

**AGENDA ITEMS TO BE DISCUSSED IN 26TH ANNUAL
MEETING OF CJSC OF ICAR TO BE HELD ON 15TH
SEPTEMBER, 2007 AT NAARM, HYDERABAD**

ITEMS RELATED WITH ADMINISTRATIVE CATEGORY

**1. REQUEST FOR IMPLEMENTATION OF VARIOUS PAY
SCALES TO ICAR EMPLOYEES EXTENDED BY GOI TO THE
STAFF OF CSS/CSSS**

There is high sense of disappointment and frustration among the staff members of ICAR on account of not being extended to them the pay scales extended by the GOI for the staff in CSS / CSSS. Though the Council follows GOI pay scales rules & regulations mutatis mutandis as such the pay-scales extended by the GOI should automatically be implemented in the Council but this is not being followed in ICAR perhaps due to its status of being autonomous organisation. As such the staff of the Council is in a fix that on one hand the pay scales extended by GOI to its employees in CSS which were being followed in the Council by now are not being extended to them. On the other hand, it has no autonomy to frame its own pay scales for various posts in the Council. In other words neither we can adopt GOI pay scales nor we can frame own pay-scales. Hence, in order to set the things right and to give natural justice to the administrative staff of ICAR, the matter is required to be taken up at the appropriate higher level without delay otherwise during sixth pay commission, the ICAR staff will be at a very heavy loss on account of having less replacement pay scales in comparison to their counterparts in GOI/CSS. The details of such pay scales which have been recently extended by the GOI for the staff in CSS/CSSS but have not been implemented in the Council is given below:

1. Non-functional scale of Rs. 8,000-13,500 has been extended to the Section Officers of GOI w.e.f. 01-01-1996. Though some of the Section Officers of ICAR have already been given this scale but the same benefit is not being given to the remaining Section Officers as well as to the AAOs of the Council. Since the cadre of Assistant Administrative Officer (AAO) is just parallel and equal to the status of Section Officer and only the nomenclature is different i.e. at Hqrs., it is called by the name of Section Officer and in institutes, it is called by the name of AAO and both the posts are in the same pay scale and in the same category.

2. The pay scale of Rs. 7,450- 11,500 in place of Rs. 6,500-10,500 has been extended to the AF & AOs in GOI for CSS.
3. The pay scale of Rs. 6,500-10,500 in place of Rs. 5,500-9,000 has been extended to the JAOs in GOI for CSS.
4. The pay scale of Rs. 6,500-10,500 in place of Rs. 5,500-9,000 has been extended to the Assistants & Stenographers (PAs) in GOI.

Now, it has been informed that the case of extension of non-functional pay scale to the Section Officers of ICAR Hqrs, is being moved to Union Cabinet for their approval. It is welcomed, but at the same time it is felt that it could have been better if we consider all the above cases together and a consolidated proposal is submitted to the Union Cabinet for their approval so as to avoid any discrimination among the staff of the Council.

2. EXTENDING THE PAY SCALE OF RS. 6500-10500 TO ASSISTANTS AND STENOGRAPHERS OF ICAR RESEARCH INSTITUTE AND HEADQUARTERS.

It is informed that the pay scale of Rs. 6500-10500 has been extended to the Assistant/Stenographer in CSS by GOI from Rs. 5500-9000 w.e.f. from 15-9-2006 whereas the Assistants and stenographers working in the ICAR System are not extended this benefit. This disparity has demoralized the administrative staff of the whole system. Since the Council follows the pay scales, rules and regulations of GOI *mutatis mutandis* for its employees, the same may please be implemented in the Council for its Assistants and Stenographers as well. It need not to be mentioned that if this disparity is not removed right now it may lead to more disparity in the 6th pay commission and the staff of our system will have to face considerable financial loss.

