Sl. No. 117 (Rt)

फैक्स संदेश संख्या 7577 /भा.कृ.अ.प. मुख्या
दिनाँक 5/11/2014
पृष्ठों की संख्या 10

भाकृअनुप
ICAR

INDIAN COUNCIL OF AGRICULTURAL RESEARCH
KRISHI BHAVAN, NEW DELHI

F.No. GAC/ 4(1)/2014-CDN Dated the 27th Oct., 2014

Subject: Proceedings of 33rd meeting of Central Joint Staff Council of ICAR held on 19th September, 2014 at NASC Complex, New Delhi – regarding.

A copy of the proceedings of the 33rd Meeting of Central Joint Staff Council of Indian Council of Agricultural Research held on 19th September, 2014 at NASC Complex, New Delhi is forwarded herewith for information and necessary action. It is requested that action taken on the recommendations made in the meeting may be intimated to the undersigned immediately and latest by one month from the date of issue of the letter.

(K.N.Choudhary)
Deputy Secretary (GAC) &
Member-Secretary (CJSC)

Distribution:

1. All Official/Staff Side Members of the CJSC(by name).
2. Sh.Chandrashekhar, Secretary (SS), CJSC, National Research Centre on Pig, Guwahati.
3. All Directors/Project Directors of ICAR Research Institutes. It is requested that the proceedings of the meeting may also be circulated to Regional/Sub Centres.
4. Sr.PPS to DG, ICAR & Chairman, CJSC, ICAR
5. PPS to Secretary, ICAR
6. PS to FA, DARE, ICAR
7. Sh.Hansraj, ISO for uploading the Proceedings in the ICAR web-site.
8. All Officers/All sections of ICAR at Krishi Bhavan/Krishi Anusandhan Bhavan/NASC Complex, New Delhi
9. Guard file/Spare copies(20)

Endt. No. 2(2)/2011-Estt. I Date: 02.12.2014

Copy endorsed to Sh. M.P. Ramesh Kumar, CTO (Lib) for uploading the CJSC proceeding in CPCRI website.

B. Satish
A.O.
Central Plantation Crops Research Institute, Kasaragod

Proceedings of the 33rd Meeting of Central Joint Staff Council held on 19th September, 2014 at Symposium Hall, NASC, New Delhi under the chairmanship of Director General, ICAR

Research Institute, Kasaragod-67 1124
11227
11.11.14

List of the participants is at Annexure – I.

The Director General, Dr. S. Ayyappan welcomed all the participants. He asked Director (P&A) to take up agenda for the meeting. The Secretary (SS) submitted that the entire staff side would like to withdraw all the agenda items, except the one relating to the transfer of Secretary (SS) from NRC on Meat, Hyderabad to NRC on Pig, Guwahati but it was not agreed to by the D.G., ICAR and Chairman, CJSC. The DG advised the Staff Side to take up the agenda, as the Official Side was willing to discuss the transfer in question.

2. Thereafter, the Director (Per. & Admn.) presented the action taken report on the minutes of the previous meeting. After discussion, proceedings of the 31st meeting of CJSC were confirmed. This was followed by discussion on agenda item listed for the meeting:-

1. **Common nomenclature of posts at ICAR Hqrs. and Institutes and parity of pay scales**

   The Staff Side was informed that the matter has already been taken up with the Ministry of Finance on several occasions in the past who has not agreed to the proposal. Moreover, the IARI Stenographers Association had also moved Court in this regard recently and a copy of the judgement dated 01.07.2014 passed by CAT is under examination.

   It was decided to examine and decide the matter expeditiously.

   Action: DS (Admn.)

2. **Unification of administrative cadres of ICAR employees and policy on rotational transfers**

   It was informed that proposal for the unification of administrative cadres of ICAR has many ramifications and cannot be done until parity in pay scales between Hqrs. and Institutes is achieved. It was decided to first achieve pay parity through the 7th Pay Commission and thereafter make efforts for unification.

   As regard transfer policy, Staff Side was informed that so far as officers of the combined cadre of Administrative Officers (AOs) and Finance & Accounts Officers (F&AOs) are concerned, a transfer policy has been framed and circulated vide ICAR Order No. Admn. 3(1)/2013-Estt.I (Pt.) dated 18.09.2013. Further, AO/SAO and above are centrally controlled positions and their postings are decided by the ICAR Hqrs. based on the sanctioned strength and man-in-position and also administrative requirements at every level. It is only under exceptional circumstances that a transfer is done alongwith the post.

