

**STATUS OF ACTION TAKEN BY THE CONCERNED IN RESPECT OF DECISIONS OF THE 25TH CJSC MEETING HELD AT NASC
COMPLEX, NEW DELHI ON 26-27 APRIL, 2006**

S. No	GIST OF AGENDA ISSUE	GIST OF DECISION TAKEN VIDE 25 TH CJSC MEETING AT NASC	OFFICER TO WHOM ACTION PERTAIN	ACTION TAKEN
	Meeting of Secretary on 26th April, 2006			
1	<u>ITEM NO. 1 & 2</u> ASSESSMENT PROMOTION TO ADMINISTRATIVE AND SUPPORTING STAFF.	While discussing the Action Taken on Assessment Promotion to the Committee regarding the assessment system on similar lines as for technical services, does not seem possible to accept as the service matters in administrative cadres/supporting staff of ICAR follows GOI rules/guidelines, mutates mutandis, wherein there is no provision for assessment promotion. However, Secretary(SS) CJSC requested the Chairperson to take up this issue for discussion in the next days meeting to be chaired by DG, ICAR. Chairperson & Secretary, ICAR stated that they are free to discuss the issue with DG, ICAR.	DS(A)/US(A)	Latest position is as stated in ATR of Item No. 2 of the proceedings of DGs Meeting.
2	<u>ITEM NO. 5</u> RELAXATION IN LIMIT OF CHANCES TO APPEAR IN A & A EXAM.	It was decided that number of chances as existing in the office of CAG of India for similar examination i.e SAS exam shall be adopted in ICAR also, as well.	DD(F)	A circular to convey the decision to enhance the number of chances to appear in the said examination from five to six chances is issued vide Letter No. 5-1/2000-Cdn(A&A) Pt. Dated 25 th May, 2006
3	<u>ITEM NO. 6</u> REMOVAL OF DISPARITY IN THE PAY SCALE OF RS. 1640-2900/- (PRE-REVISED) FOR ASSISTANT/STENOGRAPHERS OF THE INSTITUTES.	The issue of extending the pay scale of Rs. 1640-2900 (pre-revised) to Assistants and Stenographers working in the ICAR institutes, w.e.f 1.1.1986 at par with the similarly placed staff of ICAR Hqrs. Was deliberated. It was decided that demand is genuine and as such the issue would be resolved immediately.	DS(A)/US(A)	This is a complicated issue and is still being examined in consultation with Internal Finance.
4	<u>ITEM NO. 8</u> RESTRUCTURING OF CADRES IN ADMINISTRATION.	It was informed that such institutes which don't have even a single post of AAO and AF & AO, have been identified and the posts of AAOs have already been redeployed to such Institutes. However, the redeployment of AF & Aos could not be taken up for want of matching saving. It was decided to take up the issue with the Ministry of Finance.	DS(A)/US(A)	Latest position is as stated in ATR of Item No. 1 of the proceedings of DGs Meeting.

5	<p><u>ITEM NO. 9</u></p> <p>COUNTING OF RENDERED SERVICE IN T-1-3 GRADE FOR COMPUTATION OF 5 YEARS FOR SUBSEQUENT MERIT PROMOTION.</p>	<p>The item was discussed in length. The Secretary(SS), CJSC, pointed out that as per the decision in the last meeting, the item was to be reviewed on file. On this Chairperson agreed to review the long pending issues after the decision by the High Court where the next hearing is due on 5.5.06</p>	<p>Dir.(P)/US(TS)</p>	<p>Council's Writ Petition(Civil) No. 2869/2001 filed in the Hon'ble High Court of Delhi in the case of Dr. S. B. S. Parihar and another was taken up by Hon'ble High Court of Delhi on 30.7.2007.</p> <p>Dr. S. B. S. Parihar is working at CPRI, Simla. The matter has been Adjourned Sine Die in view of the similar matter in the case of Shri Babulal Prijapati wherein Hon'ble Supreme Court has granted leave and Civil Appeal of Shri Babulal Prajapati and others is pending before Hon'ble Supreme Court. Shri Babulal Prajapati lost the case in CAT, Rajasthan Bench and again in the High Court of Rajasthan. He has now filed the case in the Hon'ble Supreme Court and the dates have not yet been fixed in Supreme Court for hearing. As far as the case of Dr. Parihar is concerned, he won the case in CAT, Pr. Bench, New Delhi against which the Council filed a Writ Petition as stated above in the Hon'ble High Court of Delhi.</p> <p>As the matter is sub-judice, it is not possible to offer any comments.</p>
6	<p><u>ITEM NO. 10</u></p> <p>SPECIFYING THE QUALIFICATIONS FOR DIFFERENT FUNCTIONAL GROUPS</p>	<p>On this issue following decisions were taken:</p> <ol style="list-style-type: none"> The classification about the names of subjects covering in Social Sciences will be issued. So far as exclusion of the mathematics subject from the qualifications of other staff, the member was advised to give representation to Director(P) who will have a look over it. On the issue of equivalence of qualifications for photographers, the member from IARI was advised to discuss the matter with US(TS), ICAR. 	<p>Dir.(P)/US(TS)</p>	<p>The issue of classification of subjects to be covered under Social Science was taken up with DDG(Extn) and DDG(CS). Their comments have been received but approval of the Competent Authority will be obtained for the classification of subjects under Social Science after receiving the concurrence from the Min. of Fin. To the amendments made by the ICAR in the TSRs during 1995-96, as the clarification at this time will lead request for promotion of Technical personnel who are having qualifications in the subjects concerned.</p> <p>As far as the point 2 is concerned, no representation has been received for the addition of Mathematics subject under the sub-group of "Other Staff". This issue will also be examined after receiving</p>

