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No. A/90643/XII(12)/SC/Minutes/DGQA/ADM/JCM

05 Dec 2011

To

The Staff Side Members
JCM III Level Council (DGQA)

MINUTES OF THE TWELFTH STEERING COMMITTEE MEETING
OF THE XII TERM OF JCM III LEVEL COUNCIL (DGQA) HELD
ON 18 NOV 2011 AT CQA(L), BANGALORE

1. The Twelfth Steering Committee Meeting of the XII Term of JCM III Level Council of DGQA was held under the Chairmanship of Addl DGQA(Adm) on 18 Nov 2011 at 1100 hrs at CQA(L), Bangalore.

2. The following Official and Staff Side members attended the meeting:-

Shri SN Singh, Addl DGQA(Adm) - Chairman

Shri VPL Das, DDG(A&B) - Secretary

Official Side

Staff Side

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| Shri A Banerjee, DDG(HR) | Shri MKR Pillai, SSS (Retd), Leader Staff Side |
| Shri AM Kazi, LWC(C) | Shri HN Tiwari, OS, Secretary Staff Side |
| Shri AK Singh, AD(JCM) | Shri DK Sachan, UDC, Rep AIDEF |
| | Shri Denny Isaac, UDC, Rep AIDEF |
| | Shri Arun Kumar Dutta, UDC, Rep INDWF |
| | Shri P Mohan Rao, SSS, (Retd), Rep BPMS |
| | Shri AC Shukla, UDC, Rep BPMS |
| | Shri MK Verma, SA, Rep CDRA |
| | Shri Amose Prabhakar, Sr DM, Rep CDRA |

3. At the outset, Shri VPL Das, DDG(A&B) & Secretary, Official Side welcomed the Chairman to the Twelfth Steering Committee meeting of the XII Term of JCM III Level Council of DGQA who was chairing Steering Committee meeting for the last time. He also mentioned that without his dynamic approach and leadership, it would not have been possible to accomplish such significant results/achievements especially on JCM and Administrative matters. He also welcomed the Leader and Secretary Staff Side and all members of the Staff Side as well as Official Side. He then requested the Chairman to kindly address the House with his views and words of guidance for benefit of the house.

4. The Chairman welcomed Shri MKR Pillai, Leader Staff Side, Shri HN Tiwari, Secretary Staff Side, all the Staff as well as Official Side members to the Twelfth Steering Committee Meeting of XII Term JCM III Level Council of DGQA. He appreciated the selection of venue for the meeting which is pleasant and hoped that the deliberations would be cordial to resolve the issues. He on behalf of Official side and Staff Side expressed his gratitude to Controller, Officers and Staff of CQA(L) for providing various facilities and infrastructure to convene the meeting at CQA(L), Bangalore. He also placed on records the very useful contributions made by the Staff Side members in highlighting the genuine grievances pertaining to the service conditions of the DGQA employees.

He then apprised the Staff Side of the following latest developments:-

(a) **DELEGATION OF FINANCIAL POWERS.** Keeping in view the changing scenario, the existing financial powers have been enhanced through delegation of financial powers to DGQA for revenue and capital expenditure vide Government of India, MOD/D(QA) letter No.63921/Delegation/DGQA/ADM/RMD/BUDGET/1798/D(QA) dated 25 Aug 2011.

(b) **OUTSOURCING OF ESSENTIAL SERVICES.** Various cases for outsourcing of essential services have also been approved by govt. Sanction letters for outsourcing of manpower for Officers Mess of DGQA, administrative support services like fireman, security guards and sweeper have already been issued for the period from 01 Aug 2011 to 31 Mar 2012. Ex-post-facto sanction have been accorded where manpower were engaged in anticipation of sanction. Further, three Committees were set up for formulation of guidelines for outsourcing of manpower. The recommendations are being finalized.

(c) **REVISION OF PE.** RMD(PE) is the nodal section for maintenance of all PEs of DGQA establishment. Out of 98 PEs, we have already issued revised govt letters in 80 PEs. Remaining cases are under process.

(d) **CONDUCTING DPC.** Conducting DPC has been an area of grave concern. However, certain delays in finalizing of RRs coupled with delay in issue of guidelines on fixation of seniority have further added to the problems. But, DPCs for promotion to the grades of Senior Store Keeper and Chief Photographer for the vacancy year 2011-12 have been held and promotion panels have been issued. Two individuals (1 for SSK and 1 for Chief Photographer) have been empanelled. DPC for Telephone Staff for the vacancy year 2011-12 is under process and will be held shortly.

(e) **GRANT OF FINANCIAL BENEFITS UNDER MACPS.** Since 01 Apr 2011, 243 officials have been granted financial upgradations. Orders in respect of the aforesaid individuals have been issued. A further list will be added towards the end of this month.

(f) **REVISION OF RECRUITMENT RULES.** Position of Recruitment Rules is as under:-

(i) Recruitment Rules for the posts of Draughtsman, SSK/SK, UDC/LDC, Fire Engine Drivers and Civilian Motor Drivers have been promulgated and circulated.

(ii) Recruitment Rules for the posts of JTO(S), Scientific Assistant and Stenographer have been finalized and submitted for signature of US(QA)/MOD.

(iii) Recruitment Rules for the posts of Junior Technical Officer (Drawing), Senior Draughtsman, Office Superintendent, Fire Fighting Staff, Senior Stores Superintendent, Telephone Staff and Multi-Tasking Staff are with Department of Official Language for Hindi translation.

(iv) Recruitment Rules for Photographer Cadre (Gde-I &II) and Para Medical Staff are with Ministry of Law & Justice for vetting.

(v) Recruitment Rules for the posts of Junior Technical Officer, Chargeman, Library & Information Assistant, Personal Assistant, Chief Photographer and Senior Photographer are under consideration with UPSC for their approval.

(vi) Recruitment Rules for the post of Junior Translator are with DOP&T for approval.

(vii) Draft Recruitment Rules for the posts of Glass Blower, Gauge Checker, laboratory Assistant, Security Assistant 'A', 'B' & 'C', Ferro Printer Grade-I, II & III and Fire Engine Driver (Special Grade) are with Ministry of Defence for their approval.

(viii) Draft Recruitment Rules for the posts of Civilian Motor Driver (Special Grade), Canteen Supervisor Grade-I & III, Cook and Canteen Attendant have been submitted to the DGQA for approval before referring the proposals to Ministry of Defence. Recruitment Rules for the Industrial Cadre are under preparation.

5. Shri VPL Das, DDG(Adm & Budget) & Secretary Official Side thanked the Chairman for his gesture in resolving various issues. He requested Shri MKR Pillai, Leader Staff Side to present his views.

