

**Action Taken Report on the recommendations of
35th CJSC Meeting held on 01-03-2016**

S.No.	Gist of Agenda	Recommendations	Action Taken Report
1.	a) Framing of a uniform transfer policy for ICAR employees & implementation of rotational transfer policy for ICAR head quarter as per CVC's instructions and DoPT's guidelines.	It was informed in the house that a Committee has been constituted under the Chairmanship of Dr. A.K. Srivatsava, Director, NDRI, Karnal in July, 2015 for framing guidelines for intra-institutional transfer of Technical and Administrative Staff in ICAR institutes. Chairman desired that the Committee may submit its report within three months.	Uniform transfer policy for the Technical & Administrative posts framed with the approval of the competent authority has been issued vide F. No.19(01)/2002E-IV dated 25th August,2016 and 33-8/2016-E-I dated 15 th September 2016 respectively.
		b) Implementation of DoP&T's guidelines of fixed tenure for employees posted in NE/NEH region, J&K, Andaman and Nicobar Islands and other difficult areas where ICAR Institutes are located. Action: DS(A)	ICAR employees posting in these regions shall be given concessions & facility as per DoP&T guidelines.
2.	Implementation of Union Cabinet's decision for a unified administrative cadre in ICAR from the level of Assistant / PA and above.	Chairman informed the house the High Power Committee under the Chairmanship of the then Director, IARI had already submitted its report and the same is under consideration. Secretary, ICAR indicated that the report shall be examined by a small committee to consider the future course of action within two months of time. The CJSC members however requested to expedite the implementation at the earliest. Action: DS(A)	In the terms of the decisions taken by the Governing Body in its 237 th meeting held on 29-06-2016, the issue was examined in consultation with IFD. A formal comprehensive proposal has been submitted to MoF on 29.11.2016.
3.	Effective date of promotion in respect of administrative and Skilled Support Staff and timely DPC	Secretary, ICAR agreed that the DPCs should be held timely and regularly to provide better career growth and also directed the Dy. Secretary (A) to monitor that the DPCs are held timely in the Institutes also. Chairman indicated that in spite of all efforts if the institutes are not holding the DPCs well in advance, the same must be reported to ICAR Hqrs by any member through the Secretary (SS), CJSC for taking up necessary action. Action: DS(A)	The Council follows the relevant DoP&T guidelines on the subject and benefit is according being granted. However, efforts have been made to hold the DPCs as per the prescribed time line as far as possible.

4.	The definition of relevance and work field be decided by the concerned institute through a committee of experts in the relevant fields on the basis experience of the employee at the time of his promotion to the next category in technical and SSS.	<p>The house was informed that the relevancy of qualification or subject of technical personnel for promotional assessment is to be decided by the Council by specifying certain subjects under the term Social Science relevant to Agriculture or equivalent subjects. If there are any other qualification/subjects other than these and which are relevant to the mandate of the particular Institute that will be decided within the Institute by a Committee constituted by the Director of the institute concerned. The Committee shall include HoD, one scientific staff, admin. personnel and IJSC member(s). The report submitted by the Committee for resolving anomalies of technical services was placed before the 236th Governing Body meeting held on 23.02.2016 for consideration, however, the same is being resubmitted in the next GB meeting with detailed notes. At this point of time, Shri Deepak Kaul, CJSC member from CSWR&TI and Shri P.S. Nobi, CJSC member from CIFT expressed doubts over missing points in the report. In response, Chairman, CJSC reiterated that anything found missing may be brought to the notice of technical division of ICAR for its inclusion as addendum.</p> <p style="text-align: right;">Action: DS(TS)</p>	<p>The term relevant field mentioned in the qualifications under TSR is being used in discretionary manner by some Institute. This leads to frustration among the employees and also complaints are being filed. To avoid the openness of the term "relevant field" Council constituted a committee under the Chairmanship of AS(DARE)/Secretary, ICAR with DDG(CS), DDG(Extn.), Head of Division of Agril. Economics, IARI, New Delhi, Prof. Institute of Economic Growth, Delhi Univeristy and another expert from Delhi Univeristy as members to recommend specific subjects which may be covered under the term "Social Science" relevant to Agriculture so that there is no confusion about subjects for the purpose of promotion of technical employees from Category I to II and II to III in each Institute. The committee held its meeting on 25th April, 2016 and certain subjects were finalised under the term "Social Science relevant to Agriculture". After approval of the proceedings by the Competent Authority i.e. the G.B., 12 subjects have been identified as relevant under the term "Social Science relevant to Agriculture". Orders in this regard have been issued on 19-08-2016.</p>
5.	Expeditious action on preparation of minutes/reports of various committees constituted for resolving welfare & service matters	<p><u>CADRE REVIEW COMMITTEE (Admin):</u> Dy. Secretary (A) informed the house about constitution of Cadre Review Committee under the Chairmanship of Shri B.A.Coutinho, IAS (Retd), former Financial Advisor of ICAR. She also informed about the couple of meetings held so far. At this point of time, Shri Chandrashekhar, Secretary (SS), CJSC pointed out</p>	Noted.