3. STAGNATION IN THE CADRES OF STENOGRAPHERS IN THE ICAR INSTITUTES

Stenographers working in ICAR Institutes stagnate at the Pay scale of Rs.6500-10500. There are no further promotional avenues for them. Almost all the Personal Secretaries retire in the same scale with heavy heart. As such they are suffering with present arrangement. Whereas the Assistants working in the scale of Rs.5500-9000 get promotion as AAO and above on seniority basis. The stenographers/PAs in their entire career work closely with the administration, purchase, finance and other sections of the institute. After attaining the scale of Rs.6500-10500, some of the the Personal Secretaries of the ICAR institutes have above 20 years of service in their credit. The

personal secretaries are equally capable to shoulder the responsibilities in different administrative as well as procurement and finance sections of the ICAR institutes. It is ;therefore requested that the cadre strength of stenographers may be reviewed, their posts may be upgraded to the level of PPS in every institute so that they may not stagnate in their careers. They are also at heavy loss on account of ACP as they are given the next upgradation in the pay scale of Rs. 7500-1200/- whereas their counterparts at ICAR Hqrs. Are placed in the Pay scale of Rs. 10000-15200/- since in the institutes their cadre is only up to PS and not upto PPS (Rs. 10000-15200/-)

4. CHANGE IN RECRUITMENT RULES OF UDC

The recruitment rules revised recently need some further change as even then the posts of UDCs in some of the institutes remain vacant and lapsed. As such further provision to fill up the post by LDCs with five years service from other institute/headquarters being the last alternative i.e., failing clause may also be added in the recruitment rules for the UDC so as to enable the institutes to fill up the posts of UDCs by the eligible LDCs from other Institutes/ Headquarters as the case may be.

ITEMS RELATED WITH TECHNICAL CATEGORY.

5. TO RESTORE THE ASSESSMENT PROMOTIONS OF TECHNICAL EMPLOYEES BY REVIEWING COUNCIL'S CIRCULAR NO. 19-37/99-ESTT.IV DATED 19-12-2006 AND 8-1-2007

It is understood that the ICAR is taking up the matter with the Ministry of Finance (MoF) with regard to the Pending Audit Para laid by the Chief Controller of Accounts, Ministry of Agriculture in December 1999. The gist of Circular no. 19-37/99-Estt.IV dated 19-12-2006 is that MoF has some reservations in giving post-facto approval to amendments made in the Technical Service Rules vide Council's circular No. 14(3)/94-Estt.IV dated 1-2-95 and 14(3)/94-Estt.IV (Vol. II) dated 4-8-95 (removal of category bar between Category I & Category II and Category II & Category III) and vide Council's circular no. 17(12)/95-Estt.IV dated 20-8-96 (reclassification of certain Auxiliary and Administrative posts - non-ministerial posts).

Keeping the observations made by the MoF in consideration, Council has put on hold all the cases of Assessment Promotions of Technical Employees vide its Circular no. 19-37/99-Estt.IV dated 19-12-2006 elaborated vide Circular no. 19-37/99-Estt.IV dated 8-1-2007 without considering to the format of Promotion under the Technical Service Rules. It is important to note here that neither Chief Controller of Accounts nor MoF had objected to the format of Promotion under the Technical Service Rules i.e. Genuine Promotions within a category.

In view of the position stated above, the staff side is of the view that Council's Circular Nos 19-37/99-Estt.IV dated 19-12-2006 and 8-1-2007 may kindly be reviewed and the cases of the employees who are eligible for assessment as per the prescribed scheme within the Category may be considered and cleared without further delay as the objection of the Ministry of Finance nowhere put any bar on further promotions within the category.

6. STAGNATION INCREMENTS TO TECHNICAL EMPLOYEES AFTER 5 YEARS OF SERVICE IN GRADE T-5

As per the note below para 6.2 of Handbook of Technical Services (Third Edition), a maximum of three advance increments within the grade were granted to technical employees who were in the highest grade of category; as promotions were restricted within the category and persons holding highest grades, viz. grade T-1-3 in Category 1, grade T-5 in Category-II and grade T-9 in Category-III were not eligible for further promotions.

As per the clarification issued vide Circular No. 19(7)2000-Estt.IV dated 8-9-2003 this eligibility for grant of advance increments at T-1-3 grade in Category-I and T-5 grade in Category-II cease to exist due to removal of category bar for merit promotion from Category-I to Category-II in 1995 and from Category-II to Category-III in the year 2000. while technical employees with five years of service in T-9 grade still remain eligible for grant of advance increments subject to a maximum of three advance increments within the grade (clarification in this regard was also issued vide circular no. 19(37)/04-E.IV dated 20 March 2006).

