

New Delhi, the 16th August, 2007


OFFICE MEMORANDUM

SUBJECT: Grant of special allowance to the Armour Welders of Master Craftsman Grade of Heavy Vehicles Factory, Avadi and Ordnance Factory, Medak - regarding.

The undersigned is directed to forward herewith a proposal submitted by Ordnance Factory Board (OFB) Kolkata for 'grant of Special Allowance to the Armour Welders of Master Craftsman Grade of Heavy Vehicles Factory, Avadi and Ordnance Factory, Medak' along with the brief facts of the case and the relevant documents for consideration and further necessary action at your end.

2. This issues with the approval of the Competent Authority.

Encls. - As above (Annexure-I & II)


(**Suman K Sharma**)

Under Secretary to the Govt of India
Tele/FAX: 23017398.

Sixth Central Pay Commission

(Kind Attn.: **Smt. Madhulika Sukul, Joint Secretary**),

2nd Floor, ICADR Building,

Plot No. 6, Vasant Kunj Institutional Area, Phase-II

New Delhi-110070.

Copy (without encls) for info to

- 1) Ordnance Factory Board, 10-A SK Bose Road Kolkata-700001.
- 2) DO, D(FY-II)/MoD
- 3) Federations:
 - (i) GS, AIDEF
 - (ii) GS, CDRA
 - (iii) GS, BPMS
 - (iv) GS, INDWF
- 4) Dir. (NIC) - *for uploading on website.*

Brief facts of the case for 'grant of Special Allowance to the Armour Welders of Master Craftsman Grade of Heavy Vehicles Factory, Avadi and Ordnance Factory, Medak'.

1. The Staff Side has demanded that the Armour Welding Allowance at the rate Rs 280/- per month be granted to Master Craftsman Grade; Rs 240/- per month to Highly Skilled Grade and Rs 200/- per month to Skilled Grade.
2. The 'Armour Welding Allowance' was granted to eligible employees of HVF, Avadi w.e.f. 1st January 1986 and to similarly placed employees of OFP, Medak w.e.f. 19th February 1991.
3. The 'Armour Welding Allowance' is being granted to the Welders with special skills over and above, what is admissible to ordinary Welders. This allowance is considered as an incentive for the additional exertion caused by sustained exposure to elevated temperature while carrying out Armour Plate Welding. Besides, the Welders who are in receipt of this allowance are periodically tested and in case, they fail in the test the said allowance is discontinued. It is noteworthy that the recipients of the said allowance are however not entitled to any risk allowance or compensation.
4. As per Govt. letter No. 46(3)/III/89/95/IV/D(Fy.II)/99 dated 08th Feb 99, the Special Allowance in r/o the Highly Skilled Grades-I & II and the Skilled Workers of Armour Welders of HVF and OFPM were modified at the rate of Rs 280/-; Rs 240 & Rs 200/- per month respectively.
5. The grade structure in the industrial as well as in the non-industrial trades was modified as Skilled, Highly Skilled and Master Craftsman w.e.f. 01.01.96. The HS-I & HS-II were merged to Highly Skilled. Consequent upon the restructuring of industrial cadre, the 25% of Highly Skilled Grade post was placed into the Craftsman Grade vide MoD letter No. 11(1)/2002/D(Civ.I) dated 20.05.2003.
6. The incumbents in the Master Craftsman Grade are not entitled for the Special Allowance.
7. The Master Craftsman are not only carrying out the duties of Highly Skilled, they also train-up other Welders to improve their skills on these jobs. If MCM are denied Special Allowance for armoured welding, then they may not have interested in taking up armour welding and may rather prefer to be only welders.
8. The financial implications will be Rs 8240/- per month
9. O/o the Principal Controller of Accounts (FYS), Kolkata have endorsed the proposal, subject to fulfillment of the prescribed conditions for grant of special allowance by the MCM Grade.
10. OFB/Finance Divn have concurred the proposal of OFB Kolkata.
11. The proposal was referred to MoD (Fin/DP-I). They have, however, returned the case advising to put up the matter before 6th CPC for their consideration in view of Min of Finance OM F No. 5/16/2006-E.III.A dated 21.12.2006.

List of documents attached:**Annexure-II**

Sl No.	Details of documents attached
1.	MoD ID No. 46(3)/89/IV/D(FY-II)/Vol-II dated 27.07.2007 and dated 03.08.2007
2.	Extracts of the noting No. 31 to 53 from the relevant file.
3.	Letter No. 46(3)/III/D(Fy.II)/99 dated 19.02.1991
4.	Corrigendum No. 46(3)/IV/89/D(Fy.II) dated 20.09.1991
5.	Letter No. 46(3)/III/89/95/IV/D(Fy.II)/99 dated 08.02.1999
6.	MoD ID No. 46(3)/89/IV/D(Fy.II) dated 19.04.1999
7.	MoD letter No. 11(1)/2002/D(Civ.I) dated 20.05.2003.
8.	OFB ID No. 447/HVF/A/A, dt 31.12.2003
9.	O/o the Principal Controller of Accounts (FYS), Kolkata letter No. Pay/Tech.-I/0123 dated 24.03.2006
10.	OFB ID No. 47/HVF/A/A (Vol.III) dtd 22.04.2006
11.	Fin Div. u.o. No. 211/50/22/FM-V dated 04/05/06.