

GOVERNMENT OF INDIA
MINISTRY OF DEFENCE
DEPARTMENT OF DEFENCE
D(JCM)

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Subject: - Steering Committee Meeting for the 91st Departmental Council (JCM) scheduled to be held under the Chairmanship of JS(E & CAO) at 2.30 P.M. on 06.09.2016.

Programme

VENUE : Conference Hall (Room No. 158), 'E' Block, Ground Floor, O/o JS(Estt. & CAO), New Delhi.

Sl. No.	Subject	Time allotted (approx.)	Total time allotted (approx.)	No. of Agenda Points to be discussed on issues		
				Common issues	Related to : DDP & DRDO	Related to : DoD
1.	Welcome Speech by DS(CP)	3 Min.	(Approx.) 30 Min. 2.30 -3.00 PM	3.00 – 3.30 PM	Power point presentation on Agenda Points & Discussion 3.30 -4.30 PM Session to be co-chaired by JS(DDP) & OS & CC R&D /HR)	4.30 – 5.45 PM
2.	Welcome Address by JS(E&CAO) & Chairman, Steering Committee	6 Min.				
3.	Speech by Leader, Staff Side (AIDEF)	5 Min.				
4.	Speech by Secretary, Staff Side (INDWF)	5 Min.				
5.	Remarks from representative of BPMS	5 Min.				
6.	Remarks from representative of CDRA	5 Min.				

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AGENDA FOR DISCUSSION IN THE STEERING COMMITTEE MEETING FOR THE 91ST
DEPARTMENTAL COUNCIL (JCM) TO BE HELD ON 6th SEPTEMBER, 2016

NEW DELHI

Department of Defence

01	<p style="text-align: center;"><u>Agenda point No.1</u></p> <p><u>Allotment of office Accomodation in Delhi for recognized Federations/CDRA.</u></p> <p>Provision of Office Accommodation to the Federations/Confederation in Delhi/New Delhi is a long pending demand continuously raised by the Staff Side since 18.12.2009 and has been raised in the same analogy as in Ministry of Railways, Posts & Telegraphs, Telecommunications, Banks, etc. where such Office Accommodation is provided to their Recognized Federations/Associations. This appears to be a genuine demand, on the other hand, the issue is still pending a positive stand/decision by the Government since almost 7 years back.</p> <p>The matter was also taken up with D(Works)/DGDE/D(Q&C) for exploring the possibility for providing office accommodation / piece of land for constructing an appropriate infrastructure (building) in Delhi/New Delhi to house the offices of four federations with suitable infrastructures, transit accommodation for the JCM representative visiting in Delhi. However, no progress was made despite the best efforts made by D(JCM). In the meanwhile, there was also a VIP Reference from Shri Chirag Paswan, MP(LS) received in the matter in February 2016, which was taken up with D(Q&C)/DG:DE. Now, w.r.t. the VIP Reference, very recently we have received a reply from DG:DE/D(Q&C) on 18.08.2016/26.08.2016 respectively. DG:DE has stated that so far as providing office accommodation to CDRA is concerned, the subject matter does not fall within their domain. However, if land is required, they may be informed in the matter along with appropriate size of Defence land required. In such case, Delhi Estates Officer (DEO), Delhi will be asked to identify suitable vacant Defence land in Delhi and submit his recommendations through PDDE, Western Command. The matter is under examination.</p> <p style="text-align: right;"><u>Action: JS(E/CAO)</u></p>
02	<p style="text-align: center;"><u>Agenda Point No. 2</u></p> <p><u>Grant of Trade Union Rights to the civilian employees of Military Hospitals & Training Centers</u></p> <p>This is a pending demand of the Staff Side included on Agenda Item—2 in the 90th Deptt. Council meeting on 29.08.2014. It was decided therein that the issue would be examined on receipt of a detailed updated proposals from Federations. Accordingly, AIDEF and Leader Staff Side sent a detailed note on 08.12.2014 which was circulated to all the concerned Hq/Orgns like, Army HQ, Air HQ, DGAFMS and the Confederation (CDRA). All of them expressed their views that trade union rights to the employees posted in Hospitals and training Estts may not be allowed and status quo may be maintained.</p> <p>The position/stand of all the HQrs/Orgns would be apprised to all the Staff side members during the meeting on 06/09/2016.</p> <p style="text-align: right;"><u>Action:D(JCM)</u></p>

03	<p style="text-align: center;"><u>Agenda Point No. 3</u> <u>Revision of the Recognition Rules of Trade Unions:</u></p> <p>The issue of making amendments in Rules for the Recognition of Unions/Federations of Workers employed in the Industrial installations of MoD was raised by INDWF during the last Steering Committee Meeting dated 27/09/2013 (Agenda Item No.20). It was decided in the said meeting to obtain views /comments of the Federations/Confederation and HQrs./Orgns. of MoD. Views/comments from all the concerned have been received from all the HQ/Orgns. except DRDO.</p> <p>In spite of repeated reminders, DRDO have not submitted their comments/views and last reminder was sent on 22/08/2016.After all the Views /Comments are received from all the HQ/Orgns of MoD then a meeting would be held in the MoD involving all the Federations/confederation and all the HQ/Orgns of MoD to take a decision for amending the Rules for recognition of Trade Unions/Federations,1995.</p> <p style="text-align: right;">Action: D(JCM)</p>
04	<p style="text-align: center;"><u>Agenda Point No. 4</u> <u>Withdrawal of the recognition granted to the Associations of “workers”under the provisions of CCS (RSA) Rules, 1993.</u></p> <p>This issue was raised by the Staff Side Members of the AIDEF,BPMS,INDWF and CDRA of MoD in the 46th Meeting of the National Council (JCM) held on 15/05/2010 under Item No.20 : “Applicability of CCS(RSA) Rules,1993 to the workers employed in Defence Establishments”. No clear consensus or unanimity was arrived at during the meeting among the Staff Side members of MoD due to the involvement of Administrative and legal angels in the matter. The then Chairman of the National Council (JCM) decided that MoD should sort out the issue in consultation with DoP&T and Ministry of Law.</p> <p>Opinion of DoPT was sought and they stated that “A conjoint reading of the case, in the context of MoD would indicate that CCS(RSA) Rules,1993 would be applicable to Civilian Government Servants in the Defence Services but will not apply to workers employed in Defence Installations of MoD for whom separate Rules of Recognition exist. Thus, for workers employed in Defence Installations of MoD for whom separate Rules of Recognition exist, the CCS(RSA) Rules,1993 would not apply ”. DoPT further advised to consult Ministry of Law in the matter. The case was referred to Dy.Legal Adviser in the matter. Dy.Legal Adviser(Defence) concurred the views of DoP&T and commented that the administrative Ministry may take a decision. Thereafter, decision was taken to call for the information/detail views about the various Associations which are working in the Industrial Installations of concerned HQrs./Orgns. of MoD.Information in question is still pending from Army HQ/DGNCC/DGDE/DGAQA. Only after receipt of all the information, further action would be taken in the matter.</p> <p style="text-align: center;">Last reminder issued on 5/8/2016 in the matter.</p> <p style="text-align: right;">Action:D(JCM)</p>