	<p>that the Cadre Review Committee is primarily constituted for the benefit of ICAR institutes and such committee has no staff representation. Chairman, CJSC considering the view point of the CJSC, directed to include the Secretary (Staff Side), CJSC as Special Invitee in the deliberations of the Cadre Review Committee.</p> <p><u>COMMITTEE FOR REMOVAL OF ANAMOLIES OF TECHNICAL SERVICES:</u> The matter was discussed at agenda item No.4 above.</p>	<p>The recommendations of the Committee headed by Dr.Alagusundaram, DDG(Engg) were considered by the Committee headed by the AS(D) & Secretary, ICAR with DDG(HS) and Dir(F) as Members. The Committee rejected the recommendations of the Committee headed by Dr.Alagusundaram except the recommendation with regard to the upgradation of grade pay of the technical employees from T-1 to T -9 as stated in the proceedings of the GB held on 29.6.2016. The recommendations of the 7th Pay Commission has not yet been implemented in ICAR and there is no reference regarding the upgradation of the grade pay of the technical employees in the 7th Pay Commission Report. Because of this, the financial implications for the upgradation of the grade pay of the technical employees from T-1 to T-9 were calculated and it has been sent to the Fin. Div. of the ICAR during the second week of October, 2016. The matter is being examined in the Fin.Div. for concurrence of the proposal. After concurrence of the FA(DARE), the proposal has been sent to the Ministry of Finance for its final approval vide F.No. 19-07/2015-CDN dated 08.11.2016.</p>
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6.	Prevention of harassment of IJSC/CJSC members	Secretary, ICAR asked the members that this platform should be used to discuss the common issues and not the personal agenda. Secretary (SS), CJSC clarified that the names were mentioned only to inform the house as to how IJSC/CJSC members are being harassed and hence requested to look at the issue holistically and take necessary disciplinary action against Directors for not following the instructions of	The circular No. 4-7/85-Estt.IV dated 26-06-1986 regarding the transfer of IJSC/ CJSC Members were once again circulated to all the Directors of the Institute for their information and necessary action vide letter dated 19-10-2016. .

