



भारतीय कृषि अनुसंधान परिषद
INDIAN COUNCIL OF AGRICULTURAL RESEARCH
कृषि भवन, डॉ. राजेन्द्र प्रसाद रोड, नई दिल्ली – 110 001
Krishi Bhawan, Dr. Rajendra Prasad Road, New Delhi – 110 001

F.No. TS-19(8)/2020-Estt.IV

Dated the 25th August, 2021

To,

The Directors/Project Directors of ICAR Research Institutes/Project Directorates/National Research Centres/Bureaux/ATARIs

Subject : Rectifying the anomaly in recruitment of technical personnel in T-3/T-4 Grades in KVKs of ICAR Institutes.

Sir,

It has been observed that in past there have been anomalies/contradictions in recruitment of technical employees of KVKs in T-3/T-4 grades in the three posts of Programme Assistant (Lab Technician), Programme Assistant (Computer) and Farm Manager in KVKs, due to which, some Institutes filled these posts either in T-3 or T-4 grade, with same qualification for both, and through same selection process, and having exactly the same duty, but in different pay scales with grade pay Rs. 2800/- and Rs. 4200/- respectively. Some Institutes after appointing them in T-3 grade had put them in T-4 grade. But, in some Institutes they are still working in T-3 grade and now they are requesting to place them in T-4 grade by submitting representations and some of them have also filed cases in the Hon'ble Courts.

The matter has been considered in consultation with other concerned divisions of the Council. The principle of 'equal pay for equal work' should be followed. In similar situated case, there also exists the Judgment dated 13.8.2008 of the Hon'ble Supreme Court of India vide which '*Where a service related claim is based on a continuing wrong, relief can be granted even if there is a long delay in seeking remedy, with reference to the date on which the continuing wrong commenced, if such continuing wrong creates a continuing source of injury*'.

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Neroj
25/08/2021

Now, to ensure the parity in all KVKs, all Institutes are hereby directed to:

1. put all Technical Personnel of T-3 Grade in their respective KVKs to the grade of T-4 w.e.f. the date they were appointed in T-3 Grade.
2. promote the said T-3/T-4 Technical Personnel in KVKs in time bound manner to the next higher grades counting the service as T-4 from the date of initial appointment to T-3 Grade, however, their promotions shall be notional on the present date, and no arrears shall be paid.

This issues with the approval of the Competent Authority.

Yours faithfully,


(Neeraj Tanwar)

Under Secretary (TS)

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