




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

**F. No. GAC/4-8/2015-CDN**

**Dated 3<sup>rd</sup> May, 2016**

**Sub: Proceedings of 35<sup>th</sup> meeting of Central Joint Staff Council of ICAR held on 1<sup>st</sup> March, 2016 at NASC, New Delhi – regarding.**

A copy of the proceeding of the 35<sup>th</sup> Meeting of Central Joint Staff Council of Indian Council of Agricultural Research held on 1<sup>st</sup> March, 2016 at NASC, 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 within fifteen days from the date of issue of this letter.

  
( Puspender Kumar )  
Deputy Secretary (GAC) &  
Member Secretary, CJSC

**Distribution:**

1. All Official/Staff Side Members of the CJSC (by name).
2. All the Directors/ Project Directors of ICAR Research Institutes. It is requested that the proceedings of the meeting may also be circulated to Regional/Sub Centres.
3. Sr.PPS to D.G., ICAR & Chairman, CJSC, ICAR/ /PPS to FA (DARE), ICAR/ PPS to Secretary, ICAR.
4. All Officers/All Sections of ICAR at Krishi Bhavan/Krishi Anusandhan Bhavan/NASC, New Delhi.
5. Sh.Chandrashekhar, Secretary (SS), CJSC, National Research Centre on Meat, Hyderabad.
- ✓ 6. DKMA for uploading the proceedings on the ICAR web-site.

**PROCEEDINGS OF THE 35<sup>th</sup> CENTRAL JOINT STAFF COUNCIL MEETING  
HELD ON 1<sup>ST</sup> MARCH, 2016 AT A.P.SHINDE SYMPOSIUM HALL,  
NASC COMPLEX, NEW DELHI**

The 35<sup>th</sup> meeting of the Central Joint Staff Council (CJSC) of the Indian Council of Agricultural Research was held at Symposium Hall, NASC, Pusa, New Delhi on 1<sup>st</sup> March, 2016 under the Chairmanship of the Director General, ICAR.

At the outset, Secretary, ICAR, Shri Chhabilendra Roul welcomed all the dignitaries seated on the dais, off-the dais as well as all CJSC members present in the hall. He appreciated the Joint Staff Council mechanism of ICAR as a good platform to communicate and resolve issues in good environment. He also expressed that since ICAR is fully funded by Govt. of India, autonomy is exercisable within the restricted parameters. Therefore, the management have restrictions to that extent. The ICAR is also subjected to CAG (external audit). He also quoted that the contribution to the system and derivation of benefits is a two way process. He stressed that we all are proud to be a part of ICAR and called for joining hands together for its betterment.

Dr. Trilochan Mohapatra, Director General, ICAR & Chairman, Central Joint Staff Council (CJSC), ICAR welcomed all the dignitaries and members of the CJSC. At this point, he also recalled the contributions made by previous DG, Dr. S. Ayyappan in resolving staff related issues at national level. He conveyed special thanks to Dr. Ayyappan for his cooperation and guidance. The Chairman, CJSC also stressed to make all agenda items, action taken reports and the proceedings in bilingual for the benefit of all the members.

Before the commencement of agenda items for discussion, Shri Chandrashekhar, Secretary (Staff Side), CJSC extended a warm welcome to DG, ICAR & Chairman, CJSC, ICAR, Secretary, ICAR and assured all cooperation on behalf of CJSC forum. He also assured the house that the forum will never support any anti-institutional elements and also never ask anything not permissible under the rules. He urged the authorities to extend all facilities to JCM members as per the DoPT guidelines and adopt all the rules of GOI in toto as issued by DoPT from time to time.

Smt. Namrta Sharma, Dy. Secretary (A) apprised the house about the Action Taken Report on various agenda items discussed in the 34<sup>th</sup> CJSC meeting. Thereafter, DG & Chairman, CJSC informed the house to initiate discussion on the new agenda items. the following agenda items were taken up for discussion:

1. a) **Framing of a uniform transfer policy for ICAR employees & implementation of rotational transfer policy for ICAR head quarter as per CVC's instructions and DoPT's guidelines.**

It was informed in the house that a Committee has been constituted under the Chairmanship of Dr. A.K. Srivatsava, Director, NDRI, Karnal in July, 2015 for framing guidelines for intra-institutional transfer of Technical and Administrative Staff in ICAR institutes. Chairman desired that the Committee may submit its report within three months.

