


भारत सरकार / Government of India  
रक्षा मंत्रालय / Ministry of Defence  
(रक्षा विभाग / Department of Defence)  
डी (सिव-1) / D(Civ-I)

Subject:- Minutes of the first meeting of the Departmental Anomaly Committee (DAC) of Ministry of Defence held on 26<sup>th</sup> December 2016 at 11:30 AM under the Chairmanship of Additional Secretary (J).

A copy of the 'Minutes' of the above said meeting is enclosed for perusal and necessary action.

  
(Pawan Kumar)  
Under Secretary to the Govt. of India  
Tele: - 23012414

Chairman and Members of the Committee (as per list enclosed)

MoD ID. No. 17(01)/2016-D(Civ-I) dated 18.01.2017

Copy to:-

1. General Secretaries of the Employees 'Federations (AIDEF, INDWF, BPMS and CDRA).
2. ✓ D(IT) with the request to upload this Minutes of the meeting on the website MoD/DoD at link "7<sup>th</sup> CPC" in the Employees corner - for information of all concerned.

**Minutes of the First Meeting of the Departmental Anomaly Committee held on 26<sup>th</sup> December 2016 under the Chairmanship of Additional Secretary (J).**

First meeting of the Departmental Anomaly Committee (DAC) of **Ministry of Defence** was held on 26th December 2016 at 11.30 AM under the Chairmanship of Additional Secretary (J). The list of Official Side and Staff Side members present in the meeting is annexed.

2. JS(C&PG) as JS(Estt) welcomed the participants and informed them about the DoP&T's orders on the subject of DAC. He also stated that no issue/agenda points had been received from Federations/ Associations and requested to expedite the same. After brief introduction by members of the Committee, a PowerPoint presentation made by DS(CP), Member Secretary relating to definition of anomalies, terms of reference of the Committee, its time period. He requested that the anomalies that have to be raised by Staff Side should be within the definition of anomaly as given in DoP&T O.M. No. 11/2/2016-JCA dated 16th August 2016.

3. Shri C. Srikumar, Leader Staff Side and General Secretary, **AIDEF** pointed out that the Staff Side of the National Council (JCM) was not in agreement with the definition of the Anomaly given by the DOPT. The definition of anomaly should include the following cases:

- (a) Where the official side and the Staff Side are of the opinion that the vertical / horizontal relativities have been disturbed as a result of the 7<sup>th</sup> Central Pay Commission Report in a manner leading to grave dissatisfaction and adverse impact on efficiency;
- (b) Where the official side and Staff Side are of the opinion that any recommendation is in contravention of the principle of the policy enunciated by the 7<sup>th</sup> CPC itself without the Commission assigning any reason, and
- (c) Where the maximum of the Level in the Pay Matrix corresponding to the applicable Grade Pay in the pay band under the pre-revised structure as notified vide CCS (RP) Rules 2016 is less than the amount an employee is entitled to be fixed at as per the formula for fixation of pay contained in the said Rule
- (d) Where the amount of revised allowance is less than the existing rate".

4. He also stated that in the National Council JCM meeting held on 25.10.2016, it was decided that the proposal of the Staff Side would be referred to Department of Expenditure.

5. He then drew attention of the Committee on the following recommendations of the 7<sup>th</sup> CPC pertaining to Defence Civilian employees that were not yet implemented by the Government:-

(a) Recommendation in para 7.6.108 regarding the **higher pay scale of Dressers** (designated as Medical Assistant in Ordnance Factories) to grant the Grade Pay of Rs.2000/- and also to increase the Entry level qualification to 12<sup>th</sup> Standard. The recruitment qualification of Medical Assistant of Ordnance Factories is already 12<sup>th</sup> Standard.

(b) Recommendation in para 11.12.105 with regard to the **Junior Works Manager (JWM)** of Ordnance Factories was also not implemented.

