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GOVERNMENT OF INDIA
MINISTRY OF DEFENCE
DEPT. OF DEFENCE PRODUCTION
DTE GEN OF QUALITY ASSURANCE
G-BLOCK, NEW DELHI - 110 011.

No. A/90643/XII(8)/MM/Minutes/DGQA/ADM/JCM

30 Mar 2010

All The Staff Side Members
XII Term JCM III Level Council (DGQA)

MINUTES OF THE EIGHTH MAIN MEETING OF THE XII TERM OF JCM III
LEVEL COUNCIL (DGQA) HELD ON 24 FEB 2010 AT NEW DELHI

1. The Eighth Main Meeting of the XII Term of JCM III Level Council of DGQA was held under the Chairmanship of Director General of Quality Assurance on 24 Feb 2010 at 1100 hrs at Vehicle Directorate Conference Hall, (Room No. 84), 'G' Block, New Delhi.

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

Lt Gen UK Ganguli	- DGQA and Chairman
Shri TK De	- DDG (Pers) & Secretary

Official Side Members

Staff Side Members

Shri BP Singh, Spl DGQA	Sh MKR Pillai, SSS (Retd), Leader, Staff Side
Maj Gen VA Bhat, Addl DGQA(A)	Sh HN Tiwari, OS, Secretary, Staff Side
Maj Gen VK Mehta, Addl DGQA(L)	Sh DK Sachan, UDC, Rep AIDEF
Shri. SS Rao, Addl DGQA(S)	Sh G Raju, OS, Rep AIDEF
Maj Gen MS Prakash, Addl DGQA(V)	Sh PV Radhakrishnan, OS, (Retd), Rep AIDEF
Maj Gen Susheel Kumar, ADG (Adm)	Sh Denny Isaac, UDC, Rep AIDEF
Sh. R Nanda Kumar, Addl DGQA(E)	Sh SN Khandve, Examiner (HS), Rep AIDEF
R Adm NK Mishra, ADGQA(N)	Sh Rajendra Singh, D/M, Rep INDWF
Maj Gen KR Prasad, Dir(DIQA) (Special Invitee)	Sh Arun Kumar Dutta, UDC, Rep INDWF
Col SK Sharma, Dir(PP&T)	Sh MS Jadhav, OS (Retd), Rep INDWF
	Sh P Mohan Rao, SSS, Rep BPMS
	Sh AC Shukla, UDC, Rep BPMS
	Sh MP Singh, Pattern Maker(SK), Rep BPMS
	Sh RP Swamy, PA, Rep CDRA
	Sh M Saravanan, CM, Rep CDRA
	Sh MK Verma, SA, Rep CDRA

3. The Secretary welcomed all Official Side and Staff Side members to the Eighth Main Meeting of XII Term JCM III Level Council. The Secretary, then requested the Chairman to address the forum.

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 Eighth Meeting of XII Term JCM III Level Council of DGQA. He stated that for the first time he is addressing this august forum consisting of accredited nominees of various employees bodies and esteemed members from the Official Side. He expressed his confidence of getting whole-hearted cooperation from the Staff Side in resolving the various issues raised in the forum. He placed on record the invaluable contribution made by the Staff Side members in highlighting the genuine grievances pertaining to the service conditions of the employees in the Council, taking active part in the deliberations and suggesting ways and means and modus operandi in evolving reasonable solutions for them and mitigating their hardship.

5. The Chairman stated that after taking over as DGQA he had been to many Estts and found that there is lack of synergy and team spirit among the employees. The Chairman placed emphasis on team spirit in work place as team effort is better than individual brilliance. Team effort in an organization leads to better and effective results. He stated that the desired goal can only be achieved by adopting the culture of team spirit. He requested members of various federations and unions to work together in the larger interest of the organization as well as of the employees. The Chairman brought out that individuals are sending lot of anonymous letters which should be avoided as it is not the appropriate method to solve the problem. He assured the Staff Side that efforts are being made to sort out things, whether it is at the level of Ministry or at DGQA HQ, faster.

