



ALL INDIA DEFENCE EMPLOYEES' FEDERATION

It was a day of show of the commitment, strength and sacrifice of Defence Civilian Employees. They boycotted their food whole day and performed their National Duty to caution the Government of India that they will not tolerate the arbitrary decision taken by them against the Defence Industry and its Employees. The Food boycott was a total success in all the Defence Establishments. In many Defence Units during the Lunch Break Employees came out of their Section and stood in front of their Section with Placards , Black Badge etc. to register their Food Boycott in support of their demands. We have also come to know that in some units Trade Apprentices and contract workers have also participated in the Hunger Strike. We congratulate the Defence Employees who participated the Food Boycott and all the Unions and Associations who have played their achieve role in making this agitational programme a grand success. It has further strengthened our movement to carry forward the mission to safe the Defence Industry from the clutches of the private corporate houses. We are confident that the tomorrow's (12th January, 2018) programme of submitting Joint Memorandum to the Defence Minister will be also observed successfully. Copy of the Joint Memorandum may be forwarded to the Central Office of the Federation.

Today's Food Boycott of Defence Civilian Employees focused in the meeting of the Preliminary 7th CPC National Anomaly Committee Meeting held on 11.01.2018 under the Chairmanship of Joint Secretary (Estt.) of DOP&T.

The Preliminary Meeting of the 7th CPC National Anomaly Committee was held today (11.01.2018) under the Chairmanship of Joint Secretary (Estt.) of DOP&T. The undersigned represented AIDEF in the Meeting. In the Staff Side Meeting held today I explained about agitations going on in the Defence Establishments against the Outsourcing, Privatization, Closure, Surplus, GOCO Model etc. I requested the Leader and Secretary / Staff Side / National Council (JCM) to raise the issue in their introductory remarks especially mentioning the Food Boycott by Defence Civilian Employees today. Accordingly, the Leader and Secretary / Staff Side / National Council (JCM) raised the following in the National Anomaly Committee meeting:-

Today when the National Anomaly Committee is meeting for the first time, we would like to invite the attention of the house specially the Chairman that the 4 Lakh Defence Civilian Employees working in the Ordnance Factories, DRDO, DGQA, Army, Navy & Air force Units are observing an Hunger Fast throughout the day and are performing their work. Our friends in the National Anomaly Committee Shri.C.Srikumar & Shri.R.Srinivasan representing the Defence Civilian Employees are also on Fast. They are in Fast, protesting against the policy decisions arbitrarily taken by the Govt. to outsource the Jobs being done by the Ordnance Factories to Private Sectors, to close down Army workshops, handing over of Army Base Workshops to private sector, closure of Military Farms and Depots under the Army, thereby declaring 31000 employees surplus. In the



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Standing Committee meeting of the National Council(JCM) we have demanded that recommendation of the 7th CPC for granting Uniform Allowance to the Soldiers in place of stitched uniforms, if implemented will not only result in supply of substandard uniforms, but 12,000 employees working in 5 Ordnance Factories involved in manufacturing various Troop Comfort items like Uniforms, Boots, Parachutes, Blankets etc., will become Jobless. However it is unfortunate that the Govt. has issued orders for grant of Uniforms to the soldiers on 16th Nov. 2017. All these decisions are taken arbitrarily without holding any discussion with the recognised Federations in the Ministry of Defence. The direction of the Cabinet Secretary that before taking any decision on outsourcing, closure/merger of Departments, declaring manpower surplus etc., should be discussed with the staff side and their views should also be kept in view before taking any final decision, has been completely violated by Ministry of Defence. The three Recognised Federations have given 4 Joint representations to the Defence Ministry, which is remaining unattended and unaddressed. Therefore it is requested that the MoD may be directed immediately to call a meeting of the three Federations to discuss the entire issues and to reach an amicable settlement. Pending the same all the above decisions may be kept in abeyance.

I also mentioned in the meeting about the situation prevailing in the Defence Industry due to the arbitrary policy decisions being taken by the Ministry of Defence.