- b) **Implementation of DoPT's guidelines of fixed tenure for employees posted in NE/NEH region, J&K, Andaman and Nicobar Islands and other difficult areas where ICAR Institutes are located.**

Dy. Secretary (A) informed the house that in future all the concessions & facilities shall be provided to ICAR employees posted in these regions as per the DoPT's guidelines without fail.

**Action : DS(A)**

- 2. Implementation of Union Cabinet's decision for a unified administrative cadre in ICAR from the level of Assistant / PA and above.**

Chairman informed the house the High Power Committee under the Chairmanship of the then Director, IARI had already submitted its report and the same is under consideration. Secretary, ICAR indicated that the report shall be examined by a small committee to consider the future course of action within two months of time. The CJSC members however requested to expedite the implementation at the earliest.

**Action : DS(A)**

- 3. Effective date of promotion in respect of administrative and Skilled Support Staff and timely DPC**

Secretary, ICAR agreed that the DPCs should be held timely and regularly to provide better career growth and also directed the Dy. Secretary (A) to monitor that the DPCs are held timely in the Institutes also. Chairman indicated that in spite of all efforts if the institutes are not holding the DPCs well in advance, the same must be reported to ICAR Hqrs by any member through the Secretary (SS), CJSC for taking up necessary action.

**Action : DS(A)**

- 4. The definition of relevance and work field be decided by the concerned institute through a committee of experts in the relevant fields on the basis experience of the employee at the time of his promotion to the next category in technical and SSS.**

The house was informed that the relevancy of qualification or subject of technical personnel for promotional assessment is to be decided by the Council by specifying certain subjects under the term Social Science relevant to Agriculture or equivalent subjects. If there are any other qualification/subjects other than these and which are relevant to the mandate of the particular Institute, that will be decided within the Institute by a Committee constituted by the Director of the institute concerned. The Committee shall include HoD, one scientific staff, admin. personnel and IJSC member(s). The report submitted by the Committee for resolving anomalies of technical services was placed before the 236<sup>th</sup> Governing Body meeting held on 23.02.2016 for consideration, however, the same is being resubmitted in the next GB meeting with detailed notes. At this point of time, Shri Deepak Kaul, CJSC member from CSWR&TI and Shri P.S. Nobi, CJSC member from CIFT expressed doubts over missing points in the report. In response, Chairman, CJSC reiterated that anything found missing may be brought to the notice of technical division of ICAR for its inclusion as addendum.

**Action : DS(TS)**

- 5. Expeditionious action on preparation of minutes/reports of various committees constituted for resolving welfare & service matters**

**CADRE REVIEW COMMITTEE (Admin):** Dy. Secretary (A) informed the house about constitution of Cadre Review Committee under the Chairmanship of Shri

B.A.Coutinho, IAS (Retd), former Financial Advisor of ICAR. She also informed about the couple of meetings held so far. At this point of time, Shri Chandrashekhar, Secretary (SS), CJSC pointed out that the Cadre Review Committee is primarily constituted for the benefit of ICAR institutes and such committee has no staff representation. Chairman, CJSC considering the view point of the CJSC, directed to include the Secretary (Staff Side), CJSC as Special Invitee in the deliberations of the Cadre Review Committee.

**COMMITTEE FOR REMOVAL OF ANAMOLIES OF TECHNICAL SERVICES:**

The matter was discussed at agenda item No.4 above.

**CENTRAL SPORTS PROMOTION COMMITTEE:** The house was informed that the meeting of the Committee was held on 07.09.2015 and on the recommendations of the Committee (i) the grant to organize sports has been enhanced from Rs.2.00 lakhs to Rs.4.00 lakhs. (ii) cost of kit increased from Rs.2200/- to Rs.2700/-, (iii) 50% enhancement of lodging charges, (iv) players have been allowed train journey by 3AC for zonal and inter-zonal sports tournament and (v) DA for local participants at the rate of Rs.175/- per day within a radius of 8 km also allowed. Staff side requested to waive the condition of 8 km.