6. He then apprised the Staff Side of the following developments during the intervening period:-

(a) Status of cases for revision of Recruitment Rules. Revised Recruitment Rules for the post of Draughtsman (erstwhile Draughtsman-III) have been approved, vetted and likely to be issued shortly. The cases for revision of Recruitment Rules in respect of the following cadres have been approved by Ministry of Defence and presently under consideration with DOP&T/Ministry of Law & Justice:-

- (i) Fire Engine Driver (Gp C posts)
- (ii) Civilian Motor Drivers (Gp C posts)
- (iii) Drawing cadre (JTO(D), Senior D'man)
- (iv) Scientific cadre (JTO(S), Scientific Asstt)
- (v) Technical cadre (JTO, Chargeman)
- (vi) Store Keeping cadre (SSS, SSK, SK)
- (vii) Clerical cadre (OS, UDC, LDC)
- (viii) Librarian cadre (Library & Information Asstt)

(b) Grant of Financial Upgradation under MACP Scheme. Cases for financial upgradation under MACPS in respect of 1434 persons in various disciplines have been processed and orders for 1200 individuals issued.

(c) MACPs for Technical posts have been granted and are in process for other posts of DQA(N) Cadre.

(d) A total of 194 vacancies for filling up Gp 'A', 'B', 'C' & 'D' posts have been released by the Screening Committee for ADRP 2008-09:-

Gp 'A' -	39
Gp 'B' -	39
Gp 'C' -	116
Gp 'D' -	-

7. The Secretary, Official Side then requested the Leader and Secy Staff Side to say a few words.

8. The Leader Staff Side, Sh. MKR Pillai thanked the Chairman for extending a warm welcome to all the members and also apprising them about the achievements during the intervening period. Shri Pillai also welcomed Maj Gen KR Prasad, Director, DIQA who was attending the meeting as a special invitee. He also welcomed Shri AM Kazi, LWC who was attending the meeting for the first time. The Leader, Staff Side welcomed Shri TK De, who had taken over as Secretary Official Side and wished him all the best in his second innings as Secretary, Official Side. The Leader, Staff Side on behalf of Staff Side members wished Shri SS Rao, ADGQA(S), who is retiring on 28 Feb 2010, a healthy and contented retired life. In his farewell speech he stated that Shri Rao will always be remembered for his honesty, sincerity and integrity and his absence will be a great loss to the organisation. He stated that there is 100% unanimity among the Staff Side members and assured the Chairman their full cooperation towards resolving outstanding issues. He desired that DGQA Administration should give due importance to genuine demands concerning employees. They should have a feeling that they are dealing with human beings. He brought out that there are people who are sponsoring gullible employees to write anonymous letters/RTIs just to tarnish the image of some persons. Those who are writing such letters which are not coming under RTI, appropriate action may be taken against them. He informed that after membership verification, AIDEF has emerged as No. 1. However during the verification process there were certain lapses which need rectification. He brought out that clearance of MOD is still awaited regarding Recruitment Rules which were forwarded earlier and requested the Chairman to take up the issue with the higher ups in the Ministry to expedite the same as holding DPC for various categories at lower level had been affected. He further pointed out that employees who were posted on rotational transfer have completed three years tenure but no effort is being made to bring them back especially those

who want to come back to their parent stations. Similarly the CSD Canteen Staff in the Estts should also be rotated on completion of three years. He also requested the Chairman to explore the feasibility of merger of Technical, Scientific and Drawing Office cadre in the interest of the staff as well as the organisation. He then brought out the following points for consideration of the Chairman.

(a) Filling up of Posts Released under ADRP after 01 Apr 2009.

The Leader, Staff Side brought out that it is almost one year after the ban on recruitment has been lifted but no action has been initiated by the Administration to fill up the vacancies. He informed that even the Defence Secretary in a meeting of Deptl Council had assured that there would be no hurdle in filling up these vacancies. He further brought out that Secretary(DP) had written a letter to Chairman OFB requesting him to send a proposal to fill up the posts which were surrendered under ADRP since 2002 onwards and OFB has already started the process. DGQA should also initiate action to restore the surrendered posts.