05	<p style="text-align: center;"><u>Agenda Point No. 5:</u> <u>Permission to the Federations for changing their nominations in the Departmental Council (JCM).</u></p> <p>The issue is pending due to interim stay granted by the Madras High Court in Oct. 2012 regarding nominations of JCM Members at all levels. This Ministry has now taken up the issue with Ministry of Law and Justice by writing a D.O letter dated 06/05/2016 to JS (Legal) for early hearing of the case and for vacating the interim stay orders on re-nomination of Members in the Departmental Council (JCM).</p> <p>With reference to MoD D.O. letter dated 18/02/2016, OFB has intimated to MoD that Heavy Vehicle Factory Management have requested Ministry of Law and Justice to nominate a new Govt. Counsel to ensure appearance and assist the ASGI in respect of Case No.1711/2012 before the Hon`ble High Court of Madras to vacate the stay orders urgently so that nomination of members of Federations could be done on the grounds of retirement/replacement etc. OFB HQ intimated that the case could not be listed for regular hearing even after four years due to shortage of Judges in the Madras High Court. MoD has been maintaining continuous liaison with the OFB HQ to get the stay vacated and ensure an early listing for disposing of the case.</p> <p style="text-align: right;"><u>Action:D(JCM)</u></p>
06	<p style="text-align: center;"><u>Agenda Point No.6</u> <u>Settlement of all Cadre Review proposals and also the cases referred to DOP&T and Department of Expenditure by D(Civ.I) Section.</u></p> <p>This matter came up in the meeting on 7th CPC matter held on 9 March 2015 under the Chairmanship of Defence Secretary, with the representatives of the Defence Civilian Employees Federations/Associations. Defence Secretary has specifically directed that all the Heads of administrative wings/divisions of the MoD shall ensure completion of 100% cadre review proposals within 06 months (I.e, by 30 Sep 2016).</p> <p>Again in the meetings of the Senior Officers held on 25.07.2016, Defence Secretary has directed that:- “An updated status report on the number/details of the Cadres under the administrative control of each JS, those for which the Cadre Review has already been completed and those for which the Cadre Review is yet to be taken up may be submitted to him.”</p> <p>Various administrative divisions of MoD have been requested vide letter dated 16.08.2016 to prepare the latest status report in the prescribed Performa, in compliance of the directions of Defence Secretary and for the Steering Committee meeting dated 06.09.2016. It has also been stressed that during the steering committee meeting, they may be required to present the latest position of pending proposal to the representation of the Employees Federation.</p> <p style="text-align: right;"><u>Action: D(Civ-I)</u></p> <p><u>Status till date:-</u> <u>DGQA:</u> The Cadre Review proposal of Grp ‘B’ & ‘C’ posts of DGQA organisation has already been approved by the MoD/D(QA) & Min of Fin/DoE and Govt. Letter No. A/92163/CR/DGQA/Adm-7B dated 08 Mar 2016 issued. Regarding the non-initiation of Cadre Review of 06 Cadres, Mod has raised some observations which is under process in consultations with DGQA/Adm-10. <u>MoD(Navy):</u> A total of 39 cases of Cadre Review proposals have been reviewed out of which one case of Cadre Review of Store House Staff approved with GOI</p>

	<p>letter issued on 04 Jul 2016. 27 Cases has been submitted to MoD. 09 cases is not considered feasible. A detail status of Cadre Review is placed at Annexure-I. Defence(Finance)/AG PB: A detail status of Cadre Review is placed at Annexure-II.</p>
07	<p style="text-align: center;"><u>Agenda Point No. 7</u> <u>Setting up of Permanent Negotiating Machinery (PNM) at MoD as proposed by the Federations.</u></p> <p>It has been examined from the old records that the PNM existed from 1954 to 1960, until in August, 1960 it was declared null and void after being a new forum called JCM came into existence. The AIDEF tried to revive it, but they could not succeed because they had another forum as JCM which came into existence after replacing PNM in the year 1967. The proposal for the revival of PNM was rejected again in August, 1991 with the approval of then Hon'ble RM on the ground that : a) The PREM (Participation of Railway Employees in Management (PREM) – a similar forum like PNM, is not existing in any other Departments except in Railways; b) The Nodal Department, i.e., the DOP&T have never recommended to continue PNM along with JCM Scheme; and c) No Federation except AIDEF is demanding/supporting to continue PNM along with JCM Scheme. Therefore, it is amply clear that if PNM is required to be revived, as demanded by the Leader Staff Side, Such a decision has to be taken by DOP&T, which is the Nodal Department.</p> <p style="text-align: right;">Action: D(JCM)</p>
08	<p style="text-align: center;"><u>Agenda Point No.8</u> <u>Participation of Chargeman category in Trade Union Activities</u></p> <p>AIDEF and other Federations are repeatedly representing for the participation of Chargeman in Trade Union activities considering the fact that they are not having any administrative or managerial power. Moreover, they are non-gazetted employees in the Grade Pay of Rs 4200/-. It is mentioned here that participation of Office Superintendent in Trade Union activities is permitted although the Grade pay of both Chargeman and Office Superintendent are one and the same.</p> <p>The matter was examined and comments/views of the concerned HQ/Orgns were called for. So far, comments from Air HQ, DGQA and Gen. Secy, CDRA has been received. All of them have expressed their views that Chargeman category is having supervisory duty and so their participation in trade union activities may not be allowed. The views and comments from other HQ/Ogrns are yet to be received for which they have been reminded on 26.05.2016, 8.6.2016 and 8.8.2016</p> <p style="text-align: right;">Action: D(JCM)</p>
09	<p style="text-align: center;"><u>Agenda Point No.9</u> <u>Holding of the Departmental Council (JCM) under the chairmanship of the Defence Secretary regularly as per the JCM Scheme and also the instructions of the Cabinet Secretary and DOP&T</u></p> <p>Departmental Council Meeting(s) are always followed by the Steering Committee Meetings, as per general practice, wherein the Agenda Items, if any, are identified for inclusion and discussion in the next Departmental Council Meetings onwards for its final settlement. The file seeking the convenience of Defence Secretary is under submission for his consideration</p> <p style="text-align: right;">Action:D(JCM)</p>

