

Action Taken Report on the recommendations made in the
33rd CJSC Meeting held on 19.09.2014

S. No	Gist of Agenda	Recommendations	Action Taken Report
1.	Common nomenclature of posts at ICAR Hqrs. and Institutes and parity of pay scales	<p>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.</p> <p>It was decided to examine and decide the matter expeditiously.</p> <p align="right">Action: DS (Admn.)</p>	<p>The Ministry of Finance, Deptt of Expenditure has considered the proposal of the Council submitted vide Admn 33(11)/2010 E-I dated 10.12.2014 in compliance of the Hon'ble CAT order date 01.07.2014. However, the same has not been agreed to.</p>
2.	Unification of administrative cadres of ICAR employees and policy on rotational transfers	<p>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.</p> <p>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.</p> <p align="right">Action: DS (Admn.)</p>	
3.	Removal of disparity in the Recruitment Rules of Section Officers (SOs) at ICAR Hqrs. and Assistant Administrative Officers (AAOs) at Institutes	<p>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</p>	No action required.

		<p>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.</p> <p>Action: DS (Admn.)</p>	
4.	Proposal for nominating two staff representatives of CJSC from each category i.e, Administrative, Technical and Supporting in Governing Body of ICAR.	<p>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.</p> <p>Action: Director (P)</p>	No action required.
5.	Locating the office to Secretary (Staff side) of CJSC at Krishi Bhavan	<p>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.</p> <p>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.</p> <p>Action: DS (GAC)/DS (AS)/DS(A)</p>	<p>No action required.</p> <p>Action already taken and Sh. Chandrasekhar transferred to NRC on Meat vide O.O. No.AS5/56/2007-IA.I dated 24.11.2014</p>
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.	<p>This is already covered under agenda item 1 above.</p> <p>Action: DS (Admn.)</p>	The issue is covered in comments given against Item No.1
7.	Implementation of MACP scheme	<p>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.</p> <p>Action: DS (Admn.)</p>	No action required.
8.	Relaxation of qualifying service in Recruitment Rules (RRs) and provision of deputation for the post of Assistants	<p>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</p>	No action required.

		ICAR cannot be agreed to. As regards further relaxation in the qualifying service for promotion to the grade of Assistant, it is 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.)	ASRB has conducted the written test for the direct recruitment of AOs/FAOs on 23.11.2014. Further, process is being expedited by ASRB.
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.)	No action required.
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.)	The issue is covered in comments given against Item No.1
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)	No action required.
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.	No action required.

		<p>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.</p> <p style="text-align: right;">Action: DS (A)/DS (TS)</p>	
14	Formation of a Committee to settle all the outstanding issues of Technical staff	<p>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.</p> <p style="text-align: right;">Action: DS (TS)</p>	<p>The Ministry of Finance has now sent the reply (October, 2014) stating that it is not the case that the Technical Officers are being denied what was due to them since inception. The argument that one level was cut out after 5th CPC does not support the creation of the higher grade than the maximum grade available under the merit promotion scheme, because the level cut out was below the highest grade. Apart from the above, the Ministry of Finance has further opined that though ICAR being an Autonomous body is not covered with the Term of reference of 7th CPS, the fact remains that ICAR followed the pay scales based on the previous Central Pay Commissions. Thus, this proposal could be re-examined after 7th Pay commission's recommendations are adopted by the ICAR.</p>
15	Proceedings to be signed by Secretary (Staff Side) also	<p>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.</p> <p style="text-align: right;">Action: DS (GAC)</p>	No action required.

16	Financial loss of Technical staff promoted from Skilled Supporting Staff category who were receiving higher pay on account of MACP	<p>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.</p> <p style="text-align: right;">Action: DS (TS)</p>	It has already been explained to the technical employees present in the meeting that the matter of Pay fixation of SSS Staff on their promotion to technical cadre will have to be examined by the concerned Subject Matter division.
17	Promotion of an incumbent of the post of Time Keeper of Auxiliary Category declared dying cadres	<p>The staff side was informed that this is a specific case. Details may be provided for examination.</p> <p style="text-align: right;">Action: DS (Admn.)^{TS}</p>	Examined by Esst-IV Section and not agreed to
18	Change of functional group of Technical staff within the same category	<p>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).</p> <p style="text-align: right;">Action: DS (TS)</p>	It is still not clear about the demand made by the technical employees against this item.
19	Special provisions for participants of Sports meet	<p>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.</p> <p style="text-align: right;">Action: DS (GAC)</p>	No action required.
20	Permission to stay at Private Hotels also while on official duty	<p>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.</p> <p style="text-align: right;">Action: DS (Cash)</p>	No action required.
21	Increase in the ICAR grant for Institute Recreational Club	<p>The staff side was informed that ICAR does not provide any grant for Institute Recreational Club.</p> <p style="text-align: right;">Action: DS (GAC)</p>	No action required.
22	Five yearly assessment system for administrative category of staff	<p>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.</p> <p style="text-align: right;">Action: DS (Admn.)</p>	No action required
23	Provision for subsidized canteen in ICAR Institutes.	<p>The staff side was informed that it is for the concerned Institutes to decide in the matter.</p> <p style="text-align: right;">Action: DS (GAC)</p>	No action required.

24	Permission for ICAR pensioners to seek treatment from Medical Officers of the respective Institutes	<p>The staff side was informed that the ICAR pensioners broadly fall into the following three categories:</p> <p>(i) Pensioners covered under CGHS; (ii) Pensioners with fixed medical allowance; <i>and</i> (iii) Pensioners registered with ICAR Institutes where Medical Officers and dispensary facilities are available.</p> <p>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.</p> <p style="text-align: right;">Action: Director (P)</p>	No action required.
25	Travelling Allowance for pensioners for outstation treatment	<p>The staff side was informed that relevant authority in support of the demand may be quoted.</p> <p style="text-align: right;">Action: Director (P)</p>	Information not received from staff side.
26	Age relaxation for applying to administrative posts by ICAR staff of other categories	<p>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.</p> <p style="text-align: right;">Action: DS (Admn.)</p>	DoP&T instructions are followed by ICAR. Hence, no action is needed.
27	Grant of three additional increments to Technical staff on acquiring Ph. D. Degree	<p>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.</p> <p style="text-align: right;">Action: DS (TS)</p>	No action required.

28	Enhancement of the amount of uniform	<p>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.</p> <p style="text-align: right;">Action: DS (GAC)</p>	No action required.
29	Increase in quota for appointment on compassionate grounds	<p>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.</p> <p style="text-align: right;">Action: DS (Admn.)</p>	No action required.
30	Cadre Review of Security Staff	<p>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.</p> <p style="text-align: right;">Action: DS (Admn.)</p>	Cadre review exercise has been initiated for ICAR employees Inputs/comments from Secy, HJSC are awaited
31	Amendment of Recruitment Rules for the post of AF&AO	<p>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.</p> <p style="text-align: right;">Action: DS (Admn.)</p>	No action required.
32	Promotional avenues for LDCs, UDCs, Assistants and AAOs	<p>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</p>	Cadre review has been initiated for ICAR employees The specific case will be examined

		light of severity of cases and existing recruitment rules. It was decided to expedite the matter. Action: DS (Admn.)	during the course of this exercise.
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)	Noted for action whenever required.
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.)	ASRB has conducted the written test for the direct recruitment of AOs/FAOs on 23.11.2014. Further, process is being expedited by ASRB.
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 case is being examined in consultation with Fisheries Division.