It is understood that the advance increments were granted only to employees who were in the highest grade of their category and were not eligible for further promotion and now to employees, who have no further chances for promotion as in the case of T-9 grade employees. It is important to note here that in some functional groups/sub-groups (like drivers,

telephone operators etc) with the issuing of Orders No. 19(10)/2004-Estt.IV dated 24-2-2006, merit promotions are restricted only up to T-5 grade of Category-II and not beyond that.

In this context the staff side is of the view that keeping the note below para 6.2 of Handbook of Technical Services (Third Edition) and Council's Circular No. 19(37)/04-Estt.IV dated 20-3-2006; wherever further merit promotions have been restricted to a specific grade/category, provision of advance increments may kindly be extended at the highest grade of the category to the stagnating employees.

7. TO IMPLEMENT REVISED TECHNICAL SERVICE RULES (18-1/97.ESTT IV DATED 3-2-2000) IN ITS TRUE SPIRIT

Technical Service Rules were introduced w.e.f. 1st October 1975, and have been modified from time to time. The last exercise to rationalize essential qualifications and to remove certain anomalies in Technical Services was undertaken in 1999 and after the due approval of Governing Body of the ICAR and also approval of the President of the ICAR, orders in this regard to New Technical Service Rules were notified on 3-2-2000 vide notification no. 18-1/97.Estt IV. With the introduction of these New Technical Service Rules, Council has two different Service Rules for its Technical Employees (Old and New Technical Service Rules). Accordingly employees were given option for getting governed by either Old Technical Service Rules or by the New Technical Service Rules.

These new technical service rules were issued in consultation with the Ministry of Finance; as a copy of these rules was forwarded to the Additional Secretary, Department of Expenditure, Ministry of Finance, North Block, New Delhi 110 001 with reference to his D.O. letter No. L-236/AS(E)/2000 dated 24 January 2000, and till date Ministry of Finance has not shown any reservations towards implementation of these New Technical Service Rules. Even on later stage, the ICAR made some amendments in these New Technical Service Rules and notified these vide notification no. 19(10)/2004-Estt.IV dated 24-2-2006 which had been issued with due concurrence of DOPT/MoF.

It is to be noted that Council's Circular Nos. 19-37/99-Estt.IV dated 19-12-2006 and 8-1-2007 had been issued for reservation of MoF in giving post-facto approval to the amendments made in the recruitment rules in 1995 and 1996 where recommendations of the ICAR were not referred to MoF. While the notification no. 18-1/97.Estt IV dated 3-2-2000 was duly referred

to MoF through AS(E), Ministry of Finance, with reference to his D.O. letter no. L-236/AS(E)/2000 dated 24 January 2000 and even further amendments in these new Technical Service Rules notified vide letter no. 19(10)/2004-Estt.IV dated 24-12-2006 were issued after taking due concurrence of the Ministry of Finance.

Hence Staff Side is of the view that New Technical Service Rules notified vide Council's circular no. 18-1/97.Estt IV dated 3-2-2000 and further amendments in these issued vide notification no. 19(10)/2004-Estt.IV dated 24-2-2006 should not be covered in notification no. 19-37/99-Estt.IV dated 19-12-2006 and 8-1-2007, which puts on hold all the promotions till further orders.

8. REQUEST TO REVIEW THE PAY SCALES OF TECHNICAL PERSONNEL OF THE COUNCIL

Technical Services of the Council were introduced w.e.f. 1st October 1975. At the time of introduction of Technical Services pay scale of technical employees were retained either equal or higher as compared to identical posts in Admn. In Technical Services pay scale of T-3 grade i.e. Rs. 4500-7000 is still existing whereas in Ministerial services the same has been upgraded to the pay scale of Rs. 5500-9000/-. Whenever any demand is presented, ICAR would always tell Technical service is having 5 yearly assessment process. It is important to note that other Scientific Organization functioning under Govt. of India, like CSIR and ICMR who also have separate personnel policies for promotion for their Technical Employees the pay scale of Rs. 5500-9000 & Rs. 6500-10500 have been revised respectively as Rs.6500-10500 and Rs. 8000-13500. Technical personnel by definition are to assist the Scientists in research activities and take the same to the end users.