   Action: DS (Admn.)

CAO

AO

JCJSC
PTI Cell

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3. **Removal of disparity in the Recruitment Rules of Section Officers (SOs) at ICAR Hqrs. and Assistant Administrative Officers (AAOs) at Institutes**

The staff side was informed that for removal of disparity in pay scales, a proposal was sent to the Ministry of Finance (MoF) twice but the same was not agreed to. The SOs at ICAR Hqrs. get non-functional Grade Pay of Rs. 5400/- after four years which is personal to them, as approved by the MoF and hence have a pay parity with Admn. Officer which is also in the GP of Rs. 5400/-(which is the regular grade pay). Hence, there is a provision of interchangeability of S.Os with AO which is also in the GP of Rs. 5400/- . No further action is called for on this issue.

Action: DS (Admn.)

4. **Proposal for nominating two staff representatives of CJSC from each category i.e, Administrative, Technical and Supporting in Governing Body of ICAR**

The staff side was informed that though this issue does not fall in the domain and mandate of CJSC, associating staff representatives in the GB was discussed in earlier meetings and not agreed to.

Action: Director (P)

5. **Locating the office to Secretary(Staff side) of CJSC at Krishi Bhavan**

The staff side was informed that the issue had been raised in previous meetings also. Secretary (SS) was informed during the last two meetings that he may utilize the facilities available at the Hqrs. Joint Staff Council (HJSC) office whenever he visits Krishi Bhavan for official purposes.

It was further decided that the transfer of Shri Chandrashekhar, Secretary (SS) from NRC on Meat, Hyderabad to NRC on Pig, Guwahati causing stagnation of Assistant at NRC on Pig will be looked into.

Action: DS (GAC)/DS (AS)/DS(A)

6. **Implementation of the judgement of the Principal Bench of Hon'ble CAT, New Delhi for pay parity between PS of ICAR Hqrs. and Institute.**

This is already covered under agenda item 1 above.

Action: DS (Admn.)

7. **Implementation of MACP scheme**

The staff side was informed that under the MACP scheme of DoP&T, hierarchy of Grade Pay is considered and not the hierarchy of promotions. Hence, no action is called for on this issue.

Action: DS (Admn.)

8. **Relaxation of qualifying service in Recruitment Rules (RRs) and provision of deputation for the post of Assistants**

The staff side was informed that RRs for various posts in ICAR have been framed on the basis of guidelines issued by the DOP&T from time to time. There is no provision of deputation in the RRs of DOP&T for the post of Assistant. Hence, the proposal for including the provision of deputation for the post of Assistant in ICAR

cannot be agreed to. As regards further relaxation in the qualifying service for promotion to the grade of Assistant, it was stated that immediately after cadre review exercise in ICAR, one time relaxation in qualifying service in all the administrative posts of ICAR has already been given. Relaxation in case of one post may lead to demand for similar relaxation for other posts. Hence, the proposal cannot be agreed to.

Action: DS (Admn.)

9. **Filling up the vacant posts of AOs/FAOs under promotion quota**

The staff side was informed that action on this is underway. It was decided to progress the matter expeditiously.

Action: DS (Admn.)

10. **Provision for permanent absorption of ICAR employees either on the same post or promotional post within ICAR Institutes including Hqrs.**

The staff side was informed that the issue of permanent absorption of ICAR employees had been raised in the previous meetings also. Thereafter, the issue of absorption of ICAR employees on deputation (within the ICAR system) from sister ICAR Institutes was examined in the Council and necessary guidelines circulated with the approval of the Governing Body vide No.Admn.14(2)/2010-Estt-I dated 20-11-2013. No further action on this is called for.

Action: DS (Admn.)

11. **Removal of disparity in Grade Pay among Assistants, PA and PS of the ICAR Hqrs. and Institutes.**

The issue is already covered under agenda item 1 above.

Action: DS (Admn.)