DDG(Pers)

(b) Personnel Transferred to Indigenisation Cell

DGEME letter dated 18 Jan 2010 has been issued with the approval of MOD authorizing transfer of PE of 350 posts of DGQA to function under the Adm/Tech control of DGEME. This is in violation of the agreement reached between Shri Asad Ahmed, then Addl DGQA and JCM that the service conditions and promotions of the personnel posted in Indigenisation Cell will remain under the administrative control of DGQA. He further brought out that in a meeting chaired by JS(S) on 22 Mar 2006, it was decided that an option would be obtained from the individuals desirous of posting to Indigenisation Cell before posting but this has not been done. DGEME' view point be obtained and DGQA employees may be reverted back immediately once they complete their tenure. He expressed his apprehension that since the PE has been transferred, promotion proposals cannot be implemented and they will not be admissible in audit. The Leader, Staff Side wanted an assurance in writing to this effect.

DDG(P&B)/Dir(PP&T)

(c) Dual Administration of DGQA He regretted that though DQA(N) is part of DGQA, its administration is not under the control of DGQA. They are taking more vacancies and only for the purpose of getting promotion to STA's grade they are with DGQA. Either they should for all purposes be completely with DGQA or allowed to function independently.

Dir(PP&T)

(d) MACP Cases He appreciated that more than 1200 cases of MACP cases have been cleared. However, the Electronics Discipline has been completely neglected though cases were sent earlier than other Dtes. The lapses, if any, should have been brought out immediately so that the sufferings of the employees could have been avoided.

Dir(P-I)

(e) Distribution of Posts of OS and SSS Consequent to the merger of Astts with OS and SS with SSS, the number of posts have increased in many Estts. On other hand there are Estts where they do not have even one OS/SSS/AO or SO. He requested that on the basis of functional necessity these posts should be distributed judiciously and uniformly.

Dir(P-1)/Dir(Adm)

9. Shri HN Tiwari, Secretary Staff Side thanked the Chairman for extending a warm welcome to the Staff Side and giving the latest progress on the issues pending at various levels of the Government. He welcomed the Chairman, Lt Gen UK Ganguli, DGQA and congratulated him on his attending the august forum as Chairman for the first time. He hoped that with his rich experience he will be able to enhance the prestige of the organisation. Shri Tiwari stated that Shri SS Rao, ADGQA(S), who would be superannuating on 28 Feb 2010, would be remembered for long for being a good administrator and for his rich contributions to the organisation, through his dedicated hard work. Shri Tiwari praised Shri SS Rao, for possessing high moral qualities and spiritual thinking and wished him a peaceful and happy retired life. Shri Tiwari appreciated the contributions made by Shri KP Thomas as DDG(Pers) to this forum who superannuated on 31 Jan 2010. Shri Tiwari welcomed Shri AM Kazi, LWC(C), who has recently been posted in this orgn. and hoped that he will be able to contribute a lot to this forum as well as in sorting out the workers problems related to the Labour Welfare. Shri Tiwari welcomed Shri TK De, on his posting as DDG(Pers) and Secretary of this Council and was hopeful that due to his past experience in the orgn. he would be able to function very effectively as Secretary, Official Side of this forum. Shri Tiwari assured that he on behalf of INDWF will cooperate in full for sorting out the workers' problem and hoped the Chairman will reciprocate the same. Shri Tiwari expressed his disappointment that some undesirable persons with malafide intentions taking the shelter of RTI to settle things, which should be discouraged. He then brought out the following important issues for their redressal:-

(a) Cadre Review Proposals. Cadre Review proposals in respect of DGQA employees have not yet been approved in spite of lapse of 13 years. Since the 6th CPC recommendation of merger/upgradation of certain posts have been completed, expeditious action for the approval of cadre review proposals be taken. It is requested that a Cadre Review Committee be constituted with Staff Side members, as field representatives to finalise the cadre review in respect of remaining categories.