10	<p style="text-align: center;"><u>Agenda Point No. 10</u></p> <p><u>Request for implementation of uniform application of Recognition Rules:</u></p> <p>This is regarding removal of in-eligible members among the office bearers of recognized Federations/Unions. Under the MoD Rules of Recognition for Federations/Unions,1995, it is clearly stated vide Para-2,sub-para (a) (b) & (c) that, only Workmen can be the members of Federations/Unions who are further elevated to the post of office bearers of such Federations/Unions. Under the JCM Guidelines, the Workman is an employee who is holding the post of Group "C & D"posts and their Grade Pay in accordance with the 6thCentral Pay Commission should not be beyond Rs.4200/-. The Industrial employees of MoD who are holding the G.P of Rs. 4200/- but having Supervisory/Managerial posts , such employees are also not allowed to become office bearers of Federations/Unions or they can not participate in the Union/Federation activities and they are termed as in-eligible members or office bearers of Unions/Federations. As per Section 22(2) of Union Act,1926, there is a limit prescribed for the Honourably retired Workmen which should not be more than five or one third of the total number of office bearers of Federations/Unions.The matter has been taken up with all the Federations on 21.4.2016 and they have been instructed to comply with MoD rules/ instructions of recognition for Unions/Federations uniformly and remove all the ineligible Office Bearers on urgent basis.</p> <p>This issue is being pursued with all the Federations/Confederation of MoD. Report from AIDF and INDWF have been received .The reply from BPMS and CDRA is still awaited in the matter. Action has been taken to remove Shri Mohinder Singh,former Vice-President of INDWF Federation on the instruction of MoD as he was in-eligible office bearer of INDWF who held the post of Group`B` post at the time of his retirement. Similarly, letter has been issued on 22/08/2016 to General Secretary,AIDF to remove all the in-eligible members from their Executive committee. Reply on action taken by them is awaited.</p> <p style="text-align: right;"><u>Action:D(JCM)</u></p>
11.	<p style="text-align: center;"><u>Agenda Point No.11</u></p> <p><u>Inclusion of various categories of employees for participation in Works Committee elections.</u></p> <p>Works Committee in the Defence Establishments are constituted as per the provision of Industrial Disputes Act, 1947. The demand is that the Non-Gazetted employees not having any managerial or administrative power, they all may be permitted to participate in Works Committee Elections.</p> <p>As per guidelines issued vide MoD ID No.15(1)/2013/D(JCM) dated 29.08.2013 "Persons who are employed in a Supervisory capacity and function mainly of a managerial nature, <u>are not covered</u> under the definition of workmen and therefore, employees of such categories are not eligible to participate in works committee elections. In non-industrial establishments, only Group C & D employees are eligible." Matter is pending due to comments from various HQ/Org.</p> <p style="text-align: right;"><u>Action: D(JCM)</u></p>

12	<p style="text-align: center;"><u>Agenda Point No.12</u></p> <p><u>Recommendations to 7th CPC for various categories functioning under Ministry of Defence.</u></p> <p>Notification has been issued and all Orders/Notification has been uploaded on the MoD website.</p> <p><u>Action D(PCC)</u></p>
13.	<p style="text-align: center;"><u>Agenda Point No.13</u></p> <p><u>Grant of overtime allowance to the Fireman and Telephone Operators.</u></p> <p>The normal working hours of the Fireman and Telephone Operators in the Ordnance Depots is 45&1/2 hrs. However, they are asked to work more than that during Saturdays. As per MoD instructions they are entitled for over time at single rate for the period they work between normal working hours and 48 hours in a week. Since they were not paid overtime allowance they approached the Hon'ble CAT and the CAT has given following directions to the Govt. of India :- "The applicants are entitled to the overtime allowance in accordance with the order dated 5th November, 1973. The applicants shall submit their working to the competent authority and if they are otherwise eligible in accordance with the instructions they shall be paid the overtime allowances accordingly."The above direction was implemented only for the Petitioners. AIDEF vide its letter dated 25th July, 2014 addressed to the MoD D(O-II) has represented for extending the benefits to all similarly placed employees. However, the same was not extended to similarly placed employees.</p> <p>In contrary to the judgement quoted in this agenda point Hon'ble CAT (PB) New Delhi ordered on 21st March 2014 2014 in OA No. 1651/2011 & MA 1331/2011 filed by Fire Master RL Sharma & others that "an in-correct order cannot be ground for seeking similar remedy and it cannot be perpetuated."</p> <p><u>Action: D(O-II)/OS Dte</u></p>
14.	<p style="text-align: center;"><u>Agenda point No.14</u></p> <p><u>Grant of Four Grade structure to the Cooks of all Defence Establishments at par with Air Force</u></p> <p>The Federations has demanded to extend the benefit of four grade structure to the civilian cooks of other Directorates under MoD at par with the Civilian Cooks of IAF after it was decided in the Strike meeting held on 06.02.2014 with the Federations and the Directorates under MoD. However, no Directorate under MoD other than OFB has processed the case for Govt. Approval. The views/ Comments of the concerned Directorates/HQ are as:-</p> <ul style="list-style-type: none"> • <u>Air HQ</u> :-The four grade structure in r/o civilian Cooks Cadre of IAF has been implemented and orders have been issued vide Air HQ letter No. Air HQ/23064/Cooks/PC-4/444-CC/D(Air-III) dated 12 November 2013. • <u>D(O-II)/OS Dte</u> :- Cadre review of cook category will be initiated by AG's Branch. Accordingly, Comments for up-gradation of cooks of AOC at par with equivalent cadre in IAF has been submitted to AG's Branch. • <u>D(O-II)/DG:EME</u>:- Case has been forwarded to AG's Branch for taking up centrally for all Line Dtes, being common category post similar to Cooks in Air Force. • <u>DGDE</u>:- No post of Cook is authorized in DGDE Organization. • <u>DGAFMS</u>:- File re-submitted to MoD/D(Med) on 23 march 2015 after taking the inputs from DGMS(Army) regarding the status of cadre of Cooks under

