

GOVERNMENT OF INDIA  
MINISTRY OF DEFENCE  
DEPARTMENT OF DEFENCE PRODUCTION  
**LOK SABHA**  
**UNSTARRED QUESTION NO.4638**  
TO BE ANSWERED ON 24<sup>th</sup> March, 2021

**ORDNANCE FACTORY IN KHAMARIA**

4638. SHRI RAKESH SINGH:

Will the Minister of DEFENCE j{k k ea=h  
be pleased to state:

- (a) whether the employees of Ordnance factory Khamaria located in Jabalpur are being paid 'overtime' without adding allowances; and
- (b) whether it is against the Factory Act;
- (c) if so, the details thereof; and
- (d) whether the Government proposes to make 'overtime' payment to the employees of this ordnance factory according to new procedure?

**A N S W E R**

MINISTER OF STATE  
IN THE MINISTRY OF DEFENCE

(SHRI SHRIPAD NAIK)

(a) Ordnance Factory Khamaria located in Jabalpur makes the overtime payment to employees in terms of letter of Principal Controller of Accounts (Fys) No. Pay/Tech-II/73 dated 08.06.2011 which excludes allowances of compensatory nature (HRA/Transport Allowance/Small Family Allowance etc.).

(b) to (d): The instructions issued by the Ministry of Labour and Employment vide O.M. No. Z-16025/81/07-ISH.II dated 27.05.2009 and subsequent instructions issued by Department of Defence vide O.M. No. 14(1)/2000/D(Civ.II) dated 26.06.2009 exclude allowances of compensatory nature (HRA/Transport Allowance/Small Family Allowance etc.) are being used for the purpose of computing Overtime Allowance under the Factories Act, 1948.

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