Since the introduction of Technical Services in the Council the employees of technical service are just given replacement scales recommended by different pay commissions. While the pay scales under other services of ICAR like Administrative services and Scientific services have been reviewed time to time. Vide Office Memorandum no. 20/29/2006-CS.II(CS-I) dated 25-9-2006, the pay scale of Assistants working with CSS/CSSS of Government of India has been raised from Rs. 5500/- to Rs. 6500/- and Council is also trying to extend this benefit to Assistants. If the same is implemented, we will welcome for it but the same benefits may also be considered for equal posts of Technical Personnel ie. T-3 level also.

Further the post of Senior Technical Assistant in Technical Services have horizontally at par/equivalent to the post of Assistants of Administrative Cader in the pay scale of Rs. 5500/- and the post of Technical Officers in Technical Services in the pay scale of Rs. 6500/- always remains at par/equivalent to the post of Section Officers in Administrative Cadre.

In the year 1995, the Council extended the benefit of pay scale of Rs. 1640/- to administrative Assistants working with it in the pay scale of Rs. 1400/-, while Technical Assistants working in the same pay scale i.e. 1400/- were ignored. Even the educational qualifications of the technical staff are in no manner less than the administrative staff at all. In fact the Technical Staff have in almost all the cases higher qualifications than the administrative staff. As they are having diploma / certificates in their respective fields, apart from the relevant required experience in the field. Therefore they should invariably be treated at par with administrative staff, if not more.

As per the past practice and norms of Government of India for its employees, at the time of upgradation of any service or post or pay scale, due care was given to equivalent posts, same has not been done this time, all the posts which are equivalent Assistants/PAs of CSS/CSSS in the pay scale of Rs. 5500/- like Inspectors/analogous posts in Central Board of Direct Taxes/ Central Board of Excise and Customs etc. has been extended this benefit of change of pay scale. On the same analogy it is requested that while implementing this change of pay scales in the Council, all the posts falling in this pay-scale of Rs. 5500 (irrespective of Category) should be kept at par to avoid further anomalies or a committee to review/revise the pay scales of Technical Employees of the Council may be constituted.

9. FIXATION OF QUALIFICATIONS OF TECHNICAL STAFF IN FISHERIES INSTITUTES/DIVISION.

ICAR had constituted a committee for rectification of the anomalies in the modified Technical Service Rules vide ICAR letter No. 18(1)/97/Estt-IV dated 3.2.2000. the committee members visited the Fisheries Institutes during the month of October 2002 for collecting the documentary evidence for rectifying the anomalies of the technical staff. As requested by the committee, CIFT had submitted a proposal in the month of October, 2002. Vide council's letter No.1281/03/Per.IV dated 31.7.2003 and No.9(29)/2003-IA VI dated 27.8.2003, the Deputy Secretary (P&A) sought suggestions if any, from the DDG (Fy.) in the recommendations submitted

by the committee, a copy of which was forwarded to CIFT, Cochin. Vide CIFT letter No.4-4/2000-Admn dated 6.9.2003, CIFT submitted a detailed revised proposal for the consideration of the council. Till date no further action has been taken by the ICAR, New Delhi to settle this long pending issue.

Majority of the employees appointed initially as **Fishing Vessel Staff** in the Fisheries Division has already retired and the remaining is on the verge of retirement. With the present rules and regulations, those who were appointed initially are facing difficulties for their promotion. Hence, it is requested that the recommendation made by the committee constituted by the ICAR may be finalized after incorporating the proposed changes from CIFT and necessary orders in this regard may also be communicated at the earliest. There is resentment among the staff members of the Technical Category in all the Fisheries Institutes of the ICAR due to non-settlement of this issue.