Other issues raised by the Staff Side in the National Anomaly Committee meeting

Apart from the above issue the Staff Side also raised the following issues:-

- 1) The JCM Forum both at the National Level and Departmental Level has become ineffective and the meetings are not taking place as per the JCM Scheme due to these issues are remaining unresolved. Therefore the JCM Forum may be activated and meetings may be held regularly.
- 2) The Departments under the Government are arbitrarily taking decisions with regard to closure, outsourcing, displacement of manpower in the name of surplus etc without even discussing with Recognition Federations. Example of Defence Ministry and Ministry of Urban Affairs (Printing Press) etc are quoted. Necessary instructions may be issued to all the Departments to take the Staff Side in to confidence before taking any such decisions.
- 3) The Staff Side has demanded for extension of the date for switching over to 7th CPC from a date on which the employee got promotion / MACP. Instruction is not yet issued on this matter. The same may be expedited.
- 4) The report of NPS Committee is not given to the Staff Side. The same may be given to the Staff Side and a meeting may also please be held with the Staff Side to discuss about the recommendation of the Committee before Govt. takes any decision.



- 5) The assurance given by the Ministers with regard to review of minimum pay and fitment factor has not been implemented and the issue needs to be seriously addressed by the Govt.

Responding to the above points the Chairman assured that the points raised by the Staff Side is noted and the concerned authorities may be informed. He further assured that the meeting of the Standing Committee and the National Council JCM would take place shortly.

We have already informed you that the DOPT has rejected 11 items proposed by the Staff Side on the plea that those items are not falling within the definition of Anomaly. Thereafter the Staff Side vide letter dated 14.12.2017 has once again resubmitted the items justifying our position. Discussion took place today on those 11 items. After discussion the following decision were taken :-

- 1) **Anomaly in Computation of minimum wage** : After listening to the arguments put forth by the Staff Side the Chairman assured that the matter may be reconsidered for accepting this agenda as an Anomaly
- 2) **3% Increment in all stages** : This will be discussed in the Standing Committee meeting
- 3) **Remove Anomaly due to index rationalization** : This will be discussed in the Standing Committee meeting
- 4) **Minimum Pension** : Since this is a demand of the Staff Side the same cannot be discussed in the National Anomaly Committee
- 5) **Date of effect of Allowances- HRA, Transport Allowance, CEA etc.** : This will be discussed in the Standing Committee meeting
- 6) **Anomaly in the grant of DA instt. wef 1.1.2016** : This will be further studied
- 7) **Implement the recommendation on Parity in Pay Scale between Sr. Auditor/Sr. Accountant of IA&AD and organized Accounts with Assistant of Section Officer of CSS** : A Committee of DOPT is studying the matter. The Staff Side may wait for the decision of the Committee
- 8) **Technical Supervisors of Railways** : To be discussed in the Railway Departmental Anomaly Committee
- 9) **Anomaly in the assignment of replacement of Levels of pay in the Ministry of Defence, Railways, Mines etc in the case of Store Keepers** : To be discussed in the Departmental Anomaly Committee of Ministry of Defence
- 10) **Anomaly arising from the decision to reject option-1 in pension fixation** : This issue has to be dealt separately by the Staff Side
- 11) **Parity in Pay Scales between Assistants /Stenographers in field/offices and Assistant Section Officer and Stenographers in CSS** : This issue would be considered after receipt of additional information from the Staff Side.



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The next meeting of the National Anomaly Committee would be convened shortly

Revision of Overtime wages w.e.f. 01/01/2016 in 7th CPC Pay scales

This is to inform you that Ministry of Labour and Ministry of Law has approved the proposal of MoD for payment of Overtime wages from 01/01/2016 in the 7th CPC pay scales to those employees who are governed under Factories Act 1948. MoD has now prepared the draft Govt. letter and has forwarded the same to the Defence Finance for their vetting. MoD order in this regard is expected very shortly.

With Greetings,

Yours Comradely,

(C.SRIKUMAR)
General Secretary