

Government of India
Ministry of Defence
Department of Defence
D(JCM)
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Subject :- 'Minutes' of the Steering Committee Meeting (SCM) for the 92nd Departmental Council (JCM) held on 10.10.2017 in Conference Hall (R.No. 123), Sena Bhawan, New Delhi under the Chairmanship of JS(PG/Coord).

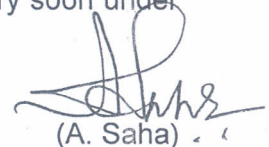
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The undersigned is directed to say that the 'Minutes' of the above meeting is available in MoD's website under "**Employees Corner**", sub-section "**JCM**".

2. All addressees are, therefore, requested that the same may kindly be downloaded there from and gone through. It is requested that an Action Taken Report (ATR)/views/comments on all point(s) mentioned below "Main Agenda Points" (01 to 46 – grouped together) and the "Speech Points of Staff Side" at Annexure-II, also may be forwarded to D(JCM) Section in the form of a 'self-contained note', with the approval of the JS/HOD/HOO concerned.

3. In those cases where action on certain point(s) is/are going on and not yet finalized, the progress arrived at so far may be furnished from time to time to D(JCM) Section till finalization of the case.

4. An immediate necessary action on the above may be initiated and the requisite Action Taken Report (ATR)/views/comments furnished **urgently** keeping in view that the next meeting, i.e., the 92nd Departmental Council (JCM) Meeting is likely to be held very soon under the Chairmanship of Defence Secretary.


(A. Saha)

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To

D(Civ-I)	D(Civ-II)	D(Lab)	D(Coord/DDP)
D(Q&C)	D(Mov)	D(R&D)	D(Works-II)
D(Estt./NG)	D(QA)	D(N-II)	D(QS)
D(O-II)	D(CG)	D(Air-III)	D(Estt.II/Genl.I)
D(OL)			
All other Administratively concerned Sections, i.e. D(Apptts.), D(Med), D(Res), Def Fin (AG/PB), DAD (Coorc), D(AG), D(GS-II), D(GS-VI) & D(HAL)			
Army HQ – AG's Br. [DDG(CP)]	Dir (IR), OFB	JD(Works), O/o the CAO	PM (Pers), ATVP HQ

MoD I.D. Note No. 5(1)/2017/D(JCM) dated 20.11.2017.

Copy to:-

General Secretaries - AIDEF, INDWF, BPMS & CDRA.

Copy also to :-

- 1) D(OL) : It is requested that Hindi version of the Minutes SC Meeting dated 10.10.2017 may be forwarded to D(JCM) Section urgently.
- 2) MoD/D(IT) Section : It is requested that this may be uploaded in the Ministry's website under "**Employees Corner**", sub-section "**JCM**" urgently to facilitate the participants to have an easy access to the information for the meeting.

Minutes of the meeting of the 92nd Steering Committee of Departmental JCM (Level II) held on 10 Oct 2017 under the chairmanship of Joint Secretary(PG/C), MoD

The list of participants is at Annexure-I.

2. Chairman welcomed the delegates of the four federations/ confederation of Civilian employees of the Defence organisations/ establishments along with the official side at the 92nd Steering Committee Meeting. He advised the representatives of the federations to make best use of the forum to settle the pending issues and focus their presentations on such matters that are specifically in the remit of the Ministry. He requested the staff side to make their opening statements, before taking up the items placed on the agenda.

Opening Statements - Staff side

3. Leader, Staff side thanked the Chairman for convening the Steering Committee meeting to address the long pending issues of the defence civilian employees. He gave an overview of the JCM Scheme and drew attention to the fact that at all levels; the meetings with the JCM are not being convened by the official side as per periodicity prescribed in the JCM Scheme. This has led to accretion of issues concerning the service matters / working conditions of the staff, and causing frustration and exasperation amongst the employees. This position has been aggravated because of non-functioning of the additional mechanism, established to reduce the burden on JCM Forum viz. holding of periodical meetings by the respective Joint Secretaries in charge of various administrative Wings to address the issues pertaining to their domain.

4. Leader, Staff Side and General Secretaries of all Federations/Confederation made their speech points in the opening remarks which in detail are enclosed at Annexure-II.

5. Main Agenda Points

01	<p>(1) Withdrawal of the Decision taken by MoD on 27 April 2017 to outsource 143 products being manufactured by the Ordnance Factories and thereafter to 39 more products in the name of non-core items</p> <p>(2) No Public Private Partnership model in the Ordnance Factories</p> <p>(3) Existence and sustainability of Defence Industries</p> <p>(4) Non-closure of Military Farms</p> <p>(Raised by all Federations/Confederation)</p> <p>Decision: The issue may be included as an agenda item in the next meeting of the Departmental Council (JCM) to be chaired by Defence Secretary. The Staff Side is requested to forward a redrafted Agenda point for discussion in the main JCM Meeting.</p> <p style="text-align: right;">(Action : MoD/D(JCM) / DDP)</p>
02	<p>AIDEF: Non Functioning of the Alternative to Permanent Negotiating Mechanism (PNM) constituted by the MoD with the approval of the Defence Secretary.</p> <p>Decision: The matter would be brought to the notice of Defence Secretary for issue of suitable directions.</p> <p style="text-align: right;">Action: MoD/D(JCM)</p>
03	<p>AIDEF: Delay in finalizing the demand of revision of inter-grade ratio of the Artisan Staff of Defence at par with the Railways.</p> <p>Decision: Comments of various Defence Establishments/ Line Directorates have been invited on the proposal. Comments have been received from some of them. The matter would be taken up for consideration in consultation with the Federations after receipt of comments from remaining defence establishments.</p> <p style="text-align: right;">Action: MoD/D(Civ-I)</p>
04	<p>AIDEF/INDWF: Revision of O.T wages under Section 59 of the Factories Act, 1948 w.e.f 1/1/2016 on 7th CPC Pay and Allowances.</p> <p>Decision: For issuing instructions in this regard, the file already stands referred to the Ministry of Labour for their views/comments. Thereafter, the matter would be taken up with MoF for issue of general orders for a uniform decision in respect of Workers in all industrial establishments of Government of India.</p> <p style="text-align: right;">Action : DDP/D(Estt./NG) and MoD/D(Civ-II)</p>
05	<p>AIDEF/CDRA: Inclusion of Risk Allowance to the Defence Civilian Employees in Risk and Hardship Matrix R3H2.</p> <p>CDRA/AIDEF: Inclusion of left out organizations, operations and categories for payment of Risk allowance.</p> <p>Decision: Matter would be taken up with DoPT after issue of orders by the Ministry of Finance/DoPT on the basis of the 7th CPC Report for inclusion of Risk</p>