6. Shri MKR Pillai, Leader Staff Side extended a warm welcome to Shri SN Singh, Addl DGQA (Adm), Shri VPL Das, DDG (A & B), Shri A Banerjee, DDG (HR), Shri AM Kazi, LWC(C), Shri AK Singh, Asst Dir (JCM), Shri HN Tiwari, Secretary Staff Side, Shri P Mohan Rao, Rep BPMS and members from the Staff side to Bangalore, the Silicon Capital City of India. He also stated that the JCM meeting could not be held in Bangalore due to various constraints and reasons which every one was aware of.

He thanked the Chairman for extending a warm welcome to all the Members of Official Side and Staff Side and thanked him for giving progress on various points particularly on delegation of powers. He also thanked Brig KC Kariappa, Controller and his team of Officers and Staff for providing a good ambience, transportation, accommodation and all other facilities to conduct the meeting in a befitting manner. Before proceeding with deliberations on various issues, he stated that Industrial relation in the campus was not conducive from 2008 to May 2011. He was critical about some stand taken by the administration in the past which caused avoidable strained relations with the Unions. He further stated that after the present Controller took charge, there is a

vast change; the good Industrial relations and a conducive atmosphere have once again gained its lost glory but averred that few elements are still trying to sabotage the relationship between Management and Union.

The LSS further stated that there is a tendency of '**OBSTRUCTIONISM**' crept into DGQA Administration, with an intention to reject points raised by the Staff side or to take a casual / negative attitude. The delay is being deliberately caused to demoralize the very function of JCM. Hence, he requested the Chairman to take appropriate steps to change the mindset of such Officers in the interest of the Organization and its work force.

With regard to certain issues, the LSS stated that on several occasions when some points which are not related to MOD comes up for deliberations in JCM Departmental Council, such issues are referred to the concerned Ministry without hurting the sentiments of members. He also stated that some points which were not admitted in JCM III were not only admitted in JCM II but prompt action was taken to amicably settle the same. He further stated that the comments offered by establishments like CQA(S) on nature of industry, SQAQO (A) on harassment /victimisation of employees, CQA (WE) on issue of NAC for HRA respectively were treated as holistic truth without verifying the facts. The LSS further quoted the comments offered by CQA(S), Secunderabad that the Establishment is not an Industrial establishment which was accepted by the Adm and LWC. To counter the argument, the LSS read out the following from The Industrial Dispute Act 1947 – “ If the predominant activity or each of the predominant activities carried on in such establishment or undertaking or any unit thereof is an industry and the other activity or each of the other activities carried on in such establishment, or undertaking or unit thereof is not severable from and is for the purpose of carrying on, or aiding the carrying on of, such predominant activity or on, the entire establishment or undertaking or, as the case may be, thereof shall be deemed to be an industrial establishment or undertaking”. He stated that the service of Inspection/Quality Assurance offered by an establishment is part of production and without inspection/Quality Assurance the process is incomplete.

Thereafter, the LSS brought out the following issues for consideration and attention of the Chairman:-

(a) **PROCUREMENT OF MODERN FURNITURE FOR CQA(L), BANGALORE**

The LSS stated that the case of procurement of modern furniture for CQA(L) is pending for the last 03 years. A board was constituted to quantify the requirement and the same was put up to DGQA but the same has not been sanctioned by the DGQA Adm / works division. He requested the Chairman to direct the works division to expedite the case.

Action : Dir(Wks)/DQA(L)

(b) **PAY FIXATION OF EMPLOYEES PROMOTED PRIOR TO 1.1.2006**

The LSS stated that Pay fixation case of employees who were promoted before 1.1.2006 is also pending for a long time even though the Chairman had agreed to consider those cases. He again requested the Chairman to do the needful in this regard.

Action : DDG(HR)

(c) **GRANT OF Rs.4200/- GRADE PAY TO PHARMACIST** The LSS stated that the Grade Pay of Rs.4200/- to Pharmacist in CQAL who has got the requisite

qualification has not been given despite the Min of Finance letter No. F.No.1/1/2008-IC dated 18 Nov 2009, stating that those appointed after 1.1.2006 with qualification (10+2 with Diploma/Degree in Pharmacy) will be given the Grade Pay of Rs.4200 after two years service in the entry grade. He requested the Chairman to issue necessary direction in this regard.

Action : DDG(HR)

(d) **GRANT OF Rs.1800/- GRADE PAY TO WIDOWS** The LSS stated that payment of Grade Pay of Rs.1800 to widows who were appointed on compassionate grounds and who are not matriculates should be considered as per the relaxation clause given in Swamy's Complete Manual on Establishment and Administration, Page No.430 Para 6 (B) (d) where in it states that "Where a widow is appointed on compassionate ground to a Group 'D' post, will be exempted from the requirement of possessing the educational qualifications prescribed in the relevant rules, provided the duties of the post can be satisfactorily performed by her without possessing such educational qualification". The denial of this payment is a serious injustice to this category of employees. As such he requested the Chairman to reconsider such cases on humanitarian grounds.

Action : DDG(HR)

(e) **PAYMENT OF TERMINAL BENEFITS i/r/o Shri. ASHOK SAGAR** Shri. MKR Pillai, LSS stated that case of payment of terminal benefits in respect of Shri Ashok Sagar of CQA (S), who died in an accident, to his children is still pending which is an intentional harassment to the family members since the individual was an active union member. He requested the Chairman to direct the establishment to complete the whole process immediately.

Action : DQA(R&S)

(f) **CADRE REVIEW PROPOSALS** The LSS stated that, abnormal delay in finalizing the cadre review proposals is a cause of serious concern to the employees who are waiting for the same for the last 8 years. Despite the assurances given by the Def Secy in JCM meeting that the Cadre review will be finalized before Dec 2011, no progress is made and the file is shuttling between Defence Finance and DGQA. He requested the Chairman to bring the matter to the notice of the Ministry. He also said that the employees are frustrated and this may lead to strained industrial relations.

Action : DDG(HR)

(g) **FORMATION OF DEFENCE QUALITY ASSURANCE BOARD (DQAB)** The LSS stated that, the formation of DQAB on the recommendation of Comptroller & Auditor General of India is pending for the 5 years. The action taken report by the Ministry has blamed the delay on DGQA since the DGQA has not submitted its proposal till now. This is also a cause of serious concern for the employees of DGQA since in our view the organization is sinking in respect of workload and manpower. There fore he requested that the matter may be brought to the notice of DGQA to finalize the proposal and submit the same at the earliest.

Action : Dir(PP&T)

7. Shri HN Tiwari, Secretary Staff Side welcomed Chairman, Secretary Official Side, Shri Amit Banerjee, DDG(HR), Shri AM Kazi, LWC(C), Shri AK Singh, Asstt Dir(JCM), Shri MKR Pillai, LSS, Shri P Mohan Rao, Rep BPMS, Shri Amose Prabakar, Rep CDRA and other Staff Side members. He took the opportunity to express his sincere thanks to the Chairman for his warm welcome and giving the latest progress on the pending issues at various levels of the government. He hoped that several issues would be sorted out and those pending will be redressed under the able guidance of the Chairman. He expressed his happiness and thanked to the Controller, CQA(L) and his team of Officers for their excellent arrangements and hospitality provided to Staff Side members. He also thanked to JCM IV Level members/Reps of Unions for their whole-hearted cooperation in making necessary arrangements. He also stated that CQA(L) employees are lucky to have such a Controller. He and on behalf of INDWF assured their fullest cooperation to the management for all the time to come and hoped Official Side will also reciprocate the same.