				<p>clearance from the MoF.</p> <p>A reply has already been sent to IARI clarifying the requisite position in the case of Shri Nanak Chand, Photographer vide Lr. No. 19(33)/04-E.IV dated 9.9.2006 (copy enclosed)</p>
7	<p><u>ITEM NO. 11</u></p> <p>AUTOMATIC PLAEMENT OF TECHNICAL PERSONNEL FROM T-1-3 TO T-3 AS PER MODIFIED TSR IRRESPECTIVE OF QUALIFICATIONS</p>	<p>After detailed discussions on the issue, the Chairperson advised the Staff Side to submit a detailed note in this regard and agreed to get it examined the issue to provide one more chance to exercise option to the Technical Staff for adopting revised TSR 3-2-2000 or pre-revised TSRs.</p>	<p>Dir.(P)/US(TS)</p>	<p>As per the revised grade structure, technical personnel in T-2 grade and possessing the qualifications, as prescribed under the notification dated 3.2.2000 for Cat. II for direct recruitment, would be eligible for assessment promotion to T-3 grade after five years of service while those not possessing such qualifications shall become eligible for assessment promotion to T-3 grade only after 10 years of service in T-2 grade. However, it is important to mention here that T-3 grade in the revised Technical Service Rules comes under Cat.II. The minimum prescribed qualification for recruitment /promotion against T-3 grade is Bachelor's Degree or equivalent qualification. The removal of category bar in 1995 and further in 1999 – 2000 was approved by the Governing Body after considering Council's proposals that promotions from one category to another category will be allowed subject to the employee's fulfilling these qualifications. Hence, category bar on promotion of employees had been removed with a view to encourage the employees to improve upon their qualification. It was in this background that only those employees who fulfilled the qualifications prescribed for Cat. II were placed in T-II-3 grade) now T-3 grade) and those who did not possess these qualifications, were placed in T-I-3 grade. Keeping in view all these facts, any further concessions for placement in higher grade without acquiring the prescribed qualification may not be possible as the same will be against the very spirit of removal of category bar.</p>

Items discussed in the meeting of Chairman, CJSC & DG, ICAR on 27 th April, 2006				
1	CADRE REVIEW OF ADMINISTRATIVE CATEGORY	<p>Secretary (Staff Side), CJSC, presented the Agenda. He explained the issue in detail about the ongoing stagnation being faced by Staff/Officers. The Chairman told that a cadre review was undertaken for Group B and C posts in 1988-1999 in which a total of 989 posts were upgraded. However, the Special Audit objected to this exercise as it was inter alia contended by them that all Cadre review proposals require the examination of DOPT and then the Ministry of Finance. The Chairman was of the opinion that any further exercise relating to cadre review can be taken up only after the Audit Para relating to the earlier cadre review is dropped.</p>	D.S (A)	<p>During 1998-99, a cadre review exercise was undertaken in the Council and a total of 989 posts in Gp. B & C were upgraded with the surrender/abolition of 160 Gp. C posts with the concurrence of FA, DARE/ICAR and with the approval of Secretary, DARE & DG, ICAR. However, the Special Audit objected to this exercise as it was inter alia contended by them that all Cadre Review proposals require the examination of DOPT and then the Ministry of Finance. The relevant file was submitted for seeking ex post facto approval of Ministry of Finance. The MOF has now held in its U.O. Note dated 9.7.2007 that the cadre review exercise of Gp. B & C posts, which was carried by ICAR during 1998-99 whereby 989 posts were upgraded, is found to be within the purview of the FA(DARE) as per the extant instructions existing at that time.</p> <p>The Finance Division of the Council is taking the up matter with CCA office for dropping the Audit Para No. 8 of the Special Audit Report.</p> <p>Modalities are being worked out for carrying out a fresh cadre review of all administrative posts in the entire ICAR system.</p>
2	INTRODUCTION OF ADMINISTRATIVE SERVICE RULES IN THE ICAR SYSTEM	<p>Secretary,(Staff Side) presented the Agenda. He informed that ICAR was functioning as a Central Government entity till it was given the autonomy by virtue of Government of India the status of autonomous body, its own rules and by laws were framed Mutatis-Mutandis to Central Government Rules and instructions. The ASR & TSR were implemented with certain modifications from time to time. After forty years from getting autonomy it is found that even CSS rules are not implemented ICAR System. He requested that introducing separate Administrative Rules in ICAR will not only boost the morale of the staff but it will also act as a deterrent to the</p>	DS(A)	<p>It may be submitted that for the service conditions / promotions etc. of the administrative staff of the Council, Government of India rules, regulations and guidelines are being followed mutatis mutandis in the Council. In this context, it is relevant to mention that the Assured Career Progression Scheme of Govt. of India - to remove stagnation of the employees - has been adopted and is being implemented in the Council . ICAR has framed its own set of Recruitment Rules for various posts in the Administrative Cadre keeping in view the relevant instructions/guidelines of the Govt. of India. No action is called for on this item.</p>

