

Minutes of the Meeting of the Steering Committee for the 90th Departmental Council (JCM) held on 01.08.2014 under the Chairmanship of Joint Secretary (E/PG), M/o Defence.

1. List of Participants is at Annexure.

At the outset, Chairman of the Steering Committee welcomed all the participants including Leader/Staff Side, Secretary/Staff Side, all other Staff Side Members, JS(Trg. & CAO), JS(C&W), JS(P&C), JS(AB) and official side members.

The Chairman requested that both Staff Side and Official Side should try jointly to sort out the problems expeditiously in the best interest of employees and organization. He emphasized that we should have very cordial atmosphere in the meeting. JS(E) stated that last meeting of Steering Committee was held on 27.09.2013 i.e., about 10 months back. He stated that in future Steering Committee Meeting will be held regularly and this would help in non-accumulation of the issues/demands of Staff Side. The Chairman also assured that Steering Committee Meeting will be held after every 3-4 months. He stated that efforts would be made to resolve as many as issues before 29.08.2014. He then, invited Leader Staff Side, Secretary Staff Side and other members of Staff Side one by one for their opening remarks.

II. Speech Point of the Staff Side

Shri C. Srikumar, AIDEF, Leader, Staff Side

He welcomed the Chairman, who was chairing the Steering Committee Meeting for the first time. This meeting was taking place after the strike negotiation meeting held under the Chairmanship of AS(A) with the 3 Federations on 06.02.2014. He appreciated the assurance given by the Chairman of Steering Committee for holding the meetings regularly. He also appreciated the presence of all the concerned JSs in the meeting. He stated that Steering Committee Meetings are taking places but there has been no meeting of the Departmental Council after the year 2011. On the assurances given by the MoD on the various charter of demands, the Federations deferred the strike with the hope that the MoD will settle the major demands of the Defence Civilian Employees. MoD have issued instructions on the two demands only and that too, the two demands were settled only partially. All other demands remains unsettled. In this regard there was a meeting of the three Federations on 4th July 2014 in which a decision was taken to give a time frame up to 15th of September 2014 for setting the demands and in case if there is no positive approach from the MoD then the three Federations will meet after 15th September 2014

to decide about the date for commencing the indefinite strike. The three Federations have demanded for a meeting under the Chairmanship of Defence Secretary before 15th September 2014 to further discuss the Charter of demands. The Chairman may take this matter seriously and proactive steps may be taken to settle the outstanding demands of the Defence Employees.

Action: D(JCM)

2. In the past the Defence Ministers and Defence Secretaries have assured the Federations that no decision which affects the existence of our Defence Industries under Govt. would be taken without discussions with the Federations. The Federations are expressing their apprehensions about permitting FDI in Defence and privatizing Defence Production. However without any discussion with the Federations the Govt. has decided to permit 49% FDI in Defence Sector. The Defence employees are very much concerned about this decision.

Action: D(Coord/DDP)

3. The following two strike demands referred by MoD to OFB is still pending with OFB for the past few months.

- a) Correlation of hourly rate of piece workers from 01.01.2006.
- b) Grant of time wages (DOT) to the piece workers in the Ordnance Factories for the period between normal working hours and 48 hours in a week.

OFB may be advised to forward both the cases immediately with their recommendations.

Action: D(Estt./NG)

4. In the last meeting of the Steering Committee, it was assured that OFB will give clearance to fill up the vacancies in various categories. However, for the current year the OFB has not issued any sanction to the factories for filling up of various posts. In the standing Committee meeting of the National Council (JCM) held on 7th May 2014 the official side clarified that there is no ban on recruitment and vacancies can be filled up. The outsourcing of posts invites exploitation and corruption. Some of the Factories like HVF, Avadi are not recruiting the Labour/SSK post sanctioned to them on the plea that a large number of applications will come for the same on advertisement and it will be a very difficult task for them to complete the exercise of recruitment. This is not justified and hence MoD may approve the proposal of OFB for constituting a centralized recruitment agency.

Action: D(Estt./NG)

5. As regard in the strike negotiation meeting, the Federations have given their views on the Recognition rules. MoD has to convene a meeting with the Federations to finalize the matter. The meeting has not yet taken place.

Action: D(JCM)

6. In the strike negotiation meeting it was decided that a permanent negotiating machinery as prevailing in Railways would be set up at the MoD and Directorate level to discuss the various problems of the employees. The Federations have already submitted a proposal in this regard. This issue also remains unsettled.

Action: D(JCM)

7. One of our JCM III Level member Shri S.K. Misra has been arbitrarily transferred from Naval Dockyard Vishakapatnam to DMDE Secunderabad without following any norms or transfer policy. This transfer is only to victimize the individual for his trade union activities. It is requested that the MoD may kindly advise NHQ to cancel the transfer order. AIDEF has already submitted a representation to NHQ in this regard.

Action: D(N-II)

8. The AIDEF has submitted its Part-I, II & III of the Memorandum to the 7th CPC. A copy of the same has already been forwarded to MoD and various directorates under the MoD. MoD may hold discussions with the Federations before submitting its memorandum to the 7th CPC.

Action: 7th PCC, MOD

9. Secy (Personnel) DoP&T has written a D.O. Letter to all the Secretaries on 17th June 2014 stating that the concerned administrative Departments should address service matter grievances raised by the employees so as to avoid litigations on service matters. The action taken by MoD on this communication may be informed to the staff side.

Action: D(JCM)

10. He has raised the following issues in the Standing Committee Meeting of the National Council (JCM) held on 7th May 2014:-

- a) The date of effect of merger of labourer / US&SS and MTS should be from 01.01.2006.
- b) Revision of NDA rates as per Supreme Court Judgment for the similarly placed employees.

- c) Revision of Risk Allowance to Defence Civilian Employees w.e.f. 01.09.2008. Secretary (DoP&T) and Secretary (Expenditure) have agreed to consider all the above issued positively. After the Minutes of the meeting are issued, it is requested that MoD may kindly take up once again all these issues with the DoP&T.

Action: D(Civ-I)

11. AIDEF has withdrawn 5 of their representatives from the Departmental Council (JCM) and nominated another 5 members in their place. Defence Secretary as Chairman of the Council has accepted their nominations. However, till date they have not been informed and invited for the meeting to be held on 29.08.2014. Their 5 members may also be invited for the Departmental Council Meeting to be held on 29.08.2014.