	<p>them, as directed by MoD.</p> <ul style="list-style-type: none"> • DGQA :- The proposal of Cadre Review of Cooks for DGQA has already been initiated in 2014. The case file last re-submitted to MoD/D(QA) in May 2016 has since been received back on 29 Jul 2016 with certain observations. The same is under examination and will be re-submitted to MoD in due course. • MoD(Navy) :-The post of Cooks in Air Force existing only for civilian personnel, whereas the post of cook in the Navy has been sanctioned for combatants. However, the post of cooks exists in Statutory/Department Canteens in the Navy. The Cadre Review proposal was submitted to MoD on 01 July 2013.The proposal has been returned by MoD with different observations. The proposal was last submitted to MoD on 17 Dec 2015. • DRDO :- MoD has been requested to issue common order for four grade structure of cooks in various Dte/Orgns under MoD. <u>This office has no objection to grant of the same structure in this Orgns.</u> as well, if any proposal is issued by MoD to this effect the same will be implemented here. <p style="text-align: right;">Action: All Admin Divisions/D(Civ.I)</p>
15.	<p style="text-align: center;">Agenda point No.15</p> <p><u>Grant of GP Rs.5400/- to PA/PS and Sr. PS who were given MACP in GP Rs.4800/-</u></p> <ul style="list-style-type: none"> • At present there is no Sr. PS exist out of authorized post of 05, in DGDE Organisation.DGDE • Different kind of promotional scheme existing for a particular category of employees may continue to be operational for the concerned category of employees if it is decided by the concerned administrative authorities to retain such scheme, after necessary consultation or they may switch over to the MACPs. However, these schemes shall not run concurrently with the MACPs.D(O-II)/OS Dte. • There is only 01 post of Sr. PS and PS at AFMS Pune under Cadre control of DGAFMS. Both the post are deemed abolished. File has been submitted for the revival of the post to D(Med) on 02 March 2015.DGAFMS • HQ DGQA cannot implement such rule suo-moto until and unless the existing instructions are amended by DoP&T, being nodal Department.DGQA • There is no such policy in Govt. of India to count MACP scales for the purpose of granting non-functional scales.Air HQ • The case has been submitted to Ministry of Finance, Department of Expenditure for consideration.D(Works-II) • This point pertains to Ordnance Factory. DRDO • As per MACP Scheme, financial up-gradation is to be given next higher grade pay in the hierarchy of the recommended Revised Pay Band and Grade Pay. These order are being followed in the Navy. Point may be closed.MoD Navy • <u>The issue has implications spread over all the Ministries/Departments of Government of India. So, the matter may be taken up with National JCM.</u> <p style="text-align: right;">Action: D(Civ-I)/All Admn. Sections</p>

16.	<p style="text-align: center;"><u>Agenda Point No.16</u></p> <p style="text-align: center;"><u>Ignoring placement from semi-skilled to skilled in the case of MACP as is being done for ACP in EME.</u></p> <p>In EME and other Defence Establishments recruitment is made against post sanctioned in the skilled grade and the incumbents are placed in Semi-Skilled grade for 2 years as a trainee. While ACP scheme was introduced DoP&T/MoD has clarified that such placement from semi-skilled to skilled will not be offset against entitlements under ACP Scheme. Subsequently, when MACP scheme was introduced the EME has not extended the benefits to the employees. Therefore, AIDEF represented the same to MoD and MoD has taken up the matter with DoP&T which further seek some information from MoD for recommending it to Ministry of Finance.</p> <p>As desired by DoP&T, D(Civ) has sought some information from OFB, EME and E-in-C Branch, on date 02.01.2015. Info is still awaited from D(O-II) and D(Works-II). Action: D(Civ-I)/D(O-II)/D(Works-II)</p>
17	<p style="text-align: center;"><u>Agenda Point No. 17</u></p> <p style="text-align: center;"><u>Clarification regarding restoration of Trade Union Rights for employees posted in various depots located in peace establishment</u></p> <p>Clarification has been issued vide this HQ letter No. 16350/MP-4(Civ) dated 22.04.2015.</p> <p style="text-align: right;">Action:- Army HQ</p>
18	<p style="text-align: center;"><u>Agenda Point No. 18</u></p> <p style="text-align: center;"><u>Implementation for regularization of casual service with all consequential benefits and extending the statutory pension to the Cochin Naval base employees.</u></p> <p>The above agenda point was raised by AIDEF due to delay in the implementation of the Judgment in OA 750/2005 for regularization of casual service and implementation of Judgment in OP (CAT) 2783/13 in OA No. 724/11 dated 27th Jan for extending the statutory pension to the employees of naval base Cochin.</p> <ol style="list-style-type: none"> 1. Implementation of Judgment in OA 750/2005 filed by Cochin Naval Base Civilian Workers Union for regularization of casual service with all consequential benefits – Charged Expenditure obtained for 185 persons. Further, Charged Expenditure Sanction is being obtained for 33 persons, HQ SNC have been expedited the matter vide letter NO.CS 2695/43/1197 dated 12.02.2015. (Matter Almost Settled) 2. Implementation of the Hon'ble CAT (Ekm) order Judgment in OP (CAT) 2783/13 in OA No. 724/11 dated 27th Jan 2014 for extending the statutory pension to the employees of Naval Base Cochin issued on 05 Dec 2014.(Matter Almost Settled). Item may be dropped. <p style="text-align: right;">Action:- MoD (Navy)</p>
19	<p style="text-align: center;"><u>Agenda Point No. 19</u></p> <p style="text-align: center;"><u>Implementation of Hon'ble CAT Chandigarh Bench Judgement in OA No. 1360/HR/2012 and other four OAs-regarding fixing the pay of the employees by taking basic pay as Rs 6500 as on 01.01.2006 in case of those who were in the prerevised scale of Rs 5000-8000 and Rs 5500-9000.</u></p> <p>The concerned Administrative Divisions have to take necessary action to implement/contest the Hon'ble CAT Order. To be responded by the Concerned Divisions in the Meeting.</p> <p style="text-align: right;">Action:- D(Civ-I)/Concerned Divisions</p>

