

**INDIAN COUNCIL OF AGRICULTURAL RESEARCH  
KRISHI BHAVAN, NEW DELHI.**

F.No. 4(3)/2012-CDN

Dated 11<sup>th</sup> October, 2012

Sub:- Proceedings of 30<sup>th</sup> meeting of Central Joint Staff Council of ICAR held on 18<sup>th</sup> September, 2012 at NASC Complex, New Delhi- regarding.

A copy of the proceedings of the 30<sup>th</sup> meeting of Central Joint Staff Council of Indian Council of Agricultural Research held on 18<sup>th</sup> September, 2012 at NASC 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 immediately and latest by one month from the date of issue of the letter.

Hindi version of the proceedings will follow separately.

  
(S K Behera)

Deputy Secretary (GAC)

**Distribution :-**

1. All Officials / Staff Side Members of the CJSC (by name).
2. Sh. Chandrashekhara, Secretary (SS) CJSC, National Research Centre on Meat, Chengicherla, Hyderabad – 500039.
3. All Directors/ Project Directors of ICAR Research Institutes. It is requested that the proceedings of the meeting may also be circulated to Regional/Sub Centres.
4. PSO DG, ICAR & Chairman, CJSC, ICAR.
5. PPS to Secretary, ICAR/PS to FA, DARE/ICAR.
6. Media & Information Unit for putting the Proceedings in the ICAR Web- site.
7. All Officers/All Sections of ICAR at Krishi Bhawan / Krishi Anusandhan Bhawan /NASC Complex New Delhi.
8. Guard File/Spare copies (50).

**PROCEEDINGS OF THE 30<sup>TH</sup> MEETING OF THE CENTRAL JOINT STAFF COUNCIL (CJSC) HELD ON 18<sup>TH</sup> SEPTEMBER 2012, AT NEW DELHI**

The 30<sup>th</sup> meeting of the Central Joint Staff Council (CJSC) of the Indian Council of Agricultural Research (ICAR) was held at Symposium Hall, NASC Complex, New Delhi on September 18, 2012 under the Chairmanship of the Director General, ICAR. List of the participants is at Annexure - I.

Director General, ICAR & the Chairman, CJSC welcomed all the members of the CJSC. He appreciated the efforts and role played by the CJSC in improving the working culture in the ICAR system. He urged all the ICAR employees to put in their best efforts for successful implementation of the 12<sup>th</sup> Five Year Plan. He requested all the members to put forward any location specific problems or requisites so that the same can be incorporated in the 12<sup>th</sup> Five Year Plan. He also assured Secretary (SS) that he is welcome to visit Krishi Bhavan as and when he required for official purposes in his capacity as Secy (SS) and necessary facilities would be provided to him. DG, ICAR stated that due to economy instructions, the CJSC meeting could not be arranged outside Delhi. He further assured the members that henceforth the proceedings would be made available in bilingual.

In his opening remarks Director (Pers.) extended a warm welcome to all Members of the Committee and highlighted the following issues which have been finalized in principle, or in the final stages of process for which formal orders could be issued in the very near future :-

1. Henceforth, all staff side Members of the FAC shall be treated as Special Invitees in the Meetings of the General Body of the ICAR.
2. The suggestion for a common tenure for all IJSC / CJSC has been accepted and detailed orders concerning the modalities of the tenure will then shall be issued shortly.
3. Orders regarding restoring of advance increments for employees in the Technical stream has been issued and the consequent recoveries in some Institutes is under examination of the Legal cell and formal orders to regulate such cases after considering the orders of the High Court / Supreme Court shall be issued shortly.