12. **Medical reimbursement at CGHS rates in absence of CGHS facilities at Ludhiana(Punjab)**

The staff side was informed that this is a specific request from in-service employees and pensioners based at Ludhiana. The employees and pensioners are either covered under CGHS or under CS (MA) Rules. The suggestion made is not within the administrative control of the ICAR.

Action: Director (P)

13. **Assignment of clerical and technical work done by contractual workers to eligible employees of supporting staff.**

The staff side was informed that it is a matter of convenience for the sectional heads to get a job done by the Skilled Supporting Staff (SSS) depending on the qualification/skill level of SSS. However, in the RRs for LDC, there is already a provision of 5% quota for promotion of SSS to LDC. Hence, no further action is called for on this item.

Action: DS (A)/DS (TS)

14. **Formation of a Committee to settle all the outstanding issues of Technical staff**

The demand raised relates to the third promotion of the technical employees who have been directly selected as Sr.Technical Officer (T-6) in Category III. They get only two promotions i.e. T (7-8) and T-9 during their entire service. Hence, the MACP cannot be applied in Technical Services because these employees are entitled to time bound promotion irrespective of occurrence of vacancies in the higher grade. However, a proposal has been sent to the Ministry of Finance in July, 2014 for giving one financial upgradation i.e. PB-4 in the grade pay of Rs.8700/- after demerging T-7-8 grade into T-7 and T-8 grades. Consequently, the grade pay of Rs.8700/- has been proposed for T-9 grade. If approved, the proposal will be implemented prospectively. It was decided to pursue the matter with the Ministry of Finance.

Action: DS (TS)

15. **Proceedings to be signed by Secretary(Staff Side) also**

The staff side was informed that as per existing guidelines of CJSC, there is no provision for joint signing of proceedings of the meeting of CJSC. In any case, draft proceedings are prepared by Secretary (Staff Side) and submitted to the Chairman CJSC/ Secretary (Official Side) for approval of the Chairman. Moreover, entire proceeding of meeting are also recorded as per guidelines on CJSC. Hence, there should be no reason for any mistrust.

Action: DS (GAC)

16. **Financial loss of Technical staff promoted from Skilled Supporting Staff category who were receiving higher pay on account of MACP**

The staff side was informed that Technical Service Division is not concerned with the administrative matters such as pay protection of Skilled Supporting Staff on their promotion to the Technical grade. These issues have to be examined by the SMD concerned. It was informed that the MACP is not applicable to the Technical employees. There is also no provision of protection of pay in Technical Services. Each case may be examined and decided as per provisions under FR-SR.

Action: DS (TS)

17. **Promotion of an incumbent of the post of Time Keeper of Auxiliary Category declared dying cadres**

The staff side was informed that this is a specific case. Details may be provided for examination.

Action: DS (Admn.)

18. **Change of functional group of Technical staff within the same category**

The staff side was informed that the demand made is not clear and hence a detailed proposal may be sent for examination by the DS (TS).

Action: DS (TS)

19. **Special provisions for participants of Sports meet**

The staff side was informed that this would be examined considering the relevant rules on the subject. The ICAR does not have any sports quota. Hence, the same cannot be agreed to.

Action: DS (GAC)

20. **Permission to stay at Private Hotels also while on official duty**

The staff side was informed that in view of the availability of guest house accommodation, it is not justified that employees stay in private hotels.

Action: DS (Cash)

21. **Increase in the ICAR grant for Institute Recreational Club**

The staff side was informed that ICAR does not provide any grant for Institute Recreational Club.

Action: DS (GAC)

22. **Five yearly assessment system for administrative category of staff**

The staff side was informed that the DoP&T guidelines, which are followed in case of administrative staff do not provide for five-yearly assessment.

Action: DS Admn.)

23. **Provision for subsidized canteen in ICAR Institutes.**

The staff side was informed that it is for the concerned Institutes to decide in the matter.

Action: DS (GAC)

24. **Permission for ICAR pensioners to seek treatment from Medical Officers of the respective Institutes**

The staff side was informed that the ICAR pensioners broadly fall into the following three categories:

(i) Pensioners covered under CGHS;
(ii) Pensioners with fixed medical allowance; *and*
(iii) Pensioners registered with ICAR Institutes where Medical Officers and dispensary facilities are available.

