

**MINUTES OF THE 90th DEPARTMENTAL COUNCIL MEETING(JCM)
HELD UNDER THE CHAIRMANSHIP OF DEFENCE SECRETARY
ON 29.08.2014.**

List of Participants is at Annexure.

II Speech Points of the Staff Side

The Leader Staff Side on his behalf and on behalf of his colleagues welcomed the Chairman and all the Official Side members/representatives. He also thanked the Chairman for giving Action Taken Report on all the issues and also keeping the Staff Side informed on important developments. The Staff Side made the following points:-

ShriC.Srikumar, AIDEF, and Leader, Staff Side

1. JCM is the only machinery available for the Defence Civilian Employees to sit with the Official Side, discuss their problems, grievances and demands for settlement through the process of Joint Consultation and Compulsory Arbitration. JCM Scheme was formulated by the Govt. of India in its capacity as a model employer to jointly sit with its employees and to resolve their problems arising out of service matters. As per the JCM Scheme 3 main meetings under the Chairmanship of Defence Secretary should take place in a year. However, JCM Meetings are not taking place for years together. Due to this the grievances get accumulated resulting in frustration and demoralization amongst the Defence civilian employees, the fourth force of the Defence of our Country. In the Steering Committee meeting of the JCM held on 01.08.2014, JS(E) as Chairman has assured us that hereafter regular meetings of the JCM would take place and that there would be regular interaction with the Federations/Staff side. He requested the Chairman that he should ensure 3 meetings of the JCM and 3 Steering Committee Meetings in a year. He thanked the Defence Secretary for advising all the Joint Secretaries of the MoD to attend the Steering Committee Meeting. He stated that it is a good decision and this has helped the staff side to bring to the notice of the Joint Secretaries of the Administrative Division about the various problems of the employees. This practice may be continued. Addl. FA may also be advised to attend the meeting.

Action: D(JCM)

2. The Government in the past including former Defence Ministers and Defence Secretaries have assured that no decision would be taken which affects the existence of Ordnance Factories and DRDO. However, the recent decision of the Govt. to allow 49% FDI in Defence Sector is a matter of serious concern to the Federations and the Defence employees. AIDEF and other Federations/Confederation have jointly protested against this decision of the Govt. It is, however, regretted to note that the Federations have neither received any favourable response from MoD nor any meeting has been held with the Federations. He requested that the MoD may reconsider its decision.

Action: D(Coord/DDP)

3. OFB has proposed to MoD regarding a need for a Safety Clause in DPP 2013 protecting the interest of OFB. OFB has requested to MoD that wherever products under consideration fall within the technological capability of OFB and OFB is willing to take up the development project, OFB should be considered as the only development agency under Govt. set up. It has also been requested that upgraded and new Generation system of the existing products of OFB may be undertaken by OFB. MoD and DPP may consider this proposal.

Action: D(Coord/DDP)

4. Five Factories of OEF Group, under OFB are manufacturing all types of Troup Comfort items, like all types of Dresses, Boots, Tents, parachutes etc. Army is the major customer of these Factories. Against the interest of these factories, Army HQrs. has taken a decision in the past to issue Olive Green Uniform Clothes and stitching charges to the Jawans. When we protested against this decision to Hon'ble RM, he assured us that the workload for OEF Group Factories would be ensured. At present it is understood that the MGO is considering a proposal to issue Army Logo Uniform Clothes to the Jawans. This decision will completely affect the workload of OCF, Avadi, OEF Hazratpur and OPF, Kanpur. Defence Secretary may kindly intervene in the matter and the proposal of issuing Army Logo Clothes to the Jawans, may not be agreed to. The quality of the fabrics and stitching of the OEF Group of Factories cannot be ensured by any private garment manufacturer. This is not in the interest of the Jawans and also the OEF Group of Factories and as such, Army HQs may be advised to withdraw the above decision.

Action: D(Estt./NG)/DDG(CP), Army HQ

5. Three Federations, in support of a Charter of Demands of the Defence Civilian employees had jointly issued a Strike notice for an indefinite strike to commence from 17.02.2013. MoD invited the Federations for a negotiation on 06.02.2014. Based on the assurance given by the MoD, Federations have delayed the Strike. However, the following agreed demands have not yet been settled:

a) Formation of Permanent Negotiatory Machinery at the MoD and Directorate Level at par with Railways.

Action: D(JCM)

b) Revision of Recognition Rules for Trade Unions.

Action: D(JCM)

c) Revision of NDA Rates.

Action: D(Civ-II)

d) Revision of Fixed Medical Allowance and extension of in-patient medical treatment facility to employees posted in remote areas.

Action: D(Civ-II)

e) Time wages/DOT to the IES deployed on PW system.

Action: D(Estt./NG)

f) Correlation of PW rates/incentive w.e.f. 01.01.2006.

Action: D(Estt./NG)

g) MACP benefit of Gp. of Rs.4600/- to the MCM as on 31.12.2005 and to those employees who were given ACP benefits in Rs.5000-8000 upto 31.08.2008.

Action: D(Civ-I)

h) Finalize all the pending Cadre Review proposals.

Action: D(Civ-I)

6. Secretary DoP&Thas written a D.O Letter to all Secretaries to take efforts to reduce litigation and to settle grievances of the employees. However, litigation is increasing day by day in MoD since the DoP&T is not agreeing to extend the benefit to uniformly placed employees. A few examples are given below:-

a) Court Judgments for granting MACP in promotional hierarchy.

Action: D(Civ-I)

b) Court Judgment on NDA rates.

Action: D(Civ-II)

c) Court Judgment for not treating the placement from HS Grade to HS Grade-I as a promotion for the purpose of MACPS in the cadre restructuring of Artisan Staff (w.e.f. 01.01.2006).

Action: D(Civ-I)

It is requested that the Court Judgments in favour of the employees may be extended to all similarly placed employees.

7. There are clear instructions of DoP&T and Cabinet Secretary that any downsizing, closure, declaring surplus, SIU Reports etc., would be discussed in the Departmental Council (JCM). However, without any discussion on these matters with the staff side, decisions have been taken. He quoted the following examples:-

i) Proposal to close Military Farm.

Action: D(QS)

ii) Reduction of strength, declaring surplus and transfer of employees to far off places in EME by implementing ASEC Committee Reports.

Action: D(O-II)

iii) Various Depots under DGOS.

Action: D(O-II)

8. OFB recommends 41 days' PLB to its employees every year based on the PLB Formula approved by the Govt., MoD at the level of RM approves it. However, for the past 5 years the Finance Ministry reduces it to 40 days in violation of the Cabinet Approved PLB formula. He stated that since Hon'ble RM is also the Finance Minister, MoD may ensure that this reduction of PLB by 1 day should not take place this year and the one day PLB already reduced in the previous years may also be paid to the employees.

Action: D(Estt./NG)

9. ADRP vacancies of MES for the year 2006-07, 2007-08, 2008-09 have not yet been released. The same may be expedited.

Action: D(Works-II)

10. As per MoD norms, the civilian : Combatants ratio should be 70:30 in MES. However, in the Eastern Command, this ratio is distorted and the strength of Civilian employees are getting reduced and the Combatants number is getting increased. This may be looked into and necessary Instructions may please be issued.

Action: D(Works-II)

11. In spite of the Hon'ble RM's approval, PRIS benefit has not been extended to DRDO employees. The issue is pending with Department of Expenditure. The same may be settled.

Action: D(R&D)/Def Fin (AG/PB)

12. The proposal of DRDO to create promotional channel for DEO to the post of Admin Officer/ Store Officer is pending with the DoP&T. The same may please be expedited.

Action: D(R&D)

13. Army HQ for its strategic reasons have declared some industrial establishments in the peace Areas as War Establishments. However, in the past MoD /Army HQ has clarified that in these Establishments there is no bar for the Trade Union functioning. Recently, Army HQ has declared Ammunition Depot, Panagarh as War Establishment and the commandant has informed that Unions that Union Activities cannot be permitted at AD Panagarh. This decision is arbitrary and illegal. It is, therefore, demanded that necessary instructions may be re-iterated for Trade Union Activities at AD Panagarh.

Action: D(JCM)/DDG(CP), Army HQ

14. The Festival of Durga Puja, Dussera&Bakri-Eid for the year falls during 1st October, 2014 to 6th October, 2014. It is requested the payment of wages for the month of September, 2014 in respect of Industrial Employees of OF organization payable in October, 2014 may be paid in the last week of September, 2014.

Action: D(Estt./NG)

15. The parliament has amended various provisions of the Apprentices Act, 1961. One of the important amendment is in Section-22, which now empowers the establishments which is training the Apprentices to formulate their own policies for recruiting trained Apprentices. Taking advantage of this amendment, MoD may kindly take a decision to recruit trained Trade Apprentices in the Defence Establishments as per trained batch wise seniority without going for advertisement in the media etc. Establishment may go for advertisement for filling up of the Skilled Vacancies In case of non-availability of qualified apprentice. This will ensure quick action for filling up of the Skilled posts by the Units.

Action: D(Lab)/D(O-II)/D(N-II)/D(Air-III)

16. On the eve of the visit of Hon'ble Prime Minister to Naval Dockyard Mumbai, the authorities arbitrarily declared 16th of Aug as Holiday without consulting the works Committee/JCM/Trade Unions and ordered for working on 23rd August 14 which happens to be a Saturday and weekly holiday. Majority of the workers have not attended duty on 16th Aug 2014 and the administration has imposed wage cut on the employees. MoD/Navy may kindly conduct an Inquiry in this regard. Moreover, two JCM Illrd Level Members of NHQ JCM Illrd Level representing AIDEF have been charge sheeted for protesting against the decision of the Naval Authorities. This is a clear case of victimization.MoD may kindly intervene and above charge sheets may be withdrawn.

Action: D(N-II)

17. AIDEF has nominated new members to the JCM Departmental Council due to death/retirement of its nominees. Even though Defence Secretary has approved the same, they are not called for this JCM Meeting. It is requested that their nominations may be approved.

