

Review of the Ordnance Factories Organisation on 16 Feb.09 with regard to implementation of service safeguards of ST employees during visit of the Commission to the State of West Bengal from 12 Feb, 09 to 17th Feb, 09

1.1 Ordnance Factory Board was represented by Shri. Sudipta Ghosh, DGOF & Chairman and other Members of the Board.

1.2 In the meeting held with the 'All India Ordnance Factories SCs & STs Employees' Welfare Association, Association highlighted that a proper grievance management system was totally missing in the organization. The management has been found to be reluctant to hear their complaints which was evident from the fact that no record of such discussions/meeting was ever held, resulting in failure of follow-up of important issues concerning STs. It was also mentioned that OFB have proceeded with de-reservation of certain posts, like Assistants without formal approval by the DOPT and NCST through MOD. OFB have also not been properly maintaining reservation rosters. Further, inspite of huge backlog in various category of post, especially Group 'C', no Special Recruitment Drive (SRD) had been undertaken since 2006.

1.3 It was noted from the audio visual presentation made by the OFB that the percentage of ST employees in the organization is 6.77% . As on 1.4.2008, backlog vacancies of 668 posts exists. (GP 'A' – DR; 04, Gp 'B' – promotion 277, GP 'C' DR; 201, promotion 140, Gp 'D' DR 43, Total 668). Taking into consideration huge backlog of the STs and the fact the OFB had not taken any special drive since 2006, it was desired by the Commission that SRD should be undertaken immediately to fill up the vacant posts. Further, a computerised roster management system and grievance management system should also be urgently established specially considering specific grievances of the SC and ST Welfare Association with regard to deficiencies in the existing system and also the size of the organisation. OFB assured that action according to the directives of the Commission will be taken on priority basis. The Commission also desired that a quarterly progress report should also be forwarded to the Commission on (a) SRD (b) computerised roster management system, and (c) grievance management system