Action: D(JCM)

12. Nine Officials including Union Leader of OD Allahabad have been charge sheeted for raising voice against the irregularities committed by the Administration in the recruitment process. This issue was also raised in the last Steering Committee Meeting. JCM has importance and in case of any victimization of union leader, MoD should intervene in the matter. MoD may order for an inquiry in the matter and the vindictive disciplinary action taking against our officials may be dropped. Otherwise, nobody will raise voice against any irregularities.

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

13. In spite of MoD instructions that till the stay order of the Madras High Court is vacated, the existing tenure of the JCM IV Level may be extended. However, some of the DGQA units are not implementing this and no JCM IV Level is functioning in these units. MoD may kindly reiterate the instructions in this regard.

Action: D(JCM), D(QA)

14. Cadre Review proposals of OFB and DGQA are pending with Defence Finance for months together. After keeping the files for long period the files are returned back by Defence (Finance) with some observations. It was several times told by the Defence Secretary in the past that instead of repeatedly returning back the file there should be regular meetings with the officers of Defence Finance and concerned administrative division officers. Since this is not taking place, the cadre review proposals are getting unduly delayed.

Action: Def(Fin)(AG/PB)/Def. Fin. (Coord)/All Admn. Sections.

Shri R. Srinivasan, INDWF, Secretary, Staff Side

15. Extended welcome to the Chairman of the meeting and all officers of Ministry of Defence and Secretary official side JCM DC.

16. At the outset he mentioned that last steering committee was held on 27.09.2013 but no main meeting was held. Then we are again holding this Steering Committee meeting. It would be better to hold regular JCM Departmental Council meeting so that issues which are of important nature can be discussed.

17. Government of India and Ministry of Defence give top priority to the questions raised in Parliament and issues raised by CVC is getting replied immediately, but at the same time, due importance if not that much at least, replies should be given by the Directorates and sections concerned to the issues raised in the Departmental Council by the staff side otherwise the issues will remain unresolved only. At least after 3 months of the meeting, action taken report on the Agenda and speech points should be circulated to the staff side.

Action: D(JCM)

18. Inhuman action was taken by Commandant, Ordnance Depot, for Allahabad against the employees who held their meeting in the Civil area away from Defence area about 2.5 Km away on 12.09.2013 and after working hours. Employees were lathi charged and water cannons were used to disburse them. This issue was raised in the meeting of the Steering Committee meeting of DC(JCM) held on 27.09.2013. Till date no action has been taken against the Commandant, rather 9 employees were charged sheeted under Rule 14 including one employee who is superannuating from service on 31.10.2014 and even today Commandant is threatening the Union leaders to withdraw the Police complaint filed against him. A fact finding enquiry was ordered by the Commandant after 6 months of the incident in which everything was manipulated and on the basis of that charge sheets were framed and served to 9 employees including to union leaders of all the three unions affiliated to 3 Federations. When the same point was raised in the Army HQrs JCM Council, the staff side was informed that enquiry was ordered and hence the matter is sub-judice. At which level the enquiry was ordered is not known.

It is therefore, strongly demanded that an enquiry be constituted at the HQs level above the rank of Commandant and the officer should be kept in abeyance. The official about to superannuate on 31.10.2014 should be exonerated from the charges. This

needs to be considered at MoD level in this meeting to avoid such incidents in future and to render justice to the employees.

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

19. After the withdrawal of ADRP, large number of posts has been sanctioned for Direct recruitment against the wastage vacancies in group 'C' and Group 'B' posts. In Ordnance Factories every year few thousands of posts are sanctioned by Direct Recruitment since the Factories are not having experience in Recruitment process and also thousands of applications are received, they are finding it difficult in scrutinizing, conducting written test and therefore the process is delayed for want of sufficient manpower. Each factory is adopting different syllabus for preparing question papers sometimes out of subject. Answer sheets are manually corrected; also sometimes the question papers are leaked and published in the local newspapers. Apart from that the recruitment process is challenged and resulting court cases and complaints from various sources due to which the results are cancelled leading to court cases as well as disturbing Industrial Relations since some of the employee wards are deprived. It is therefore, requested to issue sanction for appointment of employees through DR Quota through Recruitment Board in Ordnance Factories, as exists in DRDO an Agency called CEPTM, is appointed which is totally independent. Similarly in all Directorates under MoD a separate Agency should be appointed for Direct Recruitment of Group 'C' posts.

Action: D(Estt./NG)

20. Leader & Secretary Staff Side are finding difficult to get appointment with JS(E) to discuss on Staff matters. This may be streamlined and necessary instructions may be issued to PSS for granting interviews/meetings with JS(E) in the intermittent of meetings.

Action: D(JCM)

21. MoD issued orders for re-structuring of Artisan Staff w.e.f. 01.01.2006 and order was issued by MoD on 14.06.2010. The order was issued by OFB on 13.12.2010. Since OFB issued orders only on 13.12.2010, the vacancies up to 30.12.2010 could not be filled due to want of Trade Test for no fault of individuals. Therefore, Trade Test may be exempted to avail promotion retrospectively or if the Trade Test is conducted and official become eligible, they may be granted promotion from the date of arising vacancy after 01.01.2006 and up to 13.12.2010.

Action: D(Estt./NG)

22. AIRFORCE MOTOR TRANSPORT DRIVERS UNION, Chandigarh filed Writ Petition, Counter affidavit not filed by Air HQrs even after 2 years of filling petition at CAT, Chandigarh. It is requested that Air HQrs should file reply to the petition.

Action D(Air-III)

23. The facilities, including ACs, for the office Accommodation at 18 Lodhi Estate, New Delhi, known as JCM House, are very poor and needs improvement.

Action: JD(Works), JS(Trg. & CAO)

24. CAT, Nagpur bench issued Judgment for sanction of NDA on revised pay w.e.f. 01.01.1996 vide their Judgment OA No.2017/2014 dated 17.01.2014 but this Judgment has not been implemented. Either the Government should sanction revised NDA w.e.f. 01.09.2008 or they should implement the court orders where the appeals have not been preferred, necessary financial sanction should be given to avoid contempt action against the respondents.

Action: D(Civ-II)

25. During the discussion held under the Chairmanship of Addl. Secretary (A) with the Federations on 06.02.2014, as agreed orders were issued by MoD vide their letter No.11(5)/2009-D(Civ-I) dated 06.02.2014 in para 1 (iv), the matter has been considered in consultation with Defence Finance and it is further clarified that since the post of MCM was not with hierarchy of Artisan Staff Cadre up to 31.12.2005, the highly Skilled Workers/MCM who were already drawing the pay scale of Chargeman (Rs.5000-8000) viz the promotional post up to 31.12.2005 under ACPs may be considered for further financial up gradation, if due in the next Grade Pay (Rs.4600/-) in the hierarchy of Grade pay.