	<p>Allowance in Risk & Hardship matrix R3H2. Information about the left out organisations/operations/categories may be compiled expeditiously from various defence organisations.</p> <p style="text-align: right;">Action : MoD/D(Civ-II)</p>
06	<p><u>AIDEF:</u> Undue delay in extending the benefit of four grade structure to the cooks of Defence Establishments at par with the Air Force and as granted to Guard Training Centre, Kamptee.</p> <p><u>Decision:</u> MoD has already conveyed decision in this regard to all the Administrative wings/ divisions of MoD. Further action in this regard is to be taken by them on the basis of the proposal to be prepared by various defence establishments in respect of the civilian cooks under their control which would be acted upon based on clear-cut principles to be uniformly applied in case of all proposals.</p> <p style="text-align: right;">Action : All Admn. Sections</p>
07	<p><u>AIDEF:</u> Regularization of the Strike period has “no work no pay” as per Hon’ble Delhi High Court Judgement. Therefore, MoD may issue instructions to regularize the strike period as “No work No pay” and not as “dies non”.</p> <p><u>Discussion:</u> The Staff Side requested to refer the matter to Labour Ministry for consideration.</p> <p><u>Decision:</u> Staff Side was advised to raise the issue in the National JCM Council Meeting. Item to be dropped from agenda.</p>
08	<p><u>AIDEF:</u> Undue delay in approving the justified demand of payment of time wage / increment difference to the Industrial employees deployed on Piece Work System in the Ordnance Factories.</p> <p><u>Discussion/Decision:</u> Representative of OFB informed that the issue is pending with Finance Division of OFB. DDP/OFB advised to pursue the matter with Finance Division of OFB and to forward the proposal to DDP with OFB’s recommendations.</p> <p style="text-align: right;">Action : DDP/D(Estt./NG)</p>
09	<p><u>AIDEF:</u> Grant of Incentives to Examiners of Ordnance Factories.</p> <p><u>Discussion / Decision:</u> Matter is pending with Finance Division of Ordnance Factory Board. It was decided to send the proposal to DDP/MoD for consideration.</p> <p style="text-align: right;">Action : DDP/D(Estt./NG)</p>

10	<p>AIDEF: (1) Undue delay in approving the various Cadre restructuring proposals in spite of the directions given by the Defence Secretary to settle the same by September 2016.</p> <p>(2) Delay in implementing Cadre Review and convening DPCs of DGQA.</p> <p>Discussion: The Federations pointed out undue delay in processing / finalisation of the cadre review/ restructuring proposals in spite of the specific directions of Defence Secretary to settle these cases by 30th September 2017. During discussions, it was stated that some organisations have kept such proposals in abeyance on account of Shetketkar Committee Report.</p> <p>Decision: Present position of about 400 cadre review proposals in process with various administrative divisions compiled by D(Civ-I) Branch may be made available to all the Defence Employees Federations. All Administrative Divn/ Defence Establishments to ensure supply of copies of the final order of Cadre review to Employees Federations for their information. DGQA to submit a detailed Report about delay in implementation of cadre review that has already been approved by the Government and still not implemented.</p> <p style="text-align: right;">Action : MoD/D(Civ-I) / DDP/D(QA) / All Administrative Divisions</p>
11.	<p>AIDEF: Undue delay in approving the DRTC (Defence Research Technical Cadre) review proposal of DRDO.</p> <p>Status: Proposal already submitted to MoD(Fin)/MoF for concurrence. Discussions are in progress with the officials of MoF.</p> <p style="text-align: right;">Action : DRDO/D(R&D)</p>
12	<p>AIDEF: Amendment to Recruitment Rule of IEs (Industrial Employees) and JEs of DGQA.</p> <p>Discussion: DS(CP) stated that all proposals seeking amendment to the Recruitment Rules are to be displayed by the concerned organisations on their website. A certificate is to be furnished to UPSC/DoPT to declare that the proposed amendments have been shared with the employees associations and their concerns/objections have been addressed.</p> <p>Decision: DGQA to share the proposal with staff federation and invite their views/objections.</p> <p style="text-align: right;">Action : MoD/D(QA)</p> <p>CDRA: Amendment to the Recruitment Rules providing proportionate quota in the post of Executive Engineer (EE) for Assistant Engineer (AE) of MES.</p> <p>Decision: E-in-C's Branch to hold a meeting with the staff association to address the issue of stagnation of Junior Engineers and the possible amendment to the Recruitment Rules. Item may be dropped from agenda.</p>

		Action : MoD/D(Works-II)
13.	<u>AIDEF:</u> Promotional prospects of DEO Cadre of DRDO.	
	<u>Decision:</u> In order to equitably address the matter of career progression, DRDO to include this item for detailed discussion with staff associations in JCM Level III regarding promotional quota to the DEO Cadre in the Admin Officer Category.	
		Action : DRDO/D(R&D)
14.	<u>AIDEF:</u> Implementation of various Court Judgements as recommended by the High level Committee constituted by the Hon'ble RM.	
	<u>Decision:</u> The subject matter may be taken up at National JCM for issue of suitable directions to nodal Ministries.	
		Action : MoD/D(Civ-I)/All Admn. Sections
15.	<u>AIDEF:</u> Payment of Night Duty Allowance in the 7th CPC Pay scales w.e.f 01/01/2016.	
	<u>Status:</u> Representative of CGDA stated that the clarification issued by MoD will be circulated to their lower formations for compliance shortly.	
		Action : CGDA
16.	<u>AIDEF:</u> Payment of the one day PLB of OFB and the reduced PLB to the EME employees by the Deptt of Expenditure.	
	<u>Decision:</u> The issue has already been discussed in the Standing Committee Meeting of National Council JCM where it was decided that the issue will be re-examined to take an appropriate view in the matter. Staff Side were, therefore, asked to await the decision of Standing Committee Meeting. Item may be deleted from agenda.	
		Action : DDP/D(Estt./NG)/ MoD D(O-II)/D(JCM)
17	<u>AIDEF:</u> Filling up of the vacant posts in the various categories in MES.	
	<u>Discussion:</u> The representative of MES informed that the process to fill up vacant posts is in progress. A total of 21,408 vacancies from year 2012 are to be filled up in MES. The Staff Side thanked for the same and insisted that considering increased workload of MES, the posts abolished in ADRP may be restored and filled up.	
	<u>Decision:</u> Item may be dropped from agenda.	
		Action : MoD/D(Works-II)

18	<p><u>AIDEF:</u> Residency period for promotion of existing CMD Grade I to CMD (SG) in the Ordnance factories.</p> <p><u>Decision:</u> DDP/OFB to hold meeting with officials in DoPT to resolve the issue.</p> <p><u>Decision</u> : Item may be dropped from agenda.</p> <p style="text-align: right;">Action : DDP/D(Estt./NG)</p>
19	<p><u>AIDEF/BPMS:</u> Incorporation of the provision for absorption 60% Trained Apprentices of Ordnance Factories in the RRs/SRO at par with Navy.</p> <p><u>Decision:</u> DDP/OFB to submit another proposal after taking into account the representation submitted by the staff federations.</p> <p style="text-align: right;">Action : DDP/D(Estt./NG)/OFB</p>
20	<p><u>AIDEF:</u> Promotional prospects for the Lift Operators of MES - Lift operators face stagnation in view of unchanging nature of their duties and responsibilities and lack of promotional avenues. As such, the pattern devised by CPWD may be followed which is a modified version of MACP, for augmenting the promotional prospects of Lift operators.</p> <p><u>Discussion</u> : MES has merged 12 Cadres (including of Lift Operators) in view of their declining role. These will be phased out in course of time after their service engagement is over.</p> <p><u>Decision:</u> The Staff Side may separately discuss the matter with E-in-C with regard to the position given by the official side. The item may be dropped from agenda.</p> <p style="text-align: right;">Action : D(Works-II)/MES</p>
21	<p><u>AIDEF:</u> Undue delay getting the approval of Department of Expenditure for the Ammunition Mechanics category of NAD under Navy.</p> <p><u>Discussion:</u> The four grade structure has been approved and orders dated 06.10.2017 issued accordingly. However, NHQ may take up the issue of one time relaxation of conditions for promotion of Ammunition Mechanics (four grades) as given in the case of other workshop staff, for which proposal may be forwarded to MoD.</p> <p><u>Decision:</u> NHQ may consider necessary action on this.</p> <p style="text-align: right;">Action : NHQ/MoD D(N-II)</p>
22	<p><u>AIDEF:</u> Trade Union rights to the Office Superintendent category.</p> <p><u>INDWF:</u> Review of Decision of Ministry of Defence in respect of Office Superintendent representing Unions/Federations in JCM Council.</p> <p><u>Discussion:</u> It was stated by the Staff side that on ground, the Office Superintendent has no supervisory/managerial powers as per the provisions of ID Act-1947, the OS designation should be treated as 'Workman' for the purpose</p>