Action: D(JCM)

18. AG's Branch office dealing with Civilian employees has been shifted from SenaBhawan to R.K. Puram. This is creating problem to the Federation representatives and JCM Members especially who come from out of stations. AG's Branch Office functioning at R.K. Puram may be shifted to SenaBhawan.

Action: DD(AG)

19. The IR situation at OD Fort Allahabad was discussed in the Steering Committee Meeting of the JCM. The issue may be settled through discussion with the Federations.

Action: D(O-II)

20. The workload of Small Arms Fys under the OFB is suffering due to shortage of workload. This may be settled at the earliest.

Action: D(Estt./NG)

21. Employees who have availed LTC by obtaining Airlines Ticket from Private agencies may be passed as a onetime measure. He quoted the cases at DRDO labs in Hyderabad.

Action: DRDO

Shri R. Srinivasan, INDWF and Secretary Staff Side

22. Meeting of the Departmental Council last held on 29.4.2011 and after a gap of more than 3 years now the meeting is being held. There is no progress on the points raised in the previous meetings. Meetings should be held regularly and there must be some progress on the issues.

Action: D(JCM)

23. 7th CPC was been constituted but the issues in respect of Cadre review and Recruitment Rules between 6th and 7th CPC are pending and we do not see much progress. Cadre review proposals are being delayed mainly at Defence Finance as the same are sent back with peace meal observations. Instead, it may be cleared in single window system so that all queries can be replied. Also, some time limit be fixed to clear files.

Action: Def Fin (AG/PB)

24. Granting of ACP/MACP to Teaching Staff in Ord. Fys. is pending though the proposal had been submitted long back.

Action: D(Estt./NG)

25. Teaching staff of Ord. fys are not covered in the PLB though in all respects they are Govt. Employees. This issue is also pending for years together which may be considered,

Action: D(Estt./NG)

26. One time relaxation to UDCs in Ord.fys. for promotions to OS may be granted taking into account their number of years of service rendered in LDC and UDC grade as there are vacancies in OS Grade.

Action: D(Estt./NG)

27. Casual Labour, contract Labour strength is increasing and they are deployed in Permanent and perennial nature of works instead of filling the vacancies by regular employment. This increasing trend should be avoided.

Action: D(Estt./NG)

28. Industrial employees, Non-Industrial Employees, Non-Gazetted employees, Gazetted employees are named in Ministry of Defence. Common nomenclature should be given as under:-

Workshop staff- Group 'B'
Ministerial staff- Group 'C'
Store keeping staff- Group 'C'

The name of IEs and NIES creates problem though they are working in industrial establishments in respect of wage calculations, leave benefits, though all are covered under Fys Act, ID Act etc.

Action: D(Estt./NG)

29. Artisan Cadre was restructured w.e.f. 20.05.2003 by introducing the ratio of Skilled Grade-45%, Highly Skilled Grade 55% and MCM 25% of Highly Skilled Grade (i.e. 55%). Thereafter, Artisan Cadre has been restricted w.e.f. 01.01.2006 with the same ratio of Skilled Grade 45% and MCM 25% of Highly Skilled Grade (i.e. 55%) and remaining posts have been divided between HS Grade-II and HS Grade-I (by bifurcating earlier HS Grade) in a ratio of 50:50. No review has been taken place in Artisan cadre in MoD since then. While Railways have introduced revised ratio 20:20:44:16 between SK, HS-II, HS-I and MCM in November 2013. Cadre review of Industrial employees may be done in Defence at par with Industrial Staff in Railways.

Action: D(Civ-I)

30. OD Allahabad, incident was raised in the previous steering committee meeting. But no action or no discussion with the Federations has taken place. IR situation is becoming worst. Further victimization action has been processed by the department including by suspending some employees. This need to be viewed urgently and the officials of MoD should convene a meeting to settle the issue with the Federations.

Action: D(O-II)

31. Implementation of cadre structure for Artisan staff in Military Farms w.e.f. 20.5.2003 and from 1.1.2006. Though this was introduced in all the other Directorates but MF have not taken action which may be implemented. This issue was raised in the meetings several times but no action has yet been taken to give the benefit to Artisans of M.F.

Action: D(QS)/DDG(CP), Army HQ

32. Employees working in I core, OMC Mathura for more than 10 years are given the status of TSCL. 30 employees are permanent and about 80 employees are TSCL. Though sanction for regular posts was given to the unit, the posts have been returned without providing opportunity to regularize these TSCL and their status remains the same. The posts sanctioned should be filled from TSCL as per DoP&T instructions to accommodate against regular 2/3rd vacancies.

Action: Army HQ, AG Branch

33. Some of the Ordnance Depots have been declared as Field Ordnance/Ammunition Depots by converting into war establishments. Once declared as war establishments, civilians strength gets reduced and service personnel strength gets increased. Further these depots were enjoying Trade Union rights, JCM IV, works committee functions etc. After declaring of war establishments, the Trade Union rights have been withheld and the same should be restored.

Action: D(O-II)

34. As per the cost and Factory Accounting system for the industrial establishments, when employees report for duty late, only basic wages should be deducted. If worker is present for a part of a day he should be considered to be present for the full day for this purpose so he is entitled for DA, HRA & CCA. Whereas in EME, basic wages + DA is recovered while coming late for duty and this needs to be rectified.

Action: D(Estt./NG)

ShriM.K. RavindranPillai, AIDEF

35. **Formation of Defence Quality Assurance Board(DQAB)**

The issue has been discussed in JCM II level & III level Meetings several times in the past 05 years, but the same is pending without any solution. It was assured by the then Defence Minister Shri AK Anthony that the matter is under active consideration with the Govt. However, for the last two years there is no information about the case. In the changed circumstances the new Defence Production policy which is being envisaged by the New Govt., including 49% FDI in Defence, the department should seriously consider for an independent Quality Assurance Agency (DQAB) in accordance with the strong recommendations made by the CAG in its report submitted to the parliament in the year 2005. Staff side is projecting this issue for the overall betterment of the Organization, therefore, the matter may be taken up by the Ministry for necessary action.

Action: D(QA)

36. **Recruitment Rules of Industrial Categories**

During the discussion for finalization of recruitment rules of IE's it was agreed that the age limit will be raised from 27 years to 32 years. It is pending with department for the last six months. It is only an amendment to be approved by the Deputy Secretary level officer of the Ministry.

RR of JE's – Staff Side demand was for LDE for all the employees who possess the qualification of Diploma or Degree in Engg should be eligible irrespective of their Cadre. The present clause that HS-I and MCM only are eligible for LDE is not acceptable. This should be at par with the OFB where all the categories are eligible to participate in the LDE test.

Action: D(QA), DGQA

37. Cadre Review of Group 'B' and 'C' employees of DGQA

Cadre review proposal of the DGQA was initiated during 2003 and the same was kept pending stating that the matter will be referred to 6th CPC. Subsequently the case was returned to DGQA for the finalization of the Pay Commission Report. However, the Pay Commission informed the Government /Department that the cadre review is not under their purview/terms of reference of the Pay Commission. From 2009 onwards, the file shuttled between Ministry and the DGQA. The cadre review proposal were worked out by carrying out matching savings so there was no additional financial implications. It is pertinent to mention here that when the cadre review proposals are worked out and matching savings are given by surrendering the posts of lowest cadre in that group. However, the DGQA (Adm) surrendered the higher posts for the purpose of matching savings and this is financially advantageous for the government . Despite all these and the protracted correspondence and the meetings, the case was kept pending by the Ministry (Integrated Finance). After Departmental Council Meeting in 2012 wherein, the Chairman had directed to all concern to clear the cadre review proposals without any further delay. In June 2013 the Hon'ble RM approved the cadre review proposal of the DGQA and forwarded the same to Integrated Finance. Despite this approval, the case remained pending with the Ministry of Finance. In the meantime after the postponement of the strike, on 06 Feb 2014 a meeting was convened by the government with Federations to discuss the demands made in the strike notice. In this meeting it was assured that all the cadre review proposals will be approved within one month time. This promise made by the UPA government has not been considered by the NDA government and officials in the Ministry of Finance. On 07th of July 2014, a meeting was convened by the Finance Ministry with the officers of the DGQA at the level of Addl DGQA (Adm) and various contentious issues were discussed for three hours and doubts were cleared by the DGQA officers. Surprisingly after one hour the file was returned to DGQA without assigning any reason. Hence, the matter may be discussed for an immediate action to clear the case by the Integrated Finance of Defence. Most negative attitude of the two officers are responsible for this delay.

Action: D(QA)

38. Merger of Technical/Scientific & Drawing Office Cadres

The Sub Committee Report was adopted in the main JCM without any dissent on the subject. It was totally unanimous. It is regretted to note that the Department has circulated this Report to different Directorates asking for their comments. The Staff Side feels that it is an insult to this august body. The action of the administration was influenced by one Association misguiding the Head of the Organization (DGQA). The Staff Side strongly protests about the statement made by the administration that his subject does not come under the purview of the JCM. He stated that it may please be noted that the JEs/Scientific Asstt/Draughtsman and the members of the Union are affiliated to three Federations and the CDRA. Their career prospects and other service conditions are well within the purview of

the JCM. During the discussion of the RTP also the same type of question was raised and the then Chairman Gen Bajaj delayed the case on the ground that the Federation has no role to play by stating that it is beyond the scope of the JCM. The Staff Side brought it to his notice that it is the direction of Secy. DP to review the RTP by the JCM and if the DGQA had any objection, it should have been reported to Secy DP. Further attention was drawn towards the membership of the Union that the Trade Union Act does not prohibit anybody from becoming the member of the Union. The act says “any seven people can make a Union” the other orders prohibiting certain categories from becoming the members for the Union is an executive order. An executive order cannot override the Act passed by the Parliament which is supreme and there should not be any ambiguity about the rule position. Hence the contention of one particular Association is not acceptable; on the pretext delaying the case of merger is disrespect to the JCM.

Further, the AIDEF rep stated that the staff side has no objection if the Chairman wanted to have a relook about the recommendation in the subcommittee report for the merger of Scientific/Tech/Drawing office category he may depute some senior officer to look into the aspect whether some AE’s are going to be superseded while making the seniority of the combined cadre. The staff side is also of the opinion that there should not be any injustice to any of the cadres. Therefore the case may be finalized at the earliest.

