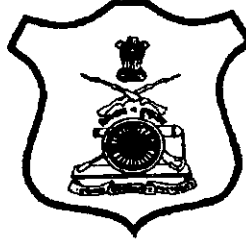


भारत सरकार  
रक्षा मंत्रालय  
आयुध निर्माणी बोर्ड, आयुध भवन  
10-A, शाहीद खुदीराम बोस रोड,  
कोलकाता - 700 001  
GOVERNMENT OF INDIA  
MINISTRY OF DEFENCE  
ORDNANCE FACTORY BOARD  
AYUDH BHAVAN  
10A, SHAHEED KHUDIRAM BOSE ROAD  
KOLKATA - 700 001



तार रक्षाआयुध, कोलकाता  
TELEGRAM MUNITIONS, KOLKATA  
फोन 248-9121-28 / 248-5077-80 एक्स  
TELEPHONE 248-9121-28 / 248-5077-80 EXTN  
फैक्स : (033) 248-7665  
FAX (033) 248-7665

सब पत्र काब्यहार सचिव के नाम करें किसी अधिकारी के नाम नहीं  
All correspondence should be addressed to the  
Secretary and not to any officer by name

No.570/A/I(PT)/54/Vol. IV/294

Date 06 -01 -2011

To  
The Sr. General Manager/ General Manager,  
All Ordnance & Ordnance Equipment Factories.

Sub. :- Recruitment of Ex-Trade Apprentices in OFs.  
Ref. :- OFB letter No. 570/A/I(PT)/54/Vol. IV/294 dated 24.11.2010.


Vide letter under reference, the Factories were requested to keep in abeyance all the recruitment actions/processes to the post of Industrial Employees (Semi-Skilled Tradesmen) where ex-trade apprentices of Ordnance Factories have been considered or which may be otherwise at variance from the direction contained in SLP( C) No. 21454 of 2008 of the Hon'ble Supreme Court of India and WA(MD) No. 316 of 2007 of the Hon'ble Madurai Bench of Madras High Court.

It has since been decided that :-

- Recruitment action involving only outside candidates through open advertisement/ Employment Exchange may be processed and finalized by carrying out selection strictly on relative merit.
- Cases in which recruitment action is yet to be initiated or selection is yet to be completed will be processed in accordance with revised procedure pursuant to Hon'ble Supreme Court Judgement on the subject annexed herewith.
- In case of recruitment process for which selection has been completed before the date of Hon'ble Supreme Court Judgement, further necessary action may be taken.

This issues with the approval of the DGOF & Chairman/OFB.

Enclo . As above.

  
(S. K. Singh)  
Director/IR  
For D. G. O .F.

Copy to :-  
01. All Members / OF Board.

Contd. P/2

02. Addl. DG. / OEF, OEF Hqrs.
03. Addl. DG / AV , AV Hqrs.
04. Chairman Sectt. / O F Board.
05. Sr. Principal Director, NADP
06. Principal Directors of all OFILs.
07. P.C OF A(Fys) , Kolkata.
08. All Admin. Sections including project sections of OFB Hqrs.
09. DDG/Cord, OF Cell, New Delhi.
10. Regional Directors of all RMCs.
11. Regional Controllers of Safety.
12. Sr. DDG/Hqrs., O F Board.
13. All Local Accounts Offices of OFs.
14. All Staff Side Members, OFB JCM III Level Council.
15. General Secretary , AIDEF/ INDWF/ BPMS.
16. Section A/IR.
17. Section A / NI.
18. Section A/ HRD.
19. Section A/NG.
20. Section A/A.

ANNEXURE TO OFB LETTER No. 570/A/I(PT)/54/Vol. IV/294 dated 06-01-2011

In Ordnance Factories the direct recruitment for the post of semi-skilled grade workers against skilled posts in the Industrial Establishment was regulated in terms of the OFB letter No. 570/A/I/(III) dated 15/20<sup>th</sup>. October, 1999.

2. In Writ Appeal No. WA(MD) No. 316 of 2007, the above said recruitment procedure came under judicial scrutiny before the Madurai Bench of the Hon'ble High Court, Madras, wherein the applicant specifically prayed for a direction to the General Manager, Ordnance Factory, Trichy to make appointments to the semi-skilled post in accordance to the DOPT O.M No. 14024/1/2004 /Estt. (D) dated December, 2004.