	<p>ID Act-1947, the OS designation should be treated as 'Workman' for the purpose of Trade Union rights, since it is Non-Gazetted category like other workman of Defence Establishments. Moreover, many CAT's and Madras High Court has stayed the operation of the MoD instructions in this regard. Therefore based on the stay orders OS may be permitted to continue in Union activities.</p> <p>The official side repudiated the submissions of the Staff representatives during the course of meeting and stated that OS being Supervisory Group "B" post should not be allowed to participate in the Union activities. Moreover, the case is sub judice in the court of Law and Govt. Of India has not yet submitted its counter draft replies Affidavit in the respective courts for presenting its point of view on the O.A applications/ Writ petition of the applicants. Therefore, submission of Staff side cannot be accepted.</p> <p>Decision: Since the matter is sub-judice, the item may be dropped from agenda.</p> <p style="text-align: right;">Action : DDP D(Estt/NG)/MoD D(JCM)</p>
23	<p>AIDEF: Grant of Compassionate Appointment as a special case for wards of the Employees who became medically incapacitated and medically boarded out due to accident while on duty.</p> <p>Decision: The subject matter has application/implications across all the Ministries/ Departments of the Government. Therefore, the item should be raised at National JCM level. Item may be dropped from agenda.</p> <p style="text-align: right;">Action : MoD/D(Lab)/DDP D(Estt/NG)</p>
24.	<p>AIDEF: Grant of Compassionate Appointment as a special case to the dependents of Civilian employees of NAD Vishakhapatnam who were declared as dead in the IAF Air Craft Accident.</p> <p>Decision: NHQ/D(Navy-II) to take a view on this. Item may be dropped from agenda.</p> <p style="text-align: right;">Action : NHQ/ MoD D(N-II)</p>
25	<p>AIDEF: Settlement of various MACP issues of AOC & EME.</p> <p>Decision: The comments on Agenda Item 25 and Agenda Item 38 submitted by D(O-II) were found to be conflicting in spite of being of the same kind. Therefore, the concerned Division was advised to re-look into the matter.</p> <p style="text-align: right;">Action : MoD/D(O-II)</p>
26	<p>AIDEF: (a) Non-implementation of the benefit of revised Bench mark percentage to the Artisan Staff / Tradesman of SBC Vishakhapatnam as per MoD, D(Civ-I) letter dt. 20/05/2003 and 14/06/2010. (b) Restoration of ID Act 1947 to SBC Vishakhapatnam. (c) Following Issues of SBC, Vishakhapatnam may be settled:</p>

	<p>(i) NDA for the Technical categories who are deployed on Night Duty. (ii) Implementation of variable increment at par with DRDO employees.</p> <p>Decision: DRDO/ATVP HQ to hold meeting with the staff side to resolve these issues. Item may be dropped from the agenda.</p> <p style="text-align: right;">Action : DRDO/ ATVP HQ</p>
27	<p>AIDEF: Problems being faced by Civilian Employees of AT Company under ASC Centre, Bengaluru due to merging of ASC centre and College Bengaluru like problems in maintaining service books of the Civilian employees etc.</p> <p>Decision: The representative of Army HQ, agreed that instructions will be issued to the concerned Unit to grant interview to the Staff Side and to settle the issues.</p> <p style="text-align: right;">Action:MoD/D(QS)/ST Dte</p>
28	<p>CDRA: Request for granting of One increment @ 3% to the Erstwhile OOC (S) (PB-II/GP Rs 4600/-) on upgradation to the post of Material Manager (PB-II/GP Rs 4800) (i.e.. Matrix Level-7 to Matrix Level-8 of 7th CPC) w.e.f 7th Aug 2015.</p> <p>Decision: MoD/D(O-II) to send a reference to DoP&T to seek a clarification on the admissibility of one increment to the staff holding such higher post.</p> <p style="text-align: right;">Action : MoD/D(O-II)</p>
29	<p>CDRA: Request for Consideration of Declaring Fire Fighting Staff as Martyr of CAD Pulgaon.</p> <p>Discussion: It was highlighted during the discussion that there is no category as 'Martyrs' in the armed forces. The OS Dte informed that the case stands referred to D(O-II) for a decision.</p> <p>Decision: Same benefits may also be extended to the CAD Pulgaon Case as the Naval HQ has granted in their case to the Civilian employees in AN-32 Air Crash .Item to be dropped from agenda.</p> <p style="text-align: right;">Action : MoD/D(O-II)</p>

30	<p>CDRA: (a) Recruitment of Civilian Store Keeping (CSK) Staff of Indian Air Force through a centralised recruitment agency, like SSC or at MoD Level.</p> <p>(b) Enhancement of strength of CSK staff in Indian Air.</p> <p>(c) Enhancement of the qualification requisite at entry level in CSK.</p> <p>(d) Disparity between Air Force and AoC Storekeeping Staff under the umbrella of MoD.</p> <p>(e) Misuse of FR-11 by Air Force in deployment of Civilian Staff.</p> <p>(f) Deployment of Civilians beyond Normal Working hours during GD/PAD Exercise.</p> <p>(g) Issue of Light Pink Slic to Group 'B' Non Gazetted Civilians working under Air HQ.</p> <p>(h) Discontinuation of communication with JCM members and recognised service associations.</p> <p>Decision: It was decided that recruitment should be done at Air HQ Level (not unit wise) as done in Navy. For remaining points, MoD/D(Air-III) to hold a separate meeting with Staff Side to resolve all the issues.</p> <p style="text-align: right;">Action: MoD/ D(Air-III)</p>
31	<p>CDRA: Withholding of DPCs by E-in-C's Br. on the directions of DoP&T and Various OAs in Hon'ble Supreme Court of India.</p> <p>Status: The case file has moved to MoD with the approval of E-in-C to carry out DPC as already carried out by other Directorates/Establishments of MoD. MoD has sought clarification from DoPT. Further action will be taken in this regard based on the DoPT's response.</p> <p style="text-align: right;">Action : MoD/D(Works-II)</p>
32	<p>CDRA: Cancellation of Command Manning Level (CML) Posting/ Transfer Policy.</p> <p>Status: The policy in this regard is under revision. Comments / discussions with Associations already over. On finalisation by MES, the draft policy will be sent to MoD for ratification. Before finalisation of the Draft Policy a Special Meeting of Staff Side will be held with E-in-C's Br and after that policy will be sent to MoD for rectification.</p> <p style="text-align: right;">Action : MoD/D(Works-II)/MES</p>
33	<p>INDWF: Granting of Revised 7th CPC Scale for Temporary Status Casual Labour working in Defence Establishments.</p> <p>Decision: The issue has implications across all Government Ministries/ Departments/ Offices. The issue may be taken up at National JCM level. The representation of the staff side may be referred to DoPT/ MoF for consideration/ decision.</p> <p style="text-align: right;">Action : MoD/D(Civ-II)</p>