Action: D(QA)

39. **Merger of Isolated Categories**

A subcommittee was constituted to study the above subject. Subcommittee met on 10th Oct 2013 and subsequently several meetings were held and deliberated on the subject. The subcommittee submitted its report and the same was placed in the DGQA JCM for adoption and JCM has unanimously approved it. A copy of the recommendations is enclosed for your ready reference. It is requested that the case may be cleared at the earliest.

Action: D(QA)

40. **Rotation Transfer Policy & Compassionate Posting.**

The then Secy DP Shri RK Singh issued directions to review the rotational transfer policy and directed to DGQA to constitute a subcommittee of the JCM. DGQA administration was reluctant to constitute the committee and kept it pending for almost one year. Subsequently the Federation Leaders met JS(MS) on 31st of Jan 2013, wherein, we had raised the issue and according to his direction, subcommittee was constituted by the DGQA. The committee had three meetings. Report was made in consultation with the all stake holders. After finally seeing the draft report, the DGQA administration has kept it pending for six months. In the meantime the DGQA administration issued the transfer orders for the year 2014 without taking cognizance of the recommendations of the report. Despite the objections raised by the staff side, the administration has gone ahead with the transfers.

The Rotational Transfer Policy is a weapon in the hands of head of establishments/technical directors/the head of the department for victimizing the officers and staff. In addition to above, there is lot of favouritism and nepotism and they are exempting some people from the Rotational transfer, as if they are indispensable.

The working conditions of the DGQA with regard to the Quality Assurance has totally changed after the input material inspection has been taken away during 2004. Therefore, identifying certain posts as sensitive/non sensitive has no basis. As such the rotational transfer policy should be scrapped. A separate meeting should be convened at the Ministry level with the Federations for deciding the case.

Action: D(QA)

41. Restoration of posts surrendered in the DGQA establishments abolished under ADRP.

From 2004 to 2009, large number of posts in different cadres, including the essential categories have been abolished in DGQA establishments under the scheme of ADRP. Due to this, there is an acute shortage of post/man power in the various DGQA Estts. to cope up with the present workload position. Authorities are resorting to contract employment even in permanent and perennial jobs like Security, Fire Brigade, Statutory Canteen Staff and in other areas. This has resulted in not only corruption but also exploitation of the contract labourers. The staff side has demanded in the past for restoration of all posts abolished in the ADRP scheme. Accordingly, MoD vide their ID F.No.A-4817/2/2008-D(Estt/Gp.I) dated 11.08.2009 have issued instructions for submission of proposal for review of the abolished posts. It is again demanded that the posts abolished in the ADRP may be restored to the organization where there is functional justification without insisting for any illogical matching savings etc.

Action: D(QA)

42. Outsourcing

There is an abnormal delay in according sanction for outsourcing and every year the cases are kept pending by the Ministry of Finance. The DG's power of Rs.05 Lakh is very meager to outsource the labourers, Sweeper & Security Personnel. Establishment (CQAL, Bangalore) put up the case for the number of people according to the authorization of the PE. Still the Ministry of Finance make a red tape policy. To quote an example (CQAL, Bangalore),cases for outsourcing of OB sweepers and 12 Casual Labourers from 01 Apr 2014 to 31 Mar 2015 were forwarded to HQ DGQA for sanction of Ministry (Cases being within PE) on 20 Mar 2014. Due to General elections, a delay was envisaged and Part Sanction was obtained for both the cases for the period 01 Apr 2014 to 30 Jun 2014. Part Sanction also expired on 30 Jun 2014 and Sweepers/Casual Labourers could not be deployed from 01 Jul 2014 placing them in financial hardship. Due to non-deployment, the cleanliness and sanitary conditions of the Establishment have been severely affected. As per the information available, both the cases

were last referred to Ministry on 09 June 2014 and pending with them till date. Many cases which require the sanctions of the Head of the Deptt are not within his powers and it has to be referred to the Ministry (Integrated Finance). It is causing undue delay and consequently the entire system of outsourcing is paralyzed. Any delay in sanction for the outsourcing will result in the dispensation of the Contract Workers and loss of wages. A case may be taken up to increase the financial power of the Head of the Department to Rs.25 Lakhs per case in the interest of the functional requirement of the organization.

Action: D(QA)

43. Grant of Grade Pay of Rs.4200/- to Pharmacist

The Grade Pay of pharmacist, as per Ministry of Finance O.M. No.1/1/2008-1C dated 18 Nov 2009 has been prescribed as Rs.2800/- and on completion of 02 years incumbent should be placed in PB-II grade pay of Rs.4200/-. The matter was taken in the 15th Steering Committee Meeting of the 12th Time of JCM-III Level Council held on 06 Nov 2013 and Point NO.10(b). "The Chairman informed that the case was referred to DoPT for concurrence but DOPT did not agree to the proposal. However, efforts are being made to get it approved through personal liaison". It is, therefore, proposed to incorporate necessary amendment in the existing Recruitment Rules.

Action: Def. (Finance)

44. Functioning of JCM-IV Level

The JCM-IV Level was not functioning after the Madras High Court has given a stay order about the functioning of JCM-IV Level. However, MoD/D(JCM) had clarified that meetings of JCM-IV Level Councils which were in existence prior to stay order may take place as usual. Prior to this, DGQA on 19 Mar 2014 had issued a letter stating that JCMs which were functioning prior to the stay order can continue to function. Despite this clarification, majority of the DGQA establishments JCM-IV Level are not functioning. The HOEs are not interested for any of the forums namely recognized Unions, Works Committees and JCMs to function in the establishments due to the fear that these forums will highlight violation of government orders and financial irregularities taking place in the establishments. It is, therefore, requested necessary instructions may be issued to allow the JCM to function as they were existing earlier.

Action: D(QA)

45. Placement of Directly Recruited DM-III in DGQA

For the upgradation of pay scale Rs.1400-2300 (pre-revised) of DM-III possessing "Diploma in Engineering with one year experience" recruited from 16.09.1995 to 20.09.1999 (dated of issue of new SRO), a statement of case was recommended by DGQA, MoD and the case was referred to Defence Finance (AG/PB). Defence (Finance) referred the case to Ministry of Finance. Ministry of Finance repeatedly opined that Administrative ministry may regularize the present cases.

Accordingly DGQA, MoD/D(QA) and D(Civ-II) has recommended the above proposal to Defence Finance (IFDS) on November 2013 for financial approval. However, the case was again referred to Department of Expenditure by MoD/Fin (IFDS) on June 2014. Ministry of Finance asked some information and returned the file to DGQA infirst week of August and the same has been replied by DGQA and D(QA) on 19.08.2014 to MoD Finance (IFDS). As the issue is long pending from the year 2008, MoD Finance (IFDS) may clear the issue at the earliest.

In this connection, some of the points are brought to your kind notice please:

- i) D/Man-III (Rs.1200-2040) appointed in DGQA up to 15.09.1995 having qualification of "Diploma in Engineering with one year experience" as per RR in force were given the benefit of revised pay scale (Rs.1400-2300) on the analogy that they satisfy the qualification criteria of minimum 2 years as specified in MOD order dated 15.09.1995. The decision was taken by MoD and MoD Finance (IFDS) itself and order dated 14 July 2005 was issued by DGQA.
- ii) The core issue is to extend the same benefit to the D/man-III (Rs.1200-2040) with recruitment qualification of "Diploma in Engineering with one year experience" recruited between 15.09.1995 to 20.09.1999 with the same set of RRs as in the case of D/Men appointed up to 15.09.1995. In DGQA organization, 52 D/Men were recruited during the period.

Action: D(QA)

Shri G. Vijayakumar, AIDEF

46. OFB has sent a proposal to MoD for one time relaxation of qualifying service for promotion from UDC to OS. The proposal may be considered favourably and instructions may be issued in this regard.

Action: D(Estt./NG)

47. Canteen Store Department is an industry under the Industrial Dispute Act, 1947 and also under the MoD instructions in this regard. However, Canteen Store Department/D(Mov) has taken a decision to de-recognize the union affiliated to AIDEF. The representation submitted by AIDEF is still pending with MoD and the issue may be settled favourably.

Action: D(Mov)/D(JCM)

48. As per the Labour Laws the contract workers are also eligible for Bonus. However in many Defence Establishments including Ordnance Factories, Bonus is not being paid to the contract employees. Government being a model employer should not allow such type of exploitation. MoD may issue instructions to pay bonus to the contract employees. Moreover contract workers deployed in permanent and perennial jobs may be regularized as there are many Court Judgments also in this regard.

Action: D(O-II)/D(N-II)/D(Air-III)/DDG(CP), Army HQ

Shri O.P. Vashist, AIDEF

49. The South Western Command of MES is arbitrarily implementing an outdated SIU Report. Due to this, sanctioned strength of Artisan Staff at CWE Bhatinda and other CWEs under SWC is being reduced which affects the promotional prospects of Industrial employees of MES. This issue may be settled.

Action: D(Works-II)

50. E-in-C in consultation with the Federations has decided to amend the recruitment rules for JE by including the Diploma qualified Skilled worker also eligible for promotion under LDCE to the post of Junior Engineer. The same is not yet finalized. Due to this the Skilled workers who have possessed Diploma qualification are being deprived for promotion to JE. It is also requested that as recommended by 6th CPC, Semi Skilled/Mate in the GP of Rs.1800/- should be made eligible for LDCE to JE in MES.

Action: D(Works-II)

ShriKajal De, AIDEF

51. MoD may kindly take up a case with Ministry of Health for establishing a CGHS Hospital/Dispensary at Ishapore Ordnance Factory Estate, for the benefit of the Retired Defence Civilian pensioners and other Central Govt. pensioners. The Ordnance Factory Management has agreed to give sufficient space for the same. This may be looked into.

Action: D(Civ-II)

52. Railway Hospitals are providing Medical facilities in their hospitals for retired Railway employees and their family members. The retired Ordnance Factory employees are demanding the same benefits for retired Ordnance Factory Employees and for their dependents. The proposal of OFB pending with MoD may please be considered.