		<p>growing disappointment and frustration among the administrative staff. He proposed that ICAR should make its own rules and policy, recruitment rules etc. for all administrative and supporting staff posts i.e. Administrative Service Rules in the ICAR system.</p> <p>It was informed by Chairman that for service conditions/promotions etc. for the administrative staff of the Council Government of India rules, regulations and guidelines are being followed Mutatis-Mutandis in the Council. It was cited that ACP scheme of Government of India has already been implemented in ICAR to take care the stagnation of the employees. ICAR has also framed its own set of Recruitment Rules for various posts in the administrative category.</p>		
3	RESTRUCTURING OF CADRE STRENGTH IN ADMINISTRATIVE / SUPPORTING STAFF CATEGORIES IN THE COUNCIL	<p>Secretary(Staff Side) had informed that GOI has recently revised the Cadre Strength for CSS vide DOPT Order No.21/37/03-CS dated 28.10.2003. In this exercise, the various ratios fixed between the lower and higher posts appear quite satisfactory in order to remove stagnation in all the grades in administrative Cadres. For example the cadre strength between Section Officer and Under Secretary in CSS is 2 : 1 whereas the ratio in ICAR is about 7 : 1. Due to this imbalance, there is a grave stagnation in all the grades in the Council. With the result the administrative staff has to wait for promotion for years together which is somewhere around 20 years or even more. It was therefore proposed that a review of all the posts in the system may be made and appropriate restructuring of Cadres in all administrative posts may be made preferably on CSS pattern.</p> <p>The Chairman, suggested to the Staff Side to first of all go through the Brahma</p>	DS(A)	<p>During 1998-99, a cadre review exercise was undertaken in the Council and a total of 989 posts in Gp. B & C were upgraded with the surrender/abolition of 160 Gp. C posts with the concurrence of FA, DARE/ICAR and with the approval of Secretary, DARE & DG, ICAR. However, the Special Audit objected to this exercise as it was inter alia contended by them that all Cadre Review proposals require the examination of DOPT and then the Ministry of Finance. The relevant file was submitted for seeking ex post facto approval of Ministry of Finance. The MOF has now held in its U.O. Note dated 9.7.2007 that the cadre review exercise of Gp. B & C posts, which was carried by ICAR during 1998-99 whereby 989 posts were upgraded, is found to be within the purview of the FA(DARE) as per the extant instructions existing at that time.</p> <p>The Finance Division of the Council is taking the up matter with CCA office for dropping the Audit Para No. 8 of the Special Audit Report.</p>

		<p>Committee Recommendations on which the Cadre re-structuring of CSS has been made. In case, they agree with it, the proposal may be taken up again. He further told the Secretary, Staff Side to take the copy of the Report and scheme from Director(P) and discuss it with other staff members and should first give his views on it to Council. The matter can be discussed after that.</p>		<p>Modalities are being worked out for carrying out a fresh cadre review of all administrative posts in the entire ICAR system.</p>
4	<p>IMPLEMENTATION OF NON-FUNCTIONAL SCALE OF RS.8000-13500/- TO THE SECTION OFFICERS/AAO, AND PAY SCALE OF RS.7450-11500 TO AF&AO AND RS6500-10500/- TO JAO.</p>	<p>The DOPT has granted a non-functional pay scale of Rs.8000-13500 to the section officer of the CSS w.e.f. 01.01.1996. Following this, 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 AAOs of the Council. Similarly the pay scale of Rs.6500-10500 and Rs.7450-11500 to JAOS and AF&AOs respectively, as extended by the GOI should be allowed to the JAOS & AF&AOs of ICAR also w.e.f. 1.1.1996.</p> <p>Chairman informed that the case of granting a non-functional pay scale of Rs.8000-13500 to the Section Officers of ICAR on the pattern of ICAR has been taken up vigorously with the Ministry of Finance at the Minister level. But it was denied each time whenever ICAR represented to the MOF for concurrence of grant of non-functional scale of pay of Rs.8000-13500 to its S.O.s. However, DG, ICAR assured that efforts will be made to put up our proposal to meet this expenditure from our own resources so that there would be no problem in awarding non-functional pay scale in ICAR also with the concurrence of MOF.</p>	DS(A)	<p>It has been decided to refer the matter relating to grant of non-functional pay scale of Rs.8000-13500 to the Section Officers to the Cabinet. However before it is referred to the Cabinet as per procedure the comments of DOP&T has been sought for. However, it may be submitted that the proposal of ICAR regarding upgradation of the pay scale of the posts of JAO and AF&AO at par with those extended to the Accounts Officer belonging to organized cadres of Central Govt. was not approved by Ministry of Finance.</p>
5	<p>REMOVAL OF MAXIMUM AGE LIMITS AND PERCENTAGE OF MARKS IN ACADEMIC QUALIFICATIONS FOR THE LOWEST WRUNG POSTS OF COMBINED CADRE OF</p>	<p>The qualifications for the post of AO is graduate with 50% marks whereas for F & AO, it is graduate with 55% marks though for both the position a combined written examination is taken. For Section Officers it is simple graduation whereas for an</p>	DS(A)	<p>This Item was not agreed to. Hence no action required.</p>

