

No. 01/Transfer Policy/PER/G
Government of India
Ministry of Defence
Ordnance Factory Board
10A, S.K.Bose Road
Kolkata - 700 001
Dated : 02-11-2016


To

Sr. G M/G M/Sr. P Ds/P Ds/ HODs.
All Ordnance Factories & Ordnance Equipment Factories, and
All other Head of Units.

Sub: Policy of deployment of Group 'A' Officers in Ordnance Factories.

Enclosed please find herewith copy of Ministry of Defence Order No. 15(9)/2015-D (IOFS)
dated 17.08.2016 on the subject mentioned above.

Encl: As above.


(Niranjana Lal)
Director /G
For Director General Ordnance Factories

Copy to:

All Addl. DGOF & Member/OFB

Government of India
Ministry of Defence
Department of Defence Production

Subject: Policy on deployment of Group 'A' Officers in Ordnance Factories/Units.

Reference: OFB ID No. 381/Per/G dated 11.09.2015

Reference above ID. The Competent Authority has approved the following policy on deployment of Group 'A' Officers in Ordnance Factories/Units:

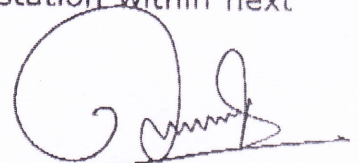
1. Technical officers of JAG level and below will have a normal tenure of 5 to 7 years in a factory of his core competence except on administrative reasons. The identified specialised area in which an officer has worked for maximum period of his tenure will be considered as his core competence area. For new entrants, NADP will decide the core competence of each officer at the end of his training based on individual performance during the training and requirement of officers in each core competency areas decided by OFB before commencement of the training.
2. Posting to units/establishment other than factories, such as, Ordnance Factory Institute of Learning (OFIL), Regional Marketing Centre (RMC), Regional Controllerate of Safety (RCS), Ordnance Factory Board New Delhi Office (OFBND O), OFB Mumbai, National Academy of Defence Production (NADP) will have a maximum tenure of 04 years.
3. For SAG level officers, tenure at a unit to be up to 7 years in continuation of their tenure at JAG level at the same unit. In case of fresh posting at a unit, tenure of SAG level officers at a unit will be normally 3 to 5 years.
4. Tenure in hard station will normally be limited to 5 years. An officer will be posted to a soft station, out of 3 stations, indicated by the officer after completion of tenure at hard station.
5. The identified Hard Stations are: OF Badmal, OF Itarsi, OF Chanda, OF Varangaon and OF Nalanda.

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6. Request of an officer for retention at a station maximum by 01 year may be considered on grounds of education of his/her children once in entire service career.
7. Transfer of all officers up to SAG level, except GM & HAG and above, including postings on completion of deputation will be done by the SPC, consisting of all Addl. DGOF/Members, OFB. All SPC recommendations /proceedings will be put up to the Chairman/OFB for approval. For Transfer and posting of Sr. GMs and GMs, SPC will make recommendations to the Department of Defence Production as per the Policy approved by this Department for transfer/posting of IOFS Officers as Sr. GMs/GMs.
8. Officers of other than technical stream will be primarily developed for manning administration, material management and human resource development functions also Finance and Marketing. Since these functions are general in nature and required in all units, officers of this stream will have tenure of maximum of 05 years in a unit.
9. Posting of husband and wife at the same station will be considered as per the guidelines of the Department of Personnel & Training on the subject.
10. Departure from transfer policy can be made for officer suffering from a terminal disease.
11. Officers (other than SAG and above) having 02 years or less service will not be disturbed in normal circumstances.
12. Officers likely to become GM will be given one year exposure in administration at JAG/SAG level.
 - Technical Officer - exposure in administration.
 - Other than Technical Officers - exposure to planning and production.
13. Officers likely to hold the post of GMs and above will preferably have one tenure of 3 to 4 years at OFB at Jt. Dir/Dir. level for exposure to corporate functioning.

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14. Officers likely to assume the post of Members & above will be encouraged for deputation to Ministry of Defence at JD/DIR level for exposure to functioning of MOD.
15. Requests on compassionate transfer will be considered on merit if it does not affect the interest of the organisation.
16. All IOFS Officers must complete 01 tenure at a Hard Station in the early part of their career to avoid hardships to their families.
17. No Officer should be posted at the same station for more than 12 years in entire service career.
18. No Officer should be posted back to the same station within next 03 years of his transfer.



(Vinod Kumar)
Under Secretary (IOFS)

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MOD ID No. 15(9)/2015-D(IOFS) dated 17.08.2016