



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

F. No. GAC/4-3/2015-CDN

Dated 29th July, 2015

Sub: Proceedings of 34th meeting of Central Joint Staff Council (CJSC) held on 6th July, 2015 through Video Conferencing at NAS Complex, New Delhi – regarding.

A copy of the proceeding of the 34th Meeting of Central Joint Staff Council (CJSC) of Indian Council of Agricultural Research held on 6th July, 2015 in NAS 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 by 17th August, 2015.

Hindi version of the proceedings follows.

**(Sujit K. Mitra)
Director(GAC) &
Member Secretary, CJSC**

Distribution:

1. Sr.PPS to D.G., ICAR
2. PPS to Secretary, ICAR
3. All Official/Staff Side Members of the CJSC(by name)
4. Sh.Chandrashekhar, Secretary(SS), CJSC, National Research Centre on Meat, Chengicherla, Hyderabad – 500 039
5. All Directors/Project Directors off ICAR Research Institutes. It is requested that the proceedings of the meeting may also be circulated to Regional/Sub Centres.
6. Sh.Hansraj, ISI for uploading the Proceedings in the ICAR web-site.
7. All Officers/Sections of ICAR at Krishi Bhavan/Krishi Anusandhan Bhavan/NAS Complex, New Delhi.
8. Hindi Section for translating the CJSC proceedings

Proceedings of the 34th Meeting of Central Joint Staff Council held on 6th July, 2015 at Committee Room No. 3, NASC, New Delhi under the chairmanship of Director General, ICAR

The Director General, Dr. S. Ayyappan welcomed all dignitaries present in the committee hall as well as all CJSC members present at the specified centres connected through video conference network. Thereafter, the following agenda items were discussed:

1. Prevention of harassment of IJSC/CJSC members.

The staff side presented that transfers of IJSC/CJSC members on punitive grounds must be stopped as they are leading to mental and financial distress to the effected members. The staff side expressed concern on subsequent transfer of Mr. Kankate, IJSC Member made by the NBSSLUP. The staff side stated that the transfers of CJSC/IJSC members are mostly vindictive in nature, and made an appeal to inform all institutes to avoid further transfers till a Transfer Policy is made and implemented.

The Chairman assured the staff side members that the transfer of Mr. S.K. Rath, UDC and Sh. Kankate, IJSC Member, NBSSLUP, Nagpur would be examined. The staff side was informed that the 1986 circular regarding transfer of CJSC/IJSC members will also be recirculated to all Institutes and it would also be ensured that the transfers of the members are considered by the Transfer Committee of the Institutes constituted for the purpose, and the transfer policy is followed judiciously by the respective Institutes. Further, the Chairman also agreed to constitute a committee comprising of Dr. A.K. Srivastava, Director, NDRI, Karnal, Director (GAC), DS (Personnel), Secretary (SS), CJSC and Secretary (SS), HJSC to prepare guidelines for Transfer Policy for the Institutes and submit the draft recommendations by 15th August, 2015.

Action: DS(Fisheries)/DS(NRM)/DS(GAC)/US(Adm.)

2. Framing of a uniform transfer policy for ICAR employees & implementation of rotational transfer policy for ICAR Hqrs as per CVC's instructions and DoPT's guidelines.

The staff side stated that the transfer within ICAR Hqrs and between the Hqrs and the Institute have been effected; and accordingly no further discussion was held on the matter.

3. Cadre Review of administrative category.

The staff side expressed that the administrative category personnel remain stagnated in a post for 15 to 25 years and the disparity in pay scales between Hqrs. and institutes too brought resentment among the administrative personnel posted at institutes.

The staff side was informed that all institutes would be informed to conduct the DPCs six months in advance to avoid delay in implementing the promotion to the concerned; and the respective SMDs shall seek bimonthly compliance reports on

conducting DPC meetings from the Institutes so that stagnation can be mitigated to some extent. It was also decided to constitute a Cadre Review Committee in which one representative each from the institutes IARI/IVRI/NDRI; CJSC and HJSC will be a member.

Action: US (Admn.)/All SMDs

4. Cadre Review of Skilled Support Staff category.

Sh. Deepak Kaul, CJSC member from CSWR&TI stated the necessity for regularisation of Temporary Status Labourers/Workers as Skilled Supporting Staff (SSS) at the respective institutes as they have been working for many years and are on the verge of retirement without getting adequate benefit. The staff side also requested to call for information from all institutes about status of TS Workers and to make an effort for their regularisation.

It was decided that the Cadre Review Committee will look into the matter for cadre review in respect of SSS employees.

Action: US (Admn.)

