review proposal sent to MOD on <b>21.09.2011</b> . <b>MOD File No.41(10)/2011/D(Estt/NG).</b>
3.	<b>FIRE FIGHTING STAFF</b>	Cadre review proposal forwarded to M of D on <b>03.11.2011</b> . <b>MOD File No.41(13)/2011-D(Estt/NG).</b>
4.	<b>STORE KEEPING STAFF</b>	The Cadre review proposal forwarded to M of D on <b>26.06.2012</b> . <b>MOD File No.41(3)/2012-D(Estt/NG).</b>
5.	<b>STATUTORY CANTEEN STAFF</b>	Cadre review proposal forwarded to M of D on <b>11.09.2012</b> . <b>MOD File No.41(4)/2012-D(Estt/NG).</b>

39. **Removal of Stagnation in Supervisor OTS & Supervisor Stores on top priority. The ZBB strength of Chargeman II & Chargeman I as per the 6<sup>th</sup> pay commissions recommendation may be restored with the earlier ZBB strength reconsidering the re-couplement of deficiency of 295 vacancies reduced on 22-01-2010, so as to remove stagnation in the post of Supervisors.**

-VKD/IOFNTSSA

**OFFICIAL SIDE VIEWS / DECISION**

New SRO for Supervisor (OTS) has been issued, which provides for LDCE to Supervisor (OTS). As regards revival of 295 posts is concerned, MOD is not agreeing for revival of any of erstwhile surrendered posts.

**ACTION TAKEN/PRESENT STATUS**

The Cadre review proposal of Store keeping Cadre is pending with M of D and M of D has been regularly expedited.

40. **SRO Amendment of Recruitment Rules for the post of Chargeman (Tech) & Chargeman (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.**

-VKD/IOFNTSSA

**DECISION**

The copies of the SRO will be provided to the Staff Side before forwarding it to M of D.

41. **Many of the Factories are taking action for filling Backlog in DR & LDCE in both Chargeman Stores & Chargeman OTS without prior sanction from OFB, which deprives the promotional opportunity of Supervisors who are already stagnated. (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%). Presently it is as though the will and pleasure of the management and the dealing staff of establishment Section.**

**-VKD/IOFNTSSA**

**OFFICIAL SIDE VIEWS / DECISION**

Specific details in respect of the subject point are required. Regarding calculation of vacancies etc., instructions have already been issued by OFB in the past mentioning the specifics of issues where problems /apparent deviations had been noticed.

42. **Leading Fire personnel are being sent to Senior Fire Supervisors Course conducted by DRDO New Delhi. Few individuals are repeatedly being failed in the examination which deprives their promotional avenues. Therefore, it is requested to conduct the course at our OFIL itself.**

**-VKD/IOFNTSSA**

**ACTION TAKEN/PRESENT STATUS**

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 OFIL Aj, 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.

43. **Creating of EQ in Railway for the Staff and employees who are detailed for the Escort duty. Many of our members from various factories are complaining about the non-availability of confirmed Tickets during the Escort duty. Also the management of the respective factory must be in a position to respond to the individual's call who is on Escort duty.**

**-VKD/IOFNTSSA**

**ACTION TAKEN/PRESENT STATUS**

In connection with arrangement of Emergency Quota in Railway for OF employees who are detailed for Temporary Duty, it is stated that self contained proposal from factories are required for placing the matter before the Ministry of Defence for further submission to Railway Board for consideration of the issue.

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

**-VKD/IOFNTSSA**

**ACTION TAKEN/PRESENT STATUS**

Necessary instructions have been issued to the factory.

45. 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.

-VKD/IOFNTSSA

**OFFICIAL SIDE VIEWS / DECISION**

Complete details of the functional requirements in the factory, the respective strengths of feeder categories, recommendations from factory authorities, and if the requirement so exists from where the posts may be diverted from, are essentially required for due examination of the request.

46. The Pay structure of High Skilled among Industrial Employees was below the Pay structure of the Supervisory staff during the v CPC. After VI 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.

-VKD/IOFNTSSA

**OFFICIAL SIDE VIEWS / DECISION**

The pay scale granted as per 6<sup>th</sup> CPC has been given to Supervisory staff.

47. Industrial Employees Direct recruitment in S/Skilled grade who completed 24 years service before 31-08-2008 got ACP – II in the grade of Rs. 5000 - 8000/- irrespective of grade i.e. Skilled, Highly Skilled, Master Craftsman.
48. Consequent upon implementation of Re-structuring Cadre (4 grade structure) of Artisan Staff in Defence establishment w.e.f. 01-01-2006. (Govt. Order vide MOD letter No. 11(5)/2009 – D CIV-I, dated 14-06-2010) HS (Highly Skilled) grade were de-merged into HS-II and HS-I. 50% of Highly Skilled were placed in the grade of HS-I which has been counted as promotion and they are not becoming eligible for 3rd MACP on completion of 30 years of Service.
49. But skilled and HS-II employees (if they are not promoted) on completion of 30 years of service, who got ACP-II (Rs. 5000 – 8000/-) before 31-08-2008, are becoming eligible for MACP - III in the grade of Rs. 4600/- w.e.f. 01-09-2008.
50. From the above points it has been revealed that the Junior employees are becoming eligible for MACP-III, but senior employees who were placed in the grade of HS-I w.e.f. 01-01-2006 are being deprived from the benefit of getting Rs. 4600/- grade pay (MACP-III).
51. To remove the anomalous situation the fixation of HS-I (Rs. 4500 – 7000/-) employees who were upgraded to Rs. 5000 – 8000/- on availing ACP-II before 31-08-2008 may be exempted, since the Govt. order of 4th Grade Structure came into force w.e.f. on 14-06-2010.

- SCN/INDWF

**OFFICIAL SIDE VIEWS / DECISION**

The matter is under reference to M of D.