Thereafter, Secretary Staff Side brought out some important issues for kind notice of the Chairman:-

(a) **INDUSTRIAL RELATION AT SQA(A), AMBAJHARI** A serious deterioration in the Industrial relation at SQA(A), Ambajhari has been noticed due to the following reasons:-

(i) All members of JCM IV Level Council belonging to three recognised Federations/Unions have boycotted the JCM IV Level Meeting due to dictatorial attitude of the SQA(A).

(ii) It has been reported that the JCM members are being insulted publicly, which may cause any serious happening at any time in the Establishment.

(iii) JCM members/office-bearers of the recognised Unions are not being allowed for any welfare work related to workers.

(iv) No welfare activities are being allowed inside the Establishment.

(v) SQA(A) has refused to address any grievance of the employees, which is requested by the JCM members/office bearers of the Unions.

(vi) Office bearers/JCM reps belonging to all three recognised Federations have been threatened for dire consequences if they involve themselves in day to day welfare activities of the workers during working hours.

(vii) Minutes of the IV Level JCM Council meeting are not correctly recorded and published.

Under the circumstances as stated above, a serious resentment and an atmosphere of terror has been prevailed in the Establishment. Recognised unions have also represented to DGQA HQ but regret to say that no action seems to have been taken till date, as a result the SQA(A) has become more revengeful and the recognised bodies provided under the Govt orders are not allowed to function for welfare of the employees, for which they have been granted recognition.

He further added that Shri Gurdoyal Singh, Vice President of Indian National Defence Workers Federation & member Depttl Council, Ministry of Defence visited SQAE(A), Ambajhari and wanted to meet the SQAO, but extremely sorry to inform that SQAO refused to meet. It is the height of deterioration of Industrial Relations in the Establishment .

He humbly requested the Chairman to take immediate action in the matter, before any serious industrial unrest takes place in the vital establishment of Defence Production department. He further requested that LWC may be deputed to enquire the facts and give his impartial report.

Action : LWC(C), DQA(A)

(b) **REVIEW OF THE ROTATION TRANSFER POLICY** Several discrepancies like change of cut off date, 03 years for hard station etc. have been noticed and were also raised in the Main Meeting of the III Level JCM / Departmental Council, MOD where assurances had been given to discuss with the Staff Side, but till date no initiative has been taken in this regard. Even assurance given by the Secy DP in the Main JCM II Level meeting held on 29 Apr 2011 has not been taken care of.

The Chairman is requested that a meeting with the Staff Side may be called to discuss the practical difficulties in implementing this new Rotational Transfer Policy and subsequently a meeting with Secy DP may also be arranged with the Staff Side, to sort out the serious problems arising out of the new Rotational Transfer Policy.

Action : DDG(HR)

(c) **SANCTION TO HIRE SECURITY PERSONNEL FOR DGQA COMPLEX KANPUR** Since CQA(GS), Kanpur is responsible for providing Security to DGQA Complex Kanpur, which covers CQA(M), CQA(T&C), CQA(PP) and SQAE(GS), Kanpur, Dte of Standardisation, Office of LAO and MES office. These Establishments have to be guarded during day as well as at night for all problems against theft as well as security. But due to shortage of security staff, CQA(GS), Kanpur is required to hire security personnel for proper security of these establishments at DGQA complex at Kanpur.

The Chairman is requested to issue necessary sanction from HQ DGQA as earliest possible.

Action : DD/RMD(PE/BUDGET)

(d) **FUNCTIONING OF WET CANTEEN AT DGQA COMPLEX KANPUR** The case for sanction of man power has already been projected but the sanction is yet to be received. The campus has more than 800 workers/staff, but unfortunately wet canteen is totally closed, causing a serious hardship to the employees.

The Chairman is requested to take this issue seriously in providing sanction for outsourcing without any further delay and if sanction is further delayed, the DGQA HQ may permit the CQA(GS), Kanpur to have contract with private vendor in order to provide wet canteen facilities to the workers of DGQA Complex as it is

being provided in other Govt. Departments like MES, Air Force for civilian employees.

Action : DD/RMD(PE&BUDGET)

(e) **PROVISION FOR GRANTING THE SELF CERTIFICATION** He brought out that by granting the self certification to the items produced by the Ordnance Factory, has in the past severely affected the General Store Directorate causing reduction of workload upto 60% at some places. This was done without the consultation of the Staff Side.

He added that further 15 items of Store Directorate have been identified for grant of self certification to Ordnance Factory for which discussion is going on without Staff Side involvement. Even Govt. policy has already been issued that the 'Self Certification' will only be granted after consultation with user i.e. MGO. Several defect report have been raised from the user end. If 'Self Certification' is granted for said 15 items of Store Directorate, this will adversely effect the deduction of about 40% staff due to reduction of work load, and this will not be in the interest of the nation, since several defect report have been raised and sub standard stores are accepted.

It is requested that before granting 'Self Certification' to Ordnance Factory, the user rep i.e. MGO as well as the Staff Side may be consulted, since the Staff Side are very much concerned with the reduction of workload and manpower in the Organisational interest.

Action : All Tech Dtes

(f) **DELEGATION OF POWER TO HEAD OF ESTT/CONTROLLER TO EMPLOY THE CASUAL LABOUR** He demanded that necessary orders for delegation of power to Head of Estt/Controllers, to employ casual labour may be issued to avoid hardship at establishment level. A copy of such policy letter may be given to Staff Side, if sanction has already been issued. He requested for an early action in the matter.

Action : DD/RMD(PE&Budget)

Finally he stated that since Brig Kariappa has taken over as Controller, CQA(L) Bangalore, things are moving in right direction and the past disturbances are over now, in which certain elements were encouraged.

8. Shri P Mohan Rao, Rep BPMS extended a warm welcome to the Chairman, Secretary, Official Side, Shri Amit Banerjee, DDG(HR) and Shri AM Kazi, LWC(C) and Staff Side members. He thanked the Chairman for his warm welcome and giving the latest progress on the pending issues at various level. He also thanked the Controller, CQA(L), Bangalore, and his team for making excellent arrangements of accommodation, transport, etc. He also thanked Shri MKR Pillai, Leader Staff Side for his warm welcome. Shri P Mohan Rao endorsed the view points expressed by Leader and Secretary Staff Side.