	ADMINISTRATIVE OFFICERS/ACCOUNTS OFFICERS AS WELL AS OTHER POSTS IN ADMINISTRATION.	equivalent post of AAO and AF&AO, it is post-graduate with 60% Marks. It was mentioned that in the RRs for the posts of AAO/AF&AO, as a failing clause, there is a provision for Direct Recruitment with higher qualification as the selection has to be at Institute level by interview only and not on the basis of written examination followed by Interview. Moreover any measure to lower the qualification would result in substandard manpower. As such this item was not agreed to.		
6	ADVERSE EFFECT ON PROMOTION AND SENIORITY OF LOWER ADMINISTRATIVE STAFF IN GROUP 'B', 'C' & 'D' ON INTER-INSTITUTIONAL TRANSFERS OF INSTITUTE BASED POSTS OF AAOS AND AF&AO ETC.	This issue was also discussed in the action taken report meeting on 26 th April, 2006. It was told that the matter will be further examined in order to safeguard the seniority and promotions of the effected staff members' vis-à-vis the efficient functioning of the Institutes. Chairman informed that such transfer will be resorted to correct the imbalance and where the discipline and functioning of any institute is at stake.	DS(A)	As already informed by the Chairman in the meeting, such transfers will be resorted to correct imbalances and where the discipline and functioning of any institute is at stake.
7	REMOVAL OF ANOMALY IN ACP SCHEME FOR PAS GR.II/PS (RS6500-10000) IN ICAR INSTITUTES.	<p>It was informed that PA/PS working in ICAR Institutes in the scale of Rs.6500-10500 are given the next upgradation in ACP in the pay scale of Rs.7500-12000 whereas in ICAR Headquarter the pay-scale of Rs.10,000-15200 is being extended to the PS in the scale of 6500-10500. It was requested that this anomaly may be removed and the pay-scale given at the headquarter may be extended to PA/PS of Institutes.</p> <p>It was informed that issue of granting next higher scale to PA/PS in ICAR Institutes under ACP was referred to DOPT for soliciting their clarifications. The DOPT interalia clarified that directly recruited stenographer/PA in the ICAR Institute would be entitled to a second financial upgradation in the pay-scale of Rs.7500-12000. It was mentioned that</p>	DS(A)	The matter was again referred to DOP&T. The DOP&T as recent as April, 2007 have reiterated their earlier clarification whereby the directly recruited stenographer/PA in the ICAR institute would be entitled to a second financial upgradation in the pay scale of Rs.7500-12000.

		the matter of granting pay scale of Rs.10000-15200 to PA/PS in the Institute will again be taken up and pursued with the DOPT to see that there is no disparity between Headquarter and the Institute.		
8	ACP TO SSG GRADES	<p>The ACP Scheme of ICAR Headquarters will also be implemented in ICAR Institutes where it has not been implemented so far.</p> <p>As regards four scales of SSG grades in ICAR Institutes as compared to three scales at ICAR Headquarters, representations received in this regard will be considered favourably in the Council.</p>	DS(A)	No representations have been received at ICAR Hqrs from any of the institutes, so far, in this matter. The issue will be examined as and when such representations are received.
9	WORKING HOURS FOR SSG STAFF PERFORMING THE DUTY OF WATCH AND WARD	<p>It was stated by Secretary (Staff Side) that all the SSG staff who are performing the duties of 6 ½ hrs. per day whereas 8 hrs. duties are being taken from the Chowkidar who perform duty of watch and ward is against the natural principle of justice. They proposed that 6 ½ hrs duty may also be taken from SSG staff who are performing the duty of Chowkidar.</p> <p>It was pointed out though this item already stand settled long back in 1990, further on receiving the some references from IARI the matter was referred to DOPT. The DOPT advised that in Central Govt. Offices, the excluded category of staff have different working hours and leave entitlement as compared with other categories of staff. The DOPT therefore, advised that if a person is required to perform duty of excluded category, he should adhere to the working hours of that category.</p>	Dir(P)/WS	Keeping in view the position, it may not be possible to agree to the request of the staff side to reduce the working hours of watch and ward staff from 8 to 6 ½ hours.
10	REQUEST FOR INCREASING THE PROMOTION QUOTA FROM 33.3% TO 50% FOR SUPPORTING STAFF IN TECHNICAL SERVICES AT T-1.	Secretary(Staff Side) requested that our supporting staff is stagnating and living a hard life. To provide some relief to these low paid employees, Promotion Quota at entry level (T-1) in Technical services should be increased from 33.3% to 50%	Dir(P)	The request was not agreed to in the meeting of CJSC.