Our existing instructions cover all these pensioners. However, facilities under category (iii) cannot be extended to the pensioners who are covered under category (ii), also because Medical Officer and dispensary facilities are not uniformly available across all the institutes.

Action: Director (P)

25. **Travelling Allowance for pensioners for outstation treatment**

The staff side was informed that relevant authority in support of the demand may be quoted.

Action: Director (P)

26. **Age relaxation for applying to administrative posts by ICAR staff of other categories**

The staff side was informed that it could be considered on the lines of ARS where the ICAR in-service candidates are eligible to apply up to 45 years of age while for AO/FAO such relaxation is only for the ministerial staff (Administrative). It was decided to examine the matter.

Action: DS (Admn.)

27. **Grant of three additional increments to Technical staff on acquiring Ph.D.Degree**

The staff side was informed that service conditions of the Scientists and Technical employees are different. For direct recruitment to various posts in Scientist grade/RMP grade, minimum qualification of Ph.D. is required and, therefore, additional increments are being granted to Scientists for acquiring it. Technical employees render support service to the Scientists and Ph.D. is not a minimum qualification for entering into the ICAR Technical Services. Therefore, it is not possible for the Council to grant three additional increments to technical employees for acquiring Ph.D. in their career.

Action: DS (TS)

28. **Enhancement of the amount of uniform**

The staff side was informed that this issue was raised in the previous meetings also. The members were clarified that ICAR followed Govt. of India/DOP&T guidelines in the matter of providing liveries to its staff and we cannot revise the rates of liveries on our own. The matter can be considered only after the DoP&T revises the rates of liveries.

Action: DS (GAC)

29. **Increase in quota for appointment on compassionate grounds**

The staff side was informed that in the matter of appointment on compassionate grounds, the DoP&T instructions are followed by ICAR. Hence, no action is needed.

Action: DS (Admn.)

30. **Cadre Review of Security Staff**

The staff side was informed that mostly security jobs have been out- sourced. Specific proposals, if any, received from Instt. with due recommendations from the SMD may be considered.

Action: DS (Admn.)

31. **Amendment of Recruitment Rules for the post of AF&AO**

The staff side was informed that the Administrative category staff having rendered three years regular service are eligible to appear in the ICAR Audit & Accounts exam. Those who pass this exam are eligible for appointment to the post of JAO in the Grade pay of Rs. 4200/-. It may be seen that promotion as JAO from the grade of Assistant does not result in any financial benefit whereas the same is available to a LDC/UDC/Steno after they get promoted as JAO on having passed the A&A

Exam. Hence, an opportunity for financial benefit has been extended to Assistants by making them eligible for appointment to the post of AFAO as per the Rectt. Rules. There is no justification for amendment in the RRs for the post of AFAO, which is basically a promotion post with certain pre-conditions, including experience in the area of A&A.

Action: DS (Admn.)

32. Promotional avenues for LDCs, UDCs, Assistants and AAOs

The staff side was informed that the matter would be examined after getting complete details regarding stagnation in various grades from the Institutes in the light of severity of cases and existing recruitment rules. It was decided to expedite the matter.

Action: DS (Admn.)

33. Stopping the practice of assigning administrative duties to Scientists

The staff side was informed that it is the policy of the Council not to entrust non-scientific work to Scientists in the institutes. However, for reasons of operational convenience, such responsibilities are entrusted to scientific staff where regular positions of administrative and finance cadre are vacant. Efforts are made to fill up these vacancies on priority.

Action: Director (P)

34. Filling of vacant posts of AO/FAO and AAO/AF&AO in NE/NEH/A&N/J&K and other remote areas

The staff side was informed that the ASRB has already advertised the posts of AO & FAO to fill up vacancies.

Further, AOs/FAOs postings are finalised at the ICAR Hqrs. based on administrative considerations. AAOs/AFAOs are Institute-based positions, which are filled up by the Institutes in accordance with the existing RRs wherein suitable provisions are there to fill-up the posts from eligible candidates from the feeder cadre within the Institute, failing which the position can be filled up by circulation on deputation basis. It was decided that concerned institutes may be informed to fill up their vacant positions expeditiously.

Action: DS (Admn.)