He brought out the following issues for consideration of the Chairman:-

(a) He stated that regarding fixation of pay/promotion of erstwhile tracers of CQA(E), Pune, Action Taken Reports received from DQA(E) and the vacancy

position shown are not correct. He requested that a committee may be ordered with the participation of JCM representatives (from all four federations) to find out the facts and sorting out the issue. He also drew attention of the Chairman on the matter of Issue of NAC to draw HRA by employees of CQA(WE), Bangalore. He stated that necessary action may be taken. He also requested for granting of MACP for Civilian Motor Drivers in DGQA by AHSP, CQA(V), Ahmednagar.

Action : DDG(HR)/DQA(EE)/DQA(N)

(b) **RESTRUCTURING OF ARTISAN STAFF IN DGQA ESTABLISHMENT.** He stated that while restructuring of artisan cadre in DGQA Estt as per DGQA letter No.A/92163/Revision/MCM/DGQA/Adm-7B dated 04 Mar 2011, few Establishments had excess MCM to their authorised strength of 13.75%, after implementation of inter-grade ratio on 1.1.2006. The excess post of MCM have been adjusted by not filling HS-I grade. This is not correct as the Inter-grade ratio is based on 100% of Artisan Staff. The excess vacancies/posts of MCM could have been adjusted by not filling the skilled posts, as the same was feeder cadre to the HS grade prior to implementation of four grade structure. Accordingly, all the Estt may be instructed to fill the HS-I posts wherever excess MCM posts are adjusted against HS-I posts.

Action : DDG(HR)

9. Shri Amose Prabakar, Rep CDRA extended a warm welcome to the Chairman, Secretary, Official Side, Shri Amit Banerjee, DDG(HR) and Shri AM Kazi, LWC(C) and Staff Side members. He thanked the Chairman for his warm welcome and giving the latest progress on the pending issues at various level. He also thanked the Controller, CQA(L) and his team, especially Shri MKR Pillai, LSS, all JCM IV Level members of CQA(L) for providing necessary arrangements in a pleasant manner for this meeting.

He also endorsed the points brought out by the Leader, Secretary Staff Side and Shri P Mohan Rao, Rep BPMS and requested the Chairman to kindly look into these issues.

REMARKS OF THE CHAIRMAN

10. Responding to the issues raised by the Staff Side, the Chairman stated that all the points have been noted and action wherever necessary will be suitably taken and all informed. However, on certain important issues he gave following remarks:-

(a) **GRANT OF RS.1800/- GRADE PAY TO WIDOWS** He assured the Staff Side that if there is any provision for relaxation on the subject, necessary action will be taken accordingly.

(b) **REVIEW OF ROTATION TRANSFER POLICY** The Chairman informed the House that Rotation Transfer Policy was issued with the approval of Secretary, DP after due deliberation with JCM. In this connection, no further directive has been received from Secretary (DP) pursuant to any subsequent discussion. Moreover, it would not be prudent to suggest any amendment before a lapse of one year of implementation of policy. **In the given circumstances further discussion does not seem warranted.**

DISCUSSION ON AGENDA POINTS

11. CREATION OF UDC(NFSG) & STENOGRAPHER GRADE-D (NFSG)

Issue Raised

The DOP&T vide OM 20/49/2009-CSII (B) dated 22 Jun 2011 has upgraded 30% of the sanctioned strength of UDC and Stenographer Grade-D so as to create a grade of UDC(NFSG) and Stenographer-D (NFSG) in the grade pay of Rs.4200/- in Pay Band II **in Central Secretariat** with immediate effect. Since the UDCs and Stenographers **of DGQA are similarly placed**, the above benefit may be extended to the UDCs and Stenographers, so as to avoid any disparity.

Deliberated course of Action

The Staff Side were informed that structure in CSS and DGQA with reference to clerical and supervisory grades are different. In DGQA organisation, the promotional post of UDC is Office Superintendent having Grade Pay of Rs.4200/- whereas in CSS, Assistant is having Grade Pay of Rs.4600/-. The Grade Pay of Rs.4200/- does not exist in CSS. Similarly Stenographic Cadre in CSS is structurally different from that in DGQA Orgn. There is no post in the Stenographers Grade in DGQA Orgn. having Grade Pay of Rs.4600/-. Therefore, the proposal for extension of NFSG to UDC and Stenographers in DGQA is not feasible.

POINT CLOSED

Info : DDG(HR)

12. RESTRUCTURING OF ARTISAN STAFF

Issue Raised

In spite of the operative instructions issued by the MOD, the 4 grade structure is not properly implemented in many of the establishments. The provisions of the instructions on the subject are misinterpreted by the administration of different establishments. Some of the issues are given below for consideration and further clarification in the matter.

(a) At the first instance 50% of the sanctioned posts of HS employees are to be straightaway placed in the higher grade pay of the Rs.2800/- as per DOP&T guidelines, and thereafter the reservation roster to be followed. This is not being done in many of the establishments resulting in unrest amongst different group of the employees.

(b) DPC in respect of promotion from HS I to MCM has been inordinately delayed and Pay fixation of HS II and HS I is also not carried out because of which the employees are put to severe financial loss. Hence it is requested that the DPC may be convened and pay fixation done at the earliest.

Hence the matter may be discussed in the meeting please.

Deliberated course of Action

The Staff Side were informed that restructuring of Artisan Staff during 01.01.2006 and 14.06.2010 is required to be done without reference to DPC, Trade Test etc. SC/ST reservation roster is not required to be made operative for restructuring. Only on finalization of restructuring, DPCs to be conducted after 14 Jun 2010 for promotion to the grades of Skilled, Highly Skilled Grade-II and Highly Skilled Grade-I, SC/ST reservation roster will be followed. Recruitment Rules for the posts of Artisan Staff including MCM as per restructured hierarchy of Industrial Category, are under process. DPC from HS-I to MCM can only be held after RR are promulgated.

POINT NOT ADMITTED

Action : DDG(HR)

13. RECRUITMENT OF SEMI-SKILLED AND SKILLED GRADE

Issue Raised

As per DGQA instructions for recruitment to the post of semi-skilled grade and skilled grade, open advertisement has to be given in prominent newspapers inviting applications from eligible candidates. However, different establishments are following different methodology for recruitment process. It is therefore suggested that a detailed guideline in this regard in consultation with Staff Side particularly on contentious issue of Qualification and Age Limit may be formulated at the earliest so that all the establishments can adhere to it for future recruitments.

Deliberated course of Action

The Staff Side were informed that Recruitment Rules for Semi-Skilled category of Industrial Staff are being processed. Till the time new Recruitment Rules are framed, establishments have been instructed to follow existing Recruitment Rules.

POINT CLOSED

Info : DDG(HR)

14. MINIMUM WAGES TO CONTRACT WORKERS

Issue Raised

A large number of contract workers are deployed in various establishments of DGQA. These workers are paid only the minimum wages prescribed by the State Govt. and in spite of all regulations the contractors are exploiting the contract workers without paying them the minimum wages. At present MOD has circulated the Labour Ministry's instruction for grant of Industrial DA to the workers deployed in various jobs. Therefore, it is demanded that DGQA may circulate MOD instructions to all the establishments with a direction to pay Industrial DA to the contract workers deployed in the respective establishments.