20	<p style="text-align: center;"><u>Agenda Point No. 20</u> <u>Creating the Administrative Officer Cadre in MES organization.</u></p> <p>The need of hour is to make Admin Cadre in MES an organized Cadre. It is also urgently needed that both at OS (Office Superintendent) and AO-II(Administrative Officer) levels, at least 50% intake should be through direct recruitment. Direct recruitment for OS can be conducted by SSC and the same should be done by UPSC in case of AO-II. It is to be noted that if 50% of AO-IIs are selected through direct recruitment, the organization will get very efficient, bonafide and meritorious officers at the levels of AO-II, AO-I, SAO and PAO.</p> <p style="text-align: right;"><u>Action:- D(Works-II)/E-in-C's Br</u></p>
21	<p style="text-align: center;"><u>Agenda Point No. 21</u> <u>Exemption of Trade Test for Artisans consequent upon the re-structuring and implementation of 4 Grade Structure for granting up-gradation under ACP Scheme between 01.01.2006 to 31.08.2008.</u></p> <p>The ACP/MACP scheme provides for fulfilment of conditions of promotion for grant of this benefit. As the DoP&T is the Nodal Ministry for this scheme and it is not within the competence of MoD to grant such relaxation, the concerned Administrative Division may seek exemption of DoP&T on case to case basis.</p> <p style="text-align: right;"><u>Action:- D(Civ-I)/Concerned Administrative Division</u></p>
22	<p style="text-align: center;"><u>Agenda Point No. 22</u></p> <p><u>(a)Extension of CGHS Facility to the Industrial Employees of COD Mumbai.(Army HQ)</u> <u>(b) Extension of CGHS facility in Mumbai to Industrial Employees of Naval Dockyard (Naval HQ)</u></p> <p><u>D(Civ-II) /D(O-II) :-</u>(a) The issue has been discussed in the 17th Steering Committee Meeting of JCM-III Level Council (Army HQ) held on 30.10.2014 wherein <u>D(O-II)/OS Dte</u> clarified that the matter has been taken up with Min. of Helath & Family Welfare.</p> <p>However, MoH&W has desired to provide the information regarding: (i) No. of defence Industrial employees who are availing CGHS facilities in stations other than Mumbai.(ii) No. of defence Industrial employees of (a) Naval Dockyard, Mumbai (b) COD, Mumbai and (c) AFMSD, Mumbai, to whom CGHS facility is to be extended.</p> <p>The requisite information in r/o organisations under <u>D(O-II)</u> and some lower formations is still awaited. Last reminder was sent on 22.08.2016</p> <p style="text-align: right;"><u>Action:D(Civ-II)/D(O-II)</u></p> <p><u>MoD(Navy)/D(Civ-II):-</u> (b) The issue was discussed in the 15th Steering Committee Meeting of JCM-III Level Council (Naval HQ) held at HQ ENC, Vishakhapatnam and they have intimated that as the matter for grant of CGHS facilities to Industrial Employees of Naval Dockyard, Mumbai is pending with MoH&W. Industrial Employees of Naval Dockyard Mumbai are routinely treated at Naval Dockyard Dispensary and Naval Hospital Powai. In case of emergency, they are also referred to empaneled/Civil Hospital.</p> <p style="text-align: right;"><u>Action: MoD(Navy)/D(Civ-II)</u></p>

23	<p style="text-align: center;"><u>Agenda Point No. 23</u></p> <p style="text-align: center;"><u>Filling up of vacancies in MCM grade occurring in OS Dte</u></p> <p>O4 Grade structure for Artisan Cadre in Ministry of Defence was introduced vide ID No. 11(5)/2009-D(Civ-I), dated 14.06.2010 with retrospective effect from 01.01.2006. Hence, the vacancies in MCM grade of different trades from 01.01.2006 to 13.06.2010 have been filled in accordance with the mandate. However, vacancies occurring in OS Dte on or after 14.06.2010 are not being filled up on the plea that MoD has clarified that these vacancies are to be filled up in accordance with Recruitment Rules for the post of MCM on its finalization.</p> <p>The issue was raised by BPMS in the meeting of Steering Committee for 90th Departmental Council JCM held on 01.08.2014. The then Chairman i.e, JS(E) has directed the concerned authorities of OS Dte to hold the meetings of DPC regularly to fill up the vacancies of MCM that occurred on or after 14.06.2010.</p> <p>The issue is to be responded by the concerned division in the meeting.</p> <p style="text-align: right;">Action:- D(Civ-I)/D(O-II) OS Dte</p>
24.	<p style="text-align: center;"><u>Agenda Point No. 24</u></p> <p style="text-align: center;"><u>Regarding improving service conditions of Khansama Chowkidar posted in Inspection Bunglows of MES</u></p> <p>The service conditions of Khansama Chowkidar posted in Inspection Bunglows of MES are very poor. To improve this, it is demanded that Khansama Chowkidar should be detained for 08 hrs duty per day, Weekly off, closed holidays, National holidays and restricted holidays should also be granted to them at par with cooks working in Ordnance Factories.</p> <p>The issue was discussed in the 17th Steering Committee meeting of JCM-III level Council (Army HQ) wherein it was stated that the matter is pending with MoD.</p> <p>To be responded in the meeting by the concerned Division.</p> <p>Action: D(Works-II)/E-in-C's Branch</p>
25	<p style="text-align: center;"><u>Agenda Point No. 25</u></p> <p style="text-align: center;"><u>Rationalization of workload faced by Army Base Workshop</u></p> <p>This issue was raised by BPMS in the 17th Steering Committee Meeting of JCM-III level Council (Army HQ). They represented that Army Base Workshop are facing heavy deficiency of workload and the same is being transferred to Public Sector Undertakings like BEL, BHEL etc. which is not in the larger interest of entire Corps of EME.</p> <p>D(O-II)/DG:EME has furnished the following comments in this regard:-</p> <ul style="list-style-type: none"> • Load of Army Base Workshops (ABWs)- There are eight Army Base Workshops out of which four Army Base Workshops are under loaded primarily due to reduction in targets because of non-availability of spares in range and depth. • Transfer of load – Staff Side submission regarding workload is being transferred to Public Sector Undertakings like BEL, BHEL is not factually correct. <p style="text-align: right;">Action: D(O-II)/DG:EME</p>