35. Harassment of members of IJSC/CJSC and other employees

The staff side was informed that this issue was raised during previous meetings also. It was decided that individual cases brought to the notice of the Council would be looked into. The staff side was further assured that transfer cases at CIFA, Bhubaneswar would be examined and addressed suitably.

Action: DS (GAC)

The meeting ended with vote of thanks to the chair.

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'ANNEXURE'

19th September, 2014 – Central Joint Staff Council
Dr.S.Ayyappan, Director General – Chairman

S.No.	Official Side	S.No.	Member Staff Side	Name of the Institute
1.	Sh.Arvind Kaushal, Secretary, ICAR	1.	Sh.Chandra Shekhar, Secy(SS)	NRCP.Guwahati
2.	Dr.(Mrs.) B.Meenakumari, DDG(FS.)	2.	Sh.Mahesh Waghela	CIFE, Mumabi
3.	Dr.KML Pathak, DDG(AS)	3.	Sh.Sachin Kant Sharma	CARI, Izatmagar
4.	Sh.G.R.Patil, Representing NDRI, Karnal	4.	Sh.P.R.Mahto	CIFRI, Barrackpore
5.	Dr.R.K.Singh, Director, IVRI	5.	Sh.Lal Singh	CIRG, Makhdoom
6.	Dr.K.Vijayaragavan, Acting Director, IARI	6.	Sh.P.Jaiganesh	CMFRI, Cuddalore
7.	Dr.D.Rama Rao, Director, NAARM	7.	Sh.S.A.Q.Naqvi	CSWRI, Avikanagar
8.	Sh.J.Ravi, Director(P)	8.	Sh.P.Srikanth	CIBA, Chennai
9.	Sh.S.K.Mitra,Director(CS)	9.	Sh.P.S.Nobi	CIFT, Cochin
10.	Sh.S.K.Pathak, DDF	10.	Sh.K.Babu Rao	CARI, Port Blair
11.	Smt.Rashmi R.Rao, DDF	11.	Sh.Narayan Singh Charan	CAZRI, Jodhpur
12.	Sh.G.P.Sharma, DDF	12.	Sh.P.V.Sahare	CIAE, Bhopal
13.	Smt.Namrata Sharma, DS(A)	13.	Sh.Rajesh Daiya	CIAH, Bikaner
14.	Sh.V.D.Nanivadekar, DS(Vig.)	14.	Sh.Hardev Singh Sekhon	CIPHET, Ludhiana
15.	Sh.Pitamber, DS(AS)	15.	Sh.Dilip U.Kamble	CIRCOT, Mumbai
16.	Sh.P.K.Bage, DS(FS.)	16.	Sh.K.K.Maurya	CISH, Lucknow
17.	Sh.V.K.Sharma, DS(NRM)	17.	Sh.C Ramesh Babu	CPCRI, Kasaragod
18.	Sh.P.Sakthivel, DS(TS)	18.	Sh.Naresh Chand Sharma	CPRI, Shimla
19.	Smt.Roja Sethumadhavan, DS(AE)	19.	Sh.Dilip Kumar Barua	CRIJAF, Barrackpore
20.	Sh.Kanhaiya Chaudhary, DS(Ag.Edu.)	20.	Sh.Dipti Ranjan Sahoo	CRRI, Cuttack
21.	Sh.S.K.Behera, DS(Engg.)	21.	Sh.Tarun Kumar	CSSRI, Karnal
22.	Sh.K.Kulshreshta, DS(WS & Cash)	22.	Sh.Deepak Kaul	CSWCR&TI, Dehradun
23.	Sh.S.K.Singh, Legal Advisor	23.	Sh.M.D.Elias	CTRI, Rajahmundry
24.	Sh.Ved Prakash, US(Hort.)	24.	Sh.Y.S. Karia	Dte. Of Groundnut Research Junagadh
25.	Sh.Rajashree Sunil, US(TS&W)	25.	Sh.Roshan Lal Negi	DMR, Solan
26.	Smt.Suparna Dasgupta, US(A)	26.	Sh.B.V.Noble	DOR, Hyderabad
27.	Sh.Dilip Roy, US(Cash)	27.	Sh.K.Babu Poojari	DCR, Puttur
28.	Sh.K.N.Choudhary, DS(GAC) &Member Secretary	28.	Sh.R.B.Koli	Dte. Of MAP, Anand
		29.	Sh. Ezra	DRR, Hyderabad
		30.	Sh.Desh Raj	DWR, Karnal
		31.	Sh.Govind Prasad	DRMR, Bharatpur
		32.	Sh.K.Sanath Kumar	DSR, Hyderabad

