

ESTD 1994



www.ainda.in

अखिल भारतीय नौसेना अभिकल्पक संघ ALL INDIA NAVAL DESIGNER'S ASSOCIATION

(Recognised by the Govt. of India)

NAVAL HEADQUARTERS, HEAD OFFICE, NEW DELHI

E-mail: gsainda18@gmail.com

Correspondence Address: House no. 459, PushpVihar, Sector- 7, MB road, New Delhi -110017

Advisor

RC Verma

9910692157

President

Ramavtar Garg

9953679939

Vice President

Deepak Gulhani

9871330414

General Secretary

Mahendrapal Singh

Baghel

9868325979

Secretary Org.

Sandeep Sharma

7503000108

Secretary

AK Chugh

Ajay Kumar Giri

Umesh Singh

Joint Secretary

Jitin Prakash

Suresh Dagar

Sonu Kumar Gupta

Prabhakar Sharma

Treasurer

Prakash Bhadola

8447111868

Ref: HO/AINDA/NHQ/COP/RE-DESIGNATION

08 Jan 24

To,

The Chief of the Personnel

Naval Headquarters

"C" Wing, 2nd Floor

Sena Bhavan,

New Delhi-110011

RE-DESIGNATION OF DRAWING & DESIGN CADRE OF INDIAN NAVY

Respected Sir,

1. Refer to the followings (copies enclosed): -

(a) MoM issued by DCP vide letter no. CP(P)/8416/Re-designation dated 27 Dec 23.

(b) AINDA proposal of re-designation vide letter no HO/AINDA/ NHQ/ DCP dated 02 Aug 23.

(c) DCP IHQ MoD (Navy) letter CP (P)/8416/RE-DESIGNATION dated 26 Sep 23.

(d) Joint Proposal of Drawing & Design Cadre Association vide letter AINCDOA/ AINDA/NHQ/ REDESIGNATION dated 29 Sep 23.

(e) MoM issued by DCP vide letter No. CP(SC)/1890/MP dated 17 Feb 23.

(f) Cadre Controllers recommendation on Re-designation vide DNA letter no NC/2130/Gen dated 05 Oct 23.

2. DCP vide Para 6(f) of letter placed at Para.1 (a) had proposed to change the designation of Draughtsman and Senior Draughtsman as Draughtsperson and Senior Draughtsperson respectively in order to enable gender neutral nomenclature. which is not in the favour of Cadre nor to post either. We strongly oppose proposal of NHQ/DCP on the ground elaborated in succeeding paragraphs.

3. DCP vide letter placed at Para I (a) ibid has issued the MoM of re-designation of the civilian cadre of the Indian Navy posts held on 15 Dec 23 under chairmanship of ACOPI(AC). In the meeting re-designation of Drawing and Design cadre was discussed and cadre controllers unanimously agreed the Proposal submitted by Associations (refer Para I (b) and I (d). However, the Cmde(CP) has insisted for Draughtsman to be renamed as "Technician Naval Design" and staff side requested Draughtsman to be renamed as

"Technical Assistant Naval Design" due to this at the conclusion staff side have proposed the status quo to be maintained. Now in MoM different nomenclature finalised by the NHQ/DCP for Draughtsman and Senior Draughtsman as **Draughtperson** and **Senior Draughtperson** which are not in existence anywhere.

4. It is pertained to maintained here that, the idea behind the re-designation/ change of the exiting nomenclature is to make the designation modernize as per technological advancements, changes as per job & responsibilities of the respective cadres, progression goals of any organization, standards and similar to the other Departments/Ministries. Further, updating job titles to reflect contemporary practices and sensibilities was crucial to staying relevant and adapting to changing times. The proposed re-designations of civilian personnel within the Indian Navy are required to reflect the importance of recognising their evolving roles and the expertise as they carrying for the organisation. Also, it is essential to align the nomenclature of their designations with their actual job responsibilities and contributions.

5. The re-designation of any post is also carried out to equalise and update the designation of any cadre as per current technological scenario to facilitate the existing employee from being deprived by the embellished designation used by outside industries of the same field with equivalent qualification and experience. Designation of any post should be self-explanatory itself to intricate the responsibilities and work handled by the individual post. The charter duties and kind of work handle by the Draughtsman and Senior Draughtsman of Drawing and Design cadre in technical directorates of Indian Navy is self-explanatory and doesn't need any justification to the post.

6. It is also pertinent to mention here that the designation of Senior Draughtsman arouses after the merger of Draughtsman Grade-II and Draughtsman Grade-I by the 6th Pay commission considering the nature of duties of Draughtsman Grade-II, the pay commission had upgraded the post of Draughtsman grade-II to the post of Draughtsman Grade-I (which is a Group-'B' post) and re-designated the merged post as Senior Draughtsman. Further, 7th Pay Commission had recommended that the minimum qualification of Group-"B" post is Diploma in respective technical field. Since, the post of Senior Draughtsman is a Group- "B" post, the essential qualification for direct recruitment for post should be modified while framing the Recruitment Rules (RRs) of Senior Draughtsman. Hence, the proposal of Association was in line with the recommendation of Pay Commissions and Pay Grade of Senior Draughtsman considering the essential qualification required for the recruitment for the post of Group-"B".

7. The essential criteria for recruitment of Draughtsman's that he/she should possess the certificate issued by Industrial training Institute (ITI) in Draughtsmanship which can be done in two trades viz. are Draughtsman (Mechanical) and Draughtsman (Civil). The courses in all the ITI's are not gender specific and are open for everyone irrespective of gender. Draughtsmanship is a technical course and the designation is also self-explanatory as technical personnel, whereas **Draughtsperson** designation is a non-existed in any Ministry/ Department. This recommendation of NHQ/DCP seems to be inspired from the decision of International Cricket Council (ICC) to change the word from Batsman to Batter in 2022.

8. It is imperative to submit here that, a meeting was held under chairmanship of Cmde(CP) on 03 Feb 23 and the issue regarding the Re-designation of Drawing & Design cadre was discussed. The proposal submitted by AINDA was agreed by all three Cadre Controllers and Capt (CP) {**now Cmde(CP)-II**} had suggested including the '**Naval**' word in the proposal. Accordingly, the proposal was re-submitted on 02 Aug 23 referred at Para 1 (b) *ibid* and MoM referred at Para 1 (e). Further, DCP vide letter Para 1(c) *ibid*, has forwarded proposals for the re-designation of the civilian cadre of the Indian Navy and has requested comments from the staff side leader. However, it seems that the same was neither addressed to AINDA nor also not included the proposal of AINDA submitted vide Para 1(b) *ibid*.

9. In view of aforesaid, it is once again requested that the proposal of NHQ/DCP shall be reviewed again on the grounds projected above and the proposal of AINDA be considered for re-designation of the post. If the same not considered then at least draughtsman and Senior Draughtsman designations to be change as:-

Existing Designation	Proposed Designation
Draughtsman	Design Assistant
Senior Draughtsman	Junior Engineer (Naval Design)

10 We, therefore request, your good office for the followings:

(a) The proposal for re-designations of the Drawing and Design cadre proposed by the AINDA be considered and implemented.

(b) Request to grant a meeting to this Association to put-up view points of the Association for Re-designation of Drawing and Design cadre.

11. We, look forward to a positive response *iro* of proposed designations

Thanking you.



sincerely yours,

(Mahendrapal Singh Baghel)
General Secretary, AINDA
Secretary, CDRA

Encl: As above

Copy to: Cmde(CP)

General Secretary, CDRA