26	<p style="text-align: center;"><u>Agenda Point No. 26</u></p> <p style="text-align: center;"><u>Up-gradation of Vadsar (Gandhinagar, Gujrat) (47 SU Air Force) to 'Y' class city for the purpose of House Rent Allowance</u></p> <p>The above agenda point was a request made by BPMS Federation to the authorities of Air Hqrs. In this regard, Air Hqrs intimated that Ministry of Finance (Department of Expenditure) has raised some observation and to offer the comments thereupon the case is lying with MoD (Q&C). This Federation has been requesting to D(Q&C) to expedite the matter but all in vain. Comments/Views in this regard of the concerned Divisions are:-</p> <ul style="list-style-type: none"> • As intimated by Dte of Acctts, Air HQ (RKP) vide their letter dated 29.10.2014, the case for up-gradation of Vadsar (47 SU, AF) to 'Y' class city for the purpose of HRA is still under consideration of MoF (Deptt. of Expenditure). <u>D(Air-II)/Air HQ.</u> • To be responded in the meeting by the concerned Division. <u>D(Q&C)</u> <p style="text-align: right;"><u>Action:D(Air-III)/D(Q&C):-</u></p>
27	<p style="text-align: center;"><u>Agenda Point No. 27</u></p> <p style="text-align: center;"><u>Disbandment of HQ CWE (Commander works Engineer) Kanpur (MES): HQ CWE Kanpur</u></p> <p>HQ CWE Kanpur is responsible for looking after the welfare of industrial personnel of various GEs under Military Engineer Services, besides the matter related to Defence Works, has since been ordered for disbandment. There are more than 600 industrial personnel in the area of HQ CWE Kanpur and with its disbandment, there would be lot of administrative problems for them. Therefore, INDWF has requested to intervene into the matter so that the interest of large number of workers of Kanpur may be safeguarded.</p> <p>E-in-C Branch has intimated that a CWE(AF) Chakeri is being raised which is as per the request made by the Federation.</p> <p style="text-align: right;"><u>Action:- D(Works-II)</u></p>
28	<p style="text-align: center;"><u>Agenda Point No. 28</u></p> <p style="text-align: center;"><u>Granting of ACP retrospectively on passing the trade test in first attempt in CWE Jaipur (MES).</u></p> <p>The issue has been raised by BPMS due to non-redressed grievance of Shri Dayal Singh, MES No.167982, F/Pipe and Shri Deen Dayal, MES No. 167989, F/Pipe posted in GE Alwar who were not granted up-gradation under ACP Scheme even after completion of 12/24 years of service. In this regard, it is important to mention that for grant of ACP trade test is conducted.</p> <p>The concerned Command has confirmed that the ACP has been correctly granted as per the laid down stipulations on the subject, which clearly mentions that employees who had completed 12/24 years of service after 09.08.1999 but before the date of conducting the first trade test may be granted financial up-gradation under ACP Scheme. In this case number of trade tests were conducted before the completion of 12/24 years of service as per CWE, Jaipur letter dated 05/08.10.2012 and CE Jaipur Zone letter dated 25.06.2012.</p> <p style="text-align: right;"><u>Action:-D(Works-II)</u></p>

29	<p style="text-align: center;"><u>Agenda Point No. 29</u> <u>Implementation of restructuring of Artisan Cadre in Artificial Limb Centre, Pune under DGAFMS.</u></p> <p>MoD/D(Civ) examined the matter in detail and observed that the existing staff structure of ALC, Pune did not fall in line with the policy contained in MoD letters dated 20.05.2003 and 14.06.2010. As such the structure contained therein could not be extended to them. D(Civ) further advised that the only option left was that the cadre controlling authority D(Med) shall carry out a cadre review/restructuring of the artisan staff of ALC, Pune in terms of the instructions issued by DoP&T/MoF to bring it in line with the artisan staff in other Defence Establishments as recommended by 5th CPC.</p> <p style="text-align: right;"><u>Action:- D(Med)</u></p>
30	<p style="text-align: center;"><u>Agenda Point No. 30</u> <u>CSD Facilities to Retired Defence Civilians.</u></p> <p>The issue is Settled.</p> <p style="text-align: right;"><u>Action:- D(Mov)</u></p>
31	<p style="text-align: center;"><u>Agenda Point No. 31</u> <u>Conversion of Ammunition Depots into Field Ammunition Depots.</u></p> <p>The term Ammunition Depots (ADs) and Field Ammunition Depots (FADs) are applicable to Army only. In the Navy, Naval Armament Depots (NADs) exist to provide armament support to Ships & Establishments of Navy & Coast Guard. No problem is faced by Navy as NADs are 100% manned by civilians.</p> <p style="text-align: right;"><u>Action:- D(N-II)</u></p>
32	<p style="text-align: center;"><u>Agenda Point No. 32</u> <u>Risk Allowance to Left out categories/units.</u></p> <p>The issue of left out categories is under consideration in consultation with DoPT. DoPT has sought certain information. The information has been obtained and compiled. However, 7th CPC recommended abolition of Risk allowance on the ground of meagreness. This was incorporated in the views of MoD to be forwarded to Implementation Cell (IC). It has also been proposed that the demand for grant of Risk Allowance to the manpower in the 45 hazardous production processes are genuine and therefore IC may define the specific entitlements for those involved in the 45 hazardous production processes on the basis of RH matrix. The views of MoD are under submission in this ministry before the same could be sent to IC, Deptt of Expenditure, MoF. Meanwhile, a fresh proposal has been moved to seek approval of MoD(Fin)/DoP&T for grant of Risk Allowance to the left out category of employees upto the effective date of implementation of VII CPC recommendations.</p> <p style="text-align: right;"><u>Action:- D(Civ-II)</u></p>