10. REMOVAL OF ANAMOLY IN QUALIFICATIONS WITH REGARD TO WORKSHOP STAFF

As per the old technical service rules, three years diploma had always been given due weightage for Workshop staff and it was amongst essential qualification both for Category-II and Category-III. While reclassifying the qualifications for workshop staff it has been included as essential qualification for Category-II only and for Category-III a very high qualification i.e. Bachelors Degree has been prescribed. Most of the present employees joined services long back and are having Diplomas only. In the best interest for their promotion it is requested that Three Years Diploma may kindly be retained as essential qualification under category-III for direct recruitment.

ITEMS RELATED WITH SUPPORTING STAFF.

11. BENEFIT OF ACP TO SUPPORTING STAFF OF ICAR INSTITUTES AT PAR WITH ICAR HQRS.

Supporting staff in the ICAR institutes are in great economic loss in the present pay scales offered to them, as the Group-D employees of Council's institutes are not getting the benefit of the ACP scheme of the Government of India dated 1.6.2001 (Order No. 35034/2/2201-Estt. (D)).

Under this scheme, after 12 years of service Group-D employees of Government of India/ICAR Hqrs get pay scale of Rs. 2650-4000 and those who are matric passed get the pay scale Rs. 3050-4590 after 24 years of service or they will be given the post of LDC and non-matrices are given the pay scale Rs. 2750-4400. These scales are not been implemented in the ICAR Institutes. Therefore, this scheme in toto should be implemented in ICAR institutes also.

12. STRENGTHENING OF ICAR SYSTEM AT ICAR AND INSTITUTES BY PROVIDING SUFFICIENT SUPPORTING STAFF FOR CARRYING OUT RESEARCH AND EDUCATIONAL ACTIVITIES.

It is stated tht due to implementation of 10% cut in all cadre of posts and under various ADRPs the staff strength specialy of the Supporting Staff has reduced to 50% and the Research Institutes are facing lot of difficulties in carrying out their research and education work. Apart from this during last 5-7 years various projects / schemes / field trials / extension programmes / laboratories and units / divisions in the institutes have come up. Institutes are facing lot of difficulties in carrying out their research / education work from the regular staff. In order to carry out these activities, many Research Institutes have engaged DPLs. In some of the Institutes, DPLs have put more than 20 years of service and are waiting for their regularization. Most of the DPLs are now having crossed the age of 48-50 years. In many institutes a lot of cases of their regularization / engagement are pending in various benches of CAT / High Courts of various States and system is spending a lot of money on it. It is, therefore, proposed that a consolidated proposal for the whole ICAR System may kindly be prepared by calling the information of all the eligible DPLs and based on it, MoF may be requested to sanction the equivalent number of posts of SSG which will be abolished on the retirement / death of the individuals. It is also stated that will not bring much financial implication on the system and will bring relief for the DPLs and the Institutes of the Council.

13. IMPLEMENTATION OF ACP SCHEME TO THE STAFF OF NON-STATUTORY DEPARTMENTAL CANTEEN EMPLOYEES OF ICAR INSTITUTES.

Vide OM no.3/4/2005-Dir.C dated 10th April, 2006, the Assured Career Progression Scheme for the Canteen Employees working in non-

statutory Departmental Canteen/Tiffin Rooms located in Central Government Offices have been implemented. Whereas the above scheme has not been adopted by the Council to its Canteen Employees working in various ICAR Institutes which tantamount to be a discrimination as nature of duties, working hours and other things are same for both of them. It is, therefore, submitted that the same facility may be extended to Canteen Employees of ICAR Institutes by endorsing the same orders.

MISCELLANEOUS ITEMS

14. SETTLEMENT OF COURT CASES OF STAFF OF THE COUNCIL

A number of court cases of Council's employees are pending before the different courts. These cases have been initiated due to one or the other pretext. The Staff and the Council, both are spending huge money and valuable time to persue these cases. Hence, for the justice and to save the valuable time/energy, it is requested to form a committee of comprising members from both official side and staff with a positive thinking to interpret the rule position in right way and to settle these cases out of the court.

15. PENSION MAY BE ALLOWED FROM OTHER NATIONALISED BANKS

Presently pension of retired employees is being authorized only through SBI. This practice is creating problems for those ICAR pensioners where the SBI branches are far away from the places of residence. Whereas other Nationalized Bank Branches are at very close vicinity. This is leading to undue hardship to the pensioners. It is therefore requested that drawal of pension may be permitted through all Nationalised Bank for the convenience of pensioners.