After issue of above order, individuals in Highly Skilled grade/MCM who were already drawing the pay scale for Chargeman (Rs.5000-8000) were considered for 3rd MACP Rs.4600/- Grade Pay. The skilled workers who were drawing Rs.5000-8000 on account of II Financial up gradation under ACP were denied 3rd MACP, since the skilled workers is not mentioned along with HS grade/MCM in para 1(iv) of the said MoD letter.

It is therefore, requested to kindly issue an amendment to the letter for including Skilled Workers along with HS Grade/MCM employees to avail the benefit of 3rd MACP for the Grade Pay of Rs.4600/- on completion of 30 years of regular service.

Action: D(Civ-I)

Shri H.N. Tewari, INDWF

26. He welcomed all Joint Secretaries present in the Steering Committee Meeting, Leader & Secretary Staff Side, Member Official/ Staff Side, and thanked to the Chairman for warm welcome to Staff Side and giving the latest developments on the pending issues and also achievements. He submitted that the cadre review proposals in respect of employees of DGQA Organization and also the other Directorates under the Ministry of Defence have not been finalized in spite of the 6th CPC recommendations to approve the cadre review proposals of the employees after each five years and earlier assurances were given by the chairman Departmental Council MoD to clear the cadre review proposals of all Directorates under MoD within six months. It is most unfortunate that the cadre review proposals of DGQA Orgn. were cleared by Raksha Mantri in the year 2012 and subsequently sent to Ministry of Finance. The file was returned for some clarifications and now it is pending with MoD Finance. It is not understood that after approval of Raksha Mantri, why Defence Finance is holding file of cadre review, which is pending for the last 11 years. Causing the inordinate delay in the approval of the cadre review proposals which are still pending with Defence Finance and the VII CPC has also been constituted by the Government, therefore, expeditious necessary action in this regard may be taken, so that the cadre review proposals could be approved at least before the 7th CPC recommendations are announced.

Action: All Admn, Sections

27. It has been noticed that the provisions for budget for conservancy in DGQA Residential Complex at Kanpur and also at CQA(L) Bangalore has not been provided after 31.03.2014 and it is pending with the Defence Finance and due to non-availability of budget provisions for conservancy situation is becoming worst at the ground level.

Action: D(QA)

28. It has been noticed that the probation period is not being included in residency period as time relaxation for promotion of Artisan in the AF Directorate. This point was also discussed in the last meeting of the Steering Committee, MoD and also discussed in the IIIrd Level JCM Council Meeting of Air HQ where the Staff Side was informed that the matter has been referred to MoD and the decision is still awaited.

It is requested to issue an early clarification on the subject.

Action: D(Air-III)

29. The points regarding extension of CSD Canteen facilities to the Retired Defence Civilian Employees, has been raised several times in this forum as well as in main meeting of Departmental Council MoD. But, the same has not been granted so far.

Now it is learnt that the Army has also accepted this long outstanding request of the Staff of CSD Canteen, then there should not be any problem to extend this CSD facility to the retired Defence Civilian Employees. Adjutant General and DDG(CP) made their best efforts in sorting out this problem from Army side.

It is therefore, again requested to issue the necessary instructions as early as possible to grant the facility of CSD Canteen to Retired Defence Civilian Employees.

Action: D(Mov)

30. This issue of OD Fort Allahabad is very much concern to the staff side, therefore, immediate intervention is requested to provide justice and fairness to the effected employees. Though the assurance were given in the last steering committee meeting but nothing has been done. The Hon'ble Chairman is humbly requested to sort out this serious issue before any major industrial unrest in the vital Defence installation.

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

31. In spite of the assurances given by the Chairman Departmental Council, MoD to restore the posts abolished under ADRP of all Directorates under MoD, the restoration of posts in DGQA are still pending with the MoD.

Necessary Action in the matter may be taken without any further delay.

Action: D(QA)

32. JCM Members are allowed to stay in the IB (Guest House) of Ordnance Factories under OFB and also guest house of DRDO, wherever the DRDO establishments are situated.

It is requested to allow these facilities in MES Guest Houses also to JCM Members during their visit to establishments concern.

Action: D(Works-II)

33. The points regarding non-grant of 1st & 2nd ACP to the Tailors/Tent Mentors of OD TALGAON DHABADE has been raised in the last main meeting of Departmental JCM Council, but no action seems to be taken to grant ACP Benefits to the above category till date and it is learnt that the case is still pending with the MoD.

Expeditious action in this regard may be taken without any further delay.

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

Shri Mukesh Kumar Singh, BPMS

34. Casual Leave may be granted to the employees of 500 Army Base Workshop Allahabad to BPMS affiliated Union for the trade union activities.

Action: Army HQ, D(O-II)

35. Observations raised by Test Audit for grant of 3rd MACP in the Grade Pay 4600/- in MES under the Chief Engineer, Central Command, Lucknow may be replied suitably.

Action: D(Works-II)

36. Approval may be accorded for Direct Recruitment of Non-Matriculate persons as Group 'D' employees (Safaiwala) who have passed the test conducted on 02.03.2009 in Ordnance Depot, Fort Allahabad.

Action: D(O-II)

37. Meeting of Board to consider compassionate appointment in DGOS may be held regularly.

Action: D(O-II)

38. Earned Leave/Half Pay Leave may be carry forward on appointment/transfer/promotion from Industrial to Non-Industrial post.

Action: D(O-II), Army HQ

39. Promotion from Grade Pay of Rs.1800/- to next higher post may be granted on seniority basis i.e. without conducting any departmental test in MES as is being done in DGOS.

Action: D(O-II)

40. Uprooting of thousands of green trees in Ordnance Depot Fort, Allahabad should not be done without proper permission.

Action: D(O-II)

41. Bunching benefit to Master Crafts Man (old Speech Point No.45, Dated 27.09.2013) may be granted.

Action: D(Civ-I)

42. Granting of Skilled grade to Non-Petitioner Tent Menders of AOC, Valveman & Lift Operators of MES (old speech point No.50, dated 27.09.2013).