**52.(a) Filling up of vacancies in Lower Level of Clerical Cadre in GSF, Cossipore Kolkata – 2 :**

**- SCN/INDWF**

**OFFICIAL SIDE VIEWS / DECISION**

For the year 2012-13, 10 posts of LDC have been sanctioned to GSF for DR.

**52. (b) Promotional avenues for Sweeper, Durwan, Orderly, Record Supplier :**

**- SCN/INDWF**

**OFFICIAL SIDE VIEWS**

Cadre Review Proposals for MTS and MTS (Security) have been forwarded to M of D and the same is under consideration of M of D.

**52. (c) Direct recruitment of Labourer in O.F. Organization:**

**- SCN/INDWF**

**OFFICIAL SIDE VIEWS**

Contract Labourer is being engaged in Factories only in non-core areas in respect of jobs which are of non-perennial nature.

**53. (a) Delay in implementation of MACP :**

**- SCN/INDWF**

**OFFICIAL SIDE VIEWS**

The matter has already been taken up with GSF vide OFB Letter No.814/AGENDA/SCM/A/A dated 20-02-2013.

**ACTION TAKEN/PRESENT STATUS**

Reply from GSF is awaited.

**53. (b) Delay in implementation of MACP :**

**- SCN/INDWF**

**ACTION TAKEN/PRESENT STATUS**

Reply from GSF is awaited.

**54. Applicability of State License Certificate for discussion in the forthcoming Steering Committee Meeting.**

**- RSR/AIDEF**

**ACTION TAKEN/PRESENT STATUS**

Necessary instructions on the subject have been issued.

55. **Operating instructions in r/o recent instructions issued by the Ministry of Health & Family Welfare**

- RSR/AIDF

- a) S-11045/40/2012/CGHS/HEC/CGHS (P) Dt. 01-10-2012  
b) F. No. 2-1/2012/CGHS/VC/CGHS(P) 01-10-12.

**ACTION TAKEN/PRESENT STATUS**

The matter is under consideration of OFB.

56. **PW to re-designated labourers form 01-01-06: in spite of instructions being issued by OFB many factories have failed to implement the OFB instruction in this regard as such the affected employee are put to unnecessary monetary loss to ascertain the factual position, details may be called for from factories.**

- RSR/AIDF

**ACTION TAKEN/PRESENT STATUS**

PC of A (Fys) has written to OFB to take up the matter with MoD.

57. **Clear Instructions in r/o grant of bunching benefit to employees may be issued to factories as many factories are not aware of the term and are writing for clarifications from OFB.**

- RSR/AIDF

**ACTION TAKEN/PRESENT STATUS**

Necessary instructions as issued by PC of A have been circulated by OFB.

58. **Filling up of the vacancies of tradesman in semiskilled grade post by promotion from labourers in Ordnance Factories.**

- RS/INDWF

**OFFICIAL SIDE VIEWS/DECISION**

Situation in each Factory is unique to the unit, which is required to be assessed locally for suitable action thereupon.

59. **Change of trades in Annexure 'B' for direct recruitment by amending the SRO for Industrial Employees**

- RS/INDWF

**ACTION TAKEN/PRESENT STATUS**

Matter to be considered while forwarding SRO of IEs to MoD

60. **Granting of 15 minutes grace time for women employees in all Ordnance Factories during mustering out.**

- RS/INDWF

**OFFICIAL SIDE VIEWS/DECISION**

It is not possible to provide a grace period officially as requested.

**61. The Status report on the following may please be submitted to the JCM Council:  
- RS/INDWF**

- a) Action taken on Direct Recruitment against the sanctions issued by OFB in each category (Industrial and Non-Industrial) for the year 2011-2012, 2012 – 2013 Factory wise.
- b) Implementation of OFB letter on the Industrial Cadre re-structuring in Ordnance Factories along with the reasons for delay.
- c) Action taken on the Cadre progression proposals and the existing status.
- d) Transfer application submitted by the employees in respect of Industrial Employees, Non-Industrial Employees, Non-Gazetted Officers, Gazetted Officers Group 'B' who have represented, seeking transfers to the places of their spouse working.
- e) Provisions of Uniforms to all the Employees working in Ordnance Factories

**OFFICIAL SIDE VIEWS/DECISION**

- (a) Status is being enclosed as **Annexure-I**.
- (b) Industrial re-structuring, as per the Report received, has been completed in all the Factories except EFA, where it has not been possible because of the matter being sub-judice. Also there are problems being encountered by different factories after implementation, which are being clarified as and when queries are received from the Factories.
- (c) Status of Cadre review proposals has been mentioned at Point No. 38.
- (d) Transfers have been affected after due consideration at OFB, wherever feasible.
- (e) Mode of procurement of cloth and stitching thereof is under examination.

**62. Imposing restrictions for providing the Sports Stadium to Private parties such a industries, Private Educational Institutions etc. for conducting their Annual Sports Meet.**

**- RS/INDWF**

**ACTION TAKEN/PRESENT STATUS**

No. such instruction was issued from OFSPB for using sports complex by private companies, private Institutions etc. the factory administration may take suitable decision on the above matter. The matter will be taken up in the AGM of OFSPB.

**63. OFB policy on mutual transfer, public interest transfer and Compassionate transfer may be circulated to all factories.**

**- RS/INDWF**

**ACTION TAKEN/PRESENT STATUS**

NIE posts are factory based posts and the Factories are concerned about this.

**64. Applicability of departmental leave rules for industrial employees in respect of availing earned leave.**

**- RS/INDWF**

**ACTION TAKEN/PRESENT STATUS**

Issue of applicability of Departmental Leave rules in respect of Industrial employees while availing of Earned leave has been taken up with MOD and the same is pending.