		<p>for Supporting Staff. Attention is invited to the qualifications prescribed for promotion and direct recruitment at T-1 level. The qualification for promotion quota is "Matriculate with 5 years experience in the relevant field". The qualification for direct recruitment is "Matriculation with one years' trade certificate in the relevant field".</p> <p>It was informed by Chairman that prior to 1989 vacancies in promotion quota were 20% which was raised to 33.3 % in 1989. Attention is also invited to the qualifications prescribed for promotion and direct recruitment at T-1 level.</p> <p>The technical support in lab require basic knowledge of the trade and if the quota is further raised to 50% the number of trained manpower will come down. It is also important to point out that Council's employees possessing qualification for direct recruitment are eligible to apply against the remaining 67% DR quota without any age limit.</p> <p>In view of these facts chairman opined that it is not possible to further increase the promotion quota.</p>		
11	REQUEST FOR IMPLEMENTATION OF THE ELABORATED QUALIFICATIONS FOR TECH. CATEGORY W.E.F. 3-2-2000.	The Chairman discussed the matter with the concerned officers of the Official side and informed that he himself was a part of this great exercise and before issuing these orders many rounds of thorough review has been done, but still if any anomaly exists, the same may be submitted to Dir(P) through Secretary (SS), CJSC for examining the matter.	Dir(P)	Elaborated qualifications for the Technical Category in the Council have already been issued vide letter No. 19(10)/2004-E.IV dated 24 th Feb., 2006. These amended qualifications have come into force w.e.f. 24.2.2006. No anomaly has yet been reported from any quarters.
12	REVIEW OF RECENTLY DECIDED BANCHMARK FOR	To make the system more transparent DG, ICAR decided that Average or adverse CRs would be communicated to	Dir(P)	Request for review was not agreed to in the meeting of CJSC. However, it was decided that "Average" ACRs would be

	ASSESSMENT PROMOTION OF TECHNICAL EMPLOYEES.	the staff of all categories from the next year in respect of all the cadres i.e. Administrative, Technical, Scientific and Finance etc.		communicated to the staff of all categories but no representations will be entertained on this issue i.e against the 'Average remarks'. A circular has already been issued to this effect to all the institutes vide letter no. 2-1/2006-Per.IV dated 16 th May, 2006
13	REVIEW OF RECOMMENDATIONS WITH REGARD TO OUTSOURCING OF COUNCIL'S WORK MADE BY TECHNICAL ANOMALY COMMITTEE.	The Staff Side requested that the recommendations with regard outsourcing of work in technical services may be withdrawn as this will increase the work load of the present staff in the Council. Moreover it will narrow down the chances of selection on the existing posts. It was clarified that this decision is in any case is not going to adversely affect the interest of the existing employees because promotion in technical service is not vacancy linked. Every employee possessing relevant qualification is assessed for promotion after five years of service in the grade moreover the fear of increase of work load on the present staff is also unfounded because work will be outsourced. Government of India has also advised, while emphasizing the need for avoiding ostentatious expenditure, that outsourcing of routine services may be encouraged. In view of all these facts it may not be possible to agree to this demand of the staff side.	Dir(P)	The request was not agreed to in the meeting of CJSC
14	GRANT OF PATIENT CARE ALLOWANCE TO GROUP C & D HOSPITAL EMPLOYEES (NON-MIN.) WORKING AT HEALTH COMPLEXES IN ICAR.	Chairman told that the technical staff working in the ICAR health complexes are governed by Technical Service Rules and they get all benefits thereon and hence this demand cannot be accepted.	DS(GAC)	The Item not accepted hence no action.
15	DISCRIMINATION IN THE PAY-SCALES OF SR.COMPUTER	The Council has given the benefit of pay scale of Rs.425-700(pre-revised) to the Senior Computers working in various Institutes. Inadvertently in some of the Institutes like CSWRI Avikanagar, CMFRI Cochin etc. the above benefit to Sr. Computers has not been extended. Staff side request to remove this anomaly and	Dir(P)	It was clarified that pay scale of Rs. 425-600 as against the pay scale of Rs. 330-560 can be considered only in respect of these employees, who were appointed against the post of Sr. Computers created in the pay scale of Rs. 168-300. In case any such person has not been placed in the pay scale of Rs.. 425-600, the same