**Action : DS(A)/DS(TS)/DS(GAC)**

**6. Prevention of harassment of IJSC/CJSC members**

Secretary, ICAR asked the members that this platform should be used to discuss the common issues and not the personal agenda. Secretary (SS), CJSC clarified that the names were mentioned only to inform the house as to how IJSC/CJSC members are being harassed and hence requested to look at the issue holistically and take necessary disciplinary action against Directors for not following the instructions of the Council on transfer of elected members. To which, Secretary, ICAR suggested Secretary (SS) to submit details of such matters directly to him or to the Chairman. Chairman, CJSC also assured that necessary action will be taken against the Directors of Institutes if they violate the instructions of the Council in this regard.

**Action : DS(GAC)**

**7. Prevention of harassment of officials nominated as members/ member secretaries/ chairmen of selection committees in the name of procedural lapses, withdrawal of disciplinary cases against the officials connected in recruitment process of technical posts (T-1, T-3 and T-6) in ICAR institutes.**

Dy. Secretary (TS) informed the house that there were no guidelines for recruitment of technical personnel prior to November, 2015. He also stated that this agenda refers to the issues prior to Nov, 2015. Accordingly, Secretary, ICAR suggested that since there were no guidelines/procedure circulated by ICAR prior to Nov, 2015, the Vigilance Department be asked to decide the cases positively.

**Action : DS(TS)**

**8. Upscaling of financial benefit to Skilled Support Staff (SSS)**

It was informed that the issue is being examined and will be decided within a period of one month to ensure the dues of the SSS.

**Action : DS(A)**

**9. Framing guidelines for Skilled Support Staff (SSS)**

Deputy Secretary (A) informed that the matter is under process.

**Action : DS(A)**

**10. Cadre review of Skilled Support Staff (SSS)**

It has been decided to move the proposal to mitigate the stagnation level among SSS category by placing the same before the Cadre Review Committee for Administration.

**Action : DS(A)**

**11. Counting of 50% service of Temporary Status Casual Labourer and grant of pension under old Pension Scheme CCS(Pension) Rule, 1972**

Official side informed the house that the latest guidelines issued by GOI/DoPT in this regard are being examined for their implementation in ICAR.

**Action : DS(A)**

**12. Implementation of Court's judgments**

Members expressed that even after employees winning cases in CAT, Council is going for appeals in High Courts in all cases. Even sometimes approaching Supreme Court. In this process, the poor employee is suffering from all angles i.e., financially, mentally and finally attaining the age of superannuation. It is, therefore, appealed that Council implement at least the decisions of CAT in service matters. Secretary (SS) suggested to address the grievances to prevent court cases and for providing early justice. Accountability of the concerned dealing officials may also be fixed for creating unnecessary court cases leading to loss of government money. Legal Advisor, ICAR informed that each judgement is examined on the basis of its applicability to ICAR. Secretary, ICAR informed that only the Court judgements endorsed by DoPT as a policy can be implemented straight away.

**Action : DS(A)/DS(TS)/DS(P)**

**13. Filling up of long pending vacant posts of NE/NEH region, J&K, Andaman & Nicobar Islands and other remote/high altitude areas like Mukteshwar etc. and extension of benefits to the existing employees of ICAR.**

Dy. Secretary (A) informed the house that ASRB is in the final stage of the process of recruitment for the posts of AOs and F&AOs and hence posting of candidates is expected shortly.

Secretary (SS) requested to fill these posts on regular basis by promotion on permanent absorption basis by calling applications from willing and interested employees or on re-employment basis among retired ICAR employees. Deputy Secretary (A) assured that Council has already taken an initiative in this direction.

**Action : DS(A)**

*P. Kumar*

- 14. Implementation of DoPT's guidelines for Govt. servants posted in NE/NEH region, J&K, Andaman& Nicobar Islands etc.**

Dy. Secretary (A) informed the house that Council shall now follow strictly the DoPT guidelines in this regard. Any specific case may also be brought to the notice of the Council for consideration, where DoPT guidelines are not being followed.

**Action : DS(A)**

- 15. Unclassified/wrongly classified posts to be classified/reclassified.**

Secretary advised to ascertain information from the institutes and place the same before the Cadre Review Committee.