34	<p>INDWF: Promotion with Retrospective Effect – Reservation of 3% for Persons with Disabilities (PwD) – Interchange ability of Categories.</p> <p>Discussion : The promotion to be provided notionally to all the physically Challenged employed in the Ministry of Defence Establishment including DGOF, DGQA, DDGAQA, DRDO, AF HQ, NHQ , Army w.e.f 01.01.1996 by relaxing the Trade Test conditions on one time basis.</p> <p>Decision: The subject matter has application/implications across all the Ministries/ Departments of the Government. Therefore, the item should be raised at National JCM level. Item may be dropped from agenda.</p>
35	<p>BPMS: (1) The issue of granting ACP/MACP to Darwans etc in OFB was discussed but it is still pending.</p> <p>(2) The issue of Promotion to the post of Supervisor (NT/OTS) from leading Hand to Fireman – Norms Relaxation in OFB was discussed as Agenda Point No. 63 of 90th SCM but it is still pending.</p> <p>(3) 6th CPC had restructured the Fire Fighting Cadre but OFB has not implemented the same till date though vide MoD ID No. 5(3)/2010/D(JCM) dated 25-10-2010, it was instructed to implement the same. Hence, Fire Fighting Staff in OFB have not been granted their legitimate financial up-gradation under 1st and 2nd ACP between 1/1/2006 and 31/08/2008.</p> <p>(4) Granting of 2nd ACP to Wireman in the Pay Scale of Rs 5000-8000 without passing DGOF supervisory competency test, should be referred to Board of Arbitration because the point was discussed as Agenda Point No.-48 of 88th SCM but it is finally regretted vide MoD ID No. 50(19)/2017-D(Estt./NG) dated 12.07.2017.</p> <p>(5) Admission Fee of wards of employees of Ordnance Factory Korwa should be at par with HAL Korwa.</p> <p>(6) Judicial Pronouncements (Smt. Madhu Malti Tyagi vs UOI decided on 22.10.2013) should be notionally extended in favour of similarly placed non-petitioner regarding ACP to Record Supplier, Blue Printer Between 1/1/2006 to 31/8/2008 in OFB.</p> <p>(7) Though D(Civ) MoD has issued instructions on dated 06-07-2016 for grant of one increment on movement from MCM to Chargeman but the same is not being implemented in OFB due to objection raised by PCA (Fys) Kolkata.</p> <p>Decision: It was decided to convene a separate meeting with the Staff Side and DDP to resolve all these issues. Items may be dropped from agenda.</p> <p style="text-align: right;">Action:DDP/D(Estt./NG)/OFB</p>

36	<p><u>BPMS:</u> Enhancement of Medical Advance for conservative treatment.</p> <p><u>Discussion:</u> Medical Advance is being granted to 90% of Package Rate. It should be also granted 90% for conservative treatment instead of limit of Rs 10,000/-. Further, Medical Advance for follow up treatment of cancer in Non-Empanelled CGHS Nursing Homes/Hospitals should also be granted.</p> <p><u>Decision:</u> The subject matter falls within the domain of Ministry of Health and Family Welfare. The item may be taken up at JCM National Level. MoD may examine the petition of Staff Federations; and the same to be forwarded to M/o HFW for their consideration. Item to be dropped from agenda.</p> <p style="text-align: right;">Action: MoD/D(Civ.II)</p>
37	<p><u>BPMS:</u> Fixation of Pay in case of change of Trade in Air Force.</p> <p><u>Discussion :</u> The matter should be referred to Board of Arbitration because the point was discussed as General Point No. 75 in the 88th JCM & Agenda No. 102 (VI) of 89th SCM but was regretted by MoD/D(Air-III).</p> <p><u>Decision:</u> Air Wing to examine the matter. Item may be dropped from agenda.</p> <p style="text-align: right;">Action: MoD/D(Air-III)</p>
38	<p><u>BPMS:</u> Grant of 3rd MACP benefit in GP 4800/- to tradesman recruited directly as Highly Skilled grade prior to 01/01/1996 in EME.</p> <p><u>Status / Decision:</u> The benefit has already been granted. Item may be dropped from agenda.</p> <p style="text-align: right;">Action: D(O-II)</p>
39	<p><u>BPMS:</u> Cashless medical facilities to the employees.</p> <p><u>Discussion :</u> Employees and dependents should be provided Cashless medical facilities in CGHS empanelled private Nursing Homes/Hospitals and all the beneficiaries of CS (MA) Rules, 1944 should also be provided with the Smart Card like CGHS Beneficiaries and reimbursement of Medical Claim pending with M/o H&FW should be settled within a reasonable time.</p> <p><u>Decision:</u> The subject matter falls within the domain of Ministry of Health and Family Welfare. The item may be taken up at JCM National Level. MoD may consider forwarding the petition of Staff federations to MoHFW for consideration. Item to be dropped from agenda.</p> <p style="text-align: right;">Action: MoD/D(Civ.II)</p>
40	<p><u>BPMS:</u> (1) Restructuring of Ammunition Mechanics of Naval Armament Depot is pending since long, it should be expedited.</p> <p>(2) Cadre Review of Aviation (Tradesman- Air Structure) is pending since long, it should be expedited.</p>