Dir(P-1)

(b) Constitution of IV Level JCM Council in SQAE(GS), Shahjahanpur He thanked ADGQA(S), ADGQA(Adm) and DDG(Pers) for advising SQAO, SQAE(GS), Shahjahanpur to verify the membership and forward the recognition papers in r/o Defence IGS Employees Union,

Shahjahanpur. This Union got 62 votes out of 71 votes polled in the verification of membership through secret ballot held on 3.2.2010 in SQAE(GS), Shahjahanpur. Since the Union fulfills the condition of recognition therefore the necessary instructions to constitute IV Level JCM Council in SQAE(GS), Shahjahanpur be issued, by allotting seats in the JCM IV Level Council to Defence IGS Employees Union, it being the only union in the establishment.

LWC(C)

(c) Grant of Inter-grade ratio to Scientific Cadre at par with Technical Staff wef Retrospective Date. The proposal of granting inter-grade ratio of 15:25:25:35 was not extended to Scientific Cadre in spite of request made in the forum. A Committee constituted for this purpose under the chairmanship of Brig Bhargava had also recommended the inter-grade ratio to Scientific Staff at par with Tech Cadre . After upgradation/merger of posts of SA-I with JTO and SA-III with SA-II and taking the above inter-grade ratio in the Tech Cadre into consideration, a ratio of 40:60 between JTO(S) and SA has also been recommended to Scientific Staff as Cadre Review proposal, which is still pending in MOD and not yet approved. The Chairman is requested to take expeditious action for the approval of granting inter-grade ratio of 15:25:25:35 to Scientific Cadre at par with Tech Cadre in DGQA orgn. from retrospective date and the cadre review proposal in r/o of Scientific Cadre in the ratio 40:60. between JTO(S) and SA be expeditiously approved without any further delay.

Dir(P-I)

(d) Verification of Membership/Federations/Associations The Secretary, Staff Side pointed out that since it has been established that all the Estts in DGQA are Industrial Estts because in all Estts, Unions are allowed to function IV Level JCM are constituted and Works Committee are also constituted under Industrial Act 1947 and Estts come under Deptt of Defence Production, so the employees are getting Bonus under PLB, therefore, they may be informed accordingly to clear any kind of doubt on this account in some quarters.

LWC(C)

(e) Restoration of vacancies abolished under ADRP He requested that the vacancies abolished under ADRP up to 2008-09, may be placed before the government for approval/restoration, based on the discussions held in Departmental Council, MOD and direction by the Defence Secretary. By doing so, not only additional manpower will be made available but DGQA will also get two times more the vacancies for the compassionate appointment.

Tech Directors

(f) Grant of Adhoc Promotion. The 6th CPC have recommended the upgradation/merger of some posts, which have already been carried out but recruitment rules are yet to be framed by the Department. Till the recruitment rules are framed, the affected individuals may be granted adhoc promotion so that their financial loss could be avoided.

Dir(P-I)

(g) Rotational Transfer Policy Since the number of posts of various grades in JTO, JTO(S), Chargeman and Scientific Asstt are yet to be ascertained and that new charter of duties and SOPs are yet to be framed, the Rotational Transfer Policy be deferred for one year.

Dir(P-I)

(h) Framing of Recruitment Rules for Sem-Skilled(Labourer) The posts of unskilled labourers have been merged with semi-skilled labourer w.e.f. 1.1.2006 based on the recommendations of the 6th CPC, Government Orders to this effect have already been issued. Expeditious action to frame the Recruitment Rules in respect of Semi-Skilled (Labour) may please be initiated as early as possible so that their residency period could be taken into account w.e.f. 1.1.2006 for promotion to the Skilled category.

Dir(P-I)

(j) Filling up Vacancies wef 01 Apr 09 Necessary action to fill up the vacant posts at entry point w.e.f. 1.4.2009 after the withdrawal of ADRP may be issued to all ADGQAs, before any further review by the Government. All vacancies taking the retiring individuals upto 31 Mar 2010, in calculation, may be taken for Direct Recruitment. Necessary orders for expeditious action in the matter may please be issued.

