




**INDIAN COUNCIL OF AGRICULTURAL RESEARCH
KRISHI BHAVAN : NEW DELHI.**

F.No. GAC-4(1)2013-CDN

Dated the 16th January, 2014

Sub: Proceedings of 32nd Meeting of the Central Joint Staff Council of ICAR held on 16th December, 2013 at NASC Complex, New Delhi - regarding

A copy of the proceedings of 32nd Meeting of Central Joint Staff Council of Indian Council of Agricultural Research held on 16th December, 2013 at NASC Complex, New Delhi is forwarded herewith for information and necessary action. It is requested that action taken on the recommendations made in the meeting may be intimated to the undersigned immediately and latest by one month from the date of the issue of the letter.


 (K.N.Choudhary)
 Deputy Secretary(GAC) &
 Member Secretary, CJSC

Distribution :

1. All Officials/ Staff Side Members of the CJSC (by name).
2. Sh. Chandrashekhar, Secretary (SS) CJSC, National Research Centre on Meat, Chengicherla, Hyderabad-500039.
3. All Directors/Project Directors of ICAR Research Institutes. It is requested that the proceedings of the meeting may also be circulated to Regional/Sub Centres.
4. Sr.PPS to DG, ICAR & Chairman, CJSC, ICAR.
5. PPS to Secretary, ICAR/PS to FA, DARE/ICAR.
- ✓ 6. Media & Information Unit for putting the Proceedings in the ICAR Web-site.
7. All Officers/All Sections of ICAR at Krishi Bhawan / Krishi Anusandhan Bhawan/ NASC Complex, New Delhi.
8. Guard File/Spare copies (50).

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PROCEEDINGS OF THE 32nd CENTRAL JOINT STAFF COUNCIL MEETING HELD ON 16.12.2013 AT NASC COMPLEX, NEW DELHI

The 32nd meeting of the Central Joint Staff Council (CJSC) of the Indian Council of Agricultural Research (ICAR) was held at Symposium Hall, NASC, Pusa, New Delhi on 16th December, 2013 under the chairmanship of the Director General, ICAR. List of the participants is at Annexure-I.

At the outset, Hon'ble Director General, Dr. S. Ayyappan welcomed all dignitaries seated on the dais as well as all the CJSC members present in the hall. In his welcome speech, Hon'ble Chairman informed the house about the constraints of ICAR administration in getting the higher pay scales for Institute-based employees in certain categories as the same have not been decided favourably by the Ministry of Finance/DOP&T so far. He, however, assured that since VII Central Pay Commission has been recently constituted, the ICAR will make its best efforts to take up all the grievances with the Pay Commission in best possible way.

Hon'ble Chairman also made it very clear that since on many issues, Council needs inputs from DOP&T and Ministry of Finance and sometimes even from Directors of the Institutes, no instant decision can be taken in the meeting. Concluding his speech, he assured quick disposal of matters to the extent possible.

After discussions and deliberations, proceedings of the 31st meeting of CJSC was confirmed and the Action Taken Report (ATR) was accepted. It was also decided to take up the following issues of ATR for further action:-

Uniform and Rotational Transfer Policy

The Staff Side representatives insisted that the Council has recently circulated guidelines on transfer only for the officers of the combined cadre of Administrative Officer and Finance and Accounts Officers but there is need for the transfer guidelines for all categories of administrative cadre officers/staff at ICAR Institutes /its Regional Station/ICAR Hqrs.

The Chairman assured that the matter will be re-examined suitably.

Action: DS(Admn.)

Thereafter, the following agenda items were taken up for discussions:-

1. Implementation of Court judgement in individual case, uniformly in all similarly placed cases of Technical staff

Staff Side members were informed that sometimes Court judgements are based on specific facts of an individual case. Hence, judgement in one case cannot be implemented in other cases blindly. However, the Staff Side members were advised to bring to the notice of the Council, exactly similar cases, for further examination.

Action: DS(TS)

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2. Enhancement of pay scale of Technical staff

Staff Side members were informed that since constitution of the VII Central Pay Commission has already been announced by the Government, issues relating to the revision of pay scales for all the Technical Category employees of ICAR shall be taken up with them appropriately with prior consultations with the Staff Side representatives.

Action: DS(TS)

3. Relaxation in qualification on removal of category bar

The Staff Side members insisted that the relaxation in qualification in respect of Crew Vessel/Net Webber staff may also be made applicable to other technical employees of various functional groups like FFT/Workshop etc.

It was decided that the Staff Side members may identify individual cases and refer them to the Council for examination.

Action: DS(TS)

4. Relaxation for the qualification of Technical personnel who were in service on 3.2.2000 for the entry in to Category II

It was decided that a circular may be issued to all the Institutes calling information on identical cases. The cases may be examined and decided objectively. If required, a committee may also be constituted to examine cases.

Action: DS(TS)

5. Change of designation in respect of Technical personnel to be separated as Technical and Research Wing

Staff Side requested that nomenclature of the Technical category may be demarcated as per their academic qualification, nature of duties etc.

Members were informed that the designation issue has been settled long back after doing a comprehensive exercise and no further change is possible.

No Action

6. Creation of promotional avenues for highly qualified Technical staff for placing in Pay Band PB-4

It was informed that the matter is already under active consideration of the Council and a proposal in this regard has been referred to the Ministry of Finance for consideration.

Action: DS(TS)

7. Implementation of the Union Cabinet decision made in its meeting dated 29.4.1997 on parity of pay scales of Institute based Assistant/PA with their counterparts at ICAR Hqrs.

The Chairman informed that the Council has so far tried its best to bring parity in pay scales of institute based officers/staff with the Hqrs. based officer/staff of ICAR but has not been successful so far, mainly because the Ministry of Finance has not agreed to the same. Now, since the constitution of VII Pay Commission has already been announced, the Council will take up the matter with them, in consultation with the Staff Side representatives. Once the

32/2

pay parity is achieved, the proposal for combined seniority of various staff at ICAR Hqrs. and Institutes will also be examined.

Action: DS(Admn.)

- 8. Pay Scale Rs. 9300-34800 +4800 G.P. to AAO at par with Section Officer at ICAR Hqrs.**
The issue was already discussed in Agenda item No. 7 above.

Action: DS(Admn.)

- 9. Non-functional Grade Pay of Rs. 4200/- to UDCs of ICAR Research Institutes**
Staff Side members requested to send a revised proposal to Ministry of Finance for providing non-functional Grade Pay of Rs. 4200/- in PB-2 to the UDCs also from ICAR Institutes alongwith the UDCs of ICAR Hqrs.

It was informed that initially a combined proposal also covering Institute based UDCs and Hqrs. based UDCs was sent to the Ministry of Finance for approval, but the same was not agreed to by them as the institute based UDCs were treated to be akin to staff posted in field offices.

Official Side, however, expressed its concern to include institutes along with ICAR Hqrs. while forwarding the proposal to Ministry of Finance, for consideration. It was decided to re-examine the issue.

Action: DS(Admn.)

- 10. Out of turn promotions to the grade of AO/AAO/FAO/AFAO/PPS/PS/PA/Assistant/UDC at Institutes located at remote area/NEH Region/J&K**

Members were informed that since promotions are seniority based, out of turn promotions will not be possible. However, to encourage filling up of vacant posts in remote areas, the Council may consider posting officers/staff for a fixed tenure and thereafter giving a choice posting to them.

Action: DS(Admn.)

- 11. Removal of stagnation levels at LDC/UDC/Assistant at ICAR Institutes**

In order to remove stagnation in the grade of LDC, UDC, Assistant etc., the Staff Side members pressed for further relaxation in recruitment rules for the concerned posts.

It was informed that after cadre review, the Council has already given adequate relaxation in recruitment rules for most of the posts. No further relaxation is possible. It was, however, decided that the status of stagnation in various Institutes may be called, for taking a view whether the vacant posts may be redeployed from one Institute to another one to facilitate promotions. If required, recruitment rules for various posts may also be modified to the extent that the post may also be filled up by deputation of persons from other institutes holding analogous posts. The Chairman also directed the Official Side members to issue instructions to all concerned for holding meetings of DPCs expeditiously for timely promotions of staff.

Action : DS(Admn.)

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12. Promotion of Skilled Support Staff (SSS) Grade staff on rotation basis as earlier practice including MACP

It was informed by the members that SSS grade getting promotion in T-1 with Rs. 2000 Grade Pay in PB- 2 is facing financial loss despite promotion as they are already with Rs. 2400 or Rs. 2800 Grade Pay and requested to resolve the issue.

It was decided that the matter will be examined in consultation with Internal Finance Division.

Action: DS(Admn.)

13. Relaxation in recruitment rules for promotion from SSS grade to Category-I of Technical posts

Members (Staff Side) were informed that the issue has already been examined and decided in the past. No further relaxation will be possible.

Action: DS(TS)

14. Immediate formation of Institute Joint Staff Council in all Zonal Project Directorates

It was agreed to issue a circular to all Institutes/NRCs/ZPDs etc. for constituting IJSC immediately.

Action: DS(GAC)

15. Timely meetings of IJSC at various ICAR institutes/Hqrs.

The Staff Side representatives informed that many Institutes do not hold meetings of their Joint Staff Council/IJSC timely. Secretary (SS) requested the Council to intervene in the matter.

Chairman assured the Members that a circular will be issued to all Institutes/NRCs/ZPDs etc., for conducting IJSC meetings on a regular basis, as per the guidelines already issued in this regard.

Action: DS(GAC)

16. Providing of IJSC office with facilities at various ICAR institutes

It was agreed to issue a circular in this regard to all ICAR institutes to ensure that all necessary facilities including office are extended to the representative of the IJSC.

Action: DS(GAC)

17. Stopping of harassment of staff and staff representatives

It was agreed to look into such complaints, if any, brought to the notice of the Council.

Action: DS(GAC)

18. Filling up vacant posts of Assistant, Stenographers, Technical & Skilled Supporting Staff

The issue was covered under Item No. 11 above.

Action: DS(Admn.)

32/12

19. ICAR Anomaly Committee

Staff Side representatives requested to constitute three separate committees, one each for Administrative, Technical and SSS to resolve the issues of pay anomalies through VII Pay Commission.

Staff Side representatives were assured that they would also be consulted before taking up the matter of pay scales with the VII Pay Commission.

Action: DS(Admn.)

20. Creation of posts of Hindi Officer, Translator and Hindi Typist (01 each) in all ICAR institutes to implement GoI's Raj-Bhasha (Official Language) Policy

It was informed that the Council has already initiated action in this regard. It was decided to expedite the proposal.

Action: DS(Admn.)

21. Revision of rates of liveries (winter and summer) for the Skilled Support Staff and Drivers of the ICAR Institutes

Staff Side members asked for revision of rates in respect of liveries.

Members were clarified that the ICAR's Liveries Manual was issued about 20 years back and since then, the policy on liveries has changed considerably. Hence, in the matter of issuing livery items, the Council follows guidelines issued by the DOP&T from time to time.

No Action

22. Discrepancies in allocation of PA/PS/PPS posts as per the status of Officers and grant parity in pay packages at par with ICAR Hqrs.

The staff side requested that since Directors of the National Institutes/Deemed Universities carries equal pay scale at par with DDGs, they may also be provided with the grade of PPS as per their status and also for smooth functioning.

It was agreed to examine the issue relating to the creation of the posts of PPS at Deemed Universities/National Institutes. The issue relating to pay parity is covered under Item No. 7 above.

Action: DS(Admn.)

23. Anomaly in the recruitment rules for the post of Personal Assistant and Private Secretary in the ICAR system vide F.No. 14(1)/2009-Estt. I dated 30.05.2013.

Staff Side members brought to the notice that the recruitment rules for Private Secretary has been classified as Group 'B' Non-Gazetted which is not in order as the post carries the Grade Pay of Rs. 4600/- at par with AAO/AF&AO/T-5.

It was assured that the matter would be looked into on priority and necessary corrigendum will be issued shortly.

Action: DS(Admn.)

Additional agenda items with the permission of the Chair**24 (a) Conduction of IJSC elections at one time in all institutes**

On behalf of all the CJSC members, the Secretary (Staff Side) requested the Chairman and Secretary, ICAR to recommend holding of elections uniformly from 1st April, 2017 instead from 1st April, 2014 as declared by the Council.

It was decided to re-examine the issue in the light of all its ramifications.

Action: Director (Pers.)/DS(GAC)

(b) Redesignation of Assistant as Junior Administrative Officer

Agreed to look into the matter as it has no financial implication.

Action: DS(Admn.)

(c) Inclusion of three CJSC members on Governing Body of ICAR

The issue has already been examined in the past. The demand was not agreed to.

No Action

(d) Cost of sports kit to be supplied to the players may be raised

It was agreed to examine the issue.

Action: DS(GAC)

(e) Brief cases to the Assistants/PA at ICAR institutes

It was decided to examine the matter, in the light of existing instructions on the subject.

Action: DS(GAC)

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"ANNEXURE"**16th December, 2013- Central Joint Staff Council**
Dr.S.Ayyappan, Director General -Chairman

S.No.	Official Side	S.No.	Member Staff Side	Name of the Institute
1.	Shri Arvind Kaushal Secy., ICAR	1.	Sh.Chandra Shekhar, Secy.,(SS)	NRCM, Hyderabad
2.	Dr.(Mrs.) B. Meenakumari, DDG(Fy.)	2.	Sh. Mahesh Waghela	CIFE, Mumbai
3.	Dr.H.S.Gupta, Director, IARI, New Delhi	3.	Sh. Sachin Kant Sharma	CARI,Izatnagar
4.	Dr.Gaya Prasad, Director, IVRI, Izatnagar	4.	Sh.S.K.Mohanty	CIFA Bhubaneswar
5.	Dr.A.K.Srivastava, Director, NDRI, Karnal	5.	Sh.P.Jaiganesh	CMFRI, Cochin
6.	Dr.S.L.Goswami, Director, NAARM, Hyderabad	6.	Sh.R.A.Sharma	CSWRI, Avikanagar
7.	Dr.V.K.Bhatia, Director, IASRI, New Delhi	7.	Sh.P.S.Nobi	CIFT, Cochin
8.	Smt.Rashmi R Rao, DDF	8.	Sh.K.Babu Ram	CARI, Port Blair
9.	Sh.Rajesh Sahay, Sr. & AO	9.	Sh.Pradeep Kumar Mathur	CAZRI, Jodhpur
10.	Smt. Namrata Sharma DS(A)	10.	Sh.A.C.Mathur	CIAE, Bhopal
11.	Sh.Kanhaiya Chaudhary, DS(Edn)	11.	Sh.Rajesh Daiya	CIAH, Bikaner
12.	Sh.Pitamber, DS(AS)	12.	Sh.Hardev Singh Sekhon	CIPHET, Ludhiana
13.	Sh.PS Bage, DS(Fy.)	13.	Sh.D.U.Kamble	CIRCT
14.	Sh.V.D.Naniwadekar, DS(Vig.)	14.	Sh.K.K.Maurya	CISH, Lucknow
15.	Sh.S.K.Behera, DS(Engg.)	15.	Sh.Rayez Ahmed Mir	CITH, Srinagar
16.	Sh.S.K.Singh, Legal Advisor	16.	Sh.C.Ramesh Babu	CPCRI, Kerala
17.	Sh.K.N.Choudhary, Member Secretary	17.	Sh.Naresh Chand Sharma	CPRI, Shimla
18.	Smt. Rajshree Sunil, US(TS) Special invitee	18.	Sh.P.Srinivasa Rao	CRIDA, Hyderabad
19.	Sh.Dilip Roy US(Cash) Special Invitee	19.	Sh.Dilip Kumar Barua	CRIJAF, Barrackpore
		20.	Sh.Tarun Kumar	CSSRI, Karnal
		21.	Sh.Deepak Kaul	CSWCRTI, Dhradun
		22.	Sh.M.D.Elias	CTRI, Rajahmundry
		23.	Sh.L.V.Ajithkumar	CTCRI, Kerala
		24.	Sh.Y.S.Karia	DGR, Junagadh
		25.	Sh.B.V.Noble	DOR, Hyderabad
		26.	Sh.K.Babu Poojari	DCR, Puttur
		27.	Sh.S.S.Patel	Dte. Of MAP, Anand
		28.	Mr.Ezra	DRR, Hyderabad
		29.	Sh.Edward Crasta	ICAR Research Complex for Goa
		30.	Sh.Ganesh Rai	IARI, New Delhi
		31.	Sh.R.K.Thakur	IARI, New Delhi
		32.	Sh.Umesh Thakur	IARI, New Delhi
		33.	Sh.Sheelendra Shah	IVRI, Izatnagar
		34.	Sh.P.S.Jina	IVRI, Izatnagar

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