	<p>Discussion: (1) The four grade structure has been approved and orders dated 06.10.2017 issued accordingly. However, NHQ may take up the issue of one time relaxation of conditions for promotion of Ammunition Mechanics (four grades) as given in the case of other workshop staff, for which proposal may be forwarded to MoD.</p> <p>(2) NHQ to expedite the cadre review proposal pending with them.</p> <p>Decision: NHQ may consider necessary action on this.</p> <p style="text-align: right;">Action: MoD/D(N-II)</p>
41	<p>BPMS: Expediting decision on proposal from OFB, NHQ regarding regularization of casual labour with Temporary Status is under consideration with MoD since long. It should be expedited.</p> <p>Status: Approval of DoPT for relaxation in respect of 268 CLTS has been received. Copies of the orders issued so far provided to staff federations/ confederation. For remaining cases, the matter is under active consideration in MoD/D(Civ-II).</p> <p style="text-align: right;">Action: MoD/D(Civ-II)</p>
42	<p>BPMS: Hon'ble CAT has quashed the orders of MoD wherein MoD has directed that movement from HS to HS-I be treated as promotion for the purpose of ACP/MACP. Hence, this benefit should be extended to all similarly placed employees.</p> <p>Status / Decision: The decision of the Hon. CAT in Shri S.Ravi case has been challenged in higher court. The matter is sub judice. Item to be dropped from agenda.</p> <p style="text-align: right;">Action: Concerned Admin. Divn.</p>
43	<p>BPMS: Pay and Allowances of Fitter & Armourer Mate – Court Case OA No.528/2011 filed by Shri A.K Sinha vs UOI.</p> <p>Discussion : The matter is still pending in EME/MoD. D(O-II) for a decision in the matter in consultation with Deptt of Expenditure.</p> <p>Decision: Item to be dropped from agenda.</p> <p style="text-align: right;">Action: MoD/D(O-II)</p>
44	<p>BPMS: Caste Based discrimination being practised by the management of IRDE/DRDO, Dehradun.</p> <p>Decision: DRDO seized of the issue. Item withdrawn by staff federation. May be removed from agenda.</p> <p style="text-align: right;">Action : DRDO, D(R&D)</p>
45	<p>BPMS: Clarification regarding pay fixation in 7th CPC Pay matrix.</p> <p>Discussion: MoD should get it clarified whether an employee may opt 7th CPC from the date of Next/Subsequent increment or promotion/financial up gradation which falls subsequent to the date of Notification of CCS (RP) Rules, 2016.</p>

	<p>Status: File already stands referred to MoD(Fin)/ MoF for furnishing a clarification.</p> <p style="text-align: right;">Action: MoD/D(Civ.I)</p>
46	<p>BPMS: Promotional Avenues should be created for ship-lift operator, Winch operator and Power-pack operator in NHQ.</p> <p>Status: The Representative of Naval HQ informed that the process is going on to re-include the concerned staff in Artisans' cadre to resolve their grievance.</p> <p style="text-align: right;">Action: NHQ/ MoD D(N-II)</p>

10. The Staff Federations offered their deep gratitude and special thanks to Shri MC Sharma, LWC, AHQ whose cooperation helped in resolving a large number of staff issues.

11. Chairman concluded the 92nd JCM Departmental Steering Committee meeting noting that both the participants from the staff side and official side participated in a professional manner. He hoped that most of the issues raised in the agenda will be resolved by the respective administrative divisions/ defence establishments well before the next Departmental JCM meeting to be chaired by Defence Secretary where the remaining items will be effectively addressed.

12. Meeting ended with thanks to the Chair.

LIST OF PARTICIPANTS IN THE MEETING OF THE STEERING COMMITTEE FOR THE 92ND DEPARTMENTAL COUNCIL (JCM) OF MINISTRY OF DEFENCE HELD ON 10.10.2017 UNDER THE CHAIRMANSHIP OF JS(PG/COORD).

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1. Shri Jayant Sinha, JS(PG/Coord)

- **In Chair**

MEMBERS (STEERING COMMITTEE)

Staff Side

All India Defence Employees Federation (AIDEF)

1. Shri C. Srikumar
Leader Staff Side &
General Secretary
2. Shri M.K. Ravindran Pillai
JCM Member
3. Shri J.S. Sharma,
JCM Member
(not in official capacity)

Indian National Defence Workers Federation (INDWF)

4. Shri R. Srinivasan,
Secretary Staff Side &
General Secretary
5. Shri H.N. Tiwari,
JCM Member

Bharatiya Pratiraksha Mazdoor Sangh (BPMS)

6. Shri M.P. Singh,
General Secretary
7. Shri Mukesh Singh,
JCM Member

Confederation of Defence Recognized Associations (CDRA)

8. Shri Ved Pal Yadav,
General Secretary
9. Shri K.K. Shukla,
JCM Member

CGDA

35. Shri A.D. Gaur, Dy.IFA
36. Shri Vishvjit Gandotra, Sr.AO

Official Side

OFFICIALS OF MINISTRY OF DEFENCE

10. Shri A.N. Sinha, DS(W-II)
11. Shri Dinesh Lakhumna, US D(N-II)
12. Shri Amlan Das, US (Estt./NG)
13. Shri Anurag Sharma, US(O-II)
14. Shri Kamal Kant, US D(QS)
15. Shri Biswajit Guha, US(Lab)
16. Shri Gurdeep Singh, US (Civ-II)
17. Shri Subhasis Das, SO, D(O-II)
18. Smt. Aruna Jain, SO, D(JCM)
19. Shri L.H. Ruolngul, DFA(AG)
20. Shri Praseon Tripathi, SO(AG/PB)
21. Shri Anil Kumar, DS(CP) & M.Secy

OFFICIALS FROM HQ/ORGNS

Army HQ

22. Shri M.C. Sharma, LWC,AG/MP-4
23. Col. Sanjeev Kumar, Dir EME(Civ)
24. Shri D.J. Barman, OS Dte.
25. Col. Sumit Kumar,Dir(Pers)/E-in-C
26. Lt.Col.S.Jagadeesan, Jt.Dir/OS Dte
27. Shri Uday Kapat, Dy.Dir/OS Dte

Navy HQ

28. Shri Sandeep Kumar, Dir(NG)

Air HQ

29. Shri Ashutosh Kumar, Dy.Dir(PC)

DRDO

30. Dr.B.K. Mishra, Addl.Dir, DOP
31. Shri Gautam Kr Chaudhary, Jt.Dir
32. Rajesh Kumar, Dy.Dir.

DGQA

33. Shri A. Rajan Babu, DDG(HR)

DGAQA

34. Shri S.K. Gautam, Asstt. Dir.

OFB

37. Shri S.K.Singh, Dir (IR)

ATVP

38. Shri R.S. Meena

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ANNEXURE-II

Shri C. Srikumar, General Secretary, AIDEF & Leader Staff Side.

- 1) Issues and problems are getting accumulated, since the additional mechanism constituted by the MoD is not at all functioning even after a period of 2 years of the formation of the additional mechanism with the approval of Defence Secretary. Activation of this mechanism will reduce the burden on JCM. Therefore this mechanism needs to be activated.

The same issue has also been raised by Sh. R. Srinivasan, General Secretary, INDWF & Secretary, Staff Side.

Decision :- It was decided that instructions would be issued to all the Joint Secretaries of MOD to hold the meetings of the Additional Mechanism regularly as already approved by the Defence Secretary.

Action : D(JCM)

- 2) DDP has outsourced 143 items to the Private Sector which are being manufactured in the Ordnance Factories. This decision and another proposal of outsourcing 39 more items of OEF Group of Factories and also PPP Model will result in a big question mark about the future of more than 25 factories including VFJ, Small Arms Factories and OEF Group etc. After 36 days of Relay Hunger Strike the Secretary DP invited AIDEF for a discussion only on the 36th day of Relay Hunger Strike. However there is no fruit full result. Recently the staff side has come to know that the Govt. is considering a proposal to corporatize the EME Workshops and the work being performed by the EME Workshops are going to be handed over to L&T and other private companies. Similarly the Commandants of Various Depots under OS Directorate including Vehicle Depot Panagarh and OD Cheoki (Allahabad) has informed the workers that the Depot is going to be dismantled and option may be given for their transfer/posting. This is against the assurance given by the Ministry of Defence to the Federations in the past. Any such move will be opposed by the Employees and hence such decisions, if any should not be implemented in the interest of National Security. AG's Branch Army HQ vide letter dated 6/10/2017 has issued a circular by which 31,012 civilian employees of EME, OS, MES Military Farm etc are going to be rendered surplus. These arbitrary decisions may be withdrawn and there should be separate meeting with the Federations in this regard.