- (c) **Revision of Overtime rates** w.e.f. 1.1.2016 to the employees governed under statutory provisions of Factories Act 1948 (Para 8.17.97 of 7<sup>th</sup> CPC Report)  
He requested that the same may be implemented without further delay.
6. Mr. Srikumar mentioned that 7<sup>th</sup> CPC has recommended for abolition of Risk Allowance. MOD should recommend for continuation of Risk Allowance to the Defence Employees and the same may be revised and included in one of the appropriate risk-hardship matrix recommended by 7<sup>th</sup> CPC, considering the fact that the Cabinet has approved 45 Risk Operations eligible for Risk Allowance. The Staff Side has raised this issue in the meeting held with DOPT on 25/10/2016 and also in the Departmental Council (JCM) meeting held on 18/11/2016.
7. At present, MCM and Chargeman / JE are in the same pay scale of Level 6 (pre-revised GP Rs.4200/-). MCM is the feeder category for promotion to Chargeman. Keeping the MCM and Chargeman in the same pay scale is a major anomaly. To remove this anomaly Chargeman may be placed in the pay scale of Level 7 and Forman / JWM should be placed in Level 8 and after completion of 4 years be placed in Level 9.
8. The 6<sup>th</sup> CPC recommendations to grant 20% PRIS to the Defence civilian employees of DRDO has not been implemented, whereas the same recommendation was implemented for ISRO and DAE. The proposal may be once again taken up with the Finance Ministry.
9. In spite of the direction by the Defence Secretary to complete cadre review proposals by end of September 2016, there was no significant progress made on getting the proposals approved. MOD may ensure speedy and time-bound implementation of cadre review proposals.
10. The MOD have issued instructions based on the judgment of Hon'ble Supreme Court to revise the Night Duty Allowance (NDA) rates in the 6<sup>th</sup> CPC basic pay of the employees deployed in Night shift. However, the CGDA have restricted the payment of NDA to those employees who are drawing basic pay up to Rs.12380 (6<sup>th</sup> CPC) in violation of the Apex Court orders and MOD instructions. This amounts to contempt of Court. The case is pending with Defence Finance. As recommended by MOD all Non-Gazetted Employees both industrial and non-industrial employees are entitled for NDA without any ceiling limit.
11. Shri M. K. Ravindran Pillai, Vice President **AIDEF** raised the issue that in DGQA even though the Cadre review proposals were approved and orders issued during February 2016 the same is not yet implemented at the units. A Sub-Committee of DGQA has recommended for merger of Draughtsman with Technical category and also merger of various isolated categories, the same is not yet approved by MOD. Common Categories posts like Store Keeper, Fire Fighting Staff, etc are having different recruitment qualification, nomenclature & pay structure in different directorates under MOD. This anomaly also may be addressed to.
12. Shri C. Srikumar also stated that within this limited scope of definition of Anomaly, nothing will come as of now. It is requested to broaden its definition.
13. **There was no representative from INDWF.**

14. Shri M.P. Singh, General Secretary, **BPMS** also expressed dissatisfaction over the definition of Anomaly and requested for broadening the scope of consideration of anomalies. He has also pointed out issues relating to Dressers, RRs of many categories of posts have not yet been revised as per the 6<sup>th</sup> CPC recommendations, the risk allowance abolished by the 7<sup>th</sup> CPC should be restored and included in risk-hardship matrix, the post of MCM, Chargeman and JE are in the same pay scale of Level 6, this anomaly should be removed by placing them in different levels.

15. Chairman/AS(J) informed that action by the MoD shall be restricted within the given scope of definition of Anomaly. For any change in definition of anomaly, Federations were advised to take up this issue in the National JCM level. He also pointed out that due to change in technology at different levels in factories, services and offices, many categories of posts {like Barbers, Masalchi, etc}. are now obsolete in the wake of technological advancements and need to be reviewed. There is need to identify such redundant posts during the Cadre Review exercise so as to optimize the output. He decided that a Sub-Committee comprising of Joint Secretary(Estt); JS(LS), DDP; Addl FA(DR), MoD (Fin); shall be formed to look into this aspect in the different organizations of MoD.

16. He also stressed the need of development of R&D in ordnance factories to raise their productivity, production level and work atmosphere. With the new innovations, then only we can achieve excellence in our fields. This will benefit the nation and justify our existence in the Government. Taking the benefit of technology we should change with the time. He also expressed his displeasure over the **absence of members from DDP and directed to convey it to Secretary, DDP.**

17. Shri V.P. Yadav, General Secretary, **CDRA** also expressed dissatisfaction over the definition of Anomaly. He raised the issues relating to anomaly of Administrative Cadre of DRDO and other subordinate offices. The Administrative Office of DRDO gets GP of Rs.4600 whereas their counterpart at other departments gets GP 4800 and 5400. He also raised the issue of anomaly in the pay parity of Stenographers of DDR&D with AFHQ stenographers and anomaly in the Storekeeping staff in different organizations of MoD. He has pointed out that the minimum benefit on promotion should not be less than 150% of the annual increment as given for officers of level 9 onwards. He has also raised the issues relating to Defence Accounts Staff; parity to Administrative Staff of all organizations of MoD; EME Technical Supervisory staff and Vehicle Operators of DRDO.