16. GRANT OF AIR TRAVEL PERMISSION DURING THE WINTER SEASONS TO THE EMPLOYEES POSTED/WORKING IN KASHMIR VALLEY

In Kashmir Valley the ICAR have setup one Institute namely Central Institute of Temperate Horticulture and three Regional Stations, one each of NBPGR, IVRI and IGFRI and in these Institutes/Regional Stations many

employees are working who belongs to other states of India like Uttar Pradesh / Uttarkhand/ Delhi / Rajasthan / Lucknow / Haryana / Maharashtra / Bihar and Jammu. During the winter season due to Heavy Rains/Snowfall/land sliding the Jammu-Srinagar National Highway remain closed even for more than 15-20 days which create lot of difficulties to these employee and most of the times the employee nominated for any urgent work / training is unable to attend the same due to road block, therefore, Air travel permission in these circumstances solves the problem of employees. Further, by the introduction of private Airlines the rates of air travel have become affordable. Therefore it is requested that during peak winter season Air Travel permission may please be accorded to the employees posted/working in Kashmir Valley irrespective of the grade/status of the employee.

17. RESERVATION FOR ADMISSION OF CHILDREN OF ICAR EMPLOYEES IN AGRICULTURAL UNIVERSITIES.

The Various Departments of the GOI provide incentives to its employees by one way or the others. For example the Railway board provides free passes etc. to their serving as well as retired employees including their family members. Similarly the Department of telecommunication provides telephone facilities to their employees both serving and retired also at their residences also. In the ICAR which is an apex research organization, no such facility in the form of any Scheme or incentive is provided to its employees or their children, Even after passing the written examination for entrance in undergraduate/post graduate in various agriculture universities, the children of ICAR employees have to compete with outsiders and they are treated at par with other candidates for admission in Agricultural Universities. Since Agril. Universities are financed by the ICAR to the extent of 75% and they follow the instructions and the Administrative guidelines issued by the Council, it is urged that like other Departments, either some quota for the children of ICAR employees for admission in Agricultural Universities may be fixed or they may be given 5-10% extra marks weightage over others for various courses of the Agril. Universities. This will definitely encourage the staff and will increase their efficiency.

18. SUBSIDISED RATES IN GUEST HOUSES FOR ALL ICAR EMPLOYEES WHETHER PROCEEDING ON OFFICIAL TOUR OR OTHERWISE.

It has come to the notice that higher rates (private visit charges) are being charged from ICAR employees staying in ICAR Institute Guest Houses during their personal visits including LTC. It is requested that Council's employees while staying in ICAR's Guest houses should be charged uniform subsidized rate irrespective of their purpose of visit.

It is further requested that ICAR should also consider opening of holiday homes (on the pattern of Banks/LIC etc.) for its employees at various tourist locations where ICAR Institute's Guest Houses are not available.

19. PROVISION FOR GRANT OF ADVANCE INCREMENTS TO THE ADMINISTRATIVE/TECHNICAL STAFF HAVING EXTRA QUALIFICATIONS.

Those Administrative/Technical staff having extra relevant qualification of the required minimum qualification, may be granted advance increments(s). The extra relevant qualification adds to the efficiency of the Institute's work. The other category like Scientific is getting advance increments for their such enhancement of qualification. Hence, provision may also be made for the grant of advance increment(s) for the staff in Administrative/Technical Category.

20. ENHANCEMENT IN AGE LIMIT FOR APPEARING IN ARS/OTHER COMPETITIVE EXAMINATIONS OF THE COUNCIL

At present the maximum age limit for Council's employees for appearing in ARS examination as well as in other competitive examinations of the Council in administrative cadres is fixed at 45 years. Since the retirement age of scientific staff has been enhanced from 60 to 62 years, therefore it would be in the best interest of qualified staff of Council to compete in the ARS/competitive examinations if they are given some more relaxation in upper age limits. It is therefore requested that the upper age limit for appearing in ARS and other competitive examinations in Admn. may be enhanced from 45 to 50 years for Council's employees.

ANY OTHER ITEM WITH THE PERMISSION OF CHAIR.