		<p>bring the Sr. Computers working in these institutes at par with those working in other institutes.</p> <p>The benefit of pay scale of Rs.425-600 to all Computers working in various institutes is not admissible as a matter of fact or right. It may be recalled that some posts of Computers/Sr Computers were created in the pay scale of Rs.150-240 whereas some posts were created in the pay scale of Rs.168-300(2nd Pay Commission Scales). The IIIrd Pay Commission revised the pay scale of all these posts to Rs.330-560 w.e.f. 1.1.73. Subsequently, Ministry of Finance approved higher pay scale of Rs.425-600 for such of the posts, which were created in pay scale of Rs.168-300. Accordingly, the pay scale of posts of Computers/Sr. Computers created/filled up in the pay scale of Rs.168-300 in the Council was enhanced to Rs.425-600 vide Council's circular no. 14(1)/73-Cdn(A&A) dt. 2nd Sept., 1974. The posts in CSWRI, Avikanagar and CMFRI, Cochin and some of the other institutes were not created in the pay scale of Rs.168-300. Rather, these were created in the lower pay scales for which replacement scale of Rs.330-560 was allowed. The employees of CSWRI, Avikanagar and CMFRI, Cochin have already lost their plea for higher pay scale of Rs.425-600 in the courts long back and their cases are, therefore, settled. In case, the staff side brings to the notice any case of any employee, who was recruited in the pay scale of Rs.168-300 but was not provided replacement scale of Rs.425-600, the Council will examine all such cases with a view to remove the anomaly. However, every Computer/Sr.Computer cannot be placed in the higher scale of Rs.425-600 in view of the position explained above.</p>		<p>should be brought to the notice of the Council and the Council will examine all such cases in order to review the anomaly.</p> <p>However, no such case has been brought to Council's notice till date.</p>
--	--	--	--	--

16	ENHANCEMENT OF GROUP INSURANCE SCHEME AMOUNT OF ICAR IN THE INCREASED SALARY STRUCTURE TO BENEFIT THE EMPLOYEES' FAMILIES IN CASE OF ANY UNFORESEEN EVENTUALITY.	<p>It was pointed out that amount deducted towards GSLIS and risk coverage is very nominal. It was therefore proposed that the risk coverage may be made at least double to what it is existing at present so as to enable the employees to have a better amount of risk coverage at the time of mishappening.</p> <p>It is pointed out that the ICAR is fully financed by the Govt. of India and the pay scales and service conditions of its employees are governed by the Govt. of India instructions <i>mutatis mutandis</i>. The Group Saving Linked Insurance Scheme was introduced for the employees of ICAR on the pattern of Central Govt. employees Insurance Scheme. The rates of contribution and the corresponding insurance cover were enhanced to the existing rates by the ICAR as per the rates fixed by the Govt. of India. Since the Govt. of India has not enhanced the rates of GSLIS, the proposal to enhance the rates of contribution vis-a-vis risk coverage to double the amount available at present is not possible. However, Chairman opined that this matter may be considered in consultation with LIC authorities.</p>	Dir(P)/ Per.IV	The Group Saving Linked Insurance Scheme (GSLIC) was introduced for the employees of ICAR on the pattern of Group Saving Linked Insurance Scheme of the Govt. of India. The amount of contribution deducted from the salary of the employees towards GSLIS is as per the rates fixed by the Govt. of India. The present rates fixed by the Govt. of India are on the basis of recommendations of the Fifth Central Pay Commission. Now the sixth pay commission has been constituted and it is likely that the GSLIS contribution may be enhanced by the Commission. It would, therefore, be appropriate to wait for the recommendations of the sixth pay commission before any action is taken in this regard.
17	REVISION OF MANUAL ON LIVERIES FOR GROUP C & D EMPLOYEES OF ICAR AND REVISION OF STITCHING CHARGES ETC.	Manual on liveries has not been revised since 1991. the existing reimbursement rate of stitching charges of uniform are very meager. The National Textile Corporation has closed many outlets and the availability of prescribed quality uniform clothe is scarce. The stitching charges have also increased manifold. Hence both quality and rates need revision. Further, the Directors of the Institutes may be empowered to procure the liveries articles from the open market within the eligibility limits through the Local Purchase Committees.	DS(GAC)	The Item not accepted hence no action.

		<p>It was pointed out that the ICAR follows Govt. of India/DOP&T guidelines and we cannot revise the manual on liveries on our own. The matter can be considered only after the DOP&T revises the rules on the subject. In so far empowering the Director of the Institutes to purchase liveries articles from open market, the Directors of the Institute may purchase the said items from the open market after following the provisions of new GFR where there is a provision for the same.</p>		
18	<p>AMENDMENT IN GUIDELINES FOR SPORTS TOURNAMENTS OF ICAR.</p>	<p>Chairman told that a Committee under the Chairmanship of Shri Sanjay Gupta, DS(A) comprising three other including Secretary(Staff Side) has already been constituted and that committee will look into all the aspects.</p>	DS(GAC)	<p>A Standing Central Sports Committee has been constituted vide F. No.6-1/2006 Cdn dated 17th April, 2006 for regular monitoring of the sports activities at ICAR .</p> <p>The Standing Committee considered and recommended three items in the meeting held on 19th April, 2006.</p> <p>One recommendation was turned down by the competent authority.</p> <p>One recommendation has been accepted and circulated vide Circular No. 6-5/2006-Cdn. Dated 28th March, 2007</p> <p>One recommendation for amending the earlier provision vide letter No. 6-7/2002-Cdn. 31.5.2007 and 27.7.2007 for not providing track suit if the gap between two sport meets is less than three months ie. 90 days in any case is under consideration in the light of observations of the Finance Division.</p>
19	<p>GRANT OF RISK ALLOWANCE TO GROUP C & D EMPLOYEES WORKING IN HAZARDOUS AREAS.</p>	<p>Chairman has expressed his concern on this point and decided to constitute a committee under the Chairmanship of DDG(AS) comprising some eminent professionals who will examine the matter in totality and come out with specific recommendations. He also appreciated the work done by HISDAL during the Bird Flu scare.</p>	DDG(AS)	<p>A committee under the Chairmanship of DDG(AS) with the following as its members has been constituted for the purpose.</p> <ol style="list-style-type: none"> 1. Dr. P. M. khanna, Ex-JD, CADRAD, IVRI, Izatnagar. 2. Dr. S. C. Adhlakha, Ex-Joint Commissioner 3. Dr. Lal Krishna, ADG(AH), ICAR 4. Dr. S. C. Dubey, J.D, JSADL, Bhopal.