- 65. The Trade Apprentice candidates who have not been recruited due to training, may be recruited immediately.**

- VLN/BPMS

**OFFICIAL SIDE VIEWS/DECISION**

As per the decision of Hon'ble Supreme Court, all Industrial Employees are to be recruited through open competition from amongst eligible applicants.

- 66. Constitution of Housing Society.**

- VLN/BPMS

**OFFICIAL SIDE VIEWS/DECISION**

A feedback was sought was from all Factories vide DGOF & Chairman Circular dated 16-01-2013. Further action would be possible only after the feedback is received from the units.

- 67. Holding DPC for MCM twice in a year for promotion.**

- VLN/BPMS

For promotion of MCM, DPC is held only once in a year and for the reason all the promotions cannot be made. As a result, the vacancies are kept vacant while eligible candidates are available. Hence, DPC for promotion of MCM may be held twice in a year.

**OFFICIAL SIDE VIEWS/DECISION**

As clarified vide OFB Circular dated 13/03/2013, MCM is a selection post. It is not possible to accede to the request as the same is not in conformity with DOP&T instructions in the subject.

- 68. The employees, who have taken Leave Encashment during availing LTC, may be given the additional amount as encashment whose promotions in higher pay structure are effected during that period.**

- VLN/BPMS

**ACTION TAKEN/PRESENT STATUS**

Regarding encashment of EL during LTC and additional amount of encashment whose promotions are effected during the period of availing of LTC, it is stated that the same is already provided in the existing rules.

- 69. The number of Contract employees are increasing day by day. They used to work in the Planning Section, Security Section, GM Secretariat or in other important sectors. No Police Verification is done for such workers. This may result into any dangerous situation. Hence, PVR may be requested for such Contracted Employees.**

- VLN/BPMS

**ACTION TAKEN/PRESENT STATUS**

The issue of PVR in respect of Contract Employees has been covered vide OFB Instruction No. 3374/A/A dated 03/09/2013 which has been circulated for implementation at all OFs.

- 70. If the players of our OF Organisation die while practicing in the ground, they may be given full compensation at par with the accidental cases of the Factories.** - VLN/BPMS

**ACTION TAKEN/PRESENT STATUS**

This issue was discussed in the last AGM of OFSPB held on 5th Jan'2013 at OB Medak where it was decided that the matter will be taken up with Admin Section of OFB for necessary action. Further correspondence in the matter has been done with South Zone Sports Council/HVF since the point was raised by SZSC.

- 71. Re-categorization of Group – D NIEs to OMHE – SS.** - TP/AIDEF

**OFFICIAL SIDE VIEWS**

Same as Point No. 59.

- 72. Misunderstanding between LAO and HVF administration – Regarding.** - TP/AIDEF

**ACTION TAKEN/PRESENT STATUS**

Several decisions were taken on visit of JCFA (Fys) and Director/IR to HVF. However, not all the decisions have so far been implemented.

- 73. Sanctioned posts to be recruited at HVF immediately:** - TP/AIDEF

The OFB has released 230 labourers posts and few hundreds of Skilled posts to HVF are not materialized so far. The HVF Administration even not publishing the advertisement in the news papers. Proper direction may be given to absorb the above posts to avoid manpower shortage.

**DECISION**

Factory to take necessary action.

- 74. Serious anomaly to the erstwhile 'CHECKERS' cadre:** - TP/AIDEF

The point already given in the 12th Steering Committee meeting held on 19-07-2012 as point No. 91. The connected documents are also submitted along with HVF letter No. 1(1)/Estt/2010/MITRA/MACP, dated 01-07-2011. The serious anomaly may please be considered.

**ACTION TAKEN/PRESENT STATUS**

Movement of Checkers to LDC has been considered as promotion for ACP/MACP. However, the matter is under examination for Checkers of a few factories.



75. **The Hon'ble Chennai High Court judgment in the WP No. 2598 of 2010 & 19434 of 2009 to be extended to the non-petitioners.**

- TP/AIDEF

**ACTION TAKEN/PRESENT STATUS**

The matter is pending before MOD and reply awaited.

76. **Compensation of O.T. loss:**

- TP/AIDEF

The OT loss occurred to the employees who are deputed for away places for tank repairs may be compensated. This point already given in the 12th Steering Committee meeting held on 19-07-2010 as point No. 91 (3).

**ACTION TAKEN/PRESENT STATUS**

The issue of admissibility of OT wages and TA/DA to the CMDs is under active consideration of the authority.

77. **NER visit facility to IEs from nearest Airport**

- MM/AIDEF

**ACTION TAKEN/PRESENT STATUS**

Regarding NER visit facility to IEs from nearest Airport it is stated that the issue is strictly covered under DOP&T O.M. No. 31011/4/2007-Estt(A) dated 23/04/2010.

78. **Hostel subsidy :**

- MM/AIDEF

**OFFICIAL SIDE VIEWS / DECISION**

The matter is governed by policy of Govt. of India.

79. **Correlation of PW Rate with 6th CPC and sanction of EL with PW profit :**

- MM/AIDEF

Correlation of PW calculation system in relation with 6th CPC and payment of resultant arrears to be paid at the earliest. Likewise, employees who have opted for Factory-Act 1948 shall also be granted EL along with PW profit. Like wise incentive to be extended to Examiners also.

**ACTION TAKEN/PRESENT STATUS**

The issue of correlation of piece work rate as per 6th CPC is under active consideration of MOD.

80. **Night Duty Allowance :**

- MM/AIDEF

**ACTION TAKEN/PRESENT STATUS**

Regarding payment of NDA as per revised rates of 6th CPC, it is stated that the matter is pending before Ministry of Finance since 06/06/2013.