5. Formulation of procedure instructions/ criteria for assigning marks in written/ interview, educational qualification/ experience etc for filling of technical posts in the institutes.

It was informed that the selection procedure for the post of T-1 and T-3 in all functional groups have been placed before the Governing Body and necessary guidelines will be issued shortly. The request of Sh. Waghela, CJSC member from CIFE, Mumbai for relaxation in qualifying marks in typing test for the recruitment to the post of LDC was not agreed. The Institutes will be asked to specify in the advertisement the location where the vacancies exists namely the Regional Station/Centres etc.

Action: DS (TS)/ All SMDs

6. Constitution of a committee for resolving anomalies in technical category.

Shri Sheilendra Shah, CJSC Member from IVRI expressed his concern on withdrawal of three advance increments given earlier to the technical personnel after completion of 5 years of service in the grade.

The staff side was informed that only one advance increment is permissible under the rules which will be given on the recommendations of the Assessment Committee. It was further informed that a committee is being constituted for examining the anomalies and confusion over qualification etc. of technical category to address this issue.

Action: DS(TS)

7. Constitution of a committee for resolving anomalies in technical category.

The Staff side requested for relaxation of qualification for Skilled Supporting Staff for their entry to T-1 Technical category.

The staff side was informed that this issue shall be placed before the committee to be constituted as stated at point No.6.

Action: DS (TS)

8. Constitution of ICAR Sports Committee at national level.

The staff side desired to improve the conditions of sports with necessary inputs as the sports is not only for recreation of the participants but also an avenue to interact among the personnel from other institutes for a few days and thereby develop a harmonious relationship among all.

The staff side was informed that National Sports Committee will be constituted including the representatives of the five zones viz., North, South, East, West and Central to look into various issues relating to sports. The names of the five members shall be forwarded by the Secretary (SS). It was further informed that the following have already been enhanced relating to ICAR sports :

- i) The grant to organising Institutes enhanced from Rs. 2.00 lakhs to Rs 4.00 lakhs.
- ii) Amount for procuring kits increased from Rs. 2200/- to Rs.2700/-.
- iii) Lodging charges enhanced by 50%.

Action: DS(GAC)

9. Providing facilities to JCM (IJSC/CJSC) machinery of ICAR & timely election before the expiry of the period/tenure of IJSC and Secretary (SS), CJSC.

Shri Nobi, CJSC Member, CIFT, Cochin asked for cancellation of recent orders issued by the Council for withdrawing provision of conducting IJSC meetings in regional centres. The staff side also requested that action against institutes should be taken if elections are not held timely before the tenure of the current IJSC comes to an end.

The staff side was informed that the IJSC members can visit the regional centre of the Institute; however, the IJSC meetings must be held at the Institute's headquarters only. Further, it was decided that all institutes shall be informed to conduct the IJSC meetings at regular intervals and the number of IJSC meetings held during the last one year will be sought from all institutes; and would be placed before the next CJSC meeting. Moreover, all the Institutes will be asked to send quarterly reports regarding the necessary amenities viz., accommodation with furniture, computer, telephone, typing assistance etc being provided to the IJSC members.

Action: DS(GAC)

10. Special relaxation/facilities provided to the officials posted in NE/NEH Region, Andaman & Nicobar, Jammu & Kashmir.

The staff side submitted that various posts like Administrative Officer/Finance & Accounts Officer/Asst. Administrative Officer/ Asst. Finance & Accounts Officer

are lying vacant since long in NE/NEH regions and remote places like Andaman & Nicobar Islands, Himachal, Uttarakand and also in places like Jammu & Kashmir. The NRC on Yak, Mithun, Orchid, Pig, CITH, Srinagar, CARI, Port Blair and VKPS, Almora are few institutes to name in this category. Even the IVRI Regional station at Mukteshwar Uttarakand, is handicapped by vacant posts. The staff side suggested to make a provision for filling the posts of AO/FAO/AAO/AF&AO at those institutes located in remote areas on permanent transfer by means of promotion from the interested and eligible Assistants/AAOs/AF&AO/Assistants/JAOs respectively from ICAR institutes.

The staff side was informed that the provision of facilities for officials posted in NE/NEH Region will be examined as per DoPT guidelines.

Action: US (Admn.)/All SMDs

11. **DPCs in case of all categories be held well in advance to provide timely promotion and avoid frustration among the stagnating/retiring employee.**

The staff side was informed that the matter will be examined as decided in agenda no.3.

Action: US (Admn.)/All SMDs

In the concluding remarks, the Chairman agreed to convene the next meeting of CJSC in September, 2015.

The meeting ended with a vote of thanks to the Chair.