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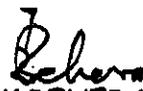
**INDIAN COUNCIL OF AGRICULTURAL RESEARCH  
KRISHI BHAWAN : NEW DELHI**

F.No. 4-4/2012- CDN

Dated 10th April, 2013

Sub: 31<sup>st</sup> Meeting of the CJSC to be held on 15<sup>th</sup> April, 2013 at NASC Complex, New Delhi through Video Conferencing - agenda items - regarding.

Please find enclosed the agenda items for 31<sup>st</sup> Meeting of the CJSC through Video Conferencing to be held on 15<sup>th</sup> April, 2013 at NASC Complex, New Delhi and nine other centres.

  
(S.K.BEHERA)  
Deputy Secretary(GAC)

**Distribution :**

1. Sr. PPS to DG, ICAR
2. PPS to Secretary, ICAR
3. Directors of the nine identified centres for Video Conferencing
4. All Official and Staff Side Members of CJSC

**Agenda Items for 31<sup>st</sup> Central Joint Staff Council Meeting scheduled to be held on 15<sup>th</sup> April, 2013 through Video Conferencing at NASC Complex**

**Agenda Item No.1: Relaxation of Recruitment Rules for the post of Asstt. Fin. & Accounts Officer (regarding minimum 3 years service period in JAO for the promotion to the post of AFAO)**

In the last meetings of CJSC, (proceedings at B-5), it has been agreed that the file in this regard has already been moved. But till date no communication has been obtained. It was requested that the minimum experience for the post of AFAO may be reduced from 5 years to 3 years as JAO as done in the past. ICAR is recruiting AFAO through direct recruitment which is promotional post. This is leading to the further frustration among the JAOs of ICAR system. The appointment of direct recruitees as AFAO is not only against the interest of existing JAOs but also against the interest of ICAR as a whole as the experienced JAOs of ICAR system are much more fruitful than the direct recruitee AFAOs who are inexperienced and new to the ICAR system.

**Agenda Item No.2: Implementation of combined seniority for Assistants/Stenographers (Grade-II) as per Union Cabinet's decision**

When there was a disparity in the scale in respect of posts of Assistants/Stenographers (Grade-II) between ICAR headquarters and its institutes, the matter was placed before the Union Cabinet on 29.04.1997 for implementation of common scale. The Cabinet Secretariat had issued a note stating that:

"The Cabinet considered the note dated 7.4.1997 from the Ministry of Agriculture (Krishi Mantralaya), DARE (Krishi Anusandhan) aur Shiksha Vibhag), and approved the proposal contained in the paragraph 13 thereof, with the stipulation that the decision be made applicable prospectively with effect from the date on which the field and headquarter cadres are unified":

Council, however, implemented the decision partially by giving parity in scales whereas ignored the important decision of unifying the cadre. This is a serious lapse as the benefits are being extended to the Assistants Stenographers Grade-II of ICAR headquarters only. This kind of act is being done for the following reasons:

(a) Disparity of benefits is possible only by attaching status disparity between the posts of Assistants of ICAR headquarters and its institutes. Accordingly, ICAR headquarters made self-proclamation as Central Secretariat Service and on the basis of this, the financial benefit in the Grade Pay has been extended to the Assistants of ICAR HQrs (Grade Pay Rs.4600 and Rs.4200 at headquarters and institutes respectively)

(b) As per recruitment rules, the posts of Section Officers in ICAR headquarters are to be filled by Assistants of ICAR headquarters only on seniority basis. In the same manner for the post PS in ICAR Head quarters are to be filled by PAs of ICAR Head quarters on the seniority. This is done in the absence of the unified cadre for Assistants and PAs.

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(c) Pretext of difference in recruitment rule. But the statement is not correct as the Assistants / PAs recruited by any method shall gain or lose the Grade Pay benefit by virtue of posting at HQs or institutes respectively.

The request for unified cadre for Assistants & PAs is long pending for the following reasons:

(a) Assistants & PA of ICAR head quarters will have an opportunity to become Assistant Administrative Officers and PS respectively at institutes and similarly Assistants & PA of institutes will have an opportunity to become Section Officers & PS respectively at headquarters. This will enhance the promotional avenues.