**Action : DS(A)**

- 16. Credit facility to pensioners of ICAR Institutes for medical treatment.**

Official side stated that the credit facility is in accordance with the guidelines of the Min. of Finance. It is also opined by Secretary, ICAR that approval of the DoPT may be required for extending credit facility to the pensioners. It was decided to look into the matter by the Council for the benefit of the pensioners.

**Action : DS (P)**

- 17. Same station couple posting**

Official side was informed that Council follows the DoPT guidelines in this regard. It was also clarified that specific cases be brought to the notice of the Council for consideration, if any.

**No action**

- 18. Advance increments benefit to A&A exam qualified personnel**

It has been stated that the two advance increments given on passing the examination was withdrawn and in the place the advance increments is being given from the date of assuming the charge as JAO. It has been brought to the notice of the house that the quantum of advance increments is also differing from institute to institute and hence Secretary, ICAR opined to examine the matter. He also suggested to submit a separate proposal by staff side for consideration.

**Action : DS(A)**

- 19. Diploma with 10 years of experience to degree as pronounced by Supreme Court recently in its judgment.**

Dy. Secretary (TS) informed that the recent orders issued in this regard in BSNL is specific and CAT's judgement in this regard is being studied. He also stated that this item is already under consideration before the Committee for resolving anomalies of Technical Services.

**Action : DS (TS)**

The meeting ended with thanks to the chair.

*P Kumar*

**‘ANNEXURE’**

**1<sup>st</sup> March, 2016 – Central Joint Staff Council Meeting  
Dr.Trilochan Mohapatra , Director General – Chairman**

<b>S.No.</b>	<b>Official Side</b>	<b>S.No.</b>	<b>Member Staff Side</b>	<b>Name of the Institute</b>
1.	Shri Chhabilendra Roul, Secretary, ICAR	1.	Sh. Chandra Shekhar, Secy(SS)	NRCM, Hyderabad
2.	Shri Sunil Kumar Singh, Financial Advisor, DARE/ICAR	2.	Sh.Mahesh Waghela	CIFE, Mumabi
3.	DDG (Agrl. Engg).	3.	Sh.Ashok Saxena	CARI, Izatmagar
4.	DDG(Fisheries)	4.	Sh.P.R.Mahto	CIFRI, Barrackpore
5.	Director(AE)	5.	Sh.Indranami Muduli	CIFA, Bhubaneswar
6.	Director(AS)	6.	Sh.Joseph Mathew	CMFRI, Cuddalore
7.	Director, IASRI	7.	Sh.P.S.Nobi	CIFT, Cochin
8.	Director, IVRI	8.	Sh.K.Babu Rao	CARI, Port Blair
9.	Director (Fisheries)	9.	Sh.P.V.Sahare	CIAE, Bhopal
10.	Director, NDRI	10.	Sh.C Ramesh Babu	CPCRI, Kasaragod
11.	Director(P)	11.	Sh.Naresh Chand Sharma	CPRI, Shimla
12.	Legal Advisor	12.	Sh.V.Venunath	CRIDA, Hyderabad
13.	Dy.Secretary (P)	13.	Sh.Chandan KumarVerma	CRIJAF, Barrackpore
14.	Dy.Secretary (TS)	14.	Sh.Rama Chandra Pradhan	NRRI, Cuttack
15.	DS(NRM)	15.	Sh.Tarun Kumar	CSSRI, Karnal
16.	Dy. Secretary (A)	16.	Sh.Deepak Kaul	CSWCR&TI, Dehradun
<b>Special Invitee</b>		17.	Sh.Y.Yesu	CTRI, Rajahmundry
17.	Director(AS)	18.	Sh.Roshan Lal Negi	DMR, Solan
18.	DS(AE)	19.	Sh.K.Babu Poojari	DCR, Puttur
19.	DS(Edu.)	20.	Sh.R.B.Koli	Dte. Of MAP, Anand
20.	DS(Hort.)	21.	Sh. A.Narsinga Rao	DRR, Hyderabad
21.	DS(Fy.)	22.	Sh.Govind Prasad	DRMR, Bharatpur
22.	US(CDN)	23.	Sh.K.Sanath Kumar	DSR, Hyderabad
23.	Dy. Secretary (GAC) & Member Secretasry, CJSC	24.	Sh.R.S.Kulkarni	DO&GR, Pune