Action: D(Estt./NG)/D(Civ-II)

ShriSunil Mahajan, AIDEF

53. Barber, Dhobi, Masalche and Cook of Ordnance Factories are "worker" under the Factories Act, 1948 and they are eligible for OT wages at double the rate under Sec.-59 of the Factories Act. A proposal in this regard is still pending with MoD.

Action: D(Estt./NG)

ShriD.K. Nath, AIDEF

54. The transfer policy in the name of CML and local posting etc., followed by the MES is not in conformity with the MoDs transfer policy. E-in-C held a meeting with the Federations in this regard. As requested by the Federations the CML may be withdrawn and the MoDs policy may be strictly followed.

Action: D(Works-II)

55. As per DoP&T instructions on compassionate appointments, there is no time limit for considering the cases of compassionate appointment as the earlier time limit of three years has already been withdrawn by DoP&T. However, in the lower formations, cases are rejected on the ground that the three years period is over. Based on representation of AIDEF, D(Lab) Section has written to D(O-II) informing them that there is no such restriction. However, the lower formations in all Armyunits are not following DoP&T guidelines. MoD may kindly issue a general instructions in this regard.

Action: D(Lab)

56. Vacancies in the MES both in NIE category and IE category are not being filled up and due to this day by day outsourcing and contract in permanent and perennial job is increasing. MoD may kindly instruct E-in-C to immediately to take action to fill up all the vacancies through Direct Recruitment and by promotion.

Action: D(Works-II)

ShriK.Balakrishnan, AIDEF

57. Outsourcing at Karwar

Recently 2 boats completely outsourced at Yard craft, Karwar. OutsourcedPersonnel deployed for duties are not meeting the required qualifications. Action be taken to recruit the required qualified persons on permanent basis.

Action: D(N-II)

58.Re-structuring of Industrial employees at Karwar:

Re-structuring of Industrial employees have not taken place at Karwar as per MOD letter of 2010. It is request to take necessary action for restructuring the Industrial employees of Karwar at the earliest.

Action: D(N-II)

59. Contract basis appointment of Scientific Staff at INA. Ezhimala

INA Ezhimalahad advertised for appointment of Scientific Staff on contract basis. They have given advertisement for Scientific Assistant and Lab. Demonstrator. Scientific Assistant is the promotional post of Lab. Demonstrator. Lab. Demonstrator has to work under the Scientific Assistant who have been appointed on contract basis. This will create lot of discontentment amongst the Lab. Demonstrators. This aspect be taken into account and anybody should not be appointed in the promotional post on contract basis.

Action: D(N-II)

60. Restructuring of Amms Mechanics

Restructuring of Ammunition Mechanics has been turned down by the Ministry of Finance stating that this has to be taken to the VIICPC. We

would like to submit that the Vth CPC has recommended the restructuring of Amms Mechanics and as per that the AM-I and AM-II posts were created. Is it only that the AMs are having all the educational qualifications at par with other Industrial employees of the Navy. It is, therefore, requested that the restructuring of AMs of the Navy be done at par with other Artisan Staff of the Navy.

Action: D(N-II)

Shri H.N Tiwari, INDWF

61. Cadre Review Proposals

The staff side is very much concerned about the approval of cadre review proposals in respect of all Directorate under MoD. It has already been assured by the Chairman of this forum to clear all cadre review proposals within 6 months and even after lapses of 4 years nothing has happened.

It is brought to your kind notice that on the efforts made by the DGQA, the cadre review proposals in respect of DGQA employee was cleared by the RakshaMantri in the year 2012 and was forwarded to main Finance but due to some clarifications, the file was returned to DGQA HQ and the same file is pending with Defence Finance for quite some time.

It is surprised to note that after clearance of cadre review proposals by the then Raksha Mantri, how the Defence Finance is holding the file of cadre review proposals.

The Chairman is requested to issue necessary instructions for early clearance of cadre review proposals of all Directorates under MoD at least before the announcement of 7th CPC recommendations.

Action: All Admin Sections

62. Grant of Benefits of promotion of merged scale by the 6th CPC.

Certain grades were merged on the 6th CPC recommendations. The benefits of promotion during the period for merged grade should be given as per Govt. extant Rules issued by the CGDA, New Delhi.

It is noticed that the benefits already paid to the employees are recovered by the Air Force Directorate.

It is therefore, requested that the benefits of promotion between 01.01.2006 to 27.02.2013, the date of issue of Govt. letter, may please be provided to the effected individuals or if the payment has been made, then no recovery may be effected.

It is learnt that the Air Force Directorate has made the recovery, which may please be returned back to the effected employees.

Action: D(Air-III)

63. Promotion of MCM/CM

A proposal related to promotion of MCM/CM post has been given by the MoD vide letter dated 23.01.2014 which has already been

accepted by all Federations and the Air Force Directorate has also submitted the proposal for acceptance to MoD on 19 Feb 2014.

It is, therefore, requested that the proposal envisaged in the MoD letter dated 23.01.2014 may be accepted.

Action: D(Civ-I)

64. Unfair Labour practice by the Commandant, OD Fort, Allahabad.

The issue related to unfair Labour practice by the Commandant OD Fort, Allahabad has already been discussed by the Leader/Secretary, Staff Side in the forum fully endorse their views on this issue.

Hon'ble Chairman is requested to order an independent enquiry in the matter and take suitable action before any major Industrial unrest in the vital Defence installation.

Action: D(O-II)

65. Implementation of upgraded pay scale for Fire Fighting Staff in MoD as per 6th CPC recommendations.

MoD letter No.2(1)/2009/D(Civ-I) dated 26.07.2010 issued for up-gradation of pay for Fire Fighting Staff under MoD may please be implemented in all Directorates under MoD.

Action: All Admin Sections

Shri Akbar Ali Zaidi, INDWF

66. Non implementation of 3 Grade/4 grade structure for the workers in Military Farms and implementation of ECC Recommendation.

Speech points 145 and 146 raised in 89th Departmental Council Meeting held on 29.04.2011, are being raised since 2006 but the same have not been implemented by the Dte. of Military Farms on baseless grounds.

After studying the response of Military Farm Dte. on Page No.95, it is evident that Dte is not competent but is evading the legitimate rights of workers under their control form grant of benefits by the Ministry of Defence. This shows that Military Farms Dte. surpasses even Govt. of India. Reference:

- i) Govt. of India, Ministry of Defence letter No.F-1(2)/80/D(ECC/IC) dated 16 October, 1981,
- ii) Govt. of India, Ministry of Defence letter No.1(2)/80/D(ECC/IC) dated 22 Aug 1983,
- iii) Govt. of India, Ministry of Defence letter No.3821/DS (04M)/Civ-I/84 dated 15 Oct. 1984,
- iv) AG Branch letter No.B/191 192/11/PR/Org 4 (Civ) (JCM) dated 1st July, 1985,
- v) QMG letter No.Q/54772/ECC/Q/MF-1 dated 24 July 1985,
- vi) Govt. of India, Ministry of Defence letter No.11(1)/2002/D(Civ-I) dated 20 May 2003.

After taking into cognizance it is clear that Military Farm Dte. has not implemented the benefits provided by the Govt. of India and even these authorities are misleading the body of Govt. of India, constituted for the welfare of workers.

It is requested that authorities of Military Farms Dte. may please be apprised of these facts for providing of the benefits to workers, otherwise the matter will be filed before the highest court of law of the country to ascertain accountability of Military Farms Dte. officials and Welfare of the workers who have been deprived of their legitimate rights provided by the Govt.

Action: D(QS)

Shri M. P. Singh, BPMS

67. He supported the issues raised by the Leader & Secretary of the Staff Side and by the members during their speech.

68. He reflected his concern over the partial settlement of issues mentioned in the charter of demands submitted by BPMS/AIDEF/INDWF/CDRA in Feb. 2014. This has compelled all federations to re-consider the pending/unsettled demands upto 15th Sep. 2014, otherwise federations would review their decision of postponement of the strike. Hence, all the pending issues mentioned in the charter of demands (Feb. 2014) should be resolved on priority.

69. It is a matter of great concern that the payment of Night Duty allowance is being done on the basis of basic pay 4th CPC whereas the Hon'ble High Court of Jodhpur, Chennai has delivered the judgment in favour of employees. It is requested to revise the rate according to existing pay.

Action: D(Civ.II)

70. The wards of deceased employees who died in Factory/On-Duty Accident are being appointed within the limit of 5% for compassionate appointment. Due to this, other wards whose parents died in harness are unable to get compassionate appointment and their names remain in the waiting list which causes financial hardships to the families. Therefore, it is demanded that the cases of employees died in accidents on duty should be exempted from the limit of 5%.

Action: D(Lab.)

71. Various Courts have delivered the judgments in favour of employees regarding granting of financial upgradations under MACP Scheme in promotional hierarchy, instead of grade pay hierarchy. Such benefits should also be granted to all the non-petitioners.

Action: D(Civ.I)

72. The capacity of Small Arms Groups Fys (SAF Kanpur, OrdFyTrichy& Rifle Factory Ishopore) is not fully utilized due to lack of workload. This should be looked into.

Action: D(Estt./NG)

73. Vehicle Factory Jabalpur is also suffering from workload problem. The load of Mine Protective Vehicles & Bullet Protective Vehicles have been transferred from Ord FY Medak to VFJ and VFJ has successfully produced these vehicles without additional resources. But it is learnt that the Ministry of Defence is planning to shift these workload to some other sources (outside of OrdFys) which is unwarranted. Hence, this workload should be given to VFJ only.

Action: D(Estt./NG)

74. Some of the industrial establishments, Depots could not be covered under the Risk Allowance due to mistake like 23 FAD Suranssi (Jalandhar).

Action: D(Civ.II)/D(O-II)

75. Due to technological up-gradations, new operations/hazards have come into existence. Hence a committee should be constituted to study the position and the employees engaged in such process may be granted the Risk Allowance.