				<p>5. Sh. Sanjay Gupta, Dy. Secretary(A)</p> <p>The meeting of the above experts was held on 6th August, 2007 and it was decided to explore the possibilities of such allowance in sister concerned Institutions under Govt. of India and need to categorize the employees handling risk material on direct or indirect basis and the same is under process of getting such information.</p>
20	ISLAND SPECIAL DUTY ALLOWANCE.	Chairman told that as per Ministry of Finance instructions Island Special Duty Allowance is not admissible. Instead some welfare activities for the staff would be initiated for the staff serving in the North-Eastern Region, Andaman and Nicobar Island and Jammu and Kashmir etc. DG, ICAR has given his consent to delegate powers to Director, CARI for lifting all employees by air in emergency.	Dir.(P) Per.IV	As per Ministry of Finance (Deptt. Of Expnd.) OM dated 22 nd July, 1998, the Govt. civilian employees posted to serve in Andman and Nicobar and Lakshdweep groups of Islands are entitled to Island Special Allowance in lieu of Special Duty Allowance admissible in the North Eastern Region. This allowance is admissible to the specified category of govt. allowance/island duty allowance is admissible to the specified categories of employees of ICAR as informed to the Director, CARI, Port Blair vide letter no. 26-2/2004-Per. IV dated 1.10.2004 read with Cdn. (A&A) circular no. 20(8)/2003-Cdn. (A&A) dated 17 th May, 2007
21	EXTENDING THE BENEFIT OF REMOTE AREA ALLOWANCE TO OTHER STAFF MEMBERS OF THE INSTITUTES WORKING IN REMOTE AREAS.	Chairman informed that Special compensatory (Remote Locality) Allowances are being paid to all ICAR employees working in institute located in remote areas irrespective of the cadre, post etc. Clarification in this regard will be issued separately to the Institutes.	Dir.(P) Per.IV	Clarification has already been issued vide Cdn(A&A) circular no. 20(8)/2003-Cdn.(A&A) dated 17 th May, 2007,
22	NON-CONDUCT OF ELECTIONS OF IJSC IN TIME.	Chairman told that the instructions in this regard are being sent from time to time. However, the list of the institutes who could not conduct elections on time may be reported to DS(GAC)by Secretary(SS) and DS(GAC) will forward instructions to conduct IJSC meeting on schedule to the defaulting institute.	DS(GAC)	Secretary(SS) has not provided any list of the Institutes who could not conduct the elections time. However, Council has of its own developing a mechanism for controlling and monitoring and to strengthen the Joint Staff Council as per the guidelines and instructions of Government of India in its true spirit. In this connection several steps have been

		defaulting institute.		<p>taken by the Council:-</p> <ol style="list-style-type: none"> 1. The instructions have been issued to all Institutes to conduct follow the Joint Council Scheme in its true spirit. 2. Schedule I related to allocation of seats to various Institutes according to their staff strength, allocation of seats at various new Institutes and revised allocation of seats to the IJSC members as per the current staff strength has been sanctioned by Competent Authority. and is circulated vide letter No. 1-1/2006-Cdn dated 22nd August, 2007. 3. Instructions have also been issued vide F. No. 1-3/2007 Cdn dated 18.5.2007 and its reminders vide F. No. 4-7/2007-Cdn dated 7.8.2007 and 21.8.2007 to conduct the meeting of IJC's timely ie. once in three months as per the approved Scheme and guidelines issued from time to time. 4. Control and check mechanism has been developed at the Council's Level by monitoring the proceeding of the quarterly meetings 5. IJC's. Reports have also been called for from all the Institutes quarterly whether they are conducting the meetings regularly or not. If not what are the reasons thereof.
23	ICAR TO REVIEW ABOUT THE FIVE-DAY WEEK SYSTEM FOR STAFF IN ALL THE ICAR INSTITUTES AT PAR WITH ICAR HEADQUARTERS TO INCREASE THE WORK EFFICIENCY AND FALL IN LINE WITH ALL OTHER CENTRAL GOVT.OFFICES.	It was informed that the matter was earlier discussed in Director's conference and it was pointed out that ICAR Institutes deal with agricultural farms as well as animal farms which contain live materials and animals. These agricultural farms requires to provide watering/manuring/weeding and other kind of maintenance on Saturdays, as well	DS(GAC)	Item not accepted hence no action