Action: D(O-II), D(Works-II)

43. Granting of Recognition to the unions (old speech point No.67, dated 27.09.2013).

Action: D(JCM)

44. Promotion of Lister Drivers to CMD (OG) in DGOS (old speech point NO.71, dated 27.09.2013).

Action: D(O-II), Army HQ

45. Filling up of ADRP vacancies for the year of 2009 in MES (old speech point No.59, dated 19th & 20th June 2012).

Action: D(Works-II)

46. As per DoP&T S.O. 946(E), dated 09.04.2009 the post of Master Craftsman in the GP 4200/- is re-classified as Group 'B' under the CCS (CCA) Rules, hence the Senior General Manager or General Manager of OrdFys are not competent appointing/Disciplinary Authority to impose any penalty upon the Master Crafts Man.

Action: OFB

47. Reimbursement of medical expenses where Fixed Medical Allowance is applicable.

Action: D(Civ-II)

48. Granting of 2nd ACP to Wireman in OFB in the pay scale of (Rs.5000-8000) [old Agenda Point No.48 of the Steering Committee Meeting for 88th Departmental Council (JCM) of the MoD held on 16th Jan, 2009].

Action: D(Estt./NG), OFB

49. Payment of Overtime Allowance to certain categories of Class IV Staff (erstwhile) viz. Cook, Masalchi, Dhobi, Mali & Barber posted in Ordnance Factory Hospitals.

Action: D(Civ-II)

Shri Daya Shankar Upadhyay, BPMS

50. He welcomed the Chairman and all the participants of the meeting and submitted that there are four recognized unions functioning in 508 Army Base Workshop, Fort, Allahabad including 508 Karamchari Union, Killa, Allahabad, affiliated to BPMS and BMS. As per rule 2% of membership is authorized to get special casual leave for representing the union in various committees/conferences etc. As per Army HQ AG's Branch letter No.80787/Ort-4(Civ) (C) dated 31 July 1991 representatives of total yearly membership of each recognized union is authorized special casual leave for 20 days for valid and specified reasons. But the administration of 508 Army Base Workshop, Fort, Allahabad has deducted the wages of employees who represented our above union in a study class/meetings organized by the federation of EME employees stating that they have crossed the limit of representation as per 2010 secret membership verification, carried out by the MoD. The matter was raised to DGEME New Delhi, but Dr.rajesh Kumar Supt Engineer (SG) on behalf of DGEME has replied on the above lines only. He did not apply his mind at all and simply quoted AG's Branch above letter dated 31 July 1991 without reading its contents. Otherwise as to how he has quoted above letter where there was no secret ballot procedure was being conducted by Govt. The secret ballot conducted by Government during the year 2010 was for granting proportionate representation to recognized federations/associations in JCM Forum and not for granting special casual leave, as directed vide above letter. Moreover the behaviour of Dr. Rajesh Kumar is not cordial and hence, such officer should not be posted in public dealing place and should not transferred.

In this connection, I would like to submit a copy of my representation, addressed to DG:EME, New Delhi dated 14.11.2013 & 15.5.2014 for ready reference and suitable action/direction to the concerned authority at 508, Army Base Workshop, Fort, Allahabad, since the total membership for the year 2010 and 2011-12, 2012-13 verified by Dy. Labour Commissioner of Allahabad, U.P. was 522 only in respect of above affiliated unions. Thus the union should be allowed at least 10 representation according to AG's Branch letter dated 31.07.1991.

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

51. As per test audit observations NO.3 & 4, the industrial employees appointed in the scales of Rs.196-232, Rs.210-290, Rs.260-400 in RPR-1986 as skilled/un-skilled categories granted, second ACP in the scale of Rs.5000-8000/RPR-1997, including Mastercraftsman in MES is against R/Rules and cannot be granted to Industrial employees of the above pay scales. The test audit has further observed that 423 Nos.

of such employees allowed Rs.4600/- Grade Pay should be reverted to Rs.4200/- Grade pay and recovery be made from these employees.

In this connection, it is submitted that vide MoD ID No.11(5)/2009-D(Civ-I) dated 6.2.2014 and Directorate General E-in-C letter No. CC-11/B/77030/VI CPC/Ind/84/CSCC dated 24.2.2014, the Industrial employees (MCM) who were granted 2nd ACP in the scale of Rs.4500-7000 before 31.12.2005 have been allowed 3rd MACP in the Grade Pay of Rs.4600/-. Thus, objection raised by test audit should be treated as null and void. It is requested that the concerned audit authority may be informed accordingly.

Action: D(Works-II)

52. According to DoP&T letter No. AB-14017/6/2009-Estt(RR) dated 8.2.2011, the instructions contained in the above said letter shall come into force on the date of their publication in the Official Gazette, which shows that the instructions/orders are applicable from the date of its publications i.e., 8.2.2011 and after and not before above dated.

The process of recruitment of Group D employees already undertaken/completed prior to publication of above Government order dated 8.2.2011 or the employees appointed in Group D before 8.2.2011 must be appointed/recognized as Group D employees and after six months of their regular service they can be treated as Group D employees as per recommendations of 6th CPC.

To avoid legal repercussion in the matter, such cases should be looked into and disposed off accordingly.

Action: D(Apptts.)

53. The compassionate appointment of aggrieved candidates is being considered four times in a year in DG:EME Organization which shows that considerations for such appointments 12 times in three years in DG:EME Organization, whereas the same process is not being adopted/forwarded in DG:OS Organization. In DG:OS Organization it is considered only three times in three years, it is also observed/seen that sometime the Board considering such appointment sits once in two years time.

It is, therefore, requested that proper directions should be issued to DG:OS Organization for adopting the procedure of compassionate appointment as that of DG:EME Organization so as to close out the problem of aggrieved families requested for compassionate appointment.

Action: D(O-II)

54. It is observed that Industrial employees on qualifying departmental test are being appointed in the higher grade pay in non-industrial post, such as, Storekeeper etc. but on their appointment the payment of earned leave carried on their account as Industrial employees is paid to them. The leave rule is silent on such issues, therefore payment of earned leave to such non-Industrial employees is against rule position and earned leave/HPL of such non-gazetted employees appointed should be carried forward in their newly appointed post.

Orders may be issued duly verifying the position in such cases.

Action: D(Estt./NG)

55. Departmental promotion of Group 'C' employees having grade pay of Rs.1800/- is being done on seniority basis in DG:OS Organization, whereas the same practice is not followed in E-In-C Department where such promotions are effected after conducting Departmental Test.