Action: D(Civ.II)/D(O-II)

76. It has been observed that various Defence equipments are being imported whereas the Ordnance Factories are production units. To minimize the imports and to fulfill the requirement of Defence forces, Ministry of Defence should form a committee of experts of users (Army, Air Force & Navy) and OFB will execute the plans for new Defence equipments. More funds should be provided to Ordnance Development Centers so that in-house R&D activities may be expedited.

Action:DDG(CP)/Army HQ/D(Air.III)/D(n.II)/D(Estt./NG)/D(R&D)

77. The officers and employees OrdFy Kanpur, Field Gun Fy Kanpur and Gun Carriage Fy Jabalpur have jointly, indigenously developed 155 x 45 Caliber Artillery Gun successfully. Now the workload should be given to these factories without further delay. If Defence forces require more than 45 Caliber Artillery Gun, these factories are also capable to produce such guns.

Action: D(Estt./NG)

78. Field Gun Factory Kanpur is awaiting necessary information from Naval Command Kochi for testing of 'Auto Mode Firing of Indigenous SRGM Barrel' since Oct. 2011 and 05.12.02013. This should be expedited.

Action: D(Estt./NG/D(N.II)

79. It has been noticed that some private industrial units acquire the supply order from Defence Establishments though they don't manufacture such items themselves and they only supply such items this way or that way. For example; L&T acquired the supply order for RBU/1200 and RBU/6000 from Navy. But L&T could not manufacture it and approached the FGK. Thereupon FGK supplied the above items to

Navy, through L&T. However, later, FGK got the supply order from Navy. Now FGK directly supply these items to Navy.

Action: /D(N.II)

80. All Cadre Review proposals should be expedited so that employees may be benefitted before the completion of 7th CPC tenure.

Action: All Admn.Sections)

81. Productivity of the production units of Ministry of Defence are gradually increasing but the Productivity Linked Bonus is constant due non-revision of formula/agreement which is causing discontentment among the employees. It is also to be noted that the number of days of PLB is increasing year by year for the employees of Railways, Postal. This should be looked into.

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

Shri Mukesh Singh, BPMS

82. The issue of Reimbursement of Medical Expenses, where Fixed Medical Allowance @ Rs. 100/- per month is granted to the employee in interior areas, should be resolved without further delay.

Action: D(Civ-II)

83. The user's trial of Joint Venture Protective Carbine (JVPC developed by SAF Kanpur) is pending since long. This should be expedited and if JVPC meets user's requirement, workload should be given to SAF Kanpur forthwith.

Action: D(Estt./NG)

84. Some of the following issues of DRDO are pending for long time and the same should be resolved without further delay:-

- i) Payment of PRIS (Performance Related Incentive Scheme) for the period 2011-12, 2012-13 & 2013-14
- ii) Implement DRTC Review
- iii) Cadre Review of AMS Cadre
- iv) Cadre Review of Vehicle Operator, Security, Accounts, DEO and Personal Staff.

Action: D(R&D)

Shri Kajal Biswas, BPMS

85. Air Hqrs have published the Minutes of JCM-III Level Council in Hindi and English. This should be appreciated. All the Dte/Hqrs should be directed to publish the Minutes of JCM Council (II & III Level) in Hindi and English in compliance of the provisions of Official Language Act in letter and spirit.

Action: D(Air-III)

86. Displaced and Local Effected Persons on acquiring their land for construction of Ordnance Factory Badmal (Odisha) have approached the Hon'ble High Court to provide them employment which is pending for last 14 years. Hon'ble High Court has directed the respondents (in

Writ Petition No. 20243/2010) to provide employment on priority to the displaced and local effected persons but OFB finds itself unable to implement the above directive due to reasons best known to the authorities and due to this Direct Recruitment is not taking place since 2010 which is hampering the production activities. This should be resolved by granting employment to displaced and effected persons.

Action: D(Estt./NG)

Shri Daya Shankar Upadhyay, BPMS

87. Marks for dependent parents (mother / father) of deceased government servants should be considered for granting of compassionate appointment.

Action: D(Lab)

88. MOD vide its ID No.11(5)/2009/D(Civ-I), dated 23.01.2013 proposed that the Master Craftsman in the PB-2 plus GP Rs.4200/- may be promoted to the post of JWM/JTO/Foreman in the PB-2 plus GP Rs.4600/- by framing of recruitment rules for the posts of Master Craftsman (MCM) and chageman, both in the same Grade Pay of Rs. 4200/- due to restructuring of Artisan Staff in Defence Establishments in modification of recommendations of 6th CPC. This should be implemented.

Action:D(Civ-I)

Shri Virendar Sharma, BPMS

89. DoP&T instruction issued in June 2014 on minimizing the litigations on the part of employers should be complied in letter and spirit.

Action: D(Civ-I)

90. Grant of bunching benefit to Master Craftsman (excluding OFB) is pending for long. This should be expedited.

Action: D(Civ-I)

91. Defence Secretary and Financial Advisor (Defence Services) are requested to intervene in the following issues which reflects the discriminatory attitude of Ministry of Finance:-

i) Rate of Night Duty Allowance is revised in Ministry of Railways each and every time when DA is increased, whereas NDA is being paid as per 4th CPC pay in the Ministry of Defence,

Action: D(Civ-II)

ii) Nursing Allowance for Nurses in Hospitals and Dispensaries @ Rs. 3200/- per month w.e.f. 01.09.2008 is being paid in Ministry of Health & Family Welfare whereas Nurses in dispensaries of Ministry of Defence are getting Rs. 600/- per month andRs. 3200/- per month in hospitals,

Action: D(Civ-II)

iii) Unreasonable deduction in Productivity Linked Bonus to the employees of EME, OFB etc.,

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

Shri Ved Pal Yadav, CDRA

92. Finalization of Cadre Reviews/Restructuring of Various Categories Functioning under Ministry of Defence and Adopt a Mechanism/Policy for it as per Indian Railways.

It is submitted that most of the categories are at loss due to non-processing and finalization of their Cadre Review in a time bound manner as per instructions of the DoP&T. These Cadre Reviews are pending for more than 10 to 15 years. However, Indian Railways and other Departments like Income Tax Organization, CSS Cadre etc. have completed their Cadre Reviews. These all categories will also benefited as a result of recommendations/implementation of 7th CPC.

National HQrs CDRA examined this issue and it was observed that non processing/implementation of Cadre Reviews of Defence Civilian Categories are due to no serious action/will power on the part of Cadre Controlling Authorities and Administrative Sections of the Ministry of Defence. Whereas some cases reached to Ministry of Finance, Department of Expenditure, but the consent/approval were not granted by them.

Chairman of the Departmental Council JCM of Ministry of Defence is requested to issue guidelines/direction, so that all Cadre Reviews can be finalized.

Introduction of a Mechanism/Policy for time bound Implementation of Cadre Review/Restructuring of various categories under Ministry of Defence as per Railways

1. There are various categories working in different Organizations under Ministry of Defence, whose Cadre Reviews/Restructuring have not been processed/finalized. It is observed that there is no permanent Mechanism/Policy in the Ministry of Defence as in Indian Railways for carrying out Cadre Reviews/Restructuring. Due to this, Ministry of Defence employees are very much behind in pay structure in comparison of Indian Railways. Indian Railways they took the decision in their Departmental JCM Council in 1978 and issued the detailed instructions vide their letter No. PC-III/78/UPG/8 dated 01.01.1979 for carry out the Cadre Reviews/Restructuring of all the categories. Indian Railways have been carrying out the Cadre Reviews/Restructuring regularly since 1979. In the recent past they have again carried out the Cadre Reviews of all the categories vide Railway Board letter No. PC-III/2013/CRC/4 dated 08.10.2013. Cadre Controlling Authorities are requested process the cases of cadre reviews/restructuring in time schedule for taking up the matter with their concerned Administrative Sections of Ministry of Defence and with the Ministry of Defence (Defence).

2. In the implementation of cadre reviews of various categories of Ministry of Defence, final approval of Ministry of Finance, Department of Expenditure is required.

3. National HQrs of Confederation observed that a Mechanism/Policy may be introduced as per Indian Railways and as

Chairman of the Departmental Council JCM of Ministry of Defence take a decision on the Cadre Reviews and their implementation in a time bound manner after every Pay Commission report. Some suggestions are as under:-

- a) Cadre controlling authorities after consultation with concerned Associations/Confederation/Federations, must send the case of Cadre Review to their concerned Administrative Section in the Ministry of Defence within 3 months.
- b) Administrative Section of Ministry of Defence after their examination must send the case to Ministry of Defence (Finance) within 3 months. If any objections are there, these should be raised one time not in piece meal manner.
- c) Ministry of Defence (Finance) must approve the same as there are no financial implications in the proposed cadre reviews/restructuring and then submit to Ministry of Finance, Department of Expenditure. If any objections are there they should be raised one time not in piece meals.
- d) As in most of the cadre reviews, Ministry of Finance, Department of Expenditure returns these cases on the various flimsy grounds, hence, Secretary & Chairman of the Departmental Council of Ministry of Defence or other decision making authority may take up the issue of various cadre reviews which are pending/outstanding or returned so that Ministry of Finance, Department of Expenditure can grant their approval.
- e) Exemption can be taken on approval of Ministry of Finance, Department of Expenditure as there is no financial implication in the cadre review of various categories of Ministry of Defence. Ministry of Defence (Finance) may be delegated power for approval on cadre review as in Indian Railways etc.
- f) Concerned Joint Secretary of the Administrative Sections may be given the responsibility for regularly monitoring the Cadre Review cases after every 3 months with the concerned Cadre Controlling Authority/Organizations.
- g) A case may be taken up with the Ministry of Finance, Department of Expenditure not to link the Cadre Review cases with the Pay Commission.

4. We are ready to discuss on introduction of Mechanism/Policy on Cadre Review, so that time bound implementation can take place. The outstanding Cadre Reviews of OFB, Army, Air Force, DGQA etc., pending with Ministry of Finance, Department of Expenditure, may be liaised by the Ministry of Defence for early implementation.

5. Chairman of the Departmental JCM Council is requested to introduce the Mechanism/Policy regarding the Cadre Review/Restructuring as in Indian Railways so that further loss of the Defence Civilian Employees can be avoided.