		animal livestock need to be provided with feed and maintenance on Saturdays. Functional need as stated above requires the attendance of staff on Saturdays at the Institutes. Therefore, it cannot be considered for implementation.		
ANY OTHER ITEM WITH THE PERMISSION OF CHAIR.				
24	Chairman advised Director (Finance) to make sure that all the circulars / orders / notifications are received in all the Institutes.		Dir(F)	On receipt of the Circulars/Orders/ notifications etc. from MOF as well as Council, the same are circulated immediately with the Council's endorsement to the Directors/JDs/PDs of all Research Institutes/ Project Directorates and NRCs/Bureaux as well as Project Coordinators/Coordinated Research Project/ZCs and also to the F&Aos of all ICAR Research Institutes etc and to all officers/sections at ICAR Headquarters. Such circulars/orders/notifications etc are also sent to Dr. B. N. Chattopadhyay, Media & Information Unit to place them at ICAR website immediately with the approval of competent authority.
25	Chairman decided that henceforth all the Circulars/notifications etc. will be put on the ICAR website.		DS(GAC)	A Media and Information Unit has been setup at the Council. The function of the Unit in addition to all works is to upload and place all the circulars/notifications on the ICAR website.
26	Shri Ajay Kumar Tandon, Member, CJSC from CIPHET, Ludhiana, requested that the A&A Exams of ICAR were conducted in November, 2003 and since then no exam has been conducted. Since, such exams are very helpful for the lower administrative staff, these should be conducted every year.	After hearing his views, Director(F) informed that henceforth the A&A Examination of ICAR would be conducted every year.	Dir(F)	It may be pointed out that the last A&A Examination of ICAR held during 2003 was conducted by ASRB, as this work had been transferred to ASRB alongwith all relevant files/documents etc. during 2001 with the approval of President, ICAR. Hence, the action is required to be initiated by ASRB to conduct the A & A Examinations every year. Secretary, ASRB is, however, being requested to take expeditious action in the matter.
27	Shri Suraj Prakash, Member CJSC from CAZRI pointed out that the posts of Tubewell operator were filled up in supporting staff in CAZRI. The Council has already inducted the posts of Tubewell operator in Technical Category since the year 1996. As such, these posts should have been inducted		Dir(P)	This issue has already been examined in NRM Div. Long back in consultation with Technical Service Div. The Tubewell Operators at CAZRI, Jodhpur were appointed in the Supporting Staff with the lower qualifications whereas the qualification prescribed for recruitment in Technical Category is " At least

	in technical Category at CAZRI also. The Chairman asked Director (Per.) to note this point and to see that Council's instructions which are being followed in other institutions, may also be followed in CAZRI, as well.			Matriculation" as Tubewell Operators of CAZRI were appointed in Supporting category with lower qualifications, they are continuing in that category only in accordance with the clarification contained in Council's circular no. 17(12)/95-E.IV dated 20.8.1996. The Tubewell Operators of CAZRI requested for onetime relaxation in the qualification so that they can be inducted into the T-1 grade of Technical Services. But it was not agreed to . A reply to CAZRI was sent by the Council accordingly vide letter no. 5-12/99-IA-II dated 1 st May, 2003
28	The Member from CRIDA, Hyderabad raised the issue that Drivers have been allowed to go in Category II but the mechanics have not being allowed. It was therefore, advised that he may give the case in writing and the same will be examined in the Council.			No Action.
29	Shri Yogesh Gupta, CJSC Member from NBPGR raise issue for extending the medical facilities of CGHS to the retired employees of NBPGR by sending of their remittance through IARI. The Chairman stated that he is already aware about the case and the same has been taken up with health authorities at a very higher level but they have not agreed to it.			No action
30	Shri Rajiv Kumar Sharma, CJSC member from NDRI, Karnal, raised the issue to reimburse the newspaper allowance to all the lower staff of NDRI. On this, it was told that the Council is following GOI instructions in the matter. Accordingly, the allowance is being given to the eligible staff in the institute, accordingly.			No action
31	Shri K. Charles, Member, CJSC, PDP, Hyderabad, pointed out that the maximum posts of T-1 go in abolishment as such no post remains in 33% quota for promotion as T-1. After hearing his views the Chairman			No action

	stated that from 1 st April, 2006, ban orders of GOI are not enforceable in case the ban is not imposed again. As such, in future, they will be able to fill up the new posts if occurs.			
32	A number of members from various institutes raised the difficulty that they are not able to manage compassionate appointments on account of the limit of 5% of the vacancies, hence, something fruitful may be done for the purpose. The Chairman expressed his deep concern on the genuine issue but stated that he was unable to do much in the matter as the limit of 5% of GOI is to be followed by the Council.			No action
33	Shri Rajeev Gupta, Member CJSC from IVRI requested to raise the retirement age of technical staff from 60 to 62 years i.e. at par wit the scientists, which was not agreed to.			No action.