To avoid unnecessary harassment, biased attitude and favourism towards certain employees, the procedure adopted in DG:OS should also be adopted in E-in-C and the eligible employees having grade pay of Rs.1800/- should be promoted to the post of LDC (grade pay Rs.1900/-) i.e., strictly on the basis of seniority. All Departments functioning under MoD should adopt the same procedure at par with DG:OS to avoid discrimination and bias.

Action: D(O-II)/D(Works-II)

Shri Ved Pal Yadav, General Secretary, CDRA

56. He welcomed the Chairman and all the participants of the meeting and submitted that while availing the LTC by Air, Govt. of India has authorized following two Agents:-

- a) M/S BalmerLowrie and Coy.
- b) M/S Ashoka Travel & Tours.

Due to various reasons, some of the employees booked the Air Tickets for availing the LTC by Air from the agent other than the above authorized agents and their Air fares were less than the Air Fares of above authorized agents. The employees actually availed the LTC by Air and they have also produced the Boarding Passes along with their Air Tickets. But their bills were not admitted by the Departments on the plea that Tickets were not purchased from the authorized

agents. A large numbers of employees could not get their claim admitted. It is requested that one time relaxations be given and their actual Air Fare may please be admitted and paid to the employees. On this representation were made for one time relaxation but not agreed by the DoP&T, vide their OM No.31011/4/2014-Estt. (A.IV) dated 19.06.2014.

In view of the above, it is once again requested to consider this issue sympathetically, as most of the employees are also low paid and matter may again be taken up with DoP&T for their acceptance. On this Chairman of the Steering Committee of the Departmental JCM Council must appraise the hardships to concerned Officers, as a onetime measure, so that claims of affected employees can be admitted and paid.

Action: DS(Genl)

57. It is submitted that there are provision of 'Provisional Pension', instead of 'Regular Pension' in those cases where employees are involved in some Departmental/Criminal Cases. In the absence of documentary evidence on acquaintance being very old their Provisional Pension were not being regularized.

An example is quoted which is as under:-

“Shri AN Mishra of OD Allahabad, of AOC, under Ministry of Defence was involved in a family dispute and an FIR was filed against him during his service period. Authorities filing the FIR could not provide the latest position of the Court case against this FIR. Individual was promoted regularly upto the Rank of Senior Store Supdt (SSS) and finally retired, but Provisional Pension was granted to him. On this, Sh. AN Mishra provided the documents from the Court concerned & Police authorities that no case is pending against him, even then his case for grant of Regular Pension was not processed and given.”

On this Confederation of Defence Recognized Association (CDRA) made several representations to Commandant OD Allahabad, Officer-in-Charge, AOC(R), Ordnance Directorate and Ministry of Defence for sympathetic consideration and process for granting the Regular Pension. Individual is very old and not able to move frequently, even not able to file his case in the Court of Law being financially weak.

In view of the above, Chairman of the Steering Committee of the Departmental JCM Council is requested to kindly call the report and consider the above case favourably and sympathetically and grant the sanction so that in the last leg of his life Sh. AN Mishra can get his Regular Pension.

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

58. Placement of Directly recruited Draughtsman-III (DM-III) in DGQA – The up-gradation of pay scale Rs.1400-2300 (pre-revised) of DM-III possessing “Diploma in Engineering with one year’s experience” recruited from 16.09.1995 to 20.09.1999 (date 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) & D(Civ-II) has recommended the above proposal to Defence Finance (IFDS) in November 2013 for financial approval. However, the case was again referred to Deptt. of Expenditure by MoD Fin (IFDS) in June 2014.

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

59. It is submitted that so many employees and employees’ forums contested the various issues on their working conditions/grievances and Judgments were awarded in their favour, but not implemented by the implementing agencies for the reasons best known to them. It was observed in most of the cases that there are no review, SLPs against these judgment, even then these awarded judgment were not implemented despite maximum efforts made by the Staff Side.

It is requested to intervene in the matter and suitable action may be taken so that these Judgments can be implemented at the earliest and further Litigation can be avoided by implementation of the same in the similar cases. An example is also quoted herewith. Valve man under E-in-C’s Branch has not been given the benefits in spite of that they have won the court cases and no SLP or Writ is pending against them.

An another example is also quoted herewith, “AAO working under CGDA were not granted the Basic Pay fixed at Rs.18750/- whereas similar category under 1A Services and other departments are getting the same. Affected employees contested this issue in the court of Law and Judgments were given in their favour. Even then Basic Pay was not fixed in favour of those employees who won the case.

In view of the above, Chairman of the Steering Committee of the Departmental JCM Council is requested to kindly intervene in the matter so that the pending implementation of various Judgments can be implemented without further delay.

Action: D(Works-II)/ CGDA

60. It is submitted that Shri BB Mohanty and others who are the Office Bearers of the "All India Naval Technical Supervisory Staff Assn" (Recognized) under Naval HQrs are being harassed/victimized by the Naval authorities on the various grounds including their justified activities for which they are authorized. On the harassment/victimization Confederation of Defence Recognized Assns (CDRA) has also represented, but it has not stopped. There are instructions of Ministry of Defence that punishment cannot be awarded without the permission of Ministry of Defence. We are feared that they will be punished by the Naval authorities for their no fault.

In view of the above, Chairman of the Steering Committee of the Departmental JCM Council is requested to kindly intervene in the matter so that harassment/victimization can be stopped and no penalty can be awarded to them.

Action: D(N-II)

61. It is submitted that 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 the various Units/Organizations. Second Risk Allowance Committee of Ministry of Defence also agreed to grant them the Risk Allowance. There are some Units where Risk Allowance was not extended to these categories, which are similar to them 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 Steering Committee of the Departmental JCM Council is requested to kindly consider favourably and take

up the case for implementation of the Second Risk Allowance Committee recommendation 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)

62. It is submitted that presently posting on Compassionate Grounds are being applied to AG's Branch of various categories the Storekeeper, Clerks, Messenger, Peon, Mazdoor, Chowkidar etc. and some other categories and AG's Branch which is the nodal agency post them on their choice posting in Army, Air Force and Navy. Some employees wish their posting to those Stations where Units/Factories of OFB are only available, but OFB does not report the vacancies to AG's Branch on the plea that they are not covered under the existing instructions. Previously a point was raised and represented to include the OFB Organization for posting on Compassionate Ground and reporting the vacancies to AG's Branch accordingly. Comments were required and given as per JCM Point. The above mentioned categories can be considered for Compassionate Ground posting of OFB and in true spirit this can be implemented.

