

**Agenda Items for 34<sup>th</sup> Central Joint Staff Council meeting  
held on 06-07-2015 at Committee Room No. 3, NAS  
Complex under the Chairmanship of Director General,  
ICAR through Video Conferencing.**

S.No.	Item	Agenda Item as raised by staff side
1	<b>Prevention of harassment of IJSC/CJSC members</b>	<p>One year back two IJSC members of CIFA, Bhubaneswar namely Mr.A.K.Prusty, Assistant and Secretary (SS), IJSC and Mr.S.K.Rath, UDC and Member, IJSC were transferred to the states of Andhra Pradesh and Gujarat.</p> <p>Transfer is a punishment if it is done on punitive grounds with malafide intentions. In all the above cited cases, the transfers had been made with a motive to defunct the functioning of JCM to continue with wrong doings of the Directors. Any action against the existing Joint Staff Council members must go through a defined body at ICAR Hqrs. level for vetting before passing necessary orders. The defined body must include the Secretary (SS), CJSC and his nominees, legal advisors of ICAR Hqrs. and so on. Such elected IJSC/CJSC members may be given umbrella protection at least for 5 years and even after the end of their tenure. The unnecessary harassment may be stopped immediately otherwise the very purpose of JCM shall be defeated.</p> <p style="text-align: right;"><b>Action: DS(Fisheries)/DS(NRM)</b></p>
2	<b>Framing of a uniform transfer policy for ICAR employees &amp; implementation of rotational transfer policy for ICAR Hqrs. as per CVC's instructions and DOPT's guidelines</b>	<p>Implementation of uniform transfer policy for ICAR Institutes and rotational transfer policy for ICAR Hqrs. as per DOPT's guidelines may be taken up immediately.</p> <p>It is giving a wrong signal to all ICAR employees that the Council is not making transfer policy purposefully as transfers are questioned in courts of law and punitive transfers against the established transfer policy will be in question. The other reason is that power blocks are hindering in making transfer policy for their, own vested interests. Serving couples may be give same station posting as per DoPT guidelines without causing any delay/harassment on humanitarian grounds.</p> <p>Apart from the above, officials who are at the verge of retirement having left with less than 2 years of service may be given home posting/choice posting so that they may settle at a place of their choice before their retirement and lead a peaceful life after retirement.</p> <p style="text-align: right;"><b>Action: Sr.Director(Admn.)</b></p>
3	<b>Cadre review for administrative category</b>	<p>Last cadre review was taken up in the year 2010 benefitting ICAR Hqrs. at the cost of institutes thus by continuing to have stagnation levels at all levels. Thus, Cadre Review must address the issues like(a) mitigation of stagnation at all levels (b) unification of cadres from the posts of Assistants/Personal Assistants as per Union Cabinet's decision by making a combined seniority bringing parity in scales as well as recruitment rules for Group B officials and above in tune with unification between ICAR Hqrs. and its institutes without waiting for</p>

		<p>VII pay commission's decision as the anomaly belongs to V pay commission report (d) implementation of CAT's judgement dated 01.07.2014 in parity of scales in respect of Assistants/PAs/JAOs without referring to Ministry of Finance as ICAR is an autonomous body (e) unification of posts of AAO of institutes and Section Officers of ICAR Hqrs. and transfer mobility of officials holding these posts from institutes to ICAR Hqrs. and vice versa (f) defining and formulation of Administrative Services of ICAR on lines of the ARS and Technical Service.</p> <p style="text-align: right;"><b>Action: Sr.Director(Admn.)</b></p>
4.	<b>Cadre review for Skilled Support Staff Category</b>	<p>Cadre review may be taken up for SS Staff who are lowest paid in the system. Promotional avenues for these staff are minimal leading to frustration due to stagnation for long periods. The committee may address the promotional avenues at large. Necessary information about stagnation from all institutes may be called for.</p> <p>The committee may also look into forming guidelines where experience of these staff could be counted in place of qualification for promotion for the technical posts.</p> <p style="text-align: right;"><b>Action: Sr.Director(Admn.)</b></p>
5.	<b>Formulation of procedure instructions/ criteria for assigning marks in written interview educational qualification/ experience etc. for filling of technical posts in the institutes</b>	<p>Under the Technical Service Rules, Directors of the Institutes are the appointing authority up to the grade of T-6 and the Directors of National Institutes are appointing authority up to the grade of T-9. In the Technical Service Rules, no guidelines/rules have been framed regarding selection procedure to be adopted while recruiting the technical employees. Directors of the Institutes device their own method of making selection. This has resulted in confusion and on many occasions, the recruitment processes have been questioned and scrapped. This has also given rise to Court cases &amp; Vigilance cases. There is thus need to codify the procedures for filling up all technical post as available in the case of Administrative posts. Similarly clear cut guidelines regarding marks/syllabus for recruitment to the post of SSS are also required.</p> <p style="text-align: right;"><b>Action: DS(TS)</b></p>
6.	<b>Constitution of a committee for resolving anomalies in technical category</b>	<p>There are many anomalies, confusion over qualifications prescribed, issue of advance increments etc. in technical category. These issues were raised in many CJSC meetings but majority of them are not addressed till today. Timely assessments are not taken up in many institutes causing lot of distress among the technical cadre. It is suggested to constitute a committee for resolving the problems associated with Technical Services of ICAR by involving staff representatives. This suggestion is rendered as the meetings of CJSC have become an arena to ventilate the problems with less space for taking decisions due to short time span of plenary meeting with Hon'ble D.G. ICAR. Hence, a specially constituted committee would</p>