Deliberated course of Action

Minimum wages to contract workers are being paid as per local nerrick rates which includes basic and dearness allowance (DA). Nerrick rates are regularly revised twice in a year to accommodate enhance dearness allowance. This Directorate is strictly following the nerrick rates norms during processing of the case. However, Staff Side

members were asked to bring to the notice of Administration any specific cases for taking corrective action.

POINT NOT ADMITTED

Action : DDG(A&B)/Staff Side

15. MAINTENANCE OF SERVICE RECORDS

Issue Raised

The papers in most of the Service Records are in dilapidated condition due to its usage over a long period of time and frequent handling. A centralized decision may be taken at DGQA level to compile and preserve the data in a modernized system so that all establishments can follow similar method.

Deliberated course of Action

A computerized data card for each individual may be prepared and all casualties required to be entered in the Service Record may also be made in the data card and can be used for reference purpose whenever required. However, Staff Side members were informed that it can be implemented in DGQA Estts if the same is not objected by audit authorities. After deliberation the Chairman agreed with the views of Staff Side and decided to admit the point for further discussion in the next main meeting.

After discussion it was decided to include the point as Fresh Agenda Point

POINT ADMITTED

Action: All Dtes

16. TRADE TEST AND DPC

Issue Raised

The recruitment process for filling up the posts of Chargeman (CM) is in progress in many directorates of DGQA as per the existing recruitment rules. However, Trade Test and DPC's for promotion of HS I to MCM and HS I to CM are not being held for a long time which it is felt is discriminatory. Therefore it is requested that the Trade Test and DPC may be conducted at the earliest for promotion of IEs to MCM and CM. Necessary directions in this regard may be issued immediately.

Deliberated course of Action

The Staff Side members were informed that in the restructured hierarchy of Industrial cadre, HS-I has become feeder grade for promotion to the new post of MCM. Accordingly, HS-I is no longer feeder grade for promotion to Chargeman. Old/existing recruitment rules have become inoperative/redundant for conducting DPC for promotion, in restructured hierarchy of Technical Cadre. Revised recruitment rules for the posts of MCM are under process. Revised recruitment rules for the post of Chargeman are with UPSC for approval. DPC for promotion from HS-I to MCM can be held only on finalization / publication of Recruitment Rules of this post. In such a situation as aforesaid, conducting of Trade Test for promotion from HS-I to CM cannot be done as HS-I is no longer feeder category for promotion to merged post of Chargeman (CM-II & CM-I).

POINT NOT ADMITTED

Action : DDG(HR)/All Tech Dtes

17. GRANT OF SELF CERTIFICATION

Issue Raised

It is reliably learnt that 'Self Certification' is being granted to some of the products produced by Ordnance Factories without any consultation with the Staff Side. It is felt that such unilateral decisions in the long run will adversely affect the work load, deplete the manpower strength and consequently lead to the closure of the concerned establishment. It is therefore requested that since the matter is of serious concern the same may be discussed in the meeting.

Deliberated course of Action

The Staff Side members were informed that grant of self certification is a government policy based on the capacity of Ordnance Factory achieving the quality of product, it is not concerned with the manpower requirement of QA agency. As such it is felt that this is beyond the purview of JCM III Level and cannot be discussed with the Staff Side.

POINT CLOSED

Info : All Tech Dtes

18. ISSUE OF IDENTIFICATION STICKER TO TWO/FOUR WHEELERS

Issue Raised

It is generally noticed that vehicles (two/four wheelers) belonging to officers and staff and unauthorized persons enter the establishments and its related residential colonies without any immunity. The Security personnel are also helpless as the vehicles do not have any identification mark on them which can help them to identify the vehicles. Since, we must be vigilant at all times, it is suggested that 'IDENTIFICATION STICKERS' as issued by DRDO may be issued so that this problem can be eliminated to a larger extent. The matter may be discussed in the meeting please.

Deliberated course of Action

The Staff Side members were intimated that it is a local matter and should be dealt with appropriately by the concerned DGQA establishment's coordinating officers/HsOE.

POINT NOT ADMITTED

Action: All Tech Dtes

19. WET CANTEEN FACILITY AT CQA(ICV), MEDAK

Issue Raised

A wet canteen was maintained at CQA(ICV) Medak on the basis of DGQA sanctioned strength of 04 labourers which worked out to approximately Rs. 15,000/- per month. However w.e.f. July 2011 DGQA has abruptly stopped the sanction even though provision of a wet canteen is statutory as per Factories Act 1948. Because of this unilateral decision, the staff and officers numbering about 200 are left in the lurch. It is pertinent to mention that the establishment being located in a remote area, there is absolutely no private hotels in the vicinity. With the sudden closure of the wet canteen for want of funds, the employees are put to unnecessary constraints. It is therefore

requested that the previous sanction for the wet canteen may kindly be restored at the earliest. Necessary instructions in this matter may be issued immediately.

Deliberated course of Action

The Staff Side members were informed that the case for 03 supporting staff for CQA(ICV), Medak for 60 days w.e.f. 01 Aug 2011 to 30 Sep 2011 has already been projected to MOD for ex-post-facto sanction. Case for annual sanction for the same will be considered after finalization of guidelines of outsourcing of Manpower.

POINT CLOSED

Info : DDG(A&B)

20. NIGHT DUTY ALLOWANCE

Issue Raised

Consequent to the implementation of VI CPC, the essential staff of OFB are being paid Night Duty Allowance. However, the security personnel who are paramount to the security of the establishments are denied this which is discriminatory and a financial loss to the employees. Hence it is requested that necessary orders to sanction night duty allowance to security staff may be issued.

Deliberated course of Action

The Staff Side members were intimated that OFB has been asked to provide the basis on which, Night Duty Allowance is being paid to OFB employee. The same is still awaited. Once the same is received, case will be taken up with MOD.

POINT NOT ADMITTED

Action : DDG(HR)

21. ALLOTMENT OF FUNDS TO NON TECHNICAL TRAINING COURSES

Issue Raised

It is noticed that in DGQA sufficient funds are allotted to the Technical Cadre and tech personnel are only allowed to attend various technical training courses conducted by Govt. and private institutions. However, a meager or no funds are allotted to the Non Technical Cadre like Clerks/Store keeping staff/ DMs etc. It is seen that, even if non tech personnel are allowed to attend any training course, the number is restricted to one or two and not more. It is therefore requested that sufficient funds may be allocated for the non tech cadre also to pursue administrative and other allied courses so that they also get an opportunity to further horn their skills.