Decision :- The entire issue will be discussed as an agenda item in the next meeting of the Departmental Council (JCM) meeting chaired by Defence Secretary.

Action : D(Coord/DDP)/D(Estt.NG)

- 3) Due to acute shortage of manpower, fluctuating workload, late arrival of raw materials, components, tools etc Ordnance Factories are forced to work OT on Sundays in lieu of

holidays. Moreover OT wages has been a part and parcel of the pay packet of the employees for more than 6 decades and hence OT cannot be stopped without compensating their wages. A part from this OFB will not be able to meet the allotted target and there will be a shortfall of more than Rs. 2250 crores during the current production year. Therefore DDP may reconsider its decision in this regard.

Action : D(Coord/DDP)/D(Estt.NG)

- 4) JCM III level Meetings are also not taking place regularly. In the past DRDO JCM III level council used to function effectively. Now for the past more than one year there is no meeting of the JCM III level Council. Instructions may be issued to hold the JCM III meetings of all Directorates as per the time schedule given in the JCM scheme.

Action : D(R & D)

- 5) MoD has issued instructions stating that the category of OS is not eligible for participating in Trade Union activities, even though there is no bar for OS in the Trade union recognition rules. The affected employees have approached Court of Law and obtained stay order against the MoD's instructions. It is once again requested that OS and Chargeman category which are not having any Managerial or Administrative power should be allowed to participate in Trade Union activities, since they are very much within the definition of "Workmen" under the ID Act, 1947.

Action : All concerned HQ/Orgns

- 6) The issue of Federations changing their nominations in the JCM Councils is still remaining unsettled. Since the Stay order of the Madras High Court is only pertaining to the JCM IV level Council of HVF Avadi, and it is now understood that the CGSC Madras High Court has given legal opinion that the stay order is applicable only to IV level JCM of HVF Avadi. Since MOD has received the legal opinion the issue may be settled as demanded by the AIDEF. Moreover HVF Avadi also is having IR problems, since JCM IV level is not functioning for more than 7 years, efforts may be made to get the 'stay' vacated.

Decision :- Legal opinion of the Central Government Standing Counsel, Madras High Court has been received in the MOD. According to this the stay order is applicable only for IVth Level JCM and hence further Action will be taken to reconstitute the JCM 3rd and 2nd Level Council.

Action : D(JCM)

- 7) AIDEF is repeatedly representing for one time relaxation of LTC-80 in the case of the employees who have availed LTC-80 by purchasing Air Tickets from unauthorised agents. At present the DOP&T has given such a relaxation to one employee of DRDO,

since the affected employees of Ordnance Factories and DRDO etc., are similarly placed the benefit given to one employee may please be extended to the similarly placed employees.

The same issue has also been raised by Shri Mukesh Singh, Secretary, BPMS.

Decision :- The matter will be once again considered by the MOD in consultation with DOPT.

Action : D(Estt./NG)

- 8) The demand for grant of compassionate appointment to the wards of Defence Civilian employees by granting one time relaxation of the ceiling limit of 5% may be considered by the MoD favourably.

The same issue has also been raised by Shri Mukesh Singh, Secretary, BPMS.

Action : D(Lab)/ Action : D(Estt./NG)

- 9) Thanked the MOD for issuing orders for granting four grade structure to the Ammunition Mechanics of Navy at par with the workshop Staff of MOD. For extending the benefit to the concerned employees a one time relaxation of all conditions of promotion may be given as already given in the case of other Workshop Staff of MOD during 14/06/2010.

Decision :- It was decided that NHQ will forward a proposal to the MOD for one time relaxation of the conditions given in the RR for implementing the promotions based on the MOD order dated 6/10/2010 for the first time.

Action : D(Civ-I)

- 10) As provided in other Ministries /Departments an office with furnitures, telephone etc was provided to the Staff Side of the Departmental Council JCM of MOD adjacent to the D(JCM) Section in Sena Bhawan. During the year 2010, In the name of renovation of Sena Bhawan the office was temporarily withdrawn with the assurance that the same will be given back to the Staff Side after the renovation of Sena Bhawan. However the office was not yet provided to the Staff Side even after raising the issue in the last Departmental Council (JCM) meeting held under the Chairmanship of Defence Secretary. The said Office may be given back to the Staff Side.

Action : DS(Gen/IT)

- 11) Promotions/ DPCs are not taking place in the units on the plea of Hon'ble Supreme Court judgment and DOP&T instructions with regard to promotion of reserve candidates to general vacancies. Neither Supreme Court nor DOP&T has stayed the DPC or Promotion. Employees are retiring without their due promotion. MOD may kindly clarify the position.

Action : D(Civ-I)

12) In violation of the Government approved formula PLB days of OFB and EME is being reduced arbitrary by Department of Expenditure every year. A concrete case with the approval of Hon'ble RM may please be taken up with the Department of Expenditure for getting their approval for the payment of PLB as per the formula and as approved by the Hon'ble RM.

Action : D(Estt./NG)/D(JCM)

13) Civilian employees and pensioners are not getting many items from the CSD canteens. There is a short supply of essential items which is creating hardship to the employees and pensioners. Dependent of the pensioners may also be allowed to purchase items from the CSD canteen.

Action : D(Mov)

14) The case of Armourer of 506 Army Base Workshop, Jabalpur is pending with MoD and EME Headquarters. The outstanding issue may be settled and no recovery may be made to the employees as per the Department of Expenditure guidelines.

Action : D(O-II)

15) The Team of officers and Staff in the CP Division under DS (CP) Shri Anil Kumar is functioning in a proactive manner for settling the issues and problems represented by the Staff Side and Federations. At this juncture Shri Anil Kumar is being transferred to a higher post to Ministry of Health. We congratulate Shri Anil Kumar and would like to place in record about his excellent service as DS (CP) and also as the Member Secretary of the Departmental Council (JCM). It is requested that the good system of forwarding the circulars, Government orders, instructions, minutes etc through e-mail to the Federations and Staff Side may be continued which will go a long way for maintaining employer-employee relationship in a harmonious manner.

Action : D(JCM)

Shri M.K. Ravindran Pillai, JCM Member, AIDEF

1) The reputation of one of the premier DGQA Establishments i.e, CQAL, Bengaluru is being maligned by certain vested interested group placed at DGQA. Fact finding Inquiries are being ordered on the basis of anonymous and pseudonymous complaints. The CQAL is an establishment registered under the Factories ACT, 1948. Efforts are being taken to deny the benefits of the Factories Act 1948 to the employees of CQAL. This issue may be brought to the notice of Secretary DP.

Action : D(QA)

2) The Cadre restructuring proposals of various cadres of DGQA was approved and orders were issued on 16th Feb, 2016. Even after a period of 17 months, the Cadre Restructuring is not implemented, thereby denying the benefit given to the employees by the Govt. Directions may be given to DGQA to implement the Cadre Restructuring immediately.

