



**भारतीय कृषि अनुसंधान परिषद**  
**INDIAN COUNCIL OF AGRICULTURAL RESEARCH**  
कृषि भवन, डॉ० राजेन्द्र प्रसाद मार्ग, नई दिल्ली-११०००१  
Krishi Bhawan, Dr. Rajendra Prasad Road, New Delhi 110001

मि. संख्या प्रशा.14-2/2017 – स्था. 1 (भर्ती एवं नीति)

दिनांक: 08 मार्च, 2019

विषय: आई.सी.ए.आर. में कुशल सहायक कर्मचारी (एस.एस.एस.) पद की समीक्षा के बारे में अवगत कराने से संबंधित।

महोदय/महोदया,

भारतीय कृषि अनुसंधान परिषद के कार्यालय ज्ञापन संख्या. प्रशा.14-2/2017 – स्था. 1 (भर्ती एवं नीति) दिनांक 07 मार्च 2019 आपके अवलोकन एवं कार्यवाही हेतु अग्रेषित किया जा रहा है। उक्त कार्यालय ज्ञापन परिषद के वेबसाईट पर उपलब्ध है।

सादर,

भवदीय,

*सोहन लाल*  
08.03.2019

(सोहन लाल)  
अनुभाग अधिकारी



## भारतीय कृषि अनुसंधान परिषद

### INDIAN COUNCIL OF AGRICULTURAL RESEARCH

कृषि भवन, डॉ० राजेन्द्र प्रसाद मार्ग, नई दिल्ली-११०००१

Krishi Bhawan, Dr. Rajendra Prasad Road, New Delhi 110001

Admn.F.No. 14-2/2017- Estt.I (R&P)


Dated: 7<sup>th</sup> March, 2019

#### Office Memorandum

Subject: Review of the position of Skilled Supporting Staff (SSS) in ICAR System – reg.

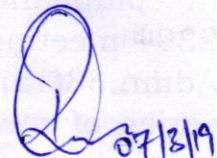
I am hereby directed to convey that a Committee under the Chairmanship of the then SS(D) & Secretary, ICAR was constituted for reviewing the position of Skilled Supporting Staff (SSS) in ICAR system in compliance to the decision of the Governing Body taken in its 239<sup>th</sup> meeting held on 14<sup>th</sup> of February, 2017 vide Council's O.O. Admn.33(15)/2014-Estt.I dated 15.06.2017. The Committee held a series of meetings and deliberated upon the issue in detail. It also obtained the desired inputs from ICAR Institutes/stakeholders in drawing up its findings. After comprehensive review and analysis of the issue, the Committee submitted its report to Secretary (DARE) & DG, ICAR on 08<sup>th</sup> of October, 2018. The recommendations of the Committee have been examined in the Council and approval of the Competent Authority is as under: -

1. The existing sanctioned strength of the post of LDC in ICAR stands frozen. This post shall be phased out gradually on the basis of periodic review, i.e., after every three years or reduction in the overall number by 10% of the existing sanctioned strength every year as is decided.
2. The number of posts of Skilled Supporting Staff (SSS) shall be targeted to be filled up to a level at 50% of the existing sanctioned strength, which is 7984, over a period of time in view of long established functional requirement (including those related to work in Labs and Farms) of this group of staff in the institutes. This, however, will not preclude the Institutes from outsourcing their non-core and routine functions to a reasonable extent. No new recruitment, by way of Direct Recruitment, shall be held henceforth; except by regularisation of eligible CLTS available in the system as on the date of issue of this OM on the post of SSS. This in no case shall be carried out in excess of the revised cadre strength. The institute-wise break-up of sanctioned strength shall be conveyed separately.

  
07/3/19

3. In order to create better promotional avenues for the SSS in the system, there shall be no Direct Recruitment against the post of LDC henceforth. The existing 85% DR quota shall stand distributed amongst the modes of 'Promotion' and 'LDCE' quota. The enhanced revised quota under the two modes of Promotion and LDCE, for filling up the post of LDC, shall be 70% and 30% respectively.
4. The minimum educational qualification for appointment in the grade of LDC in ICAR shall be 10+2 or equivalent.
5. The recruitment rules of the posts of LDC and SSS in ICAR shall stand modified to this extent with immediate effect.
6. For enhancing the qualifications/upskilling of the existing SSS in the ICAR System actions will be taken as detailed in Annexure to this OM.

This issues with the approval of the Competent Authority.



(Ravi Chauhan)

Under Secretary (Admn.)

**Distribution:**

1. Directors of all ICAR Institutes/NRCs/Directorates/Bureaux
2. ADG(HRM)/Director (Admn.), ICAR Hqrs.

**Copy for information to: -**

1. All DDGs/ADGs, ICAR Hqrs.
2. PSO to Secretary(D) & DG, ICAR/Sr. PPS to Secretary (D) & Secretary, ICAR/Sr. PPS to AS & FA (DARE & ICAR).
3. Director/Deputy Secretaries in all Subject Matter Divisions, ICAR Hqrs.
4. Secretary (SS), CJSC, IISWC, Dehradun / Secretary (SS), HJSC, ICAR Hqrs.
5. M&I Unit, DKMA for uploading on ICAR Website.
6. E-office Notice Board - Please download copy of this O.M. as per requirement as it is not being distributed separately.

## ANNEXURE

### Opportunities for enhancing qualification/skills for the existing SSS: -

- The SSS shall be given opportunities to enhance their educational qualifications/upskilling by doing the vocational and other courses through the National Institute of Open Schooling (NIOS) or other such institutions.
- The SSS shall be imparted specialized training relevant for ICAR/ ICAR Institutes. After completion of the training, which may be residential for at least six months and being subject to final examination (written), they may be awarded certificates/ diplomas which will be declared equivalent to Matriculation or plus 2. The Deemed-to-Be-Universities of ICAR, in consultation with ICAR Institutes, shall devise specialised courses for various functional requirements. As there are 04 Deemed-to-be Universities, there may be no requirement for seeking any external approval for such courses and recognition thereof.
- The HRM Division at ICAR Hqrs. shall make a policy for upgradation of the skills of SSS, in terms of the HRM policy of ICAR which was issued on 20<sup>th</sup> February, 2018, for organising the training programmes of six months' duration.
- Regional/Zonal training programmes (Residential/ Day/ Distance) may be organized by ICAR Institutes like NAARM/ IVRI/ IARI/ NDRI/ CIFE etc. having the desired expertise, for which expenses shall be borne by ICAR. Admissible Leave may be granted to the interested existing SSS who choose to join these training programmes for enhancing their qualifications/training.
- The SSS who are presently serving and those who will be periodically joining in the cadre as per the reduced strength shall be provided opportunity to acquire relevant skills for supporting the core activities of the respective institutions.

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(Annexure to OM No. 14-2/2017- Estt.I (R&P) Dated: 7<sup>th</sup> March, 2019)