Deliberated course of Action

It was intimated to the Staff Side members that budget allocations for training are made for the following Code Heads:-

- (i) Information Technology - Sub Head 109-H (IT Training Code Head 391/01)
- (ii) Training of Civilians - Sub Head 109-1(Code Head 392/00).

It is worth mentioning here that no funds are allotted separately for Technical or Non-Technical employees. Funds are allotted for IT Training and Training of Civilians on the recommendation of PP&T Directorate.

However, Staff Side were informed that concerned Establishments may take up the case as per requirement and necessary funds will be sanctioned accordingly.

POINT NOT ADMITTED

Action: DDG(A&B)/All DGQA Estts

22. REVISION OF GRADE PAY Rs. 4800/- TO ADMIN OFFICERS

Issue Raised

At present the Grade pay of Rs. 4600/- has been fixed to the post of ADMIN OFFICERS in DGQA organizations. As per the 6th CPC report paragraph 3.1.9, the Commission has recommended upgradation of entry scale of Section Officers in all Secretariat Services (including CSS as well as non-participating Ministries/Departments/Organisations) to Grade pay of Rs.4800/- According to Chapter 3.1 of 6th CPC report the commission has recommended to maintain parity between staff of HQs/organization and Staff in field offices.

The nature of duties of Administrative officer of DGQA are higher than the post of Section Officer of the Secretariat/Subordinate offices/ Organizations/Departments and the pre revised pay scale of these posts are identical (i.e. Rs.6500-10500). Administrative Officers in other DGQA Establishments are carrying out the similar nature of duties.

As per the Ministry of Finance OM No. F. No. 1/1/2008-IC dated 16.11.2009, Assistants working in Secretariat Organisations have been granted Grade pay Rs. 4600/- w.e.f. 01 Jan 2006. Assistant Cadre of Armed Force Head Quarter has also been granted GP Rs. 4600/- w.e.f. 01.01.2006. It is highly pathetic to keep the Grade pay of Admin Officers at par with the Assistants of Secretariat Services/AFHQ. Moreover as per the Revised pay Rules Ministry of Finance OM No. 1/1/2008-IC dated 29 Aug 2008, Part-B Section II, Rs. 4800/- has been allotted to the Admin Officers working in Organisations outside the Secretariat.

The point may please be taken up with concerned authorities with the recommendations of the DGQA.

Deliberated course of Action

It was intimated to the Staff Side members that necessary action to examine the proposal through concerned authority will be taken accordingly.

POINT NOT ADMITTED

Action : Dir(Adm)

23. RESTORATION OF HOUSE RENT ALLOWANCE (HRA) IN RESPECT OF CIVILIAN OFFICERS/STAFF OF CQA(WE), BANGALORE

Issue Raised

About 20 Officers/ Staff of CQA(WE), Bangalore are not getting HRA progressively from Jun 2009. Denial of HRA was based on DGQA L/No. A/81397/DGQA/RMD(CW) dt. 06.10.2008.

Despite the issue raised several times in JCM III and protracted correspondence with the authorities on matter, the DQA(N) has taken a vindictive attitude towards the officers and staff on the recommendations of the HOE of CQA(WE), Bangalore. Consequent to the negative attitude of the authorities, the employees were compelled to approach the Hon'ble CAT, Bangalore and Tribunal by its order dated 22.07.2011 has allowed the application in favour of the applicants. The Hon'ble court while delivering the judgment has stated that "the respondent No. 1, to grant house rent allowance to the applicants. The house rent allowance, if any, already recovered from the applicants would be refunded by respondent No.1 to the applicants with a period of maximum three months from the date of this order"

Further, it is reliably learnt that the HOE is trying to file a Writ Petition in the Hon'ble Karnataka High Court with the sanction of Head of the Department(DGQA) with an ulterior motive of harassing the officers and staff.

Hence, it is requested that the Hon'ble CAT judgment may be upheld and HRA may be sanctioned accordingly please.

Deliberated course of Action

It was intimated to the Staff Side that the matter is sub-judice. However, it is intimated that HRA at CQA (WE) Bangalore is being administered as per Govt orders issued vide SRO-1E, SRO-31 and SRO-46. So far no specific case of non-compliance to the subject Govt orders has been quoted by the JCM members. Appeal against the CAT orders have already been filed in Hon'ble High Court of Karnataka in consultation with MOD and LA(Defence).

After intense discussion, the Chairman agreed to admit the point as Fresh Agenda for next main meeting.

POINT ADMITTED

Action : Dir(Wks)/DQA(N)

24. ROTATION TRANSFER POLICY JTOs, TECHNICAL/SCIENTIFIC STAFF FOR DGQA ORGANISATION

Issue Raised

The clarifications the eligibility criteria of Chargeman for rotation transfer issued vide DGQA Lt. No. A/96995/RTP/DGQA/Adm-7B dated 28th Jun 2011 is totally confusing. In this connection it is also pertinent to mention that the Staff Side was kept in the dark while formulating the new policy and also the clarification now issued. In this connection it is pertinent to mention that when the matter was raised in JCM II (Departmental Council), Secretary DP had assured to convene a meeting exclusively to

discuss and decide the Rotation Transfer Policy of DGQA. It is therefore requested that the matter may be discussed in the JCM meeting.

Deliberated course of Action

It was intimated to the house that Rotational Transfer Policy was issued with the approval of Secy (DP) after due deliberation with JCM. No further directive has been received from Secy (DP) pursuant to any subsequent discussion. In the given circumstances, further discussion at III Level Council of JCM does not seem warranted.

POINT CLOSED

Info : DDG(HR)

25. PRESENT STATUS-FURNISHING OF

Issue Raised

Present Status of the following cases may be provided to the Staff Side members in the JCM meeting.

- (i) Cadre Review.
- (ii) Creation/Formation of Defence Quality Assurance Board (DQAB).
- (iii) Compassionate Appointment
(No. of cases received/No. of cases where appointment offered/No. of cases pending as on 30th Jun 2011).

Deliberated course of Action

Staff Side were intimated the present status as under:-

CADRE REVIEW

After clarifying the observations raised by the MOD, the file was last sent to MOD/D(QA) on 25 Oct 2011.

CREATION / FORMATION OF DEFENCE QUALITY ASSURANCE BOARD (DQAB)

Draft proposal for constitution of Defence Quality Assurance Board is being forwarded to Ministry for approval shortly.

COMPASSIONATE APPOINTMENT

Compassionate Appointment cases received upto 31 Mar 2009 have been considered by the Board of Officers in the meeting held on 01 Feb 2011. Four (04) individuals have been offered appointment against four (04) Gp 'C' vacancies available. As on 31 Mar 2009, 19 cases were pending. Subsequently, BOO considered cases upto 31 Mar 2010 and recommended 12 cases for appointment. The cases are pending approval of the competent authority.