81. **Long Service Medals.**

- MM/AIDEF

### **OFFICIAL SIDE VIEWS / DECISION**

Any such decision has to be in conformity of the policy of Govt. of India. There is no instruction on the subject.

- 82. Stay period of family members of deceased employee in Govt. accommodation to be increased up to 5 years in place of existing 2 years.**

- MM/AIDEF

### **OFFICIAL SIDE VIEWS / DECISION**

This is contrary to Govt. of India instructions on the subject.

- 83. Grievances of employees covered under NPS.**

- MM/AIDEF

- (a) Newly recruited Ch'men who completed the service of one year or less have not got PLB. It is said that they should complete probation period. Kindly look into the matter see that the PLB to be paid to them.
- (b) CPF savings are to be shown in 80(D) instead of showing the 80(C) presently due to showing in 80(C) the individual's Tax exemption upper limit is decreasing.
- (c) Many newly recruited Ch'man are possessing post Graduate Engg degree. They are intending to apply for higher posts. But the factories are not forwarding their applications. In order to give chance to make their competitive skills useful, they may be allowed to send their applications through proper channel.

### **OFFICIAL SIDE VIEWS / DECISION**

- (a) The issue of payment of PLB to the newly recruited Ch'man who have completed the service of one year or less is under review of OFB.
- (b) Detail of the case as well as name of the Factory may be provided for examination of the case.
- (c) A decision has been taken in the earlier JCM meeting that applications for job advertised by UPSC alone would be forwarded by the department.

- 84. 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 GP from the 04 deceased employees. Therefore, clear instructions to be issued in this regard.**

- MM/AIDEF

### **ACTION TAKEN/PRESENT STATUS**

The matter has been settled on the basis of communication received from Chief Internal Auditor for the dispute arose at OF medak.

- 85. IEs have been appointed as Ch'man through LDCE on 16-01-2006. First increment has been given to them on 01-07-2007 i.e., after 18 months. Whereas OFB Letter No.01/6th CPC/2012/PC of A(Fys.)(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” , DOP&T OM No.10/02/2011-E.III/A dated 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 give increment on 01-07-2006, clear instructions to be issued for granting of increment on 01-07-2006 instead of 01-07-2007.

- MM/AIDEF

**ACTION TAKEN/PRESENT STATUS**

The point raise is covered under ministry of Finance O. M. dated 13/09/2008 which was duly circulated vide OFB Instruction No. 06/2008/PC of A(Fys.)(A/A) dated 24/09/2008.

86. 18 IEs promoted as Ch'man during the year 2005 have opted pay fixation from the date of promotion through their DNI was in next month due unawareness of repercussions due to which they are facing monetary loss. Therefore, they may be allowed for revision of pay fixation option from the date of DNI.

- MM/AIDEF

**ACTION TAKEN/PRESENT STATUS**

The point raised is covered under Ministry of Finance O.M. dated 13/09/2008 which was duly circulated vide OFB Instruction No. 06/2008/PC of A(Fys.)(A/A) dated 24/09/2008.

87. There is shortage of doctors at OFMK Hospital. Due to transfer of Surgeon to sister factory, employees are compelled to go to Hyderabad for minor surgeries too. Hence, the Surgeon and Para medical staff as per sanctioned strength may be posted at OFMK Hospital.

- MM/AIDEF

**OFFICIAL SIDE VIEWS / DECISION**

	Designation	Sanctioned Strength	Existing Strength
OFMK	GDMO	07	07
	Specialist	06	02

There is a shortage of 30% in IOFHS on date. Sanction has been given to OFMK to hire Doctors to manage essential services on as required basis GDMO's and Specialists will be posted to OFMK as and when new recruits join the service. (A/M)

89. Compassionate Appointment of Dependents:

- VKT/INDWF

**ACTION TAKEN/PRESENT STATUS**

DOP&T O.M. dated 09/10/1998 has been superseded vide DOP&T O.M. dated 16/01/2013 which has been circulated vide OFB Instruction No. 124/2013/PC of A(Fys.)(A/A) dated 14/08/2013. The present issue is covered with the fresh DOP&T O. M. dated 16/01/2013.

**OFFICIAL SIDE VIEWS / DECISION**

The point has to be considered by individual factories based on their functional requirements.

91. **MACP to Wireman :** - VKT/INDWF

Competency test for MACP to Wireman was conducted in the year 2007 but the result was published in the year 2009 by the Chairman nominated by the OFB for competency test for Kanpur zone held at Ordnance Factory Kanpur. As a result of this the benefit of MACP has not been extended to Wireman w.e.f. 2008.

**OFFICIAL SIDE VIEWS / DECISION**

Any promotion can be given effect only after the prerequisites like mandatory qualifications have been attained /exam results have been declared.

92. **Uniform to all employees of Ordnance Factories. Present status of the above issue raised earlier may kindly be informed.**

- VKT/INDWF

**ACTION TAKEN/PRESENT STATUS**

As per point No.117.

93. **Cadre review of NIE employees ( Durwan, Duftry etc.):**

- VKT/INDWF

**OFFICIAL SIDE VIEWS / DECISION**

Same as point No.38 & 4.5

94. **Admitting of Medical Reimbursement claim for unlisted procedure (as per AIIMS rates) – authorization power to be given to CMO.**

- BBM/AIDEF

At present various CGHS recognized Hospitals are giving treatment to the patient using such procedure/system which are neither listed in CGHS/CSMA code nor in AIIMS code list. Hospital, upon request are telling that these procedures are new and relevant on date and hence are applied to the patient. Local Accounts are not reimbursement such expenditure on the ground that these are not covered under rule, which state – ***“For such beneficiaries the admissible rate is the rate of Govt. Hospitals to the concern state or where such rate/facilities are not available in the concern state, reimbursement of such charges may be made if certified by the Director of Health Services. (Neither in CGHS nor in AIIMS rate)”***.