(k) Payment of HRA Non-payment of HRA due to NAC has become a serious concern to the Staff Side. The Chairman is requested to kindly intervene in the matter and administrative orders to allot the DGQA accommodation to either employees of other sister Defence Estts or allot to the Station HQs en-block be issued so that NAC could be issued by the HOEs and employees may be saved from serious financial hardships. Leader, Staff Side also supported the views of the Secy, Staff Side.

Dir(Wks)

(l) Merger of Photostat Operator with Industrial category. Prior to 1.1.1996, Photostat Operators were promoted as Photographers but unfortunately V CPC had made them a separate cadre. Since then this category became isolated and at present they have no promotional avenues. It is, therefore, requested that keeping the Jaffa Committee

recommendations to reduce categories in view. Photostat Operators be suitably merged with other Industrial categories, so that this isolated category may also get promotional avenues.

Dir(P-I)

(m) Compassionate Appointment. Regarding Compassionate Appointment cases, detailed information be provided to the Staff Side as is the case in OFB for better transparency.

Dir(P-I)

(n) Tenure of CSD Canteen Employees. It is agreed that the maximum tenure should be 3 years for the employees posted in CSD(I) Canteen. Necessary instructions to all DGQA estts may be issued in this regard.

Dir(PP&T)

10. Sh P Mohan Rao, member BPMS thanked the Chairman for extending a warm welcome to the Staff Side members. He welcomed Maj Gen KR Prasad, Director, DIQA who is attending the meeting as a special invitee. He also welcomed Shri Kazi, LWC who is attending the meeting for the first time. He wished Shri SS Rao, ADGQA(S), who is retiring on 28 Feb 2010, a happy and healthy retired life. He endorsed the points raised by the Leader and Secretary, Staff Side. He requested the Chairman to take necessary action regarding D'Men who have been posted from CQA(I) Dehradun under flexible complementing scheme be posted back to CQA(AVA) on completion of their tenure. He brought out the following points :-

(a) Irregularities in Promoting SA Staff At CQA(M) Kanpur promotion panel was drawn for 17 employees for promotion from SA-II to SA-I. Promotion orders were issued promoting senior in anticipated/promotional vacancy and junior was promoted in existing vacancy resulting in a junior assuming higher responsibilities earlier to his senior in the same station. Necessary instructions be issued to the concerned AHSP to rectify this and restore the seniority to the senior person.

Dir(P-I)

(b) Implementation of inter Grade Ratio Brig DK Bhargwa Committee recommendation for restructuring Scientific Cadre in the ratio of 15:25:25:35 at par with Technical Staff has not been implemented so far as MOD has not agreed to the proposal on the ground of functional justification. Further the issue is being unduly prolonged due to linking of Inter Grade Ratio and Cadre Review.

Dir(P-I)

(c) Promotion of Semi-skilled Employees Some Estts have promoted semi-skilled workmen to Skilled Grade in the Grade Pay of Rs 1900/- wef 1.1.2010 whereas some other Estts are not even implementing the same from 1.6.2010. Estts may be instructed to implement the policy with a cut-off date preferably wef 1.1.2006.

11. Shri. M Saravanan, member of CDRA thanked the Chairman for welcoming all the Staff Side members and assured the Chairman that they would extend full cooperation to the Chairman in resolving various issues concerning the Staff of DGQA. He submitted the following points for immediate attention of this forum:-

(a) Modified Assured Career Progression (MACP) He thanked the Chairman for clearing most cases of MACP from various disciplines but regretted that there was undue delay wrt cases related to Electronics Discipline and requested the chair to expedite the same.

DD/Adm-10

(b) Amendment to RR, SP Roll and conduct of DPCs for Technical Cadre. The delay in finalizing the RR & preparation of SP roll has left many vacancies unfilled for the past two years. It is submitted that the RR & SP roll be finalized at the earliest and review DPCs be conducted so that eligible employees are granted their due promotion and financial benefits.

DD/Adm-10

(c) Rotational Transfer Policy for Technical Cadre. It is learnt that the RT Policy has been forwarded to the Ministry of Defence. It was assured in the previous JCM meetings that the views of affected Association would be taken before finalizing the same. Since the technical cadre is greatly affected by the RT Policy, the Associations' perspective may be given due consideration before finalizing the policy of rotation transfer.