(b) The common recruitment will be designed by unifying the cadre.

Council failed to reply the questions raised on various occasions such as (a) not implementing the unified cadre (b) Assistants recruited by ICAR headquarters are losing Grade Pay benefit when they are posted in institutes and similarly, Assistants recruited (promoted) by institutes but transferred to ICAR headquarters shall gain the Grade Pay benefit. Council hence is not able to support its claim to confirm disparity on the basis of recruitment rule.

It is very unfortunate in spite of more than one and half decades elapsed the said process of preparing combined seniority of Assistants of ICAR Institutes including ICAR Head Quarters have not been prepared because of the vested interests of officials concerned. It was also promised in the last meeting that the common seniority will be prepared very soon. Secretary (Staff Side) also volunteered himself for the said work but till date no action has been initiated by the Council in this regard.

(c) *No reply as how Council i.e ICAR Head Quarters made its self declaration as Central Secretariat Services.* Here it is necessary to mention that only the DARE part of ICAR i.e. nearly 12 Officials come under the CSS criteria. The Orders of declaring ICAR as Central Secretariat Services have not been provided to the HOUSE though the same was asked in the last meetings.

**Agenda Item No.3: Implementation of rotational transfer policy for ICAR Headquarter & uniform transfer policy for the Institutes**

At present, there is no rotational transfer policy for ICAR Headquarters and Institute officers. For the strict implementation of the government guidelines, the officers posted at headquarters should also be transferred to the Institutes and Institutes officers vice versa as the ICAR Institutes follow the guidelines of Govt. of India mutatis- mutandis. This will not only curtail the monopoly of the officers, who have become the power points but also will definitely curtail the corruption. This agenda has been brought before the HOUSE repeatedly but till date no action in this regard has been heard from the Council.

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**Agenda item No.4: Granting of advance increments to the technical staff and immediate payment of recovery made from their salaries/retirement benefits with a retrospective effect against the directions of the Hon'ble Supreme Court.**

There is a practice of granting advance increments to Technical employees on assessment and it is a practice since time immemorial. The granting of advance increments will not only boost the morale of the employee, but also enhance the performance of the employee and more particularly the organization.

The technical staff denied for promotion is being given advance increments through DPC to boost the morale. This method of advance increments may be continued as in the case of scientific staff.

Advance increments sanctioned over and above one increment are being recovered retrospectively for no fault of official concerned. The Supreme Court of India has made it clear that no such recoveries are to be made if concerned official is not at fault. Hence, any such recovery to be done may be stopped immediately and in case of recovery already made, such amounts may please be refunded. This agenda item was discussed in the last 30<sup>th</sup> CJSC meeting and agreed to take a final decision in this regard.

**Agenda Item No.5: Promotional avenues to skilled supporting staff.**

Under the ICAR system, there are meager promotional avenues. In the Sixth Pay Commission, though the cadre has been rechristened as Skilled Supporting Staff, but they were not into main stream of promotional cadres. As such, as a onetime relaxation, for all the skilled supporting staff may be considered as LDC/T-1 as per their qualifications.

**Agenda Item No.6: Implementation of Govt. of India's transfer policy meant for the official posted in NE/NEH region, Andaman and Nicobar etc.**

At present, there is no transfer policy for the officials posted in NE/NEH Regions and Andaman & Nicobar Islands. To encourage and to boost of the morals of employees posted in those areas, the concessions provided under DoPT guidelines including tenural transfer policy may be implemented for ICAR officials.

**Agenda Item No.7: Out of turn promotion for the interested and experienced employees to work in NE/NEH regions, J & K region, and remote areas of Uttarakhand, and Himachal Pradesh.**

At present there are number of vacancies of AO, FAO, AAO, JAO, Assistants, UDCs are lying vacant at the above regions because of remoteness, high altitude and disturbed areas at NE/NEH region, J& K, Andaman and Nicobar, Uttarakhand, Himachal Pradesh etc. As

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such, a policy may be framed to fill the posts by inviting applications from the willing experienced eligible ICAR employees to work at such places on promotional basis from ICAR employees of ICAR HQs or ICAR Institutes instead of filling on promotion basis by seniority cum fitness or by deputation. A condition may be laid in the appointment order that the official promoted on the said post shall have to remain for minimum period of 3 years or till his further promotion whichever is earlier.