33	<p style="text-align: center;"><u>Agenda Point No. 33</u></p> <p><u>Increase the age limit of Direct Recruitment Post from 25 years to 27 years in different Organizations (Lower formations) under Ministry of Defence.</u></p> <p>Views/Comments in this regard of the concerned Divisions are as:-</p> <ul style="list-style-type: none"> • As per DoP&T's O.M dated 31.12.2010, the age limit for posts having Grade Pay of Rs 1800/-, 1900/-, 2000/-, 2400/-, & 2800/- is between 18 & 25 years and the same has to be followed. <u>Navy HQ</u> • The direct recruitment age of all posts is 27 years except the post of MTS whose age for direct recruitment is 25 years. <u>DGDE</u> • This point is agreed to. <u>DGAFMS</u> • Upper age limit for direct recruitment posts is already 27 years in DGQA Organization. <u>DGQA</u> • Govt. of India vide notification No. 15012/6/98-Estt(D) dated 21 Dec 1998 enhanced the upper age limit by 2 years for recruitment through Direct open Competitive Examination. Since the primary method of recruitment being followed by the IAF is local recruitment i.e, through Employment Exchange and generally attracting candidate from a locality or a region, the enhancement of age-limit by 2 years is not acceptable for lower formation of IAF. <u>D(Air-III)</u> • Direct Recruitment post age limit of 27 years is being followed in MES. <u>D(Works-II)</u> • This provision is already existing in various R/Rules at DRDO. <u>(DRDO)</u>
34	<p style="text-align: center;"><u>Agenda Point No. 34</u></p> <p><u>One Time Relaxation to Govt. Employees Availing LTC by Air, other than Authorized Travel Agents.</u></p> <p>The matter is under consideration.</p> <p style="text-align: right;"><u>Action:- D(Civ-II)</u></p>
35	<p style="text-align: center;"><u>Agenda Point No. 35</u></p> <p><u>Inclusion of OFB in Compassionate Ground Posting, which are being done by AG's Branch under Ministry of Defence for certain categories.</u></p> <ul style="list-style-type: none"> • The matter has already been taken up with Ordnance Factory Board, Kolkata vide this office letter of even number dated 09 October 2014 and subsequent reminder dated 16 December 2014. However, their reply is still awaited. Similar case has been taken up with DRDO reply from where is still awaited. <u>Army HQ</u> • There is no instruction on the subject as to how and why OFB will intimate its vacancies to AG's Branch because Ordnance Factories are under Deptt of Defence Production and any of the orders issued by AG's Branch etc. are not directly applicable to OFs. Also for functional reasons, Ordnance Factories do not allow transfers on regular basis even within its own units, even though there are vacancies existing in the posts where transfer requests are being made. As such due to both functional reasons as well as lack of instructions/Rules on the subject it <u>may not be possible</u> for OFs to intimate its vacancies to AG's Branch and accept posting by AG's Branch against such vacancies. <u>OFB</u> <p style="text-align: right;"><u>Action: Army HQ/D(Estt./NG)</u></p>

36	<p style="text-align: center;"><u>Agenda Point No. 36</u></p> <p style="text-align: center;"><u>Scrap Unwarranted Posting/Transfer Policy under CML of Group 'C' & 'D' Employees working under E-in-C's Branch.</u></p> <p>Action for review of posting policy is being done through a BOO order and all aspects are being taken care of in consultation with all the stake holders.</p> <p><u>Action:- D(Works-II)</u></p>
37	<p style="text-align: center;"><u>Agenda Point No. 37</u></p> <p style="text-align: center;"><u>Allotment of 18 seats to staff side in Naval Hqrs JCM-III Level Council instead of 14 seats in the present term.</u></p> <p>Allotment of 18 seats in NHQ JCM Level III Council to Staff Side has been held in abeyance, in view of the on-going court case in High Court of Madras and MoD/D(JCM) who have advised that '<u>Status Quo</u>' to be maintained.</p> <p style="text-align: right;"><u>Action:- D(N-II)</u></p>
38	<p style="text-align: center;"><u>Agenda Point No. 38</u></p> <p style="text-align: center;"><u>Clarification of SRO 308/78 which is regarding retention of Govt. married accommodation for those employees who have been posted to Hard/Tenure/Field Station.</u></p> <p>To be responded in the meeting by the concerned Division.</p> <p style="text-align: right;"><u>Action:- D(Q&C)</u></p>
39	<p style="text-align: center;"><u>Agenda Point No. 39</u></p> <p style="text-align: center;"><u>Regularize the provisional pension in the absence of Documentary Evidence.</u></p> <p style="text-align: right;"><u>Action:- All Admn. Sections:-</u></p> <ul style="list-style-type: none"> • The grant of provisional pension is regulated under the provisions of Rule 64 of CCS (Pension) Rules 1972. Amendments in these provisions can be made only with the concurrence of Department of Pension & Pensioner's Welfare. (Air HQ) • Action will be taken as per extant rule position. (DGDE) • Payment of Provisional Pension and its subsequent regularization is done as per rules prescribed by the Govt. However, any specific case(s) may be intimated so that the same could be addressed by the Departmental concerned. (DGOA) • As per laid down procedures, all pensioner documents of employees are submitted in the time and there are no pending cases requiring regularization in the absence of documentary evidence. (DGAFMS) • The point is not understood. It may be elaborated further for examining the problem before taking any decision. (D(Works-II)) • Guidelines for grant of provisional pension are contained in Rule 64 & 69 of CCS(Pension) Rules 1972. These are being followed in Navy. (MoD(Navy))

40	<p style="text-align: center;"><u>Agenda Point No. 40</u></p> <p><u>Minimum entry level pay w.r.t (pre-revised scale of Rs 7500-12000) Assistant Account Officer of Defence Accounts Department of Rs 18750/-</u></p> <p>The case was taken up with Ministry of Finance for extending Court Order to the similarly placed persons, Ministry has advised us to wait for the final judgement to be delivered by the appellate Courts in the OA No. 293/2011 and the proposal may be taken up for consideration only after the aforesaid Court case reaches its finality. (CGDA)</p> <p><u>Note:- 7th CPC has recommended the minimum pay of Rs 18000/-</u></p> <p style="text-align: right;"><u>Action:- Def Fin (AG/PB)/DAD (Coord)/CGDA</u></p>
41	<p style="text-align: center;"><u>Agenda Point No. 41</u></p> <p><u>New Agenda- Appointment/Posting of medical officer, CASO and establishment officer.</u></p> <p>The case for vacancy of CASO in 509 ABW, Agra has been taken up with AG's Branch vide Dte Gen of EME letter No 15601/7/MP-4 (Civ) (a) dt 26th Oct 2015 & this Dte Gen note No 20101/13-O/CASO/EME Civ(C-3) dt 11th Jan 2016.</p> <p>The case for vacancy of Medical Officer in 509 ABW, Agra has been taken up with AG's Branch vide this Dte Gen note No 24258/SMO/EME Civ (C-3) dt 6th Jan 2016.</p> <p style="text-align: right;"><u>Action:- D(O-II)/DG:EME</u></p>