		<p>the Council on transfer of elected members. To which, Secretary, ICAR suggested Secretary (SS) to submit details of such matters directly to him or to the Chairman. Chairman, CJSC also assured that necessary action will be taken against the Directors of Institutes if they violate the instructions of the Council in this regard.</p> <p style="text-align: right;">Action: DS(GAC)</p>	
7.	Prevention of harassment of officials nominated as members/ member secretaries/ chairmen of selection committees in the name of procedural lapses, withdrawal of disciplinary cases against the officials connected in recruitment process of technical posts (T-1, T-3 and T-6) in ICAR institutes.	<p>Dy. Secretary (TS) informed the house that there were no guidelines for recruitment of technical personnel prior to November, 2015. He also stated that this agenda refers to the issues prior to Nov, 2015. Accordingly, Secretary, ICAR suggested that since there were no guidelines/procedure circulated by ICAR prior to Nov, 2015, the Vigilance Department be asked to decide the cases positively.</p> <p style="text-align: right;">Action: US(Vig.))</p>	The case will be decided case to case basis as per the suggestion of Secretary, ICAR.
8.	Upscaling of financial benefit to Skilled Support Staff (SSS)	<p>It was informed that the issue is being examined and will be decided within a period of one month to ensure the dues of the SSS.</p> <p style="text-align: right;">Action : DS(A)</p>	The Council follows the orders issued by the DoPT, Govt. of India. The orders issued by the DoPT from time to time are adopted for implementation in the Council with the approval of the Competent authority.
9.	Framing guidelines for Skilled Support Staff (SSS)	<p>Deputy Secretary (A) informed that the matter is under process.</p> <p style="text-align: right;">Action: DS(A)</p>	The matter is under consideration.
10.	Cadre review of Skilled Support Staff (SSS)	<p>It has been decided to move the proposal to mitigate the stagnation level among SSS category by placing the same before the Cadre Review Committee for Administration.</p> <p style="text-align: right;">Action: DS(A)</p>	The same is being looked into by the Cadre Review Committee.
11.	Counting of 50% service of Temporary Status Casual Labourer and grant of pension under old Pension Scheme CCS(Pension) Rule, 1972.	<p>Official side informed the house that the latest guidelines issued by GOI/DoPT in this regard are being examined for their implementation in ICAR.</p> <p style="text-align: right;">Action: DS(A)</p>	The relevant guidelines of the DoP&T and the clarification received from the DoP&T have been issued vide F.No. 33(06)/2016-Estt.I dated 22 nd July, 2016 for implementation in the Council.

12.	Implementation of Court's judgments	<p>Members expressed that even after employees winning cases in CAT, Council is going for appeals in High Courts in all cases. Even sometimes approaching Supreme Court. In this process, the poor employee is suffering from all angles i.e., financially, mentally and finally attaining the age of superannuation. It is, therefore, appealed that Council implement at least the decisions of CAT in service matters. Secretary (SS) suggested to address the grievances to prevent court cases and for providing early justice. Accountability of the concerned dealing officials may also be fixed for creating unnecessary court cases leading to loss of government money. Legal Advisor, ICAR informed that each judgement is examined on the basis of its applicability to ICAR. Secretary, ICAR informed that only the Court judgements endorsed by DoPT as a policy can be implemented straight away.</p> <p style="text-align: right;">Action: DS(A)/DS(TS)/DS(P)</p>	<p>Normally court cases are contested on policy issues by individual employees. When Hon'ble CAT in any territory gives judgement against the Council. It is examined by the Law Division of the Council to see whether the case has been properly presented before the Hon'ble CAT. The implications of the judgement are also analysed for further action. Moreover, different CAT Benches may give different judgements on the same subject. Therefore, it is not possible to implement automatically judgement of one Hon'ble CAT in one case for all the similar cases in ICAR. Each case has to be examined on its merit. Only the court judgements endorsed by DoPT as a policy can be implemented straight away.</p>
13.	Filling up of long pending vacant posts of NE/NEH region, J&K, Andaman & Nicobar Islands and other remote/high altitude areas like Mukteshwar etc. and extension of benefits to the existing employees of ICAR.	<p>Dy. Secretary (A) informed the house that ASRB is in the final stage of the process of recruitment for the posts of AOs and F&AOs and hence posting of candidates is expected shortly.</p> <p>Secretary (SS) requested to fill these posts on regular basis by promotion on permanent absorption basis by calling applications from willing and interested employees or on re-employment basis among retired ICAR employees. Deputy Secretary (A) assured that Council has already taken an initiative in this direction.</p> <p style="text-align: right;">Action : DS(A)</p>	<p>The ASRB has recently declared the results of the following posts which pertain to ICAR Hqrs. as well as ICAR Institutes spread all over the country: -</p> <ol style="list-style-type: none"> 1. Administrative Officers (32) 2. Finance & Accounts Officers (13) 3. Assistant Director (OL)(11) 4. Assistants (309) <p>The pre-joining formalities like medical examination, character and antecedent's verification of AOs, F&AOs and AD(OL) have been completed in most of the cases. The AOs & FAOs have been posted to the Institutes after completion of their training. The postings of AD(OL) have already been done in majority of cases.</p>