		33.	Sh.R.S.Kulkarni	DO&GR, Pune
		34.	Sh.Chitta Ranjan Khuntia	DWM, Bhubaneswar
		35.	Sh.Geeta Saha	DRWA, Bhubaneswar
		36.	Sh.M.S.N. Acharyalu	DRR, Hyderabad
		37.	Sh.Edward Crasta	IRC for Goa, Goa
		38.	Sh.Ganesh Rai	IARI, New Delhi
		39.	Sh.R.K.Thakur	IARI, New Delhi
		40.	Sh.Umesh Thakur	IARI, New Delhi
		41.	Sh.P.S.Jina	IVRI, Izatnagar
		42.	Sh.Shelilendra Shah	IVRI, Izatnagar
		43.	Sh.R.A.Maurya	IVRI, Izatnagar
		44.	Sh.A.S.Mahapatra	IRC for ER, Patna
		45.	Sh.Virender Kumar	IASRI, New Delhi
		46.	Sh.Dinesh Kumar Namdev	IGFRI, Jhansi
		47.	Sh.S.M.A.Ahmed	IIHR, Bangalore
		48.	Sh.K.A.Chaturvedi	IIPR, Kanpur
		49.	Sh.Hira Lal Gupta	IISS, Bhopal
		50.	Sh.P.Muraleedharan	IISR, Calicut
		51.	Sh.Someshwar Mishra	IISR, Lucknow
		52.	Sh.Binod Kumar	IINR&G, Ranchi
		53.	Sh.Devender Kumar	ICAR Hqrs.
		54.	Sh.Rajeev Kumar Sharma	ICAR Hqrs.
		55.	Sh.D.R.Govinda	NIANP, Bangalore
		56.	Sh.G.Raj Reddy	NAARM, Hyderabad
		57.	Sh.P.B.Kumbhare	NBSS&LUP, Nagpur
		58.	Sh.Ramesh Behl	NBAGR, Karnal
		59.	Sh.K.N.Viswaswara	NBAII, Bangalore
		60.	Sh.S.N.Srivastava	NBFGR, Lucknow
		61.	Sh.Anchal Kumar Srivastava	NBAIMO, Mau
		62.	Sh.Birendra Singh	NRCAF, Jhansi
		63.	Sh.R.Sridhar	NRCB, Tiruchirapalli
		64.	Sh.Vikas Bhaladhare	NRCC, Nagpur
		65.	Sh.Ved Parkash Kalra	NDRI, Karnal
		66.	Sh.Prabhjit Singh Behl	NDRI, Kaarnal
		67.	Sh.Suresh Kumar	NDRI, Karnal
		68.	Sh.R.B.Rai	NRCP, Solapur
		69.	Sh.B.S.Tewthia	NRCIPM, New Delhi
		70.	Sh.Arvind Chauhan	NRCO, Pakyong
		71.	Sh.B.S.Dagar	NRCPB, New Delhi
		72.	Sh.Krishan Kumar Yadav	NRCC, Bikaner
		73.	Sh.Dinesh Datt Sharma	NRCE,Hissar
		74.	Sh.S.P.S.Negi	NRCM, Nagaland
		75.	Sh.Uttam Prakash	NRCP, Guwahati
		76.	Sh.G.K.Tripathi	NRCSS, Ajmer
		77.	Sh.Sanatan Sarkar	NIRJAFT, Kolkata
		78.	Sh.M.Lakshmaiah	NIVEDI, Bangalore
		79.	Sh.U.N.Borse	NRCG, Pune
		80.	Sh.Sushil Kumar	PDC, Merrut
		81.	Sh.Mahendra Prasad Tripathy	PDFSR, Merrut
		82.	Sh.S.Rangaswamy	SBI, Coimbatore
		83.	Sh.Manoj Kumar	VPKAS, Almora
		84.	Sh.M.N.Prasad	ZPD, Zone VIII