3. The Madurai Bench of the Hon'ble High Court, Madras, in the above mentioned W.A. passed judgement on 14.12.2007 directing to follow the principle laid down in UPSRTC -vs- UP Parivahan Nigam Shishukh Berozgar Sangh & Ors., 1995(2)SCC 1, and Excise Superintendent, Malkapatnam, v K.B.N. Visweswara Rao , 1996(6) Supreme Court Cases 216, and held that the requisitioning department should call for the list of eligible candidates from Employment Exchange and the apprentice department or undertaking or establishment shall invite candidates by publication in newspapers and other media, and then consider the cases of all the candidates, who have applied, and, in the selection process, other things being equal, trained apprentices shall be given preference.

4. The judgement of the Madurai Bench of the Hon'ble High Court, Madras in WA(MD) 316 of 2007 was challenged before the Hon'ble Supreme Court of India by the Union of India & Ors. in Special Leave to Appeal ( C) No. (S) 21454/2008. The Hon'ble Supreme Court vide judgement dt.15.11.2010 in the said SLP did not interfere with the impugned judgement in WA(MD) 316 of 2007 and dismissed the SLP.

5. In view of the above developments and directions of the Hon'ble Supreme Court & Hon'ble High Court of Madras ( Madurai Bench ) it has become imperative to revise the guidelines for direct recruitment of ex-Trade Apprentices in Ordnance Factories issued vide OFB letter No. 570/A/I/(III) dated 15/20<sup>th</sup>. October, 1999.

6. The factories should follow the following procedures for processing direct recruitment to the post of Semi-skilled Tradesman in the Industrial Cadre.

(A)The vacancies will be notified to the Employment Exchange for forwarding the list of eligible candidates. Simultaneously, the vacancies will be published in newspapers, Employment News & other media through DAVP. In addition, the recruitment notices should also be displayed in the Factory's Notice Board for wide publicity. The ex-trade apprentices of the Ordnance Factories would not be required to get their names sponsored by Employment Exchange. However, the Ex-trade apprentices of the concerned recruiting Ordnance Factory would not be required to apply against the recruitment notice and they will be considered along with others. Ex-trade apprentices of the Ordnance Factory may be given relaxation in age to the extent of the period for which they had undergone training.

Contd... P/2

*Atinigh*

(B) The educational qualification for direct recruitment to the post of semi-skilled tradesman listed in Annexure 'A' of the existing SRO is NCTVT in the relevant trade failing which by ITI or equivalent Diploma/Certificate. Hence, an applicant will be eligible as a candidate for a particular semi-skilled trade provided he/she possesses the above said qualification in that trade only i.e. no inter-changing of trade is permissible. The syllabus for written test for a trade will be broadly as that of the NCTVT examination syllabus for that trade. The syllabus for trade test (Practical) will be as per Trade Test Specification of the semi-skilled grade of the relevant trade.

(C) The selection will be made strictly on the basis of merit. The selection process will comprise of written test of 100 marks and Trade Test (Practical) of 100 marks. All eligible candidates will be called for an objective type written test. On the basis of merit of written test marks, candidates will be called for Trade Test (practical test) of 100 marks in the ratio of 1:3 to the number of vacancies. Final merit will be decided on the basis of combined marks in the written and practical test.

In the selection process, other things being equal i.e. marks being equal, trained ex- Trade apprentices of the recruiting Ordnance Factory and sister Ordnance Factories shall be given preference in the order in which they are stated .

(i) In between the trained ex- Trade Apprentices of the recruiting Ordnance Factory, preference shall be given to those who are senior i.e. if two or more ex- Trade apprentices secure the same marks then preference shall be given on the basis of seniority. Seniority of ex- Trade apprentices of the recruiting Ordnance Factory shall be decided on the basis of OFB's letter No. 13/08/03-A/HRD dated 15/17-12-2003 and the relevant portion is reproduced below :-

"The NCTVT examination batch numbers (month/year) will be the criteria for maintaining the seniority of Ex-TA.

The merit list of the particular NCTVT examination will be the criteria of seniority for Ex - TA for that batch

Factory should maintain batch-wise, trade-wise Ex-TA seniority strictly as per the NCTVT examinations irrespective of whether the candidate is Ex- ITI or a fresh apprentice. In other words, the Ex-TA who has passed NCTVT examination in an earlier batch (NCTVT) is en block senior to the Ex-TA passed in the subsequent batch irrespective of the year of joining Trade Apprentices Scheme."

(ii) Similarly in between the trained ex- Trade Apprentices of the sister Ordnance Factories, preference shall be given to those who are senior as mentioned above.

7. The above instructions will be followed by all factories in a uniform manner.

*Atinayh*