Action : D(QA)

- 3) Considering the strength of employees and pensioners, steps maybe taken to establish a CGHS Dispensary in DGQA Residential complex at Bengaluru by allotting a building or vacant land at CQAL complex.

Action : D(Civ-II)/D(QA)

Shri R. Srinivasan, Gen. Secy., INDWF & Secretary, Staff Side

- 1) Important and urgent issues needs to be discussed are :
- a) MoD, DDP letter dated 24.07.2017 declaring core and non-core items on Ordnance Factories decided by DDP.
- b) Restrictions on working overtime in Ordnance Factories.
- c) Closure of Military Dairy Farms resulting in surplus of manpower.
- d) Closure of certain Ordnance Depots and CODs under AOC Directorate.
- e) Certain Army Base Workshops and EME Base Workshops privatization.

All the above decisions of MoD were not discussed with Federations and MoD took decisions affecting the interest of Defence civilian employees. Employees organizations are kept in dark. The above issues need to be discussed with the Federations in order to protect the interests of the Defence civilian employees.

Action : D(Estt./NG)/D(QS)/(O-II)

- 2) Cadre re-structuring was done after 5th CPC w.e.f. 20.05.2003 and after 6th CPC w.e.f. 01.01.2006. The vacancies are to be worked out based on the sanctioned strength/ authorized strength of each CWEs and not on the existing strength whereas under E-in-C's Branch year-wise vacancies are not filled regularly. Vacancies are pending for 304 years due to not holding DPC. Further under Central Zone, ceiling was imposed on the strength under Jabalpur Zone and Bareilly Zone due to which the promotional posts are reduced. This needs to be reviewed and the year-wise vacancies are to be filled year-wise without backlog.

Action : D(Works-II)

- 3) Ammunition Mechanic is an Industrial trade. But grade structure was not granted for them and they remain only up to HS-II grade. This was represented by Federations to grant 4 grade structure for Ammunition Mechanics in Navy under Naval Armament Depots. Now, it is sanctioned. We request while implementing this order, one time relaxation needs to be granted in respect of Trade Test and residency period as was done in 20.05.2003 and 01.01.2006 to fill the vacancies of HS-I and Mastercraftsman.

Action : D(N-II)

- 4) Temporary Service Casual Labour employees pay was revised after 6th CPC during August, 2008. But after 7th CPC still their pay is not revised and they are paid in 6th CPC. This may be taken up with MoF for issuing orders to grant pay on 7th CPC scales.

Action : D(Civ-II)

- 5) Teachers of Ordnance Factories Schools are purely Central Govt. Defence civilian employees like teachers of Sainik Schools run by MoD. Teachers of the Departmentally run Ordnance Factory Schools have been governed by instructions No. 5(2)/88/I/D(Fy-II) dated 02.02.1989 issued by MoD applying the recommendations of Chattopadhyay Commission effective from 01.01.1986. Their demand to switch over to MACP scheme as approved by DOP&T should be considered.

Action : D(Estt./NG)

- 6) Federations and AG's Branch reached a settlement in order to resolve the disputes arising among the affiliated Unions in Defence under Army and circulars were issued vide AG's Branch letter No. 32526/MP-4(Civ)(c) dated 03.11.2006, according to which, "in cases where one trade union affiliated to a Federation splits into two or more factions within Federation. In such cases the faction approved and recognized by the concerned Federation should be accepted by the Administrative Authorities concerned". This is not followed in AOC Directorate despite our representations and AG's Branch Directives to AOC Directorate. This needs to be adopted and followed.

Action : D(O-II)

- 7) He thanked MoD and Naval HQ for paying the exgratia and liberalized pension to the families of the victims of AN 32 Aircraft accident. He requested to grant compassionate appointments to the families of the victims.

Action : D(Lab)/D(N-II)

- 8). SROs Draft when prepared by the Line Directorates, views of the Federations also needs to be obtained. Certain Directorates obtain but some are not taking the views of Federations. This needs to be followed regularly.

Action : DDG (CP), Army HQ

Shri H.N. Tiwari, INDWF

- 1) The rate of payment for the duty performed by the Security & Fire Staff, CQA(GS), Kanpur on public holiday which is being paid @ Rs.81/- per day based on 4th CPC time. This issue was raised several times at the various level of the JCM forum and also at the visiting VIPs like DGQA & ADGQA (Stores) meeting at DGQA Complex, Kanpur but no effective action could be taken till date and the same Rs.81/ per day is being paid to the effected employees.

Action : D(QA)

- 2) In the similar grade pay there are different residency period which is unjustified and injustice committed to the employees of the DGQA Orgn. The details are given below :-

Sl. No.	Grade	Grade Pay	Residency
i)	LDC to UDC	1900 to 2400/-	08 years
ii)	Fireman to LHF	1900 to 2400/-	08 years
iii)	FED(OG) to FED-II	1900 to 2400/-	08 years
iv)	CMD(OG) to CMD-II	1900 to 2400/-	08 years
v)	Storekeeper to Sr. Storekeeper	1900 to 2400/-	05 years

It is surprised to note that the residency period from Storekeeper to Sr. Storekeeper is 05 years, whereas in other grade in the same grade pay is 08 years. It is therefore requested that such matter may be taken with DOP&T for uniform residency period of 05 years in the same grade pay in DGQA Orgn.

Action : D(QA)

3) In all CWEs under E-in-C's Branch, several posts at the level of Skilled/HS-II/HS-I are vacant due to non-holding of DPC and the employees are illegible for their promotion, but due to delay in holding the DPC, these posts could not be filled and the affected individuals are being retired without getting their promotion. The E-in-C's Branch is therefore requested to issue necessary instructions for holding an early DPC by the CWEs under their control.

Action : D(Works-II)

4) The Board Proceeding of Departmental Selection Committee w.e.f. 01.01.2006 to 14.01.2010 of Tradesmen for the promotion of MCM in the EME Dte assembled at Base Workshop group EME Meerut is still pending with DG:EME. IHQ of MoD (Army) EME Civ(C-4), since last one year for approval by the competent authority. No promotion has been done for MCM in EME Dte since the year 2008, therefore, the Tradesman are suffering hard for promotion. Expeditious action in the matter is requested.

Action : D(O-II)

5) Several additional posts in respect of Clerical, Storekeeping, Scientific, Technical and other Cadre are sanctioned under Cadre Review proposals in DGQA Orgn about one year and six months back, but the DPC for these promotional posts could not be held till date in spite of various requests made in the III Level JCM Council, DGQA and other forum also. It is pertinent to mention here that the employees are eligible and posts are available but it is unfortunate that employees are retiring without getting their promotion. Necessary instructions to hold an early DPC Meeting may please be issued to the DGQA Dte so that the DPC could be held without any further delay.

Action : D(QA)

6) The Works Committee elections in GE, Fatehgarh (U.P.) is over delayed since the last Works Committee elections were held in the year 2008 and under the provisions of Industrial Dispute Act, 1947, the elections were due since the year 2010. The GE, Fatehgarh was requested several times without any positive response on the subject. Necessary instructions to hold the Works Committee Election in GE Fatehgarh may kindly

be issued so that the provisions of the Industrial Dispute Act, 1947 are properly implemented.