Agenda points related to Deptt. of Research Development Organization (DRDO)

1	<p style="text-align: center;"><u>Agenda Point No. 1</u></p> <p style="text-align: center;"><u>Up-gradation of Tech 'C' in the Grade Pay of Rs 4200/- in pay band II by removing the anomaly and systematic injustice meted out.</u></p> <p>The proposal for up-gradation of the pay scale of Tech 'C' of DRTC, DRDO for Rs.9300-34800/- with pay band-2 for Rs. 4200/- was put up to Ministry of Finance, Department of Expenditure, but was not agreed to. (FINALIZED)</p> <p style="text-align: right;"><u>Action:- D(R&D)</u></p>
2	<p style="text-align: center;"><u>Agenda Point No. 2</u></p> <p style="text-align: center;"><u>Reimbursement of medical expenses in emergency cases</u></p> <p>The Screening Committee meeting of JCM-III Level Council (DRDO) held on 19.09.2014 at DRL Tejpur Wherein the issue of reimbursement of medical expenses in emergency cases was discussed and the official side intimated that the CGHS beneficiary is not authorized to take treatment from private hospital empanelled under CGHS without prior permission and in case of emergency, such claims are to be settled/finalized by the "Head of Department "only, i.e , DG DRDO as the financial powers are delegated to him. The demand is that MoD should declare the Director of Labs of DRDO as "Head of Department" for the purpose of CGHS under the General Financial Rules so that medical claims may be settled at Director Level considering the precious time of DG DRDO.</p> <p>To be responded in the meeting by the concerned Division.</p> <p style="text-align: right;"><u>Action:- D(R&D)</u></p>
3	<p style="text-align: center;"><u>Agenda Point No. 3</u></p> <p style="text-align: center;"><u>Extension of medical facilities for DRL Tejpur employees from MI Room/Military Hospital</u></p> <p>This demand was raised in the Screening Committee meeting of JCM-III Level Council (DRDO) held on 19.09.2014 at DRL Tejpur.</p> <p>This may be extended according to the Ministry of Health & F.W letter No. F.28-14/63-H.I; dated 06th April, 1963.</p> <p style="text-align: right;"><u>Action:- D(R&D)</u></p>
4	<p style="text-align: center;"><u>Agenda Point No. 4</u></p> <p style="text-align: center;"><u>Recruitment of Store Officer under DRDO may be as per Admin Cadre of DRDO & RRs should be revised.</u></p> <p>Recruitment Rules are framed as per OM No.-AB14017/48/2010-Estt(RR), dated 31st Dec, 2010 issued by DoP&T. Accordingly, Recruitment Rules for the post of Admin Officer and Store Officer have been revised in consultation with DoP&T and UPSC. It is pertinent to mention here that, para 3.11.2 of Part-III of OM referred above states that, "Promotion may be kept as a method of recruitment depending upon the availability of the field of consideration. Case should be taken to see that the base for promotion is strong; normally the feeder grade should range from 3 to 5 lines the number of sanctioned post in the higher grade". This is the reason why the method of Recruitment of Admin Officer and Store Officer is different.</p> <p style="text-align: right;"><u>Action:- D(R&D)</u></p>

Deptt. of Defence Production

1	<p style="text-align: center;"><u>Agenda Point No. 1</u></p> <p style="text-align: center;"><u>Implementation of Madras Bench CAT Judgment in 16 OAs dated 27.08.2014 for revision of NDA (Night Duty Allowance) Rates.</u></p> <p>The Madras Bench of CAT Chennai have given the following direction to MoD in its order dated 27.08.2014. :-</p> <p>“The ordnance Factory Board/Ministry of Defence should accordingly issue orders linking the NDA to the VI CPC pay for the workers of the Factories under OFB doing night duty including the applicants in this set of OAs within a period of 4 months from the date of receipts of this order and make payment accordingly”. The AIDEF vide its letter dated 13.10.2014 have represented to DDP to issue orders for implementation of the above Judgement.</p> <ul style="list-style-type: none">• Decision has been taken with the approval of competent authority to make payment of Night Duty Allowance to the eligible Defence Civilian employees (industrial and non-industrial) based on the revised pay and allowances drawn by them w.e.f 1.1.2006 and payment of arrears from April, 2007 in terms of Hon’ble CAT Jodhpur Bench order dated 5.11.2009 in OA No. 34/2008 filed by Shri Ram Kumar & others as upheld by Hon’ble Supreme Court of India. <u>D(Civ-II)</u>• To be responded in the meeting by the concern Division. <u>D(Estt./NG)</u> <u>Action:- D(Civ-II), D(Estt./NG)</u>
2	<p style="text-align: center;"><u>Agenda Point No. 2</u></p> <p style="text-align: center;"><u>Grant of parity in pay scale to the Assistants and Stenographers of Ordnance Factories and OFB Hqrs., by implementing the judgment of Hon’ble High Court of Delhi in WP (C) 4606/2013. CM No.10601/2014, dated 14.10.2014.</u></p> <p>The case file has been referred to Defence/Finance for forwarding it to Department of Expenditure as per advice of LA/Defence and on receipt of opinion of Department of Expenditure the matter with regard to filling of SLP on the issue as per advice of DoP&T would be taken in accordance with the advice of LA/Defence.</p> <p style="text-align: right;"><u>Action:- D(Estt./NG)</u></p>
3	<p style="text-align: center;"><u>Agenda Point No. 3</u></p> <p style="text-align: center;"><u>Formation of Centralised Recruitment Board/Cell for Ordnance Factories.</u></p> <p>The finalization of formation of OFRC is under consideration in consultation with OFB for working out the modalities with regard to consultation of OFRC.</p> <p style="text-align: right;"><u>Action:- D(Estt./NG)</u></p> <p style="text-align: right;">P.T.O</p>

4

Agenda Point No. 4

Revision of Recruitment Rules for placing of Laboratory technicians serving in Ordnance Factories Hospitals in PB-2 plus GP Rs.4200:

The orders with regard to grant of Grade Pay of Rs.4200/- to Lab Technicians in of Hospitals has been issued as per the approval received from DOPT and as regards revision of Recruitment RULES FOR THE POST OF Lab Technician, the same can be considered on receipt of such proposal from OFB

Action:D(Estt./NG)