26. CURTAILMENT OF SPORTS ACTIVITIES AND FUNCTIONING OF DSW

Issue Raised

It is learnt that the Controller, CQA (A) Pune had organized a workshop on 17.09.2011 where all HOEs and Group 'A' Officers representing Armaments, Vehicles, Engg Eqpt and M&E disciplines participated. After the deliberations certain suggestions which were emerged have been forwarded to Spl. DGQA vide CQA (A) D. O. No. MA02495 dated 27.09.2011 (copy enclosed). In this connection the Staff Side also feel that majority of the suggestions are good and timely which needs further deliberations before being implemented. However the Staff Side totally disagrees with the two suggestion made with regard to curtailment of sports activities and functioning of DSW which are detrimental to the Organization. The matter may be discussed in the meeting as the same may adversely affect the sportsmanship spirit cultivated over a long span of time and also affect service conditions of DGQA employees.

Deliberated course of Action

The Staff Side were intimated that the contents of the said DO letter are a mere suggestion and not formulated policies projected by a Group of HOEs. The same, if found appropriate may be delved and vetted by a committee as to their usefulness for the organisation. Moreover, if Staff Side has any reservations on any issue they may also write to appropriate authority so that it could also be taken into consideration before finalizing the issue.

POINT CLOSED

Info : DQA(A)

27. CONSIDERATION OF JUDGEMENT OF HON'BLE CAT MUMBAI (OA NO. 545/2006)

Issue Raised

CQAE Employees Union had filed a case regarding stepping up of Pay with Juniors and Hon'ble CAT Mumbai has passed the order as 'OA STANDS PARTLY ALLOWED WITH A DIRECTION TO THE RESPONDENTS TO RE-CONSIDER THE CASE OF THE APPLICANTS FOR GRANT OF APPROPRIATE PAY SCALE AS GIVEN TO THE PRIVATE RESPONDENTS FROM THE SAME DATE AND PASS APPROPRIATE ORDER IN ACCORDANCE WITH LAW AND PARTICULARLY IN LIGHT OF ORDERS DATED 15 SEP 1995 AND 9 AUG 1999.

However DGQA has not re-considered the cases vide their letter No. A/99772/OA/545/2006/DGQA/ADM-7B dated 04 Oct 2011, stating that as per the premise of the ACP scheme and the condition that need to be met are spelt out in Govt. letter No. 35034/1/97-Estt (D) dated 9 Aug 1999.

It is mentioned that in other organizations the above CAT order has been considered for stepping up of pay of the promoted senior with that of the direct recruited Junior, viz. Shri AN Pant & others, Ram Sarup Ganda & others case. In the above case also, the applicants are promoted seniors (recruited as Tracers in 1978) and the juniors are directly recruited as DM III in the year 1982 and their cadre and promotional avenues are same. But due to grant of ACP Scheme, the juniors are getting more pay. As per Supreme Court Order of 2 Aug 2006, it is mentioned that PROMOTEE SENIOR ARE

ALLOWED TO STEP UP THE PAY TO GET IT ON PAR WITH THE PAY DIRECTLY RECRUITED JUNIORS'. MOD has also issued guidelines for stepping up pay of seniors with directly recruited juniors vide ID No. 11/4/2008/D(CIV-I) dated 6 May 2011.

Since, the applicants fulfill all the criteria for stepping up of pay, it is requested that necessary instructions may be issued to step up the pay of seniors with that of directly recruited juniors.

Deliberated course of Action

It was intimated to the Staff Side that the case for stepping up of pay of Tracers equal to that of their junior who were placed on a higher pay scale on account of ACP scheme has been reconsidered in pursuant with the direction of Hon'ble CAT, Mumbai and it was found that the same is not admissible. Detailed order has been issued vide this office letter No.A/99772/OA 545/2006/DGQA/Adm-7B dated 04 Oct 2011 as advised by MOD and LA (Defence).

POINT CLOSED

Info : DDG(HR)

28. PROGRESS OF CADRE REVIEW PROPOSAL OF GROUP 'B' & 'C' EMPLOYEES

Issue Raised

As per the recommendations of 5th CPC, cadre review is to be granted after a gap of every five years from the date of the implementation of 5th CPC recommendation. It is observed that the Cadre Review of officers in DGQA has since been granted twice, but the cadre review of Group 'B' 'C' & 'D' category in DGQA, has not been done even once; though it was due w.e.f. 2001.

Taking the excuses of merger of grades, DGQA reviewed its earlier recommendation of Cadre Review proposal and ultimately DGQA HQ. Vide its letter No. A/92163/CR/DGQA/Adm-7B dated 27 Sep 2010 under subject "Cadre Review had prepared a new proposal with the merger of cadres and proposed a 60:40 ratio to Scientific Cadre.

It is of strong view that the cadre review should be done on the basis of the strength and conditions prevailing in the year 2001 when it was actually due and should be affective on the date completing five years from the date of implementation of recommendation of 5th CPC.

Deliberated course of Action

It was intimated to the Staff Side that Cadre Review proposals was initiated in 2003 but the same could not be finalized. It was intimated by Min. of Def in 2008 that the proposal may be recast after implementation of 6th CPC recommendations. Further, the cadre review proposal is prepared and processed on the basis of existing cadre structure and not on the basis of old cadre structure. The case is being processed accordingly. The file was last sent to MOD/D(QA) on 25 Oct 2011.

POINT NOT ADMITTED

Action : DDG(HR)

29. PROGRESS OF MERGER OF TECHNICAL, SCIENTIFIC AND DRAWING STAFF

Issue Raised

It is submitted that since 4th CPC Scientific staff of DGQA have been deprived of many benefits which have been extended to Technical Cadre. These disparities were highlighted to concerned authorities of DGQA from time to time either through letters, personal interview or at times by raising such issues in JCM Council. Some of the instances are furnished below.

- (i) The Constitution of JCM Sub-Committee for the merger of Technical & Scientific staff is a current example of the same, where the main sufferers (Scientific Staff) have not been given any representation in this committee.
- (ii) The most glaring example is the Inter-grade Ratio, which has been extended to Technical Cadre and no functional justification, was submitted to MOD by DGQA for Scientific cadre even after consistent persuasions by this Association.

Deliberated course of Action

As regard representation of Scientific cadre in Sub-Committee, it is intimated that nominations were made by the Leader Staff Side/Secretary Staff Side. However, with the approval of the DGQA, it has been decided to consider opinion/ views/suggestions from recognised Association while finalizing report. and the same has been intimated to the Chairman of the JCM Sub-Committee. It is intimated that the Scientific Worker's Association has made available its views vide their letter dated 12 Jun 2011 for consideration of the Sub-Committee. The said Association, has, inter-alia recommended the merger of Technical, Scientific and Drawing Cadres.