In view of the above, Chairman of the Steering Committee of the Departmental JCM Council is requested to kindly consider favourably and ask the OFB to report the vacancies to AG's Branch so that Compassionate Ground postings can be carried out by the AG's Branch.

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

63. It was appreciable that four grade structure of Cooks under Air Force was Ordered by Ministry of Defence, but its implementation is taking time on the plea that RRs is to revised which is not justified. As per instructions, when there is Cadre restructuring as per Govt. Order that should be implemented with date of Orders. Amendment in RRs is a very long procedure and it will delay the implementation.

In view of the above, welfare of Cooks category of Air Force, it is requested that Four Grade Structure may be implemented without further delay. A sympathetic and favourable approach of Ministry of Defence is requested. Chairman of the Steering Committee of the Departmental JCM Council is requested to kindly intervene in the matter.

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

64. It is submitted that some of the employees used to get their posting order for hard /tenure/field Stations and high altitude Area. As per SRO 308/78, they are allowed to retain their allotted married Accommodation at a Station from where they have been posted out to hard/tenure Stations. Recently there are example of violation of this SRO and employees have been issued the notice for vacation and pay the market rent which is against the said SRO.

Chairman of the Steering Committee of the Departmental JCM Council is requested to kindly intervene in the matter and clarification may please be issued so that affected individual can retain their Govt. Married Accommodation.

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

65. It is submitted that as per DoP&T instructions the eligibility for promotion from LDC to UDC is 8 years, whereas in case of CGDA under Ministry of Defence, it has been fixed 13 years as per their latest RRs. This is very much harmful and is not as per other organizations/Directorates under Ministry of Defence where it is 8 years.

Chairman of the Steering Committee of the Departmental JCM Council is requested to kindly intervene in the matter and call a report from CGDA and step may be taken so that it can be brought back to 8 years instead of 13 years.

Action: CGDA

III. DISCUSSION ON AGENDA POINTS RAISED IN THE MEETING:

I. All India Defence Employees Federation (AIDEF)

Agenda Point No.1. **Effective functioning of the Joint Consultative Machinery (JCM) at MoD level.**

Action: D(JCM)

Decision:- Efforts will be made to conduct at least three (3) Steering Committee Meetings in a year. Date for the next meeting will be decided In consultation with the Staff Side Members, immediately after every meeting. Agenda items and comments thereon for the Departmental Council Meeting under the Chairmanship of Defence Secretary and Steering

Committee Meeting under the Chairmanship of JS(E) will be circulated atleast 3 days before the meeting. Within 2 months of every meeting, action taken report on the Agenda and speech points would be circulated to Staff Side.

Agenda Point No.2. Grant of 3rd MACP in the Grade Pay of Rs.4600/- in PB-2 to the employees who were holding the post of Mastercraftsman as on 31.12.2005 and also to the employees who were granted ACP benefits in PB-1+Grade Pay Rs.4200/- up to 31.08.2008.

Action: D(Civ-I)

Decision: This matter will be once again re-examined in the light of DoP&T instructions on ACP/MACP. The request of Staff Side for including the skilled grade workers who were given second ACP up to 31.12.2005 in the pay scale of Rs.5000-8000 for grant of 3rd MACP in Grade Pay Rs.4600/- in the MoD letter dated 06.02.2014, would also be considered.

Agenda Point No.3. Undue delay in sanctioning charged expenditure towards implementation of Court order from IHQ of MoD (Navy).

Action: D(Navy)

Dir(Navy) informed that the payments are approved. There is some procedural delay to release the same.

Agenda Point No.4. Implementation of the Judgment of CAT, Ernakulum Bench in OA No.724/11 dated the 17th day of December, 2012.

Action: D(Navy)

Dir(Navy) informed that the matter is being examined and modalities are being framed.

Agenda Point No.5 Litigation in Service Matters and implementation of Court Judgments to similarly placed employees.

Action: D(Civ-II)

Decision:- While discussing the issue, the Leader Staff Side quoted a reference from Secretary DoP&T regarding minimizing the number of litigations. The issue was discussed in detail, and it was concluded that Leader Staff Side will submit a fresh representation on the issue of NDA for re-consideration by DoP&T/ D/o Expenditure, in the light of Secretary, DoP&T letter. On the issue of reimbursement of In-patient medical claim to FMA beneficiaries, the Chairman directed that the issue may be put up to him for taking up the matter with Ministry of Health and Family Welfare at his level.

Agenda Point No.6 **Undue delay in granting OT wages under the provisions of Factories Act 1948 to Barber, Dhobi, Masalchi and Cooks working in Hospitals and DSC Lines in Ordnance Factories.**

Action: D(Estt./NG)

JS(P&C) assured that the matter will be resolved shortly.

Agenda Point No.7 **Grant of PRIS to the DRDO employees.**

Action: D(R&D)

Secretary (R&D) is pursuing the case.

Agenda Point No.8 **Implementation of MoD Order No.11(1)/2000/D(Civ-I) dated 20th May, 2003 to the Artisan Staff of ALC Pune.**

Action: D(Med)

Decision:- The issue was discussed at length. Chairman directed to explore the way out to over-come the present situation by 31.08.2014.

Agenda Point No.9. **Amendment in the Apprentice Act, 1961 to provide at least 50% reservation to trained Trade Apprentices of the same Establishment.**

Action: D(Lab)

Recently Union Cabinet has approved an amendment in the Apprentice Act on the recommendation of the Task Force and Central Apprenticeship Council. The Task Force constituted by PM at National Level on skill development did not recommend the 50% reservation. However, the matter has been again taken up with the all concerned Dte/Unit of MoD afresh.

Agenda Point No.10. Undue delay in holding DPC and effecting promotions in various Army Units especially EME.

Action: D(Apptts.)

Decision:- JS(AB) will hold a meeting calling officers from OS & EME Directorate and Federations representatives. In the mean time instructions would be issued by D(Apptt.) to hold DPC and effect promotions as per the existing Recruitment Rules.

II. Indian National Defence Workers Federations (INDWF):

Agenda Point No.1(New). Extending one time relaxation of conditions i.e. trade test etc. while implementing cadre restructuring of artisans w.e.f. 01.01.2006.

Action: D(Civ-I)

Decision:- The proposal may be re-submitted for re-examination.

Agenda Point No.2(New). Appointment of Ordnance Factory Recruitment Board (OFRB) for selecting the candidates for Group 'C' posts centrally for the Ordnance Factories.