Action: All Admin Sections

93. Introduction of Check-Off- System for Unions/Federations Functioning under Ministry of Defence.

It is submitted that presently all service Associations functioning under Govt. of India, get recognition under CCS (RSA) Rules 1993. In this rule, Membership Verification are based on Check-Off-system, which is most correct and Scientific method and applicable in case of Service Associations. However, this rule is not applicable in the case of Unions/Federations.

In our opinion, this Check-Off-System is a perfect, correct and scientific way of Membership Verification. Dual membership can be avoided and totally vanished by adopting this method of membership verification. This method is also useful in case employees are on leave on the date of Secret Voting fixed for membership verification and no Union/Federations/Confederation will be at loss.

By adopting this method we will be able to save good amount of expenditure of our Nation as well as precious time.

Being most effective, correct and scientific way of membership verification, Chairman of the Departmental Council JCM of Ministry of Defence is requested to consider the same and issue guidelines/directions so that this Check-Off-System may be extended to Unions/Federations also.

Action: D(JCM)

94. Clarification regarding purchase of Air Tickets from Authorized Travel Agents for the purpose of LTC one time relaxation.

DoP&T issued instructions for the Govt. employees to book their Tickets directly from the Airlines/Booking Counter/ website of the Airlines or by utilizing the services of authorized Travel Agents namely M/S BalmerLawrie & Company, M/S Ashok Travel & Tours and IRCTC.

It is a fact that above instructions were not reached to the every Govt. employees working in the lower formations/installations and they availed the LTC by Air by booking the Air Tickets from other than above mentioned agencies. Even in most of the cases less amount was taken in the booking of Air Tickets by the various Agents/Airlines. Some of the Airlines/Agents have charged higher amount. It is true that most of the employees availed the actual LTC because they have produced the Boarding Pass also with their Tickets. There is no fraud in availing the LTC.

One of our constituent sent a mail dated 10.06.2014 to the Finance Minister Office on the above subject and to say that there is no inconsistency in the instructions issued by the Department of Expenditure, Ministry of Finance regarding the procedure prescribed for booking of Air Tickets by Central Govt Officials travelling on LTC. For any pending LTC Claims, if any relaxation is to be sought, the Administrative Ministry/Department is required to take the matter under CCS (LTC) Rules, with Department of Personnel & Training (DoP&T).

Staff Side through representations forum are raising this point for One Time Relaxation, but DoP&T did not agree. These instructions can be implemented for future as directed in the DoP&T OM No.31011/4/2014-Estt (A.IV) dated 19th June 2014, but in the larger

interest of Low Paid Employees and a facility extended to them, one time relaxation may please be granted so that those employee, who booked the Air Tickets from other than above authorized agents, can get their claim and amount can be paid to them.

Chairman of the Departmental JCM Council of Ministry of Defence is requested to allow One Time Relaxation and recommend the case to DoP&T.

Action: Def Fin (AG/PB)/CGDA

95. Posting Policy of Gp 'C' &Gp 'B' (Non-Gazetted) of E-in-C Branch under Ministry of Defence.

It is submitted that Ministry of Defence vide their letter No.12(1)/70/D(Appts) dated 29th Nov 1972, 32(4)/75/D(Appts) dated 21st May 1975 and 8(3)/92/D(Appts) dated 28th Jan 1994 have clarified on Posting Policy of Gp 'C' &Gp 'B' (Non-Gazetted staff). However, E-in-C Branch are in the process to post out large numbers of Civilian Staff, namely JE's, Clerical Cadre, Barracks & Store Cadre etc., from the serving units. It was never found that what benefits will be achieved by the E-in-C Branch in this large numbers of posting. Concerned Staff Assns, "All India MES Civilian Engineers Assn" and "All India MES Admin Cadre & Ministerial Staff Assn" (Both Recognized) have represented on this uncalled Posting Policy, which is even not as per functional justification, but not heard by the E-in-C. This issue was also raised in the Army HQrs JCM-III Level Council and under consideration and pended for next meeting, even then Western Command of E-in-C Branch are in the process of making the posting of nearly 199 JE's and Clerks.

Comments required by the E-in-C's Branch have been submitted by CDRA, an umbrella body, but no fruitful decision was taken by them. In the mean time we came to know that a Board of Officers has been ordered/constituted by the E-in-C's Branch, in which Staff Side have not been included.

In view of the large number of Posting Scheme, Chairman of the Departmental JCM Council of Ministry of Defence, is requested that a meeting at the level of Ministry of Defence may be called in which all Stake Holders may be called and by that time all process may please be stayed.

Action: D(Works-II)

96. Filling up Posts of Direct Recruitment against deficiencies in various categories.

It is submitted that nearly all the categories posts of Direct Recruitment are lying vacant under Ministry of Defence and their different Organizations due to which work have affected adversely. Earlier there was an ADRP cut in the appointments and due to this acute shortage of Staff is being faced by the different Organizations. Promotions are also affected due to non- recruitment at the entry level of different posts. Many representations have been made in the various forums by CDRA to take action so that recruitment can be made at the earliest, but till now the position is nearly the same.

Certain categories facing deficiencies are AFV Drivers, Supdt Store, LDC, Technical staff, D/Man MTS etc.

Chairman of the Departmental JCM Council of Ministry of Defence, is requested to call a report on deficiencies in various categories under different Organizations of Ministry of Defence and suitable instructions may please be issued for removing deficiencies.

Action: All Admin Sections

97. AG's Branch, MP-4, (Civ) Office under IHQ of MoD (Army) may be shifted back to senabhawan or near by.

It is submitted that office of MP-4 (Civ) AG's Branch under IHQ of MoD (Army) was functioning earlier from SenaBhawan and Defence Civilians related grievances were progressed by the Staff Side/representatives of different CDRA/Assns/Federations conveniently, but on a decision, AG's Branch was shifted to RK Puram, West Block-III, New Delhi and too much hardships have arisen as a result of shifting. Liaison works have suffered and while taking the decision, a considerable time is being taken. For JCM meeting all related Officials have to travel to SenaBhawan or South Block. There are no direct Public Transport facilities in between south Block, SenaBhawan and West Block-III, RK Puram, New Delhi. The Staff Side has to take the Auto or Taxi to reach there. Beside lot of time is spent to go there. The connected case files of Ministry of Defence and all the Army Organizations take minimum 7 to 10 days to reach there and vice versa. The efficiency of work progress has also decreased drastically, but the Govt. expenditure has increased. For example, in getting NOC for abroad visit too much time was taken and concerned employee failed to visit as per his fixed schedule.

Chairman of the Departmental JCM Council of Ministry of Defence is requested to kindly consider these hardships and it is requested that AG's Branch under IHQ of MoD (Army) may please be shifted back to SenaBhawan or nearby.

Action: D(AG)

98. Filling up the post of Director (JCM) of Army HQrs JCM Council Level-III, which is presently unfilled.

It is requested that items related to JCM, Army HQrs JCM Council Level-III are being progressed by Director, JCM. This post is presently unfilled and due to this progress of various issues of Defence Civilians are being delayed.

It is requested to post a suitable officer as Director JCM, Army HQrs JCM Council Level-III at the earliest.

Action: D(AG)

99. Provision of conference room for discussion with staff side members of Army HQrs JCM Council.

Staff Side members visit the AG's Branch of IHQ of MoD (Army), but no Conference Room is available in the AG's Branch Office at RK Puram, West Block-III, R.K. Puram, New Delhi and therefore it is very

difficult to discuss with the concerned officials. Presently, a Conference Room was provided, which is not vacant and even not fit to sit properly in a conducive atmosphere.

It is requested to issue suitable instructions so that a Conference Room can be provided.

Action: D(AG)

100. Review of Establishment of civilian storekeeping staff in IAF according to distinction of war and peace areas.

It seems imperative to mention that the cadre of Civilian Storekeeping staff of IAF has been playing a vital role since its induction in the Air Force for maintaining all logistics systems used in this Force with utmost sincerity and dedication through provisioning of equipments, supply and up-keep of the storage system on high standards by using sophisticated modern techniques and vast knowledge base coupled with the procedural compliance as per the comprehensive and stipulated procedure embodied in the Indian Air publication (IAP). This cadre is handling highly valuable, most sophisticated and technical stores including those imported from foreign countries like spares of fighter Air crafts, Radar, Communication, Test Equipments, AF NET and all ADGES (Air Defence Ground Equipment Systems) etc. History is evident that this cadre has always participated with all zeal and enthusiasm in all the exercise conducted by the Indian Air Force from time to time such as "Operation Parakram", "Indo-US War Practice" and "Operation Vijay" (Kargil War).

A ratio of Civilian Storekeeping staff and the Combatants in IAF being maintained at 80:20, with no consideration to the aspect to maintain the ratio on the basis of war and peace areas. In other services under Defence including the Indian Army, the stipulated ratio between civilians and combatant staff is 20:80 in war areas and 80:20 in peace areas. The figure arrived at in such cases has a logical and prudent basis which flows from the idea that war areas may require dominant presence and active participation of combatant personnel with more active field and war related task, backed with the comparatively stable job profile of civilian staff supporting the combatants from a stable base camp/controlling office and vice versa for the peace areas. However, the practicality aspect warrants that if not, the pattern followed in other Defence Services/Organizations be given effect to, at least a ratio of 50:50 for peace area and 20:80 for war areas be maintained in respect of Civilian Storekeeping staff and the Combatants in IAF.

We have this rare opportunity to place this proposal to increase the strength of civilian store keeping (CSK) staff in logistics branch of Indian Air Force to provide an appropriate workforce coherent with the latest up gradation and enhanced technological advancement and diversification of logistic activities and aim to achieve the three objectives, this will save huge revenue for the ex-chequer since civilian store keeping (CSK) staff is paid lesser amount as compared to the combatants. The civilian CSK Staff, by virtue of their employment conditions, remain posted at one station/office for longer period as compared to their combatant counterparts, resulting in more perfection

and enhanced efficiency by virtue of time factor and since civilian store keepers manning the logistics branch, on account of their waiver from performing other field duties (which their combatant counterparts are to perform besides their trade job) are able to devote much time to their trade job with much efficiency and perfection.