As regards inter-grade ratio to the Scientific Staff, a case was pursued with MOD on the ground that the same has been extended to the Technical Cadre. No decision was forthcoming from MOD, therefore, it was decided in the III Level JCM forum that it should be included in the Cadre Review exercise. After the 6th Pay Commission, MOD directed that the Cadre Review proposal be re-formulated in accordance with the changed cadre structures. The Scientific Staff has now been reduced to a two grade structure and a 60:40 ratio has been suggested for them in the Cadre Review exercise. At this point of time, maintenance of inter grade ratio for the Scientific Staff is not possible.

POINT CLOSED

Info : DDG(HR)

30. DEPARTMENTAL PROMOTION COMMITTEE (DPC) FOR SCIENTIFIC CADRE

Issue Raised

It is submitted that the DPC of scientific cadre has not been conducted since 2008. The matter was submitted number of times but was ignored on the pretext that SROs were under finalization.

In this connection it is submitted that the Swami's Compilation on Seniority & Promotion at Page 84-85 clearly states that Holding of DPC meetings need not be delayed or postponed on the ground that Recruitment Rules for a post are being reviewed/amended. A vacancy shall be filled in accordance with the Recruitment Rules in force on the date of vacancy, unless rules made subsequently have been expressly given retrospective effect.

In view of the above it is requested that the DPC should be allowed to be conducted immediately and the back log should also be cleared on priority.

Deliberated course of Action

It was intimated to the Staff Side members that due to merger of grades in wake of implementation of 6 CPC recommendations, four grade structure of Scientific cadre has become two grade structure effective from 01.01.06. Existing recruitment rules for pre-merged posts have now become inoperative/redundant for conducting DPC for promotion in revised hierarchy. Revised recruitment rules of Scientific Staff have been referred to MOD for signature. After signature by Competent Authority in MOD, the same will be sent to MOD/D(Coord) for publication in Gazette of India. Further, the matter of fixation of inter-se seniority in merged grades is under consideration with DOP&T/UPSC for issue of instructions on the subject. On receipt of instructions from DOP&T, same will be circulated to all concerned for preparation of Seniority Rolls and DPCs will be conducted based on such Seniority Rolls.

POINT NOT ADMITTED

Action : DDG(HR)

31. SLACKNESS OF TESTING FACILITIES

Issue Raised

The testing facilities in most of the Establishments are inadequate which is the core heart of any test house. In this context, the development of new infrastructure is very much necessary. The equipments held in the laboratories are very old and require to be replaced with new ones.

Although, we are under process of NABL but the facilities are day by day decreasing and maximum machines at present are "Out of Order", Calibration of equipments are not being done as per schedule, this represents the slackness of the establishment. Even though laboratories had projected for procurement of latest equipments, they were not procured due to lack of administrative sanctions either by HQ or by the establishment.

Specification should be updated as per latest requirement of all AHSP. Modernization is time bound. It should be of international standard & funds should be provided.

Deliberated course of Action

It was intimated that modernisation, development of infrastructure, maintenance of equipment and regular training of personnel is an ongoing process. However, wherever required Establishments are taking necessary action to meet the shortfall.

POINT CLOSED

Info : ALL TECH DTES

32. MODIFICATION OF EXISTING CIVILIAN MARRIED ACCOMMODATION QUARTERS

Issue Raised

Grade pay/pay scale for civilian married accommodation have been revised during 2009. Accordingly flooring, electricity points and scooter shed has to be modified as per latest scales. At Avadi, there are two types of married accommodations, one is constructed and maintained by MES and the other constructed by MES and maintained by Ordnance Factory. The quarters maintained by MES has all the necessary facilities including scooter shed where as those maintained by Ordnance Factory doesn't have scooter sheds. As a result employees are forced to park their vehicles in the open without any security.

As per latest Grade pay/pay scales, all Type III quarters has to be provided with all necessary amenities like electrical fittings, adequate electrical points, flooring and scooter shed. In this connection, clarification is required for whether such modifications are ought to be done by MES or Ordnance Factory. If such modifications are to be carried out by MES, necessary funds may be allotted to DGQA residential accommodation at Avadi.

Deliberated course of Action

It was intimated to the Staff Side member that no proposal for any work has been received by RMD(Works). However, they were informed further that such type of issues should be taken up with the local authorities.

POINT CLOSED

Info : Dir(Works)

33. TEMPORARY TRANSFER OF POSTS

Issue Raised

Under the temporary transfer of posts policy, PE has been temporarily transferred to other establishments for a period of 3 years considering functional requirement. However, it is seen that personnel posted under this policy are yet to be transferred to their parent establishments even after serving 4 years in the transferred establishment. The following individuals were posted from CQA(W), Jabalpur to CQA(AVA). Avadi during Sep 2007 and as on date they have completed a period of 04 years and their posting orders to parent estt have not been issued yet.

It is therefore requested that necessary instructions may be issued to Armament Directorate for issue of posting orders in respect of the above employees. Also necessary guidelines on the subject matter may be issued to all Technical Directorates to comply with.

Deliberated course of Action

The Staff Side members were intimated that Tech Dte has already been asked vide RMD/PE Note No. C/85064/Temp Tfr/DGQA/ADM/RMD(PE) dated 02 Nov 2011, to

ensure that posts transferred temporarily under provisions of the orders on the subject are reverted back to the parent establishments after three years from the date of issue of the orders.

Accordingly, posting order for posting from CQA(AVA) to CQA(W), Jabalpur for remaining four CM has been issued vide this HQ letter No.S/226/Temp Tfr/DGQA/Arm-1 dated 21 Oct 2011.

POINT CLOSED

Info : DDG(A&B)/DQA(A)

34. Copies of Follow-up/Action Taken Report on various points discussed in the 11th Steering Committee Meeting and 11th Progress Meeting were provided to the Staff Side members. Copies of order on delegation of financial power were also provided to them.

35. The date for next Main and Progress Meeting was also discussed. During discussion, message of DGQA for holding the next main meeting on 16 Dec 2011 or 03 Jan 2012 was conveyed to them. Finally it was decided to hold next main meeting as per the convenience of DGQA.

Thereafter the Staff Side members were informed that the exact date of the meeting will be intimated after the approval of DGQA.

36. There being no further point for discussion, the meeting ended with a vote of thanks to the Chair.

-sd-

(Anil Kumar Singh)

Asstt Dir(JCM)

for Director General Quality Assurance

Copy to:-

All the members (Official Side) of JCM III Level Council (DGQA)

All DGQA Establishments as per List-I

INDWF Chennai, AIDEF Kirkee, BPMS Kanpur, CDRA, Delhi, SWA Kanpur, AIANGO Kanpur, D'Man Assn Avadi, All India DGQA Technical NGOs Association Bangalore, AIDGQA Clerical Association, Avadi.

MOD/D(JCM), MOD/D(QA)

Internal - All Tech Dtes, All DDGs/Dirs in Adm Dte, LWC(C), CPIO, TS to DGQA, PPS to Spl DGQA, PS to ADG(Adm).

Project Leader , SDCC - It is requested to upload the minutes in official DGQA Website.