			Besides above, recruitments on the posts of LDC, Stenographer, T-3 & T-6 pertaining to ICAR Hqrs. as well as ICAR Institutes are also being done in a centralized manner through ASRB as approved by the Governing Body.
14.	Implementation of DoPT's guidelines for Govt. servants posted in NE/NEH region, J&K, Andaman& Nicobar Islands etc.	Dy. Secretary (A) informed the house that Council shall now follow strictly the DoPT guidelines in this regard. Any specific case may also be brought to the notice of the Council for consideration, where DoPT guidelines are not being followed. Action: DS(A)	The Council is following the relevant DoPT guidelines on the subject.
15.	Unclassified/wrongly classified posts to be classified/reclassified.	Secretary advised to ascertain information from the institutes and place the same before the Cadre Review Committee. Action: DS(A)	The relevant information is being obtained from the concerned Institutes for perusal of Cadre Review Committee.
16.	Credit facility to pensioners of ICAR Institutes for medical treatment.	Official side stated that the credit facility is in accordance with the guidelines of the Min. of Finance. It is also opined by Secretary, ICAR that approval of the DoPT may be required for extending credit facility to the pensioners. It was decided to look into the matter by the Council for the benefit of the pensioners. Action : DS (P)	The issue relating to credit facility to pensioners of ICAR Institutes for medical treatment is under consideration.
17.	Same station couple posting	Official side informed that Council follows the DoPT guidelines in this regard. It was also clarified that specific cases be brought to the notice of the Council for consideration, if any. Action : DS(A)/DS (P)	Council follows the DoPT guidelines in this regard. In respect of such requests in case of Scientists, appropriate action has been initiated.
18.	Advance increments benefit to A&A exam qualified personnel	It has been stated that the two advance increments given on passing the examination was withdrawn and in the place the advance increments is being given from the date of assuming the charge as JAO. It has been brought to the notice of the house that the	A committee under the chairmanship of Controller, IARI has been constituted by the AS&FA(DARE) on 13-04-2016. The report has been submitted by the Chairman of the committee on 05-12-2016. Another

		<p>quantum of advance increments is also differing from institute to institute and hence Secretary, ICAR opined to examine the matter. He also suggested to submit a separate proposal by staff side for consideration.</p> <p style="text-align: right;">Action : Dir(F)</p>	<p>meeting is proposed to be held shortly to discuss the recommendations of the report and a letter has been issued to the controller, IARI on 14-12-2016.</p>
19.	<p>Diploma with 10 years of experience to degree as pronounced by Supreme Court recently in its judgment.</p>	<p>Dy. Secretary (TS) informed that the recent orders issued in this regard in BSNL is specific and CAT's judgement in this regard is being studied. He also stated that this item is already under consideration before the Committee for resolving anomalies of Technical Services.</p> <p style="text-align: right;">Action : DS (TS)</p>	<p>It has come to the attention of the Council that Hon'ble High Court of Delhi has given a judgement equating diploma in engineering with 10 years' experience in the field concerned with the degree in engineering for the purpose of appointment in central/state Govt. The Ministry of Communication and IT, GOI has endorsed this judgement vide its letter in Feb., 2015. In the ICAR the diploma in engineering comes under the functional group of "Workshop Staff". The three years diploma in engineering is not available in Technical services between 03.02.2000 to 23.02.2006 for this functional group for Category II. From 24.2.2006, the diploma holders in Engineering are getting promotion to Category III under Workshop Group after 10 years of service in T-5 grade. Since the implementation of this High Court Judgement for all the Govt. departments where diploma in Engineering is a minimum qualification, is a policy decision, a proposal has been sent to DOPT on 08.04.2016 to seek its views/advise whether the judgement of the High Court of Delhi as referred above may be implemented for the Technical employees for the purpose of merit promotion in ICAR. DOPT has stated that even if DoT have implemented the</p>

			orders of the Court in this regard, it cannot be taken as a precedent case. Hence, it has been decided with the approval of Competent Authority to maintain status-quo.
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