Dir(P-I)

(d) DGQA Sports Many NGOs selected to participate in various DGQA Inter zonal Championships or Adventure Sports are not being relieved on grounds of shortage of manpower/funds, even though funds are available. This happens regularly in some establishments and NGOs are being denied their chance to participate in such events. The matter may be looked into.

DDG(Pers)/DDG(P&B)

(e) Five days a week for DGQA Estts. Many DGQA Establishments are working five days a week and it is also one of the recommendations of the 6th CPC, wherein it has highlighted the advantages of working for five days a week for the Orgn as well as the

employees. The feasibility of implementing five days a week for CQAL and other similar DGQA establishments may be explored within the framework of the existing guidelines.

DQA(L)

Remarks of DGQA on the Points Raised by the Staff Side

12. The Chairman stated that all the points raised by the Staff Side have been noted and assured that the same will be suitably examined and appropriate/corrective action will be taken. He pointed out that there may be delay in some cases due to shortage of staff but efforts are being made to sort out things which will translate into fruitful results very soon. He, however, specifically replied to the following points :-

(a) Release of Vacancies under ADRP The Chairman stated that necessary steps would be taken to expedite filling up of vacancies. Secy(DP) would be apprised so that a solution can be found. He agreed with the views of Staff Side that since OFB had not faced any hindrance in this regard, DGQA should also be able to do the same without any problem.

(b). Compulsory Transfer on Promotion The Chairman stated that a Committee should be formed to review the entire transfer policy. He pointed out instances have been there where the concerned employees have been reluctant to move on receipt of transfer orders, management have to adopt a firm view in this regard.

(c) Compassionate Appointment The Chairman clarified that the procedure being followed in the Administration is very transparent. Spl DGQA reiterated that there is no error in computation. However, the Chairman assured that after detailed examination a decision will be taken in the matter.

(d) Delay in MACP Cases The Chairman clarified that there is no element of deliberate negligence on the part of the Administration while processing the MACP cases. A beginning had to be made from some where and it should not be construed that Electronics Discipline have been ignored. Nevertheless all MACP cases will be finalized by Mar 2010.

(e) Indigenisation The Chairman clarified that employees transferred to Indigenisation Cell will remain under the administrative control of DGQA and their cadre management will continue to be with DGQA even though PE has been transferred. He further clarified that no option was taken from the employees before their posting to the Indigenisation Cell since the work involved is of specialist nature. Availability of adequate number of such personnel would have been a

problem.. The Chairman, however, assured that the needful will be done after in depth study of the case and after detailed discussion with DGEME.

(f) Rotational Transfer Policy The Chairman stated that the existing Rotational Transfer Policy will continue till the promulgation of revised policy by the Min of Def.

DISCUSSION ON FRESH AGENDA POINTS

13. POINT NO.1 - TRADE TEST FOR RECORD KEEPER AND DAFTRY

The Leader, Staff Side brought out that as per SRO 16 dated 10.01.2001, the two posts of Record Keeper and Daftry are Non-Gazetted, non-ministerial and non-industrial as a result of which they are in the same post from the date of their appointment. A promotional avenue to other grades has become a stand still. At the same time Orderly/Sweeper/Peon has the option to migrate to Industrial Group as Labourer USK/SK by undergoing training and Trade Test. Further, for recruitment or promotion as LDC or SK, the minimum education qualification is a pass in 12th Std. Because of this restriction, these employees are deprived of promotion as LDC/Store Keeper. It is therefore suggested that Record Keeper and Daftry be given the option to migrate to Industrial Group by amending SRO 16 to this effect.

The Staff Side was informed that in the wake of recommendation of 6th CPC all Gp 'D' non-industrial employees have been classified as Gp 'C' with Grade Pay of Rs 1800/-. The option of 80% by DR and 20% quota for absorption from Gp 'C' non-industrial employees in Grade Pay of Rs 1800/- having three years regular service in the grade and possessing educational qualification prescribed for DR(ITI/Matriculate) will be examined and if found feasible will be incorporated in the revised Recruitment Rules.