The posts of AOs & FAOs, at remote / difficult areas like NRC on Yak - Arunachal Pradesh, NRC on Mithun - Nagaland, IVRI Campus - Muktheswar, CITH - Srinagar, Kashmir etc., may be filled by calling applications from the willing and experienced AAOs / AFOs from ICAR Institutes and HQ's. Direct recruits as AO/FAO may not be posted in such small Institutes where they have to work as Head of Office/ Head of Accounts. All the direct recruits i.e. AO/FAO may be posted in National Institutes like IVRI, NDRI, IARI, NAARM and CIFE-Mumbai where a number of Senior Administrative Officers, Chief Administrative Officers and Joint Director (Administration) are available as they will be trained under Senior Officers in these National Institutes. For the smooth functioning of small Institutes, a policy may be framed for the consideration of experienced and willing AAOs/AF&AOs with 03 of regular service for the post of AO/FAO in such remote and difficult/disturbed areas. They should sign a bond that they will remain in such remote and difficult areas till their next promotion as SAO/SF&AO or till their retirement whichever is earlier. This will attract aspirants who are yearning to get into those higher posts. The posting of un-willing candidates into these areas will be deserting the post for a longer period and the work of the Institute will hamper and Institute will have to wait for another incumbent till a DPC is held.

**Agenda Item No.8: Relaxation in qualifications for promotion by technical assessment**

The posts of Category-I required to have qualifications prescribed for Category-II for technical assessment. But there are some posts in Cat-I do not have higher education as required for Cat-II. In such cases, the technical staff may be assessed for Cat-II due to lack of institutions giving higher education in the relevant field. To quote an example, Boiler Attendant in Group III of Cat-I; Stock Attendant of Group-I belong to this type.

**Agenda Item No.9: Absorption of ICAR Employees who are on deputation with other ICAR Institutes**

This proposal will not only remove the stagnation of the employees but also it will boost up the morale of the young, talented and experiences employees. It was already decided in the last CJSC meeting that Absorption of the employees will be done at different institutes where it is not effecting the feeder cadre or where there is no body in the feeder cadre. Till date, no guide lines / orders in this regard have been received. This is adversely effecting the working efficiency of the Institutes as employees on deputation or seeking there repatriation to their parent institutes.

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**Agenda Item No.10 Allotment of office to the Secretary (staff side), Central Joint Staff Council i.e. National JCM of ICAR and reallocation at ICAR Head Quarters for his tenure as Secretary (Staff Side) CJSC as per JCM norms**

The assurance for providing a furnished office at ICAR Head Quarters, Krishi Bhawan, New Delhi was given during September, 2011. Till date no office has been provided to Secretary (staff side), Central Joint Staff for smooth functioning of National JCM of ICAR. It is therefore requested that the said Office may kindly be provided immediately by reallocating Secretary CJSC (Staff Side) at ICAR Head Quarters for the remaining tenure of 01 year 03 months.

**Agenda Item No. 11 Opting Old/NewTSR for technical staff**

One more option for technical staff members for opting Old/New TSR may be provided.

**Agenda Item No. 12 Anomaly in pay fixation of T-5 Grade**

Before 6<sup>th</sup> CPC in the ICAR post of AAO/PA and T-5 were in the same scale ie. Rs. 6500-10500 (equal pay scale to the both the categories staff). Recently ICAR has issued a order of clarification regarding pay fixation to the AAO/PA of ICAR Instts. with grade pay Rs. 4600 in PB-2 with corresponding to the pre-revised pay scale of 7450-11500 (upgradation) and denied to Tech Officer (T-5), 9F No. 4-1/2009-Est-IV(pt)dated 7.10.2011) in the said order ICAR now says that upgradation and fitment table benefit can be extended to the T-5 staff as they are in the different cadre. Yes it is true that they belongs to different cadre but they were drawing same pay scale since long before 5 PC. It is also be noted that in the pre-revised scale the difference between two promotional scale of T-4 and T-5 was Rs. 1000 but now it is only Rs 400 in the basic pay.