4. The issue of absorbing deputationists from sister Institutes which may not have any adverse impact on any feeder cadre employee of the parent unit has been considered and detailed orders are under issue.
5. The proposal for rationalizing and one-time relaxation for filling up positions of AAOs is in the final stages of being approved by the Competent Authority.
6. The T-5 grade employces have been permitted to avail certain perks which was a long pending demand of the HJSC / IJSC.
7. The ASRB has been entrusted with the work of periodical and regular conduct of Audit & Accounts Examinations and for filling up positions of LDCs regularly.
8. Transfer guidelines for administrative staff and officers is in the final stages of consideration and shall be issued shortly.
9. The Council has initiated a mechanism for close monitoring and timely filling up of all vacancies.
10. The issue of fine-tuning and rationalizing nomenclature and designation of Technical category staff and officers has been considered by a Committee and their recommendations are provided to the FAC / CJSC for their consideration and comments so that formal approval of GB could be obtained and orders issued accordingly.

Subsequently, Director (P) also informed the House that inspite of best intentions and efforts, the issue of pay parity of Assistants of headquarters and Institutes has not been acceded to by the Ministry of Finance. He also drew attention to the specific observations in the recommendations of the VI CPC wherein a conscious and considered decision was taken to provide a differential grade pay for Assistants in the headquarters and Assistants in the field formations / subordinate offices.

After further discussions and deliberations, the proceedings of the 29<sup>th</sup> meeting of CJSC was confirmed and Action Taken Report was accepted.

Thereafter, the agenda items were taken up. In fact no fresh agenda items were submitted and the following items as proposed in the 28<sup>th</sup> & 29<sup>th</sup> Meeting of CJSC were taken up for discussions.

**B1: Uniform Transfer Policy for employees of ICAR Institutes/ ICAR HQ.**

It was desired to have a uniform and transparent policy on transfers.

After discussion, it was clarified that the matter was already under examination in the Council. The members were apprised that the draft guidelines had been submitted for approval of the competent authority and the same would be issued very shortly.

[Action: Director (A)]

**B2: Issuance of instructions on Advance Increments /recovery of advance increments of technical category employees.**

The Secretary, CJSC had written a letter dated 9<sup>th</sup> Aug, 2012 detailing the issue citing some judgments and Court rulings.

After discussion, it was informed that the issue relating to the recovery of the advance increments already paid to technical employees was under active consideration of the Council and the final decision would be conveyed to them shortly.

[Action: DS (TS)]

**B3: To bring parity between the Administrative Posts of ICAR HQrs and Institutes.**

It was clarified by Director (P) in his inaugural address that the matter was taken up with Ministry of Finance on several occasions. However the proposal for pay parity has not been agreed to and further the issue is presently sub-judice.

**B4: To bring parity in time-bound promotion in respect of AAO/ AF&AO/Private Secretary posts of Institutes with Sections Officer Posts of ICAR HQrs and Up-gradation of PS to the post Principal Private Secretary in institutes.**

It was informed that as in item B3, Asstts/AAOs had approached the court and the matter was subjudice. Regarding higher pay scales of PA/PS, as per the directions of Hon'ble CAT, PB, New Delhi their representation have been disposed off as per directives of Ministry of Finance.

[Action: Director (A)]



**B5: Review of benefits to Junior Accounts Officers.**

This issue was also clarified by the Director (P) in the FAC meeting that file had been moved in this regard and the same would be intimated soon.

[Action: Director (A)]

**B6: Review of recruitment rules of administrative posts from LDC to AAO/AF&AO.**

The members were informed that proposal of amendments in the recruitment rules for various Instts. based administrative cadre posts were under examination in the Council which is likely to be submitted in the forthcoming meeting of GB scheduled to be held in the near future.

[Action: Director (A)]

**B7: Strengthening of Joint Staff Council.**

Chairman CJSC assured Secretary (SS) that he will be provided with all the necessary facilities at Krishi Bhavan as and when he visits Hqrs. in his capacity as Secy (SS). During the FAC Meeting, DS(GAC) had also assured him that he could utilize the office of the JJSC at Krishi Bhawan.

[Action: DS (GAC)]

**B8: Removal of disparity in the pay scales in respect of Assistants/ Stenographers of ICAR Hqrs and Institutes.**

This issue was already clarified as at Point B-3 above

[Action: Director (A)]

**B9: Absorption of ICAR employees on deputation to other ICAR institutes & ICAR Hqrