



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

F.No. 4-7/2011-CDN (Vol-II)

Dated the 18th April, 2012

Sub: Proceedings of 29th Annual Meeting of Central Joint Staff Council of ICAR held on 27th February, 2012 at NASC Complex, New Delhi through Video Conference-regarding

A copy of the proceedings of 29th Meeting of Central Joint Staff Council of Indian Council of Agricultural Research held on 27th February, 2012 through Video Conference 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.

(S K Bheera)

Deputy Secretary (GAC)

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).

PROCEEDINGS OF THE 29TH MEETING OF THE CENTRAL JOINT STAFF COUNCIL (CJSC) HELD ON 27TH FEB., 2012 THROUGH VIDEO CONFERENCE.

The 29th meeting of the Central Joint Staff Council (CJSC) of the Indian Council of Agricultural Research (ICAR) was held on 27th Feb., 2012 under the Chairmanship of Director-General, ICAR through video conference. Members of the Official Side and five members of Staff Side, S/Shri Chandrashekhar, Secretary (SS), Sheilendra Shah, Mahesh B. Waghela, Swatantra Yadav and Devender Kumar attended the meeting at NASC Complex, Pusa New Delhi. Other members of CJSC attended the meeting at the seven designated centres viz, NDRI Karnal, CIBA Chennai, NBPGR New Delhi, CIAE Bhopal, NAARM Hyderabad, CRIJAF Barrackpore and IIPR Kanpur.

Director-General, ICAR being the Chairman, CJSC welcomed the members of the CJSC and urged them to discuss the issues in depth so as to arrive at fruitful conclusion on several issues as the meeting provides a good platform for interaction between the staff side and official side. He further stressed that all the ICAR employees should be more sensitive to the needs of the farmers and put in their best efforts for successful implementation of the 12th Five Year Plan.

After welcoming the Members of CJSC the Secretary, ICAR took up the following items for discussion as these were not discussed in the meeting of Follow-up Action Committee on 14.02.2012:

- A1 Confirmation of the Proceedings of the 28th meeting of CJSC held at New Delhi on 3-4 August, 2011.
- A2 Acceptance of Action Taken Report on the recommendations of the 28th Meeting of CJSC.

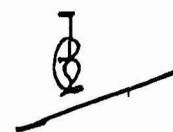
Secretary (Staff side) pointed out that the proceedings of the last meeting of the CJSC have not been recorded properly and two important issues, as given below, have not been incorporated:

- (1) Holding of common IJSC elections for all institutes simultaneously.
- (2) Inclusion of IJSC Secretaries in CJSC meetings.

At this stage DG, ICAR informed that since these two issues have been included in the present agenda, a view will be taken on the basis of merit of the case. After further discussion, proceedings of 28th Meeting of CJSC was confirmed and Action Taken Report was accepted. Thereafter, the Secretary (SS) placed the Agenda Items before the CJSC one by one for discussion. The abridged version of the agenda items and discussions thereon are as under:

B1 Strengthening of Joint Staff Council

- (a) Placement of CJSC Secretary at Krishi Bhavan, ICAR Hqrs. and similarly IJSC Secretaries at their respective Institute's Hqrs. with necessary facilities for the tenure period of 3 yrs. as in the case of National JCM.



- (b) Holding of Joint Staff Council elections for all Institutes at a time by declaring a common date for all.
- (c) Conduct of CJSC meeting in every four months and IJSC meetings in every two months as in case of National JCM.
- (d) Conduct of Follow-up Action Committee meeting bi-monthly.
- (e) Protection of Institute Staff Joint Council members from transfer during the period of holding office and one year after demitting membership.
- (f) Providing audio recording of CJSC meetings to the Secretary (SS) CJSC in true spirit.
- (g) Developing a mechanism for timely answering of various issues raised by the Secretary (SS), CJSC on behalf of staff/members of all ICAR Institutes and ICAR Hqrs.
- (h) Immediate steps may be taken to constitute IJSC in the Institute where IJSC is not formed. Most of Zonal Coordination Units (now became Project Directorates) have not constituted IJSCs till date in spite of mandatory requirements.
- (i) Inclusion of IJSC Secretaries in CJSC meetings as agreed by Hon'ble Chairman in the last 28th CJSC meeting held on 4th August 2011.
- (j) Secretary (SS), CJSC and his two nominees (CJSC Members) may be included in ICAR's Governing Body and similarly, Secretary (SS), IJSC and 2 IJSC members in Institute's Management Committee /Board of Management.
- (k) CJSC members may be invited to the meeting of the ICAR Annual General Meeting (AGM).

DG and Secretary, ICAR stated that some of the proposals like simultaneous elections of JSC at the Institutes and Headquarters prima-facie appear to be good suggestions. However, all the above mentioned issues have to be examined with reference to relevant rules. Having regard to the facts of the case appropriate decision will be taken on the merits of the issues.

[Action: Director (P)/Director (A)/ DS (GAC)]

B2 Timely promotions for all categories of employees

Secretary (SS) pointed out that DPCs are not being conducted in time and thereby cause greater loss to the eligible employees. Institutes neglect the promotion of technical category employees assuming that their benefit accrues from the date of eligibility. The administrative/ supporting employees lose their financial benefits as the promotions take effect from the date of DPC whereas technical cadres lose status benefit from the actual date of benefit. Therefore, instructions may be issued to all concerned to hold DPC meetings well in advance i.e., at least 03 months in advance of the due date of promotion.



It was clarified that the DPCs are being held in time at the ICAR Headquarters. Delay, if any, in holding the DPCs at any Institute may be brought to the notice of the Headquarters so that the erring Institutes can be asked to take timely action. It was also felt that there is considerable improvement in timely promotion of all categories of employees.

[Action: Director (Admn.)]

B3 Implementation of Rotational Transfer Policy for ICAR Hqrs.

The staff side proposed to implement the DOPT's instructions/CVC guidelines on Rotational Transfer Policy for officer from ICAR Hqrs. to institutes and vice-versa by declaring ICAR Hqrs. as Central Secretariat. Non-implementation of these guidelines has been creating power centres at ICAR Hqrs. which are not interpreting the rules in the right spirit whereas courts of law are interpreting the same in favour of employees. When the posts of Joint Directors (Admn.) have been created for national institute like CIFE Mumbai and IVRI Izatnagar, the incumbents who got promoted to these posts have not joined in the respective institutes and instead they stayed back in ICAR Hqrs., New Delhi.

It was informed that posting of senior officers is clearly beyond the mandate of CJSC. It is for the competent authorities to decide the transfer and posting of officers at the ICAR Headquarters and Institutes on the basis of competence and suitability of concerned officers and functional needs of the organization.

[Action: Director (Admn.)]

B4 Structured transfer Policy for ICAR Institutes

Staff side pointed out that Institutes having regional stations are bound to transfer employees on functional requirements. But there are also instances that these transfers are being misused as a measure of punishment. Hence there is a need for formulating structured and transparent transfer policy in the interest of organization. They proposed to constitute two committees for (1) ICAR Hqrs. and (2) ICAR Institutes for formulating guidelines in this regard wherein the Secretary (SS), CJSC and his two nominees may be included.

It was felt that in the cases of lower staff, their hardship would be taken into consideration while transferring them from one place to another. As far as possible low level employees should not be transferred from their place of posting.

[Action: Director (Admn.)]

B5 Qualifications prescribed for Cat-I to III need to be revised considering the experience as the main factor.

The staff side proposed that the Council may consider BE/B. Tech qualification for T-6 positions as in the case of CSIR and other government bodies. If BVSc/MBBS degree holders are eligible for T-6 posts, why not BE/B. Tech candidates? This issue may be considered on priority as most of the existing qualified engineers in ICAR institutes are deprived of promotions to Cat. III and thereby compelling them for trying to shift to other government



bodies. Similarly, diploma holders having 10 years of experience in Cat-II may be allowed to be promoted to the Cat-III as done in the past. This will boost the morale of existing employees.

In the same manner, ITI diploma holders may also be considered for promotion to Cat-II and III after considering their experience of 10 years in the lower grade. These provisions may also be extended to the disciplines of Catering, printing, photography, driver, mechanic, Para-medical, canteen etc. who were placed in technical category.

DS (TS) explained that persons with the qualification of B.E./B. Tech. under the functional group 'Workshop and Engineering Staff' are being granted promotion to the grade of T-6 under Category-III w.e.f. 24.2.2006. Therefore, there should be no grievance on account of this. Likewise diploma holders in Engineering having 10 years of experience in Category-II are being allowed to move to Category-III (T-6 and above) w.e.f. 24.2.2006. However, if there is any confusion in this regard, it will be clarified.

[Action: DS (TS)]

B6 Change in grading/marks for technical personnel for assessment/ promotion.

Staff side raised the issue of grading in assessment system for technical personnel which is creating problems as the controlling officers (scientists) are either not willing to give 70% benchmark for "very good" grading or not aware of fact as to what grading is to be given for getting promotion. In normal circumstances, scientists are writing "good" grading in ACRs of technical personnel which is depriving them from getting further promotions. As on today, technical staff, say T-5 can only be promoted to T-6 if he/she gets 5 very good CRs for the entire 5 years period of assessment. The benchmark for next promotions has become highly difficult for majority of employees. Hence, one time relaxation may be given to those T-5 and above personnel who could not get promotion on these grounds due to non-clarity on this issue by upgrading their ACRs from 'Good' to 'Very good' on merits.

It was clarified that the response of the Council in this regard has been made clear in the earlier meeting with CJSJSC representatives. It is not possible for the Council to compromise standards in the matter of promotions given as personal to those involved and not against vacancies. It was informed that lowering benchmark cannot be agreed to.

[Action: DS (TS)]

B7 To bring clarity on fixing qualifications for technical posts for direct recruitment/assessment.

Staff Side expressed doubts over qualifications prescribed for technical posts and requested for clarity on fixing qualification for technical posts for direct recruitment/assessment. They have also requested that Graduation (three years course after plus 2) and Post Graduation (2 years course after Graduation or 4 years course after plus 2) degree holders may be made eligible for direct recruitment/assessment for T-3 and T-6 posts respectively. BE/B. Tech/BVSc/MBBS etc. 4 years courses may be made eligible for entry (direct recruitment/assessment from T-5 to T-6) into Cat.-III. In the same manner,



Graduation/Post Graduation in Agril. Economics/Statistics/Sociology/IT/Computer Science etc. qualifications may also be considered for Cat-II and Cat-III respectively

It was explained that graduation/post graduation in the relevant field is already a minimum qualification for direct recruitment to the grade of T-3/T-6 respectively. The relevant field has to be determined with reference to functional group in which the technical employees are to be selected through direct recruitment/assessed for promotion.

The position with regard to B.E./ B.Tech. for assessment promotion to T-6 has already been mentioned in item No. B-5. For direct recruitment only those with qualification of M.E./M.Tech. are eligible to apply for the post in Category III. The direct recruitment of medical Officers is not allowed in category III under the functional group Medical and Para medical staff. As regard to the various subjects to be made eligible for recruitment to posts in category II & III, it has already been stated in the previous para that the relevance of the subject for a post will be determined with reference to the functional group in which the technical employees are to be selected/assessed for promotion.

[Action: DS (TS)]

B8 Creation of T-10 posts for promotional benefits to the stagnating T-9 of ICAR.

Staff Side pointed out that many highly skilled and qualified people are stagnating at T-9 level for not having further promotional avenues and requested to create T-10 posts as done by CSIR and other scientific organizations.

Creation of new grades/posts is banned by the Ministry of Finance. As the creation of a new grade of T-10 in the PB-4 with the grade pay of Rs. 8700 would involve a fundamental change in the structure of technical services, it should be taken up by the technical officers as and when the next Pay Commission is constituted.

[Action: DS (TS)]

B9 Removal of disparity in the pay scales in respect of Assistants/Steno of ICAR Hqrs. and Instt. and preparation of a combined cadre for Assistants and above position in ICAR.

Staff Side raised the issue and requested to bring parity of pay scales between Assistants and stenographers of Hqrs. and Instt. on merits. Further, it was also requested to prepare a combined seniority list of Asstts. of ICAR Hqrs. and Instts. to remove disparity.

The matter relating to unification of administrative posts of ICAR headquarters and ICAR Institutes was earlier examined in ICAR in depth with all possible ramifications and it was decided that unification may be done from the level of US/Sr. A.O. and above. While every issue cannot be reopened at all times, yet in view of the views explained, the matter can be examined on merit again, keeping in mind the views of those concerned and affected by the decision. Proposal regarding higher pay scale was sent to MoF several times in the past for consideration but the same was not agreed to. A fresh proposal can be sent to the Ministry of Finance, Deptt. of Expenditure for re-consideration in the light of recent judgement of Hon'ble CAT PB, New Delhi in a case filed by IARI Stenographers Association.

[Action: Director (Admn.)]



B10 Absorption of ICAR employees on deputation to other ICAR institutes and ICAR Hqrs.

Staff Side submitted that at many Institutes, the posts like AAO, Assistant, UDC, PS, PA etc. have been filled up on deputation basis as no candidate in feeder grade post is available for promotion. They requested the Chairman that the deputationists at such Institutes may be allowed to be absorbed on permanent basis, where persons in feeder grade post are not affected.

It was decided that the individual proposal may be referred to the Council for examination in the light of relevant Recruitment Rules and ramifications on the feeder cadre.

[Action: Director (Admn.)]

B11 Promotional avenues to JAOs/Assistants

Staff side expressed their concern that in the offices like C&AG/Railways/P&T, JAOs get promotion as Asstt. Accounts Officers after completion of 3 years of service whereas as per recently modified Recruitment Rules for AFAOs of ICAR, JAOs with 5 years services have been made eligible for promotion to AF&AO. At many Institutes of ICAR, under failing clause of the Recit. Rules, the posts of AF&AO are filled by direct recruitment/deputation which blocks the career of existing JAO and ICAR Audit and Accounts Exam qualified candidates. CIFE, NRC on Yak, NRC on Equines, NRC on Mithun are the examples where the recruitment has been made from the open market. The number of JAOs in this category is less than 10 in number. Hence, proposal to amend the RRs for the post of AF&AO may be taken up on priority. This can be examined on merit.

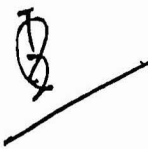
The Staff Side further pleaded that the posts of AAO which are filled by promotion of Assistants may also strictly be filled by internal candidate from the institute concerned, failing which by deputation from other ICAR institutes, failing which on permanent absorption basis from other Institutes, to reduce the stagnation among the Assistants of ICAR system. The practice of filling these promotional posts from open market may immediately be stopped.

As per existing provisions of the Recruitment Rules, the posts of AF&AOs and AAOs are to be filled up by promotion/LDCE of existing employees in feeder grade. Direct Recruitment against these posts have to be resorted to only when all other options of recruitment have been exhausted. The individual employees of ICAR can also compete for this post through open recruitment process. However, this issue can also be examined on merit.

[Action: Director (Admn.)]

B12 Promotional opportunities for the Skilled Supporting Staff,

The Staff Side requested to fill up the vacancies of LDC/T-1 positions from amongst the eligible Skilled Supporting Staff, as one time measure, before the vacancies are filled up from open market.



Recruitment Rules for the post of LDC has been modified recently strictly in the light of DOP&T's guidelines. As per the modified RR, 85% of the vacancies of LDC have to be filled up by DR, 50% by promotion of existing SSS and 10% by LDCE open to SSS. The Staff Side requested that vacancies in the grade of LDC/T1 may be filled up only by the promotion of existing SSS as a measure of one time relaxation in the Recruitment Rules for the post of LDC/T-1.

In the recent past, ICAR had relaxed the RR for the post of LDC vide its letter No. 22 (9)/2009-E.III dated 6/1/2009 that all the DR vacancies arising in the years 2006-07 and 2007-08 would be filled up 40% by promotion and 60% by LDCE from the grade of SSS (erstwhile Group 'D') as a measure of one time relaxation. Hence, no further relaxation is possible for this post.

[Action: Director (Admn.)]

B13 Next meeting of CJSC

Staff Side requested to hold next meeting at CARI Port Blair. This is a long pending issue which has been raised in several CJSC meetings.

The venue of the next meeting will be decided by the Chairman, CJSC.

[Action: DS (GAC)]

C Additional agenda

After discussion on the agenda items, the CJSC members attending the meeting at the designated Video Conferencing Centres raised the following additional agenda items with the permission of Chairman, CJSC:

CIBA Chennai

C1 No promotion for Skilled Support Staff and LDCs.

The CJSC members of CIBA and CTCRI Kasaragod pointed out that LDCs and SSS are not getting promotion even after putting in 15-20 years of service.

[Action: Director (A)]

C2 AAOs not at par with T-5

The CJSC members highlighted the issue that AAOs are not getting service benefits like reimbursement of newspaper subscription etc. like Technical personnel (T-5).

[Action: Director (A)]

NDRI Karnal

C3 Non-conduct of examination for JAO during the last 5 years.

The CJSC members pointed out that JAO examination has not been conducted during the last 5 years.

[Action: Director (A)]



C4 Disparity in grade pay of Hqrs. & Institutes pay scales.

The CJSC members pointed out that there is disparity in the pay scales of Hqrs. and Institutes.

It was clarified that the matter was sent to Ministry of Finance but the request was not acceded to.

[Action: Director (A)]

C5 Advance increments and timely assessment of technical personnel

The CJSC members requested for advance increments and timely assessment of technical personnel.

[Action: DS (TS)]

NBPGR, New Delhi**C6 Status of Pandey Committee for technical personnel**

Sh. Mithlesh Narayan from IARI requested to know the status of the Pandey Committee constituted for technical personnel and action, if any, taken on the report/recommendations.

[Action: DS (TS)]

C7 ICAR Sports be held annually as is being held now.

CJSC Members raised the issue of ICAR Sports and requested that the Sports tournament may be held annually (not once in two or four years) and the status quo may be maintained.

[Action: DS (GAC)]

IIPR Kanpur**C8 Facility of CGHS dispensary to Institutes**

CJSC Members of IIPR Kanpur requested for providing CGHS facilities for their Institute.

[Action: Director (P)]

C9 Best 5 year's ACRs for promotion of technical personnel.

The members requested that instead of taking into account last 5 year's ACRs, best 5 year's ACRs be taken for promotion.

[Action: DS (TS)]

CIAE Bhopal**C10 ICAR Quotas in State Agricultural Universities**

CJSC members requested that ICAR quota may be introduced for admission into State Agricultural Universities.

[Action: DS (Edn.)]



C11 No benefit of Cadre Review to lower grade staff

Implementation of Cadre Review in ICAR has not benefited the lower grade staff as no additional posts were created for them.

It was clarified that the lower grade staff members have also got benefits from Cadre Review through chain effect promotion.

[Action: Director (Admn.)]

C12 Disparity in the grade pay of Stenographers in ICAR Institutes and ICAR Hqrs.

CJSC members pointed out that the disparity in the grade pay of stenographers posted at ICAR institute and ICAR Hqrs. may be removed.

[Action: Director (Admn.)]

CRI/AF Barrackpore**C13 Parity in grade pay of ICAR Hqrs. and Institute pay scales**

CJSC members pointed out that there is disparity in the pay scales of Hqrs. and institutes. Necessary corrective action may be taken to bring parity.

[Action: Director (Admn.)]

C14 CGHS facility for ICAR employees at Ranchi

CJSC member from IINRG, Ranchi requested for providing CGHS facilities for ICAR employees posted at Ranchi.

[Action: Director (P)]

NAARM Hyderabad**C15 Issues raised by the members at NAARM, Hyderabad not audible**


The issues raised by the CJSC members at NAARM, Hyderabad were not audible. Therefore, Secretary, ICAR asked Secretary (Staff Side) to submit these issues for incorporation in the proceedings. However, these have not been received so far.

NASC Complex, New Delhi**C16 DoP&T guidelines not implemented by Headquarters**

Sh. Devender Kumar, CJSC Member pointed out that the ICAR Hqrs. is not implementing the DoP&T guidelines regarding posting of Secy. (SS) of CJSC at the headquarters of the Deptt./office.

[Action: Director (P)]

The above issues raised by the CJSC members have been noted down for examination with respect to relevant rules and appropriate decisions will be taken.


18/4/12