18. Shri S.K. Mann, President, **CDRA** raised the point that the post of MCM is subordinate in JE hierarchy, but now JE in MES and MCM are in the same grade pay of Rs.4200/-. The anomaly was created from 14.6.2010 and still continuing in 7<sup>th</sup> CPC. The grade pay of JE may be upgraded from Rs.4200/- to Rs.4600/- to remove this anomaly. He also raised the issue of anomaly in the GP of Assistant Executive Engineer and Assistant Engineer in MES. The AEE are in GP of Rs.5400/- and AEs are in GP Rs.4600/- and performing the same duties in MES. The GP of AE may be upgraded to Rs.5400/-. He requested that Night Duty Allowance (NDA) may be revised as per the 7<sup>th</sup> CPC scale without any ceiling of basic pay of employees performing the same duties and responsibilities at same working environment. Moreover, Anomaly in the fixation of pay of MCM and Chargeman, the Chargeman may be placed in level 7 in pay matrix. He has also raised the issues of Junior Works Manager (JWM), Fire Fighting Staff, Pharmacist of MoD, Conservancy Safaikaramchari, Security Staff, Risk and Hardship allowance, draughtsman cadre, MACP issue, PRIS in DRDO.

19. Shri M.K. Singh, **BPMS** has pointed out that the recommendations of 7<sup>th</sup> CPCP regarding enhancement of Grade Pay to Rs.2800/- for direct recruit Diploma Holder 'Yantrik' in Indian Coast Guard organization has been accepted by the Govt. Similarly, direct recruit Diploma holder of Part-I Cadre of EME, Air Force and Navy should also be granted the Grade pay of Rs.2800/-. He has also pointed out that the Boiler Watch Keepers in Indian Navy and Boiler Attendants of Ordnance Factories should be treated at par for grant of Allowances (Boiler Watch Keeping Allowances). He has also raised the anomaly in the PRIS in DRDO, FFS, NDA and Overtime allowance.
20. Leader Staff Side thanked the Chairman for convening the meeting of the Departmental Anomaly Committee.
21. Responding to the issues raised by the Leader Staff Side, Chairman assured Staff Side that all the issues will be considered sympathetically within the purview of definition of Anomaly. He further added that if some of the issues raised are not covered under the definition of anomaly, the same will be examined by the concerned administrative wings in consultation with the Defence Finance/ Ministry of Finance.
22. The meeting ended with a vote of thanks to the Chair.

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**List of Participants****Staff Side Members**

SI No.	Name	Designation	Organisation
1.	Shri C. Srikumar c.srikumaraidef@gmail.com	General Secretary	AIDEF
2.	Shri M. K. Ravindran Pillai	Vice President	AIDEF
3.	Shri M. P. Singh gensecbpms@yahoo.co.in	General Secretary	BPMS
4.	Shri M. K. Singh	Dy Gen. Secretary	BPMS
5.	Shri Ved Pal Yadav yadavvedpal57@gmail.com	General Secretary	CDRA
6.	Shri S. K. Mann mann.sk1234@gmail.com	President	CDRA

**Official Side Members**

SI No.	Name	Designation	Organisation
1.	Shri J. Rama Krishna Rao	AS(J)	DoD, Chairman
2.	Shri M. Subbarayan	JS(PG/Coord)	DoD
3.	Smt Devika Raghuvanshi	Addl FA(DR),	MoD(Fin)
4.	Cdr B. P. Singh	JDCP(Pay)	Navy
5.	Shri N K Kaul	DIG	Coast Guard
6.	Shri Sanjiv Trikha	DIG	Coast Guard
7.	Shri Aaron Pamel	Dir PC(P)	Air HQ
8.	Shri Devendra Kumar	Director	Army HQ
9.	Shri Anil Kumar	DS(CP)	DoD, Member-Secretary
10.	Shri Gurdeep Singh	US(Civ.II)	
11.	Shri Pawan Kumar	US(Civ.I)	
12.	Shri Rohit Srivastava	DD, Army HQ	