		25.	Sh.Chjitta Ranjan Khuntia	IIWM, Bhubaneswar
		26.	Sh.B.P.Uriya	DWR, Jabalpur
		27.	Sh.Geeta Saha	DRWA, Bhubaneswar
		28.	Sh.M.S.N. Acharyalu	DPR, Hyderabad
		29.	Sh.Radhey Shyam Bhatt	DFR, Pune
		30.	Sh.Edward Crasta	IRC for Goa, Goa
		31.	Sh. Shiv Kumar Singh	IARI, New Delhi
		32.	Sh.Vishwadeep	IVRI, Izatnagar
		33.	Sh.Jitender Singhh	IVRI, Izatnagar
		34.	Sh.Uday Veer Singh	IVRI, Izatnagar
		35.	Sh.A.S.Mahapatra	IRC for ER, Patna
		36.	Sh. Vijay Kumar Paliwal	IGFRI, Jhansi
		37.	Sh.Venkateshaiah	IIHR, Bangalore
		38.	Sh.K.A.Chaturvedi	IIPR, Kanpur
		39.	Sh.Hira Lal Gupta	IISS, Bhopal
		40.	Sh.P.Muraleedharan	IISR, Calicut
		41.	Sh.Someshwar Mishra	IISR, Lucknow
		42.	Sh.Binod Kumar	IINR&G, Ranchi
		43.	Sh.Devender Kumar	ICAR Hqrs.
		44.	Sh.Rajeev Kumar Sharma	ICAR Hqrs.
		45.	Sh.R.K.shukla	NISHAD, Bhopal
		46.	Sh.G.Raj Reddy	NAARM, Hyderabad
		47.	Sh.Mahesh Ram	NBPGR, New Delhi
		48.	Sh.P.B.Kumbhare	NBSS&LUP, Nagpur
		49.	Sh.Ramesh Behl	NBAGR, Karnal
		50.	Sh.K.N.Viswaswara	NBAII, Bangalore
		51.	Sh.Anchal Kumar Srivastava	NBAIMO, Mau
		52.	Sh.R.Sridhar	NRCB, Tiruchirapalli
		53.	Sh.Vikas Bhaladhare	CCRI, Nagpur
		54.	Sh.Prabhjit Singh Behl	NDRI, Kaarnal
		55.	Sh.Suresh Kumar	NDRI, Karnal '



		56.	Sh.R.B.Rai	NRCP, Solapur
		57.	Sh.B.S.Tewthia	NRCIPM, New Delhi
		58.	Sh.B.S.Dagar	NRCPB, New Delhi
		59.	Sh.Krishan Kumar Yadav	NRCC, Bikaner
		60.	Sh.S.P.S.Negi	NRCM, Nagaland
		61.	Sh.Uttam Prakash	NRCP, Guwahati
		62.	Sh.G.K.Tripathi	NRCSS, Ajmer
		63.	Sh.Sanatan Sarkar	NIRJAF, Kolkata
		64.	Sh.M.Lakshmaiah	NIVEDI, Bangalore
		65.	Sh.Pradeep Kumar	Niasm, Pune
		66.	Sh.Omkar Singh	CIRC, Merrut
		67.	Sh.Rai Bahadur	PDFSR, Merrut
		68.	Sh.S.Rangaswamy	SBI, Coimbatore
		69.	Sh.Manoj Kumar	VPKAS, Almora
		70.	Sh.Depak Sharma	ZPD, Zone-I
		71.	Sh.Pramod Sharma	ZPD, Zone - VI
		72.	Sh.M.N.Prasad	ZPD, Zone VIII
		73.	Sh.Rajesh Daiya	CIAH, Bikaner
		74.	Sh.G.L.Nawaye	CICR, Nagpur
		75.	Sh.Rajender Kumar Raheja	CIPHET, Ludhiana
		76.	Sh.P.V.Jhadav	CIRCOT, Mumbai
		77.	Sh.K.K.Maurya	CISH, Lucknow
		78.	Sh.Vinod Kumar Khokkar	IWBR, Karnal