Action: D(Estt./NG)

Decision:- The matter is under consideration.

Agenda Point NO.3(New). Grant of revised ACP benefits to the Labourers who have completed 30 years of service by granting one time exemption of trade test (MoD's recommendation in the matter is pending with DoP&T) (already discussed in the meeting dated 06.02.2014 taken by AS(A).

Action: D(Estt./NG)

Decision:- The issue is once again referred to DoP&T and the same is under consideration.

Agenda Point No.4(Old). Revision of Night Duty Allowance w.e.f. 01.01.1996 and from 01.01.2006 in the 5th & 6th CPC rates respectively by implementing the Court Judgments on the subject (already discussed in the meeting dated 06.02.2014 taken by AS(A).

Action: D(Civ-II)

Decision:- The issue was discussed in detail, and it was concluded that Leader Staff Side will submit a fresh representation on the issue of NDA for re-consideration by DoP&T/ D/o Expenditure.

Agenda Point No.5(Old). In DGQA, during the period from 15.09.1995 to 20.09.1999 the employees having Diploma in Engineering with 1 year experience were appointed against DR vacancies in the grade of Rs.5000-8000 as per CPWD Award. Subsequently, they were placed in the grade of Rs.4000-6000. Since 2008, representations were made and DGQA recommended to grant Rs.5000-8000 and sent to MoD/D(Civ-II), Def Fin (AG/PB) and also resubmitted the proposals. This is still pending and may be cleared at the earliest (Speech Point No.38 of the Minutes of Steering Committee Meeting dated 27.09.2013).

Action: D(QA)

Decision:- Matter to be re-examined.

Agenda Point No.6(New). Grant of ACP after merger of Non-Industrial employees Group 'D' on feeder and promotional grade in accordance with 6th CPC as per the Recruitment Rules SRO 14-E dated 04.05.1989 in OF Board.

Action: D(Estt./NG)

Decision:- To be pursued with DoP&T vigorously.

III. BHARTIYA PRATIRAKSHA MAZDOOR SANGH (BPMS)

Agenda Point No.1. Unresolved issues raised by BPMS in the Steering Committee meeting for 90th Departmental Council held on dated 15.03.2012, 16.03.2012 & 27.09.2013.

Action: D(JCM)

ATRs on all issues have been circulated.

Agenda Point No.2. Unresolved issues discussed in the meeting held under the Chairmanship of AS(A) MoD on 06.02.2014 on the notice of 'Indefinite Strike' from 17.02.2014 by the Defence Civilians.

Action: D(JCM)

Decision:- ATRs are being collected and compiled.

Agenda Point No.3. Judicial pronouncements may be extended to similarly placed non-petitioner employees in the following cases.

Action: D(Civ-I)

Decision:- These issues were discussed in details. It was concluded that the Staff Side will submit a fresh proposal on each issue to re-examine the case.

Agenda Point No.4. Posting of Physically Handicapped Candidates.

Action: D(Civ-I)

Decision:- To be examined.

Agenda Point No.5. Defence installations should be exempted from 5% limit of Compassionate ground appointment and one time relaxation for all pending cases.

Action: D(Lab)

Decision:- To be pursued as the case pending with DoP&T.

Agenda Point No.6. Re-draft the role of Defence (Finance) so that service matters like Recruitment Rules, Cadre Review, revivals of sanctioned posts, payment of arrears, revision of allowance etc. may be settled at the earliest.

Action: D(Finance)

The role of Defence Finance is well defined. Any proposal having financial bearing has to be decided in consultation with the Defence Finance and the nodal Deptts/Min.

Agenda Point No.7. The meeting of Departmental Council (JCM), MoD should be conveyed regularly. None of the Administrative Joint Secretaries of Departments of MoD has implemented the instructions [MoD ID No.1(1)/2013/D(JCM), dated 22.10.2013] on the Mechanism to provide additional meeting opportunities to Staff Side to sort out their grievances.

Action: D(JCM)

Decision:- Matter will be taken up again with the Administrative JSs.

Agenda Point No.8. Probable date of completion (PDC) on the pattern of Citizen Charters should be fixed for resolving the issues, for movement of file/paper from desk to desk/section in respect of issues raised by JCM/Federations and latest position should be updated in website.

Action: D(JCM)

Decision:- MoD will try to improve upon the existing system.

Agenda Point No.9. A permanent Cell of empowered officers from Minister of Defence, Finance, Law, Labour, DoP&T etc. should be constituted in MoD so that the Cadre Review &

Recruitment Rules of Group 'B' & 'D' may be revised expeditiously.

Action: D(Civ-I), D(Apptts.)

Decision:- Cadre review issue is already one of the priority areas of MoD. However, a concrete proposal may be submitted by the Federations/Associations.

Agenda Point No.10. Para 3.1 of Govt. of India, DoP&T O.M. No.22011/5/86-Estt(D), dated 10 April 1989 issues as consolidated instructions on Departmental Promotion Committee stipulates as under:-

“A vacancy shall be filled in accordance with recruitment rules in force on the date of vacancy, unless rules made subsequently have been expressly given retrospective effect. Since amendments to the recruitment rules normally have only prospective application, the existing vacancies should be filled as per the recruitment rules in force. Holding of DPC meetings need not be delayed or postponed on the ground that recruitment rules for a post are being reviewed/ amended.”

Action: D(Apptts.)

Decision:- All concerned administrative authority present in the meeting noted the matter and they were requested to hold DPC meeting timely.

IV. CONFEDERATION OF DEFENCE RECOGNIZED ASSOCIATIONS (CDRA)

Agenda Point No.1. Posting policy of Gp 'C' &Gp 'B' (Non-Gazetted) of E-in-C Branch under Ministry of Defence.

Action: D(Works-II)

Decision:- JS(C&W) will hold a meeting shortly.

Agenda Point No.2. Grant of Office Accommodation to CDRA, Long Outstanding Issue/Demand.

Action: JS(Trg.& CAO)

Decision:- The request of the staff side for providing office accommodation at Delhi for AIDEF, INDWF, BPMS and CDRA would be considered by JS(Trg.&CAO). JS(Trg.&CAO) will look into the matter.

Agenda Point No.3. Filling up the posts of difference categories in difference Organization under Ministry of Defence.

Action: All Directorates under MoD

The agenda point has been noted by the concerned Directorate/Orgn. and they have been requested to expedite the matter.