HQ CDRA is requested to approach Air HQ to review the establishment of CSK in war and peace areas and accordingly enhance CSKs staff in IAF.

Action: D(Air-III)

101. **Non finalization of recruitment rules of storekeeping cadre in IAF.**

The recruitment rules of Storekeeping Cadre in Indian Air Force were required to be changed for the posts of Store Superintendent, CGO(E), CSO(E) after implementation of 6th CPC. Since the qualifying service for these posts has been changed after implementation of 6th CPC, the recruitment rules for these posts need to be reviewed /changed but it is still pending with higher authorities causing delay in promotion of civilians staff. This issue was already discussed in Directorate level meeting and it was apprised by the directorate that all recruitment rules have been finalized and forwarded to MoD for approval but still pending with Ministry and further status of the same is not known.

It is requested that concerned authorities may please be instructed for immediate finalization of pending recruitment rules of Civilians staff of IAF.

Action: D(Air-III)

102. **Cadre Review**

Cadre Review of Air Force Storekeeping staff was projected by Storekeeping Association in Feb 2010 and same was moving around the Air HQ and MoD. Finally a cadre review committee constituted at Air HQ level has finalized the same. Number of times it was returned by MoD to Directorate of PC for clarification and same has been resolved by Air HQ. Presently this cadre review held with Defence Finance at Air HQ and waiting approval. Further it is apprised that there is no enhancement in Group "A" post so it can be finalized at Defence Finance level. Kindly approve at the earliest.

Action: D(Air-III)/ Def Fin (AG/PB)

103. **Merger of SS and SSS**

MoD has issued a letter in respect of Defence civilians staff and all lower post merged in higher post except in Storekeeping Staff. Senior Store Superintendent (SSS) has been merged in lower post store superintendent (SS). Storekeepers Association has represented against this anomaly and mostly directorates have recommended merger in higher post i.e. in SSS in 2013. A consolidated case has been finalized and forwarded to MoF for approval. Now it is pending with MoF, please get it expedited.

Action: D(Civ-I)/Def Fin (AG/PB)

104. **Continuation of DoE and DPC in the merged grades**

JS(E) conducted an special steering committee meetings on 20th June 2012 and directed Navy vide point No.41 circulated vide ID note 5(2)/2011/D(JCM) dated 10th Sep. 2012 that post in same Grade Pay as per 6th CPC recommendations should be merged immediately, Stop DPC in merged grades and start promotions from post of merged Grade Pay of Rs.4200 to the merged post holding grade pay of Rs.4600 as per DoP&T instruction.

Accordingly merger of the post of Chief Draughtsman and Junior Design Officers held and merged post redesigned as Junior Design Officer for all purposes. Further a combined seniority list has also been published by DCP letter No. CP(G)/0786/Seniority list/Design dated 25th Sep 2012 in line of DoP&T OM No.20020/4/200-Estt(D) dated 13th Sep 2013 but even after MoD instruction, merger and issue of combined seniority, the Navy is continuing DPC and DQE in the merged grade of CDM which does not exist after merger.

DoP&T OM No. AB14017/61/2008-Estt (RR) dated 24th March 2009 categorically elaborated that in case of mergers, the qualification of the higher or highest grade will be the qualification of merged grades. The same has been mentioned in para 07 of PDCP letter dated 25th Feb 2013 also but still PDCP directed to conduct DQE in merged grades of Chief Draughtsman which has been merged and redesigned as JDO.

CDRA demand stop the DPC and DQE in the merged grade of CDM and JDO.

Action: D(N-II)

Cadre Review: The cadre review of Drawing and Design cadre is pending for the last 42 years. The Navy could not prepare even a Draft for this cadre in the past 09 years despite the demand being continuously raised by concerned associations and CDRA. JS(E) instructed in special steering committee meetings on 20th June 2012 circulated vide ID note 5(2) 2011/D(JCM) dated 10th Sep 2012 to prepare cadre review proposal by July 2012 but there is no effect on Navy in this regard.

CDRA demand: Complete cadre review of Drawing cadre of Navy on priority and fix responsibility on officials who are responsible for not preparing the proposal till date.

Action: D(N-II)

105. **Grant of Risk Allowance to the left out categories/units under Ministry of Defence.**

There are various categories like Storekeeping Staff, Fire Fighting Staff, Technical Staff, AFC Drivers, Civilian Motor Drivers etc. who were not granted the Risk Allowance, despite that Second Risk Allowance Committee have seen their duties on ground by visiting various Units/Organizations. Second Risk Allowance Committee of Ministry of Defence also agreed to grant them Risk Allowance. There are some Units where Risk Allowance was not extended to these

categories, which are similar to those who are getting the Risk Allowance.

Before the 6th CPC outcome, this point was near to finalization/implementation but the Ministry of Finance referred this issue to the 6th CPC and 6th CPC recommended the Risk Insurance, which was also not implemented and the Govt. has again issued the order for continuation of Risk Allowance.

In view of the above, Chairman of the Departmental JCM Council is requested to kindly consider favourably and take up the case for implementation of the Second Risk Allowance Committee recommendations to grant the Risk Allowance to Left Out Categories/Units at the earliest as they have already faced the loss due to non-implementation in their favour.

Action: D(Civ-II)/All Admin Sections

106. Conversion of Ammunition Depot's into Field Ammunition Depot's

A decision was taken to convert the AD's into FAD's without taking the suggestions and consultation of Staff Side. As per DoP&T and Cabinet Secretary instructions, when there is reduction in the authorization of Staff, workload and change in service conditions, concerned Confederation/Federation/Staff Assns may be consulted, but it was not done in this case. There is a reduction of PE and change in working conditions of employees, hence, it was essential to consult the staff organizations. Point was examined by the Staff members and it was found that there will be no increase in the output as all Stations are in complete peace station and their functions are nearly the same. The Unions/Assns activities are not allowed in the FAD's. In the earlier meeting of the AHQs and Steering Committee Meeting of Ministry of Defence, it was decided to hold the meeting with the Staff Side at the earliest to settle the issue but no such meetings have taken place till now.

Points were raised at all the levels but no favourable decision was taken and Staff Side was fully ignored. New Authorization of FAD's has been issued by the AOC (R). The representative capacities have been denied.

Chairman of the Departmental JCM Council is requested to kindly intervene in the matter and arrange the meeting of concerned Dte, Staff Side and Ministry of Defence so that decision can be taken keeping in view the grievances of the Staff Side.

Action: D(N-II)

107. Minimum entry level pay w.r.t (Pre-revised Scale of Rs.7500-12000) Assistant Account Officer of Defence Accounts Department to Rs.18750/-

It is submitted that Parity with CSS Cadre in r/o account Staff under CGDA was accepted by 6th CPC and was implemented. The post of SO(A) and AAO was merged and Upgraded to Rs.7500/- in pre-revised scale with Grade Pay of Rs.4800/-. At the same time the basic pay of the AAO's who had opted for fixation of pay with effect from the date of their promotion is fixed at Rs.6500X1.86 = Rs.12090 plus

Grade Pay of Rs.4800/-, this total works out to Rs.16890/-. This fixation was to be carried out taking the pay of Rs.7500X1.86=Rs.13950 plus Rs.4800/- and this works out to Rs.18750/-.

This anomaly was raised in the IIIrd level JCM Council of CGDA. Matter was taken up by Defence Accounts Department with the Ministry of Finance, Department of Expenditure, but it was rejected by them on the ground of wide financial repercussions. CAG also took up the matter of AAO to DoP&T which was agreed by them and implemented.

A, AAO serving at PCDA (P) Allahabad filed the case in CAT Allahabad vide OA 293/2012. The verdict has come in his favour, Department concerned filed the Writ petition in Hon'ble High Court of Allahabad, which is pending. More AAOs have filed the cases in their respective CATs and same were allowed.

This issue was raised outside agenda point by the concerned Staff Side and requested for the withdrawal of the W.P. filed by the CGDA authority against the various CAT Judgments in favour of AAOs and implementation for similarly placed other AAOs. Secretary & Chairman of the Departmental Council JCM of Ministry of Defence has ruled in the Main Meeting held on 29.08.2014 that detailed justification/comments may be given by the Staff Side and Ministry of Defence will examine it properly and favourably this demand and then decide it.

Secretary & Chairman of the Departmental Council JCM of Ministry of Defence is requested to get examined the case favourably and allow this benefits to all affected AAOs, for which they are allowed.

Action: DAD(Coord)/CGDA

AGENDA ITEMS

Sl. No. 1: Agenda Item No. 54.4 (continuing since 22.12.87): Cadre Review of Industrial and Non-Industrial Group 'C' Posts under MoD

Decision:- This agenda was discussed in length between the members of the Staff side and Official Side. It is revealed that though a significant progress has been made in the Cadre Review, it is matter of concern that some cadre controlling authorities are lagging far behind from the expected result. It is a fact that Cadre Review proposals in respect of a large number of cadres/posts are even yet to be initiated. The Chairman took a serious note on the issue and instructed every cadre controlling authority to take necessary steps for carrying out cadre review exercises of various cadres/posts in the organizations under their control. He emphasized that cadre review is a time consuming matter as it also involves many other nodal agencies like DoP&T/MoF. However, he assured the Staff Side that cadre review which is already in progress will be completed at the earliest possible. The Chairman further directed to initiate the cadre review exercise on priority basis in respect of cadres/posts where such exercise has not been even initiated. In addition, the Chairman has also instructed all concerned that the cadre review proposals may be monitored at Ministry level and pursued with DoP&T/MoF on regular basis.

Sl. No. 2: Agenda Item No. 82.1 (continuing since 8.2.02) : Higher Pay Scales for Storekeeping Staff

Decision:- It has been pointed out that the case was taken up with the Ministry of Finance, Deptt. of Expenditure thrice but the same was not agreed to by them. The Staff side has stated that duty of Store Keeping Staff in MOD is tough/hazardous in comparison to their counterparts in Ministry of Railways. However, pay scale/grade pay of Store Keeping Staff in MOD is comparatively less than their counterparts in Ministry of Railways. Hence, the staff side insisted to take up the case again with Ministry of Finance by raising the level. The Chairman directed to review/re-examine the case in consultation with the Deptt. of Expenditure.