Thus for certifying such expenditure individual has to go to Govt. hospital which is not only far off but they also do not entertain on the ground that no such instruction exists from the state Govt. In order to settle such matters CMO in charge of Factory Hospital may be authorized to certify such expenditure as local CGHS authority is also not responding in this case.

**OFFICIAL SIDE VIEWS / DECISION**

A proposal may be forwarded to the Ministry of Defence that Director Health Services/OFB may be authorized to approve the charges for unlisted procedures, as an amendment of CSMA Rules. **(A/M)**

**ACTION TAKEN/PRESENT STATUS**

The matter is under consideration at OFB.

95. **Compassionate appointment – GPF and Encashment amount should not be accounted in movable/immovable property column of score sheet.**  
- BBM/AIDEF

**OFFICIAL SIDE VIEWS / DECISION**

The matter is governed by Govt. policy.

96. **Carrying out of critical inspection / gauging work by contractors' employees (Contractor Labour) instead of factory examiners.**  
- BBM/AIDEF

At Ordnance Factory Ambajhari the critical inspection/gauging work is carried out by hired contractor labourer in place of Factory Examiners. This point was raised in the JCM IV Level Council and other Forum at Factory but no fruitful action has been taken to dis-associate contractor labour from the above work. This has resulted re-inspection of the same materials by Examiners thereby waste in the manpower. In the interest of production and quality products, this practice should be stopped.

**OFFICIAL SIDE VIEWS / DECISION**

A feedback has been sought from the factory. Feedback is awaited.

97. **Supply of non-potable Drinking water to the residence of Ordnance Factory Bhandara.**  
- BBM/AIDEF

The drinking water supplied to the residence are not as per the required norms. This point was raised at JCM IV Level as well as with visiting OFB dignitaries, but no fruitful solution has arrived till date. Due to supply of unfiltered water in the estate, the residents are suffering from various contagious diseases. This need to be looked into by taking urgent action preferably by placing / providing suitable water filtration plant.

**ACTION TAKEN/PRESENT STATUS**

To solve the problem, Factory approached OFB for creation of Spray Aeration Unit. Approval has been issued for execution of the proposal on 19-12-2012. As per Annual Development Plan 2013-14 work is under execution (Demand No.ND 1157).

98. **Relief to the Civilian Motor Drivers (CMDs) case of accidents while performing official duty outside the factory/unit.**  
- RS/INDWF

As per the existing policy of Government of India, Government vehicles are exempted from insurance cover and even third party insurance is not done. This leads to certain financial and legal constraints to the CMDs especially when the Government vehicle is met with an

accident on road while performing official duty. In such cases, only the CMD concerned is held up solely responsible for the damage to the Government vehicle or any casualty, if any. Accordingly, the cost of damage to the Government vehicle is recovered from the salary of the CMD or he is booked under criminal sections by the police. Under these circumstances, the unfortunate CMD himself has to bear financially and legally and the employer do not come forward to back/assist him morally, financially and legally in spite of the bare fact that CMD is detailed on government duty and the accident met while performing government duty.

In view of the hardships faced by CMDs, it is requested that under such contingencies, the employer must be held responsible to meet the expenditure so caused and CMD be given due relief.

### **OFFICIAL SIDE VIEWS**

The matter has been taken up with MOD. Decision is awaited.

- 99. Grant of stepping up of pay to the senior employees drawing lesser pay to their juniors after 01-01-2006 on account of ACP Scheme.**

**- RS/INDWF**

### **ACTION TAKEN/PRESENT STATUS**

Government Order clarifying the issue of Seniors getting less pay than juniors after financial up-gradation under ACP/MACP has been circulated vide OFB Instruction No.117/2012/A/A(PCC) dated 06/11/2012.

- 100. Granting of Financial up-gradations under ACP/MACP to those employees whose pay has been merged/upgraded on the recommendations of 6<sup>th</sup> CPC by ignoring their earlier up-gradations.**

**- RS/INDWF**

6<sup>th</sup> CPC has upgraded the Gr. 'D' posts by granting them Grade Pay Rs. 1800/- The following scales have been merged/upgraded to Group C level will Grade Pay Rs. 1800/- with the condition either the incumbent is qualified upto matric or he has completed necessary training in the department :-

- |    |      |                               |
|----|------|-------------------------------|
| 1. | S-1  | 2550-55-2660-60-3200.         |
| 2. | S-2  | 2610-60-3150-65-3540.         |
| 3. | S-2A | 2610-60-2910-45-3300-70-4000. |
| 4. | S-3  | 2650-65-3300-70-4000.         |
| 5. | S-4  | 2750-70-3800-75-4400.         |

The incumbent appointed in S-1 is granted 1 or 2 financial upgradations on completion of 12 years and 24 years of their regular and continuous service and further upgrade with Grade Pay Rs. 1800/- w.e.f. 01-01-2006. Consequent to the implementation of 6<sup>th</sup> CPC, the earlier financial upgradations granted under ACP benefits upto 31-08-2008 and MACP benefits w.e.f. 01-09-2008.

It is pointed out that in many factories neither these benefits are worked out nor granted to the eligible employees who were appointed as Labourer and now holding the post of Tradesman in different grades.

It is requested that necessary instructions may be issued to all factories/Units for granting financial upgradations to all eligible employees appointed/redesignated as Labourer.

For example :-

1. Appointment : Labourer Unskilled.
2. Promoted to Labourer Semi Skilled or Tradesman Semi Skilled.  
(Now not to be treated as promotion)
3. Tradesman Semi Skilled to Tradesman Skilled.

Serial No. 1 and 2 to their elevation to Tradesman (Semi Skilled) and Labourer (Semi Skilled) to be ignored in case of earlier promotion or ACP benefit granted prior to 01-01-2006.