Agenda Point No.4. Pay Cell of 7th CPC at Ministry of Defence Level.

Action: 7th CPC Cell

Already set up.

Agenda Point No.5. Grant of Parity/Up-gradation of Pay Scale/ Pay Band /Grade Pay to the Storekeeping Staff of Ministry of Defence at par with Storekeeping Staff of Indian Railways.

Action: D(Civ-I)

Decision:- The issue was taken up with MoF a number of times but was not agreed to by them. It was decided that the matter may be submitted to JS(E) bringing out the grounds, if any, to refer the matter again to MoF.

Agenda Point No.6. Finalization of Cadre Reviews Proposals of Different Categories working under Ministry of Defence and may not be linked with 7th CPC & an affective Mechanism may be created in Ministry of Defence for carry out the Regular Cadre Reviews after every Pay Commission as per the Indian Railways.

Action: All Cadre Controlling Authorities

All the cadre controlling authorities present in the meeting have been requested to expedite the Cadre Review Proposals.

Agenda Point No.7. Increase the Direct Recruitment post age limit from 25 yrs to 27 Yrs in Different Organizations (Lower Formations) under Ministry of Defence.

Action: D(Apptts.)

Decision:- To be examined.

Agenda Point No.8. Recruitment in Civilian Store Keeping Cadre of Indian Air Force through a Centralized Recruitment Agency like SSC to Inculcate Transparency and Quality to Match the Contemporary Recruitment of Trade Job:

Action: D(Air-III)

Decision:- Dir (Air) will re-look into the matter.

Agenda Point No.9. Enhancement of Qualifications at Entry level in Civilian Store keeping cadre of India Air Force to Match the Contemporary Requirement of Trade Job.

Action: D(Air-III)

Decision:- The issue will be re-considered.

Agenda Point No.10. Extension of facility to Air force Units Civilians for Reimbursement of Expenditure incurred on purchase of Brief Case/Hand Bag.

Action: D(Air-III)

Decision:- Dir (Air-III) may relook into the matter.

Agenda Point No 11. Enhancement of Civilian Storekeeping (CSK) staff in Indian Air Force.

Action: D(Air-III)

Decision:- Being considered under cadre review in Air HQ.

Agenda Point No.12. Non-demanding of Agenda points from Associations, Non-circulation of Policy Letters, Schedule of Meeting & Minutes of Steering Committee/Main Meeting.

Action: D(JCM)

Decision:- Noted for compliance.

Agenda Point No.13. Opening of Website of Departmental Council JCM Forum at Ministry level.

Action: D(JCM)

Decision:- A separate page has been created in the name of “JCM” under the head “EMPLOYEE CORNER” in MoD website.

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ANNEXURE

LIST OF PARTICIPANTS IN THE STEERING COMMITTEE MEETING FOR THE 90TH DEPARTMENTAL COUNCIL (JCM) HELD ON 01.08.2014

Shri Navin Kumar Chaudhary, Joint Secretary (E) ----- in Chair

Special Invitees

Shri Vikram Dev Dutt	-	JS(Trg.) & CAO
Shri Deepak Anurag	-	JS(C&W)
Shri Anil Bahuguna	-	JS(AB)
Ms Kusum Singh	-	JS(P&C)

OFFICIAL SIDE MEMBERS, MOD

1.	Shri Surya Prakash	-	Dir(E)
2.	Shri Raj Kumar	-	Dir(Q)
3.	Shri P.K. Gupta	-	Dir(Air-I)
4.	Shri Nitin Chayande	-	Dir(L&C)
5.	Shri Manmohan Pipil	-	DS(CP)
6.	Shri R. Pandiyan	-	DS(Works)
7.	Shri Biswajit Guha	-	Under Secretary, D(JCM)
8.	Shri M.S. Sharma	-	Under Secretary, D(PCC)
9.	Shri Amlan Das	-	Under Secretary, D(Estt./NG)
10.	Smt. Kiran Mala	-	Under Secretary, D(QA)
11.	Shri Arvind Kumar	-	Under Secretary, D(Med)
12.	Shri Gurdeep Singh	-	Under Secretary, D(Civ-I/II)
13.	Shri Vinod Kumar	-	US(Estt.), DDP
14.	Smt. Aruna Jain	-	Section Officer, D(JCM)
15.	Shri Awadhesh Kumar Mehta	-	Section Officer, D(Civ-I)
16.	Shri Joginder Pal	-	Section Officer, D(Civ-II)

MEMBERS, HQ/ORGANIZATIONS

Army HQ

17.	Shri A. Chandrashekhar	-	DDG(CP)
18.	Col. H. Bhatnagar	-	Dir(Pers), E-in-C's Branch
19.	Shri T. Suresh Kumar	-	Dy.Dir, OS(Pers)
20.	Col. I.S. Yadav	-	SO-I(Pers)

Air HQ

21.	Shri U.A. Jose	-	Dir, PC(AFC)
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Naval HQ

22.	Cdr. Gulab Singh	-	JDCP
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DRDO

23.	Shri Naresh Virdi	-	Joint Director, DOP, DRDO
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24. Shri S.P. Singh - Dy.Dir, DRDO
25. Shri Jitendra Kumar - Dy.Dir, DHRD, DRDO

DGQA

26. Shri Shyam Kumar - Dy. Dir, Admin/DGQA
27. Shri Anil Kumar - Dy.Dir, DGQA, JCM

DG AFMS

28. Col. Pradeep Kumar - Director (Plg.)

OFB

29. Shri S.K. Singh - Director (IR)

CGDA

30. Shri A. Barman - Sr.ACGDA (Admin)
31. Shri R. Ranganathan - SAO, CGDA

DG:NCC

32. Shri A. Sikdar - Director/DG:NCC
33. Shri Vijay Shankar - Dy.CAO(FM), O/o JS(Trg.) & CAO

STAFF SIDE MEMBERS

All India Defence Employees Federation (AIDEF)

35. Shri C. Srikumar, Leader, Staff Side
36. Shri O.P. Vashist

Indian National Defence Workers Federation (INDWF)

37. Shri R. Srinivasan, Secretary, Staff Side
38. Shri H.N. Tewari

Bhartiya Pratiraksha Mazdoor Sangh (BPMS)

39. Shri Mukesh Singh
40. Shri Daya Shankar Upadhyay

Confederation of Defence Recognized Associations (CDRA)

41. Shri Ved Pal yadav
42. Shri S.N. Safai.