In case vacancies in industrial cadre exist in the grade of Semi-skilled, the employees from other estts of DGQA in the local station may be allowed to participate in the Trade Test. In many small Estts there are labourers who are recruited as labourers and remain in the same post sine there is no vacancy in Industrial Cadre for their promotion.

Action : Dir(P-I)

DISCUSSION ON OUTSTANDING AGENDA POINTS

14. POINT NO.1- MANUFACTURE OF GUAGES BY PRIVATE FIRMS

The Staff Side brought out that despite the assurance given by the DGQA to the Workers Union CIW, Jabalpur that the Gauges would be manufactured by DGQA, it has surfaced that the same has been entrusted to private firms. Further, DGQA employees were sent to inspect the same and

the gauges have been sent to CPE, Itarsi for Gauge Proof inspite of the fact that inspection of Gauges is the specialty of CQAW workshop. This move by the DGQA is against the interest of its employees. It is also informed that the cost of manufacture of the Gauge by DGQA is Rs.10,000/-, where as the same is estimated at Rs.23,000/- by the private firm. Therefore, the staff side demands that private firms should not be entertained, available manpower be utilized for the manufacture of gauges and not to cancel any demand for gauges.

The Staff Side was informed that shri Radhakrishnan, JCM III Level members, who had volunteered and visited CQA(W), Jabalpur have found some lacuna and his suggestions like improving manpower position, supply of good quality material, stopping manufacturing of critical gauges and procuring new machinery to replace old and outdated machinery which is time consuming are being implemented. ADGQA(A) assured that corrective measures are being taken and all out efforts will be made to improve production. He hoped that 10% increase in production will be achieved very soon.

15. POINT NO.2 – PROPOSAL FOR CONSTITUTION OF MULTI-SKILLED, MULTI-TALENTED AND MULTI-FACETED EXECUTIVE SERVICE

The Staff Side brought out that the Administration Reforms Commission and the Sixth Pay Commission have suggested the scheme of having an executive assistant trained to perform all kinds of office functions. The DGQA should take up this issue with Govt. of India for an unified cadre with the constituent components of stores and admin cadre, merging horizontally all existing pay grades, placement of existing people as per seniority norms right from the LDC & Store Keeper Level to SAO & Store Officer. Training and development of the existing Admin and Stores cadre in a systematic and structured way in view of the additional/changing roles is to be planned. The proposal is to constitute a DGQA Administrative Service. The salient features of the service are as under:-

- (a) Amalgamation of five categories into a single cadre
- (b) Entry with higher qualification
- (c) Systematic and Structured Training to Develop the existing personnel to equip them to face the new role and responsibilities.
- (d) Training of future entrants to facilitate them to work in multifarious activities to shoulder future responsibilities.

The Staff Side was informed that the first meeting of JCM Sub-Committee under the Chairmanship of ADG(Adm) was held on 23 Feb 2010. The Terms of the Reference of the meeting was decided in the meeting. The next meeting of the Sub-Committee is scheduled to be held during end Mar/beginning Apr 2010. As suggested by Shri MKR Pillai, Leader Staff Side

requisite material be obtained from DRDO where a similar proposal was brought up by the Staff Side and discussed in JCM III Level Council there. In DRDO, however, the proposal of creation of Defence Research Administrative Service by amalgamation of cadres has not been agreed to. As decided by the Chairman, Cadre Review of various cadres proposed to be amalgamated to create a single cadre will be carried out.

16. POINT NO. 3 - PROMOTION OF JAMEDAR WATCHMAN TO SECURITY ASSTT 'C'

The Staff Side stated that at present the post of Security Asstt 'C' is being filled up by Jamedar Watchman. However, consequent to the recommendations of VI CPC the Security Asstt 'C' post should be filled up only by qualified Jamedar Watchmen. Necessary instructions may be issued in this regard. Further, the Seniority Roll of Group 'D' employees should be Estt wise and it cannot be on All India/Directorate wise as some of the Group 'D' posts in CQAL are being filled up by the employees of other estts.