Tradesman (SS) to HS-II - First promotion to Rs.2400/- Grade Pay.  
HS-II TO HS-I - Second promotion to Rs. 2800/- Grade Pay.  
HS-I to Master Crafts Man - Third promotion to Rs.4200/- Grade Pay. till 30-08-2008.

And if they remain skilled, they should be granted three financial upgradations. If they remain HS-II, they should be granted two financial upgradations and if they remain HS-I, one financial upgradation be granted under MACP provided they have completed 30 years of their regular and continuous service. Otherwise as per completion of their total number of years, they should be granted financial upgradations till 31-08-2008 under ACP Scheme.

After effecting of MACP Scheme, they are due to be granted financial upgradations on completion of 10, 20 and 30 years of their service from the date of their eligibility and as per the grade pay hierarchy.

#### **OFFICIAL SIDE VIEWS / DECISION**

Same as Point No.1.

- 101. Grant of stepping up of pay for Fireman-II who have been promoted to Fireman-I viz-a-vis directly recruited Fireman after 01-01-2006.**

**- RS/INDWF**

#### **OFFICIAL SIDE VIEWS**

Necessary instructions have already been issued vide OFB Letter No.05/FIX/FIREMAN/A/NI dated 14-02-2013, addressed to PC of A(Fys.) and copy to the Factories concerned. (A/NI)

#### **ACTION TAKEN/PRESENT STATUS**

PC of A(Fys.) instruction No.Pay/Tech-1/01(6<sup>th</sup> CPC)/2013/Cir-10 dated 08-04-2013 has been circulated to Factories vide OFB Letter No.05/FIX/Fireman/A/NI dated 30-07-2013.

- 102. Review of Compassionate Appointment cases by the Factories which were Closed prior to the issue of MOD L. No. 19 (3/2009) D (LAB), dated 22-01-2010.**

**- RS/INDWF**

#### **ACTION TAKEN/PRESENT STATUS**

The review of compassionate appointment cases by the factory which were closed are to be considered in terms of DOP&T O. M. Dated 16/08/2013 and FAQs circulated vide OFB Instruction No. 124/2013/A/A(PC of A(Fys.)) dated 14/08/2013.

**104. Group 'C' posts should be recruited locally not all India.**

**- BRNK/BPMS**

**OFFICIAL SIDE VIEWS / DECISION**

The scheme of recruitment came under the judicial scrutiny of Apex Court (Excise Suptd., AP) V/s KBN V. Rao & Others and based on the direction of Hon'ble Supreme Court, Govt. Order was issued stating that arrangement should be made for publication of all recruitment Notice through Employment News which is a department under the Ministry of Information & Broadcasting. The Govt. Order was issued by DOP&T on 18/05/1998 which is still operative and therefore the proposal to recruit locally is not acceptable.

**ACTION TAKEN/PRESENT STATUS**

The proposal is not acceptable in terms of DOP&T O. M. dated 18/05/1998 which was issued on the basis of Supreme Court judgment in Excise Superintendent V/s K.B.N. Rao & others.

**105. Modify the OT calculation package of Industrial Employees.**

**- BRNK/BPMS**

Industrial Employees are losing the OT Bonus when they are punched (1) One minute late deducting wages of 15 minutes, (16) minutes late deducting wages of 30 minutes OT Bonus. As on date in all Ordnance Factories they are using latest technology but till date OT bonus calculation package was not modified.

Hence, it is proposed to modify the OT Bonus calculation of IEs' pay package P60 instead of P4.

**ACTION TAKEN/PRESENT STATUS**

No conclusive position could be ascertained from the factories. The factories where this problem persists should be named for corrective action.

**106. MACP III for MCM, Grade Pay 4600.**

**- BRNK/BPMS**

Based on the order DOP&T I.D. No.7680/12/CR dt. 13-07-2012, and MOD I.D. No. 11(5)/2009/D(Civ-I) Dt.23-07-2012 the Ordnance Factory managements has taken decision to hold an amount of Rs. 1,00,000/- from MCM retired employees.

Hence the above said amount may be released at the earliest and the matter may be settled. As this case is still pending in MOD, clearance may be expedited from OFB at the earliest from MOD to avoid such cases on Top Priority please.

**OFFICIAL SIDE VIEWS / DECISION**

Matter is under consideration by M of D in consultation with DOP&T.



**107. Issue of the two pairs of socks for 6 months instead of 18 months.**

**- BRNK/BPMS**

As on two pairs of Socks are issuing once in a period of Eighteen months i.e. Nine months one pair. It is not sufficient to wash and wear these two pairs of socks for eighteen months. Hence, it is proposed to amend the order to issue two pairs socks every six months instead of Eighteen months.

**OFFICIAL SIDE VIEWS**

The factory may forward a proposal to COS after duly examining the proposal.

**DECISION**

The point may be discussed at JCM IV Level Council of the Factory. If it is found appropriate, the factory may forward a proposal to COS after duly examining the proposal.

**ACTION TAKEN/PRESENT STATUS**

Socks included in the Uniforms are sanctioned as per the instruction of GOI, M of D Letter No.262/A/DPC(Pt)/4828/I/D(Fy.) dated 25-11-1965, circulated vide OFB No.023/A/DPC dated 07-02-1966 and M of D Letter No.14/8/90-JCA dated 29-06-1990, circulated vide OFB No.023/Genl/XVI/A/W dated 25/27-02-1991, to the different grades.