Action : D(Works-II)

- 7) Several retired Govt. employees who have been issued CSD card but they are not capable to purchase the CSD items due to their extreme old age as well as sickness. Therefore, one Attendant under AO 74/75, 120/80 and 32/84, may be allowed on sympathetic grounds so that they may get relief in their old age.

Action : D(Mov)

- 8) Under the provisions of Industrial Dispute Act, 1947 two members are to be nominated from elected Depot Works Committee to JCM-IV Level Council of the Establishment, but in COD Cheeki, Allahabad elected Depot Works Committee has not been allowed to nominate 02 members from the Depot Works Committee to JCM IV Level Council of the Establishment under the provisions of ID Act, 1947. The Commandant, COD, Cheeki, Allahabad rather follow the provisions of ID Act on the subject, referred the matter to Adjutant General Branch, AG/MP-4 for further clarification.

It is surprised to note that during 2015, when in the Depot Works Committee, COD Cheeki elections opposite Union's representatives were elected, then they were allowed to nominate 02 members to JCM IV Level Council without referring the case by the same Commandant. The Chairman is requested to kindly issue necessary instructions to the Commandant, COD, Cheeki to follow the provisions of the ID Act on the subject and thus 02 members of the elected Depot Works Committee should be allowed to nominate to IV Level JCM Council, COD Cheeki to represent the directly elected employees so that the Industrial relations could be maintained in the Depot.

Action : D(O-II)

Shri M.P. Singh, General Secretary, BPMS.

- 1) Ord & Ord Equipment Fys develop various new products and such new products are tested/trial run by the users. BPMS demands that the reps of the concerned Ord & Ord Equipment Factories may be allowed to attend such testing/trials so that manufacturer (OFB) may have real feedback to take appropriate action accordingly.

Action : D(Estt./NG)

- 2) It has been noticed that there are very huge encroachments in the Cantonment Areas & other Defence Lands. These encroachments should be removed and prevented.

Action : D(Q&C)

- 3) Detailed Project Reports (DPRs) for capacity enhancement, modernization of plant & machinery etc. of Ord & Ord Equipment Factories should be approved by MoD without delay.

Action : D(Estt./NG)

Shri Mukesh Singh, Secretary, BPMS.

- 1) None of the Ordnance Depots (AOC), Army Base Workshop (EME), Military Farms, units of Army Supply Corps & Postal Services should be closed or outsourced and none of the civilian employees working in such establishments should be disturbed by transfer.

Action : Army HQ

- 2) Inter-grade Ratio of Industrial employees of MoD should be at par with Min of Railways and this restructuring should be expedited.

Action : D(Estt./NG)/D(Civ-I)/All Concerned Secns.

- 3) Director (N-III) had granted a meeting to BPMS regarding discussion on 04 grade structures for Ammunition Mechanic of NHQ and the order has been issued on 06.10.2017. Now, MoD/NHQ should issue necessary operative instructions by granting one time relaxation from trade test, residency period etc. so that the actual benefit of 04 grades may be granted to incumbents.

Action : D(N-II)

- 4) Govt of India is focusing on Skill Development and all the Departments are working on to this. In EME, Station Workshops & ABWs should also conduct some training programmes for skill development of Non-Industrial Employees and their services may be utilized by redesignating them into Industrial Employees.

Action : D(O-II)

- 5) Office Superintendent should be allowed for trade union activities under the Trade Unions Act, 1926 and the Industrial Disputes Act, 1947.

Action : D(JCM)

- 6) A meeting was held between Shri Ravi Kant, Addl Secy (R) MoD and BPMS in June-2016 wherein AS (R) directed to minimize the channels for grant of recognition in MES. Further, he instructed to withdraw the recognition status from 'The MES Employees Union, Jabalpur Area, Jabalpur' for implementing the Hon'ble High Court of Jabalpur judgement in W.P. No. 4904/2000. These issues should be resolved forthwith.

Action : D(JCM)

- 7) MoD/DDP should intervene into the matter of OFB employees who obtained Diploma from Distance Education mode and got selected/appointed on the post of Chargeman (Technical) through LDCE and performing their duties for so many years. Their case should be considered sympathetically by MOD and one time relaxation should be granted under the clause "Power to Relax" of SRO.

Action : D(Estt./NG)

- 8) MoD should take appropriate action to scrap the disparity of pay fixation on re-employment amongst the Commissioned/JCOs/PBORs ex-serviceman.

Action : D(Civ-I)

- 11) The Department of Defence, Department of Defence Production, Department of Research & Development of Ministry of Defence to frame the transfer policy in all Cadres keeping in respect of Single Mothers/Single Women as circulated vide MoD ID No. 11(2)/2017/D(JCM), Dated 31.08.2017.

Action : All Admn. Sections

- 12) Works Committee elections are not being conducted regularly in various MES establishments. This should be looked into.

Action : D(Works-II)

- 13) Ex-gratia, Liberalized Pension Scheme & Compassionate appointment should be granted to the wards of civilian employees died in harness (Fire/Explosion accident) in CAD Pulgaon.

Action : D(Lab)

- 14) Productivity Linked Bonus Scheme should be reviewed so that productivity of defence installations may be enhanced and there should not be any deduction/restriction in number of days of PLB.

Action : D(O-II)/D(N-II)/D(Air-III)/D(Estt./NG)

- 15) Officials of Indian Coast Guard should also be instructed to attend the JCM meeting.

Action : D(CG)

- 16) All Cadre Review proposals should be expedited. (This point also raised by Shri V.P. Yadav, General Secretary, CDRA).

Action : D(Civ-I)/All Admn. Sections

Shri Ved Pal Yadav, General Secretary, CDRA

- 1) It is submitted that circulars/Govt. letters to Staff Association recognized by MoD & their controlling Directorates is not being issued. This point had already been raised in the MOD and Dtes Level Councils and time to time circulars were issued, but till now this issue was not implemented in true spirit. It is requested that all Directorates should be instructed accordingly.

Action : All Admn. Sections

- 2) Request to provide additional meeting (additional mechanism as raised by Shri C. Srikumar of AIDEF) at JS level should be granted to resolve the grievances of Defence civilian employees.

Action : All Admn. Sections/D(JCM)

- 3) It is submitted that different Vacancies of different categories are being filled/recruited by the concerned Units/Depots/Organisations, system is not transparent and sometimes so many irregularities are being found in the recruitment process.

There are so many Organisations under Govt of India which are recruiting the Group 'C' & Group 'B' Non-Gazetted posts through SSC. Another way of recruitment is suggested through centralised system of a particular Organisation. Chairman of the Steering Committee of MOD JCM Council is requested to consider above and allow recruitment either through SSC or any centralized recruitment system. This will be more justified and transparent and merit will prevail in the recruitment process.

Action : All Admn. Sections

- 4) It is submitted that issue of providing office accommodation to all the 3 Federations and 1 Confederation is pending since last fifteen years & has been examined by the Joint Secretary (E) of MOD. Many hardships are being faced by the CDRA and other Federations in carrying out its official functioning. This point is long outstanding & pending in the Departmental Council JCM of MOD. Many suitable Accommodations in Delhi Cantt have been cited to the officials of MOD and Visits by the higher officials of MOD undertaken. Necessary approval of Defence Secretary may please be accorded.

Action : D(JCM)

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