		<p>discuss various problems in length, analyse, study and give professional solutions that are acceptable to all.</p> <p style="text-align: right;"><b>Action: DS(TS)</b></p>
7.	<p><b>Counting of experience of technical staff for crossing category &amp; considering the experience of SSS for further promotions in Group C posts</b></p>	<p>The experience of the technical people working in labs, farms and engineering fields should be considered for crossing category barrier as done in the case of Net Weavers, other fishing vessel staff and drivers. Council may call for information from all ICAR institutes where prescribed qualifications are not available for crossing the barrier and also the posts where experience can alone be considered as an educational/professional qualification by giving one time relaxation.</p> <p>The same analogy may be adopted for promotion of SSS who are having more than five years of experience in labs, farm, workshop group and other fields by giving one time relaxation in their educational/professional qualifications.</p> <p style="text-align: right;"><b>Action: DS(TS)</b></p>
8.	<p><b>Constitution of ICAR sports committee at national level</b></p>	<p>Joint Council system has been requesting to constitute ICAR Sports Committee to look into issues relating to ICAR sports which are being conducted every year zonal wise as well as national-wise. A list of enthusiastic sports persons of our system has been forwarded to Hon'ble D.G. on 16.1.2015 for constitution of sports committee. It is necessary to boost sports culture for better utilization of facilities and build working relationship among employees of cadres of all institutes. Light may also be thrown on associating our sports committee with State Sports Authorities for drawing any technical know-how for improvement of sports in ICAR. This agenda may be taken up on priority.</p> <p style="text-align: right;"><b>Action: Dir.(GAC)</b></p>
9.	<p><b>Providing facilities to JCM (IJSC/CJSC) machinery of ICAR &amp; timely election before the expiry of the period /tenure of IJSC and Secy (SS), CJSC</b></p>	<p>In spite of repeated instructions from ICAR Hqrs. many of the Institutes are not being given the facilities like well-furnished IJSC office, computers, furniture and necessary manpower etc. It is therefore requested that all the ICAR Institutes/ZPDs may be instructed through a circular for providing the above facilities immediately without further delay.</p> <p>Apart from this, a circular may also be issued to all the Directors for holding timely election of IJSC before the expiry of the tenure so that the JCM machinery may always remain in force. If this is not possible because of unavoidable circumstances then the period of existing IJSC whose tenure had just finished be treated as in existence till the formation of new IJSC. The term of Secretary (SS) CJSC may also be considered in the same analogy.</p> <p>Failing with the above instructions of ICAR, action may be initiated against the erring officials.</p> <p style="text-align: right;"><b>Action: Dir.(GAC)</b></p>

10	<b>Special relaxation/facilities provided to the officials posted in NE/NEH Region, Andaman &amp; Nicobar, Jammu &amp; Kashmir etc.</b>	<p>Clear cut orders may be issued by ICAR regarding the special provisions meant for employees serving in such areas as per the guidelines of DoPT, like choice posting after serving for a period of 2-3 years, in public interest, special entries in ACRs etc. This policy should be implemented in a transparent manner in all the ICAR constituents</p> <p style="text-align: right;"><b>Action: Sr.Director(Admn.)</b></p>
11	<b>DPCs in case of all categories be held well in advance to provide timely promotion and avoid frustration among the stagnating /retiring employees.</b>	<p>Non-conducting of timely DPC is creating frustration &amp; harassment among the employees of ICAR, specially, in administrative category where there is no promotion from retrospective effect and hence, the frustration is at it's speak. Not holding DPC well in advance has ruined the promotional avenues of many officials and many of them retired after serving of 34 years without getting promotion to the higher post.</p> <p>It is, therefore requested that the DPC of all categories from top to bottom i.e. from the post of Director, Deputy Secretary/CAO, Under Secretary/SAO &amp; AO may be conducted by ICAR Hqrs. without further delay to provide justice to the stagnating and retiring officials of ICAR in administrative category because by considering all these posts the resultant vacancies shall provide more opportunity of promotion to the maximum incumbents.</p> <p style="text-align: right;"><b>Action: Sr.Director(Admn.)</b></p>