However, Staff Side is requested to elaborate their demand indicating inter-alia the following :

- (i) The break-up of the specific grades/categories (designation/post-wise), for which the scale of 2 pairs of socks for 6 months is sought.
- (ii) The different climatic conditions (both “Winter and Summer / all Winter stations having no summer” be separately indicated, and different grade-wise).corresponding to which the demanded revised scale is to be considered for the employees concerned (i.e., those who intend to be provided 2 pairs of socks for 6 months)
- (iii) Copy of the relevant Govt. Order/Authority letter, if available with the staff side, based on which the existing scale of 2 pairs of socks in 18 months has been cited, may be obtained and forwarded to OFB (Section A/W). Otherwise, the Number and date of the relevant Govt. Order may be indicated.

**108. Incentive for labourer ‘SS’.**

**-BRNK/BPMS**

Incentive for labourer ‘SS’ after merger of labourer ‘US’ to Labourer “SS’ as per the OFB Order No. 616/A/I/301 dated 5<sup>th</sup> Nov. 2009. CFA management is not implemented this order.

Hence, I request Chairman to issue the order to GM implement the above order immediately and pay the arrears from 01-01-2006.

**OFFICIAL SIDE VIEWS / DECISION**

The matter is under reference to M of D.

**109. Correlation of piece work according to the pay scales of 6<sup>th</sup> CPC:-**

**ACTION TAKEN/PRESENT STATUS**

The issue of co-relation of Piece Work has been placed before MOD for consideration. OFB has received certain queries on the said proposal from MOD. Necessary reply on the queries has been made. Matter is pending before MDO as on date.

110. **OTA for 44¾ to 48 hrs is being paid on the minimum of the pay scale of 5<sup>th</sup> CPC which is causing financial loss to Piece Workers as they are getting less pay in comparison to Day workers. This issue is also pending since long hence employees are losing faith in JCM forums. Priority should be given to settle this issue.**

- SS/BPMS

**ACTION TAKEN/PRESENT STATUS**

The matter has been taken up with M of D and the decision is awaited.

111. **Necessary orders should be issued for Granting of 30 days Earned Leave to those Industrial Employees who are governed by the leave rules under the Factories Act, 1948. It is adversely affecting the terminal benefits of retiring employees. This also is an old issued which needs to be settled forthwith.**

- SS/BPMS

**ACTION TAKEN/PRESENT STATUS**

Matter is under reference to MoD.

112. **Master Craftsman of upto 31.12.2005 or those employees who were granted ACP-II in the Grade Pay of Rs. 4200/- have been granted the Grade Pay of Rs. 4600/- due to MACPS-III on completion of 30 yrs regular service. PC of A (Fys) vide its letter no. Pay/Tech-II/04/2012/20, dated 08.10.2012 has issued to withdraw the Grade Pay of Rs. 4600/-. This letter should be cancelled.**

In OFB Master Craftsman is not a feeder grade for Chargeman (Tech) as per relevant SRO so MOD is wrongly interpreting that instead of granting the Grade Pay of Rs. 4600, Industrial Employees are entitled for GP 4200 under MACPS-III. PC of A (Fys) had already clarified to grant 3<sup>rd</sup> MACP in the GP of Rs. 4600/-. Hence recovery order is illegal. Further, Pension of retiring employees should be calculated on Rs. 4600/- instead of Rs. 4200/- .

- SS/BPMS

**ACTION TAKEN/PRESENT STATUS**

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

113. **Bunching benefit should be granted to the MCM and other employees.**

- SS/BPMS

**ACTION TAKEN/PRESENT STATUS**

Necessary instructions have been issued.

114. Subedar Durwan should be granted ACP: Durwan, Jamadar Durwan & Subedar Durwan have been merged w.e.f. 01.01.2006. Those Subedar Durwans who have completed 12/24 yrs of regular service upto 31.08.2008, should be granted the 1<sup>st</sup> ACP in the Pay Scale of Rs. (4000 - 6000), GP 2400/- and 2<sup>nd</sup> ACP in Pay Scale of Rs. (5000 - 8000), GP 4200/- because next promotional post of Subedar Durwan is Supervisor (NT) & Chageman (NT).

- SS/BPMS

ACTION TAKEN/PRESENT STATUS

Necessary instruction issued to the Factory concerned.

115. Granting of ACP to Labour Semi Skilled who are redesignated to Semi Skilled Tradesman.

- SS/BPMS

ACTION TAKEN/PRESENT STATUS

The matter is required to be referred to M of D as advised by PC of A (Fys.).(A/I)

116. Considering the functional requirement Sanctioned Strength of Supervisor, UDC, LDC, Chageman etc. should be enhanced in OEF Hazratpur.

- SS/BPMS

ACTION TAKEN/PRESENT STATUS

During distribution of sanction strength smaller Factories like OEFHz are given more weightage.

117. On the directive of Ministry of Defence all the officers/employees should have been provided a Uniform. It is learnt that MOD has approved the budget in this regard. This should be expedited.

- SS/BPMS

ACTION TAKEN/PRESENT STATUS

M of D has been requested (with the approval of DGOF & Chairman vide OFB Letter dated 16-01-2013), to amend the M of D sanction Letter No.46(1)/IV/2010/D(Fy.II) dated 27-20-2010 regarding issue of uniforms to all employees of OFB Organization and its units by deleting clause No.3(i). OFB will procure cloth material for uniform for OF employees and outsource the stitching of uniforms by following due procedure of tenders. Reply from M of D is awaited.

118. Cadre Review Proposals of all categories should have been forwarded to MOD but the current status of the matter is not known to the federations. Cadre Review proposals should be provided to the federations so that they may submit their comments.

- SS/BPMS

ACTION TAKEN/PRESENT STATUS

Same as Point No. 4.5

119. In OF Katni 02 posts of Chageman (Electrical Stream) has been filled up by Electronics Fitter. Hence, kindly sanction 02 additional post of Chageman Electrical in OF Katni.

- SS/BPMS

### ACTION TAKEN/PRESENT STATUS

No such proposal from Factory has been received.

