

ALL INDIA DEFENCE EMPLOYEES' FEDERATION
BHARTIYA PRATIRAKSHA MAZDOOR SANGH

(RECOGNIZED FEDERATIONS OF DEFENCE CIVILIAN EMPLOYEES)

Ref. No. : 129/AIDF/BPMS/21

Date : 16.11.2021

To,

The Director General Ordnance (C&S)

Ayudha Bhawan, New Delhi.

Kind Attn: DDG/IR

Subject : Cadre Review in respect of Industrial Cadres

Reference : DOO Letter No.PER/1/CADRE REVIEW / IE, dated 12/11/2021.

Sir,

In response to your letter dtd. 12/11/2021, on the above subject we wish to submit the following for your favourable consideration please.

- 1) As regards, the Artisan Staff/Tradesman, the cadre restructuring is being carried out by the Ministry of Defence for the entire Defence Civilian Employees by revising the Intergrade ratio.
- 2) After the 7th CPC recommendations, there was a meeting held under the Chairmanship of JS(E) of MoD with the Federations and the following proposal was unanimously approved for processing with Department of Personnel & Training.

Designation	Pay Scales as per 7 th CPC	Present Ratio	Revised Ratio proposed
	w.e.f. 01/01/2016	w.e.f. 01/01/2006	
Master Craftsman (MCM) (PB-2, GP-2400/-)	Level - 6	13.75%	20%
Highly skilled - 1 (PB-1, GP-2800/-)	Level - 5	20.625%	
Highly skilled - 1 (PB-1, GP-2400/-)	Level - 4	20.625%	
Skilled (PB-1, GP-1900/-)	Level - 2	45%	

- 3) In this regard the MoD vide their ID Letter dtd. 18/05/2020 have asked for financial implications from all Directorates including OFB. The proposal is at present under consideration with DOP&T and Department of Expenditure.

In this situation we fail to understand how the DDP can carry out a separate Cadre Review exercise in respect of Tradesman of Ordnance Factories. Therefore it is proposed that you may kindly wait for outcome of the above proposal of Ministry of Defence. Moreover the proposal to abolish the posts which are lying vacant and reducing the sanctioned strength of Tradesman from 99503/94598 to 65217 is not acceptable, since it will take away the promotional opportunities of the existing employees and it has not taken in to account the war reserve required for meeting any emergent situation like Kargil crisis etc.

In view of the above it is requested that no further decision may be taken in this regard without holding a meeting with the Federations.

Thanking you,

Yours Sincerely,




(C. SRIKUMAR)

General Secretary/AIDEF

09444080885

defempfed@gmail.com



(MUKESH SINGH)

General Secretary/BPMS

09335621629

gensecbpms@yahoo.co.in

Government of India
Ministry of Defence
Department of Defence Production
D(Est/NG)/Sena Bhawan, 'B' Wing

Subject: Cadre review in respect of Industrial Employees in Ordnance
Factories Organisation.

Refer: OFB ID No. PER//CADRE REVIEW/IE dtd. 23/09/2021 on the above
mentioned subject.

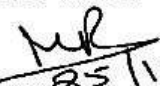
2. OFB vide above ID has forwarded the Revised cadre review proposal of Industrial Employees wherein the sanctioned strength is mentioned as 118736 nos. and revised sanctioned strength as 102598 nos. The total nos. of post decreased were mentioned as 16138 nos.

3. It is noted that OFB proposed to surrender certain additional vacancies out of the balance vacancies which occurred during last 2 yrs (i.e. live post). Further, vacancies lying for more than 2 yrs are deemed to be abolished. Therefore, the sanctioned strength of the proposed cadre structure need to be revised as **Sanctioned strength (prior to manpower rationalization i.e. col 2) - Vacancies lying for more than 2 years (i.e. col 5 Deemed abolished category) - Vacancies surrendered from live posts i.e. col.7 in table given in para V of ID dated 23/09/2021.**

4. While doing so, the final figure need to be adjusted to follow percentage distribution as decided in MOD letter dtd. 14/06/2010. It needs to be ensured that total vacancies to be surrendered can't be below the no. of vacancies which are deemed abolished due to lying vacant for more than two years.

5. The proposed cadre structure be revised accordingly. Further, based on the total posts to be surrendered, column related to proposed sanctioned strength in financial implication sheet in Annexure-A also needs to be revised.

6. It is requested that this matter may be given due care and urgency and the revised proposal be submitted immediately to enable this office to process it within a week.


25/10/2021
(Manisha Bhatnagar)
Director (P)

Shri Niraj Kela,
Deputy Director General/IR
Directorate of Ordnance(C&S)
10-A, Shaheed Khudiram Bose Road,
Kolkata-700 001

MOD ID no. 41(3)/2019-D (Estt/NG) dated 25.10.2021

भारत सरकार रक्षा मंत्रालय रक्षा उत्पादन विभाग आयुध निदेशालय (समन्वय एवं सेवाएं) 10 ए, एस के बोस रोड, कोलकाता - 700001	Government of India Ministry of Defence Department of Defence Production Directorate of Ordnance (Coordination & Services) 10A, S K Bose Road, Kolkata- 700001
Section: Per/Industrial (PER/I)	
e-mail: industrial.ofb@gov.in	TEL: (033) 22485077-80 2248 9121-28 (Extn. 345)
No. PER/I/CADRE REVIEW/IE	Dated: 12.11.2021

To

Shri C. Srikumar, GS/AIDF
 Shri Mukesh Singh, GS/BPMS
 Shri R. Srinivasan, GS/INDWF

Sub: Cadre Review in respect of Industrial Cadres

Ref: (i) DOO(C&S), Kolkata Lr. No. PER/I/CADRE REVIEW/IE dated 05.10.2021
 (ii) MoD ID No. 41(3)/2019-D(Estt/NG) dated 25.10.2021 (Copy enclosed)

In response to MOD ID dated 10.09.2021, a fresh cadre review proposal was framed and forwarded to you vide above referred DOO(C&S) Letter dated 05.10.2021 for your views/comments. The said cadre review proposal was prepared considering the revised sanctioned strength recommended by manpower rationalisation committee.

02. But MOD has not accepted the strength position proposed in draft cadre review. Instead, MOD has directed vide above referred ID dated 25.10.2021 that the sanctioned strength of the proposed cadre structure need to be revised as Sanctioned strength (prior to manpower rationalization e.g. col 2) – Vacancies lying for more than 02 years (i.e. col 5 Deemed abolished category) – Vacancies surrendered from live posts i.e. col. 7 in table given in para V of draft Cadre Review Proposal prepared by DOO(C&S).

03. The details analysis is furnished here-under in tabular form: -

Post	Sanctioned Strength before manpower rationalisation	Sanctioned strength proposed by DOO(C&S) in draft cadre review forwarded to MOD	Sanctioned strength to be proposed in draft cadre review as per advice of MOD
(a)	(b)	(c)	(d)
Tradesman	99505	94598	65217
Labourer	19231	8000	3305
Total (IEs)	118736	102598	68522

04. You are requested to forward comments/views on Para 02 above [i.e. Col. (d) of the above table] through e-mail at industrial.ofb@gov.in positively **by 16.11.2021**.

Encl: As above.


(Niraj Kela)

Dy. Director General/IR

For Director General, Ordnance (C&S)