Sl. No.3: Agenda Item No. 83.1 (continuing since 6.11.04) : Cadre Restructuring of Fire Fighting Staff.

Decision:- As regards the implementation of MoD letter dated 26.07.2010 for granting upgraded pay scales to Fire Fighting Staff, it was decided that all Directorates should ensure the implementation of the same immediately. As regards extending 4 grade structure to Fire Engine Drivers (FEDs) as applicable to CMDs, Leader Staff Side argued that the Govt. has already approved 4 grade structure to FEDs in some organizations of MOD like Ordnance Factories and DGQA. Hence, there is no justification in denying the same to FEDs of other Directorates of MOD. Though this issue was taken up with MoF twice but the same was not agreed to. It has been decided that the matter will

be again taken up with the Ministry of Finance, Department of Expenditure.

Sl. No. 4 - Agenda Item No. 83.2 (continuing since 6.11.04): Grant of PayScale ofRs. 5000-8000 to theMaster craftsman at par with the Railways byapplying the Principle of Equal Pay for Equal Work

Decision:- Leader Staff Side expressed pleasure on the decision of the Govt. to grant of pay scale of Rs.5000-8000 (GP of Rs.4200) to the MCMs at par with their counterparts in Ministry of Railways. However, he raised objection on treating the movement from HS Grade to HS Grade-I as promotion and not placement. He invited the attention of the Chairman towards the judgment of Hon'ble CAT Calcutta and Principle Bench CAT, New Delhi, which has given clear directions to the Govt. to treat the movement from HS Grade to HS Gr-I due to restructuring as placement and grant ACP to the concerned employees by ignoring the placement. These two Judgments were given based on various Supreme Court Judgments, which clearly stipulate that when a cadre is restructured for the first time the same cannot be treated as a promotion. Therefore, MoD may take into consideration all these facts and approve the genuine demand of the Staff Side. The official side agreed to study the Judgments and accordingly, review the case for further processing to DOP&T.

Sl. No.5 - Agenda Item No. 84.2 (continuing since 16.1.06) : Non-Implementation of Four Grade Structure for Supervisory Staff in MES.

Decision:- The Federations have already discussed this demand with the E-in-C in a meeting held on 28.09.2014. E-in-C has agreed to consider the demand. It was decided to wait for the decision of E-in-Cs Br in this regard.

Sl. No.6- Agenda Item No. 87.1 (continuing since 11.1.08) : Review of the PLB Formula of EME, AOC, Navy & Air Force.

Decision:- AIDEF stated that there are two important flaws in the existing PLB formula. As per Govt. approved PLB formula, if the employees of EME, AOC, Navy & Air Force are getting more than 40 days PLB, then the same is not paid to them on the plea that there is a ceiling in the Govt. order not to pay more than 40 days PLB. Moreover if the PLB days falls below 30 days then they are not paid the minimum 30 days bonus which is the minimum guaranteed Bonus under the Bonus Act. Last year EME employees were paid only 28 days PLB, which is two days less than the Ad hoc Bonus. The Staff Side insisted that there should be a review of the PLB formula of these 4 Directorates. It was agreed that the matter will be considered after receiving a written note from the staff side in this regard. It was assured by AS (B) that a well-considered proposal will be sent to Ministry of Finance for approval.

Sl. No. 7: Agenda Item No. 89.1 (raised on 29.9.2010): Revision of Inter-grade Ratio of the Artisan Staff (Tradesmen) in Defence Estts.

Decision:- It has been pointed out that the issue was earlier discussed with the Leader Staff Side and they were advised to submit a revised proposal as it is not feasible to consider it in the present form. The revised proposal submitted by the Staff Side was examined and circulated to all concerned for comments/financial implications thereon. The desired information is yet to be furnished by many Directorates. Leader Staff Side stated that as inordinate delay has already happened, the case may be considered on priority basis. The Chairman instructed that concerned Dtes. may furnish the required information within one month. JS (E) ensured the Staff Side that he will also take up the issue with concerned JSs for early furnishing of desired information and further processing the same.

Additional Agenda

As decided during the last Steering Committee Meeting held on 27.9.2013 under the Chairmanship of JS(E), the following 3 New Agenda Items have been decided for inclusion for discussion and settlement in the main meeting, i.e., 90th Departmental Council (JCM) Meeting to be chaired by Defence Secretary :-

- 1) **Grant of CSD Canteen facilities to the retired Defence Civilian Employees.**

Decision: The MoD even though in favour of the demand, is not in a position to accept the same due to the various constrains expressed by the CSD Management Board. The Staff side countered the constrains mentioned by the CSD management board and insisted that since Govt. has extended the facility to para military forces, and also to retired CSD employees, there is no justification in denying the CSD canteen facilities to the retired Defence Civilian Employees. Moreover 70% of the retired employees after retirement settle down in their native places, which is far away from the main cities. Considering all these aspects MoD may consider this demand positively as it is an outstanding issue. It was agreed that after receipt of a written note from the staff side, the issue will be reconsidered.

- 2) **Grant of Trade Union rights to the Defence Civilian Employees posted in Hospitals and Training Institutions under Armed Forces and also in those areas covered under SRO 17-E.**

Decision: This matter will be examined on receiving a detailed up-dated proposal from the Federations.

- 3) **Allotment of Office accommodation for AIDEF, INDWF, BPMS and CDRA.**

Decision: This issue will be examined on receipt of a fresh written request from Federations.

LIST OF PARTICIPANTS IN THE 90TH DEPARTMENTAL COUNCIL (JCM) MEETING OF M.O.D. HELD ON 29.08.2014 UNDER THE CHAIRMANSHIP OF DEFENCE SECRETARY.

Shri R.K. Mathur, Defence Secretary - In Chair

OFFICIAL SIDE MEMBERS

ShriAnuj Kumar Bishnoi, Addl. Secretary (B)
ShriArunavaDutt, FA(DS)
Shri A.K. Gupta, Addl. Secretary (DP)
Shri Ravi kant, Addl. Secretary (R)
ShriNavin Kumar Choudhary, JS(E)
Lt. Gen. Gurmit Singh, Adjutant General, Army HQ
Air Marshal S. Sukumar, AOP, Air HQ
Vice Adm. P. Murugesan, COP, NHQ

SPECIAL INVITEES

Shri S. Yamdagni, Member (Pers), OFB
Shri R.K. Karna, Jt. CGDA (AN)

STAFF SIDE MEMBERS

All India Defence Employees Federation (AIDEF)

Shri C. Srikumar, Leader Staff Side
Shri M.K. RavindranPillai
ShriKajalDey
Shri K. Balakrishnan
Shri O.P. Vashist
Shri G. Vijaya Kumar
Shri Sunil H. Mahajan
Shri D.K. Nath

Indian National Defence Workers Federation (INDWF)

Shri R. Srinivasan, Secretary Staff Side
Shri H. N. Tiwari
Mohd. Akbar Ali Zaidi
ShriArun Kumar Dubey
ShriGurudayal Singh

BhartiyaPratirakshaMazdoorSangh (BPMS)

Shri M.P. Singh
ShriDaya Shankar Upadhyay
ShriMukesh Singh
ShriKajal Kumar Biswas
ShriVirender Kumar Sharma

Confederation of Defence Recognized Associations (CDRA)

ShriVed Pal Yadav
Shri Ashok Namdeo
Shri K.U. Issac
Shri K.K. Shukla
ShriSuhansNilkanthSafai

MINISTRY OF DEFENCE

Shri Deepak Anurag, JS(C&W)
Smt. Kusum Singh, JS(P&C)
Shri Sanjeev Ranjan, JS(Trg.) & CAO
Shri Surya Prakash, Director (E+MIS+PC)
Shri Raj Kumar, Director (Q)
Shri Sanjeev Kumar Bhola, Dir (Air-I)
Shri NitinChayande, Director (L&C)
Shri Sharda Prasad, Dy. Secretary (P)
Shri D.K. Paliwal, Dy. Secretary (Med)
Shri Biswajit Guha, US, D(Lab)
Shri M.S. Sharma, US, D(PCC)
Shri Dalpat Singh, Under Secretary, D(Apptts.)
Shri Gurdeep Singh, Under Secretary (Civ.I& II)
Ms Kiran Mala, Under Secretary (QA)
Shri Man Mohan, Under Secretary, D(Works-II)
Shri Dibakar Mishra, Under Secretary (N-II)
Shri R.P.S. Negi, Under Secretary, D(Mov)
Shri Y.S. Awana, Under Secretary, D(Air-III)
Shri L.H. Ruolngul, DFA (AG/Fin)
Shri PrasoonTripathi, SO, Def Fin (AG/PB)

Army HQ

Shri A. Chandrashekhar, DDG(CP), AG's Br
Col. H. Bhatnagar, Dir (Pers), E-in-C's Br
Col. Ravi Doosaj, DirOS(Pers)
Shri Ashok Kumar, Director (JCM), AG/MP-4(Civ)
Dr. Rajesh Kumar, JD, EME (Civ)

Air HQ

Shri K.L. Vohra, PDPC

Naval HQ

Ms Rubi Adhikari Sehgal, Principal Director
CMDE Joginder Chandna, PDPCP
Shri K.C. Dalabehera, Director, DCPS

DRDO

Dr. A.K. Singh, Dir (Pers)

OFB

Shri Santosh Kumar Singh, Director (IR)
Shri S.K. Sinha, DDG(IR)

CGDA

Shri P.K. Rai, Dy. CGDA

DG NCC

ShriAnjanSikdar, Dir (Pers)

DGAFMS

Col. Pradeep Kumar, Director AFMS (Plg.)

JS (Trg.) & CAO

ShriApenduGanguly, Dy. CAO (EW)
Shri K. Chaudhuri, JD (Security)

DGQA

Lt. Gen JPS Dalal, DG(QA)
MsVibhaSood, DDG (A&HR)
Shri A.K. Singh, DD(JCM)

DGAQA

Shri S.M. Sharma, Dir (HR)