The Staff Side was informed that this issue will be addressed when RR for Security Assistant is revised.

Action : Dir(P-I)

17. POINT NO.4 - RECOMMENDATIONS OF JCM SUB-COMMITTEE ON REVIEW OF RECRUITMENT RULES FOR GROUP 'C' & 'D' EMPLOYEES IN DGQA

The Staff Side stated that JCM Sub-Committee was constituted to Review the RR of Gp 'C' & 'D' employees. After discussion it was decided that 75% of the posts in the grade of OS should be filled by promotion and 25% by LDE from UDCs with 5 yrs service without any qualification bar. All other recommendations will be incorporated in the revised RR subject to general guidelines for framing revised RR, issued by the Govt.

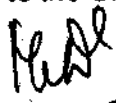
The Staff Side was informed that proposals for revision of Recruitment Rules for various categories have been sent to MOD keeping in view the JCM Sub-Committee on review of Recruitment Rules as well as DOP&T guidelines on amendment/revision of existing RR. Provision of 25% LDE for promotion to OS from UDC with five year service without any qualification bar, has been incorporated in the proposed RRs which are under progress with DOP&T.

Action :Dir(P-I)

18. Thereafter the Minutes of the 7th Main Meeting of the Council held on 20 Oct 2009 were confirmed.

19. It was decided to hold the 9th Steering Committee meeting on 08 Apr 2010 at CQA(I), Dehradun.

20. The meeting ended with a vote of thanks to the Chair.


(TK De)
DDG(Pers) &
Secretary Official Side
JCM III Level Council (DGQA)
For Dir Gen 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, DMETSWA New Delhi, Stenographers Association, Pune, 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)

MINUTES OF THE 88th DEPARTMENTAL COUNCIL MEETING (JCM)
HELD UNDER THE CHAIRMANSHIP OF DEFENCE SECRETARY ON
18.12.2009

List of Participants is at Annexure.

I Introduction

Welcoming the Participants the Chairman in his Opening Address made the following points:-

(i) On acceptance of VI CPC's recommendations by the Govt., the revised pay structure has been extended to the civilians paid from the Defence Service Estimates.

(ii) A number of orders issued by Ministry of Finance, DOP&T and Department of Pension & Pensioners Welfare on the implementation of VI CPC's recommendations have been extended to Defence civilians, like payment of arrears, various allowances like HRA, CCA, Conveyance Allowance, Border Area Allowance, Transport Allowance, Revision of Pensions, Deputation (Duty) Allowance, Travelling Allowance, Child Care Leave, Leave Encashment, etc.

(iii) Departmental Anomaly Committee has been set up to look into the anomalies of post-VI CPC recommendations.

(iv) Modified Assured Career Progression Scheme has been extended to the Defence Civilian employees and orders in this regard issued on 20.5.2009.

(v) Clarification regarding effective dates for the applicability of three and four grade promotional scheme for Civilian Motor Drivers has been issued.

(vi) Clarification on the merger of unskilled and semi-skilled workers grades and their placement in PB-I with grade pay of Rs.1800 has been issued in consultation with Ministry of Finance.

(vii) The rates of Nursing Allowance, Uniform Allowance and Washing Allowance to Civilian Nursing Staff working in Hospitals under Defence Establishments have been revised on the basis of the recommendations of the VI CPC.

(viii) The entitlement of uniform for Class IV female employees has been revised.

37. Assigning appropriate duties with full training to Safety Officers

Ordnance Factories etc., are not training and assigning proper duties to the Safety Officers. Principally they are given other unconnected duties and they look after safety-related matters additionally and casually. No importance is given to safety aspects. Fatal incidents of OFs Chanda, Bhandara, Khamaria, Ambarnath, Chandrapur, Itarsi etc., are still haunting us. It is also observed that certain officers who do not have any qualification and experience in safety aspects are being given this job thereby endangering the safety of the organization as a whole. Secretary, Staff Side, regretted the fact by repeating that dependents of workers killed have not been given compassionate appointments and