120. **Direct Recruitment of Chargeman for the year 2011, 2012 & 2013 is pending. This should be looked into.**

- SS/BPMS

### ACTION TAKEN/PRESENT STATUS

Action on direct recruitment for Ch'man is already in hand.

121. **The posts of Hindi Officer are lying vacant but Sr Hindi Translators are not being promoted. This issue has been raised by this federation for last two years but no progress is there. All the vacant posts of Hindi Officer should be filled up by promotion without further delay.**

- SS/BPMS

### OFFICIAL SIDE VIEWS / DECISION

There are no promotional vacancies in the post of Hindi Officers. The same would be possible after amendment of SRO which is under consideration of M of D.

122. **To remove the stagnation in Store Keeper and Store Supervisor, sanctioned strength of Chargeman (Stores) should be enhanced.**

- SS/BPMS

### ACTION TAKEN/PRESENT STATUS

Sanctioned strength for the grade of Ch'man(NT) had been defined by M of D Letter No.44(1)/2002/III/D(Fy.II) dated 01-10-2002 and the same had been further reduced through ADRP exercise in later years. Sanctioned strength for Chargeman(Stores) forms a part of this SS for Chargeman(NT). Increase in SS for CM(Stores) can be possible through reduction in OTS strength only, as creation of new posts is not feasible in present time.

123. **Various Court orders should be implemented for the payment of Night Duty Allowance by correlating it with 5<sup>th</sup> & 6<sup>th</sup> CPC.**

### ACTION TAKEN/PRESENT STATUS

Regarding payment of NDA as per revised rates of 6th CPC, it is stated that the matter is pending before Ministry of Finance since 06/06/2013.

124. **Sanction of HBA on Basic Pay +Grade pay. As per sixth CPC orders, Grade Pay is taken with basic pay for all financial benefit while calculating pay off a Central Govt. employee. But in the case of HBA grade pay is not counted and only basic pay is taken for grant of HBA. Hence, HBA should be sanctioned on the basis of BP+GP.**

- SKS/AIDEF

### OFFICIAL SIDE VIEWS

GOI/DOP&T Order on the subject to prevail. Regarding sanction of HBA, Government Order on the subject is to be pursued.

125. **Sanction of Man Power in the Post of FED in SAF Kanpur. As per OFB letter No. 2/SAF/A/NI dt. 23-06-2003, 02 fire Engine Driver Gr. I & 2 Fire Engine Driver “II” were transferred from OF Kanpur to SAF, Kanpur with the directives that these may be treated as operating of SAF for all proposes.**

In this connection, OFC in accordance with the instructions received from OFB had revised the cadre structure of Fire Engine Driver and the individuals transferred to SAF, Kanpur in the capacity of FED Gr-II were redesignated as FED Grade-A and accordingly SAF, Kanpur is having the following sanctioned strength as per revised cadre structure of Fire Engine Driver “:-

SI. NO.	Post	Sanctioned strength	Existing strength
01	FED(SPL) Grade	Nil	Nil
02	FED Grade – I	02	02
03	FED Grade – II	NIL	NIL
04	FED Grade ‘A’	02	02

From the above it is quite evident that due to non-availability of sanctioned strength in the grades of FED(Spl) Grade & FED Grade-II, the employees in the lower grades could not be promoted in higher grades through they are eligible as per SRO conditions.

Since Fire Engine Driver as to be posted around the clock to provide coverage and only 4 Fire Engine Driver are available as per strength which are not sufficient to meet the requirement.

In view of the above, it is proposed to revised the sanctioned strength of SAF as below :-

S. No.	Post	Revised strength
1	FED(Spl) Grade	PROPOSED
2.	FED Grade – I	02
3.	Fed Grade – II	02
4.	FED Grade – ‘A’	02

Accordingly additional sanction of at least 3 fire Engine Driver may be given for direct recruitment to meet the functional requirement in the cadre.

- SKS/AIDEF

#### OFFICIAL SIDE VIEWS/DECISION

Increase in Manpower in any of the categories has to be justified by corresponding saving by way of surrendering posts in other categories. The same has not been found feasible.

A/NI: Necessary direction has been issued to SAF clarifying the sanction strengths in different grades of FEDs.

126. **Promotion of Machinist Leather in CM-(T) in the stream of Leather Worker. In Ordnance Equipment Factory, Kanpur Leather stream has following three trades :-**

1. Machinist Leather
2. Leather process Worker
3. Leather Worker.

**But, Strength of the machinist trade is being counted with machinist engg. Trade for the promotion of CM/T(Mech) while it should be included with the Leather trades as per nature of the job for promotion in the post of CM(T)/LT.**

**- SKS/AIDEF**

**OFFICIAL SIDE VIEWS**

**A/I** : The matter was discussed previously in the meeting of JCM III and subsequently analyzed in consultation with the factory and the division concerned. However, no final decision could be taken due to certain constraints. It will be examined afresh in light of JCM point raised.

- 127. Trade Apprentice Training introduced in OEF Group of Fys. for Sewing Machine Mechanic Trade. Keeping of view of acute shortage of skilled/trained machinist of sewing machines it is proposed to grant special sanction of Trade Apprentice batches so that they may be inducted in future to strengthen maintenance of sewing machines which is in very poor condition now a day.**

**- SKS/AIDEF**

**OFFICIAL SIDE VIEWS/ DECISION**

This is a factory-specific point which may be deliberated in JCM IV and a decision taken to include the proposed Trade for Trade Apprentice Training during the next Joint Survey with the RDAT.

- 128. Sanctioned Strength of Tailor & Machinist trade of OEF Hazratpur should be increased keeping in view of enhanced work load position.**

**- SKS/AIDEF**

**OFFICIAL SIDE VIEWS/DECISION**

Under the circumstances and constraints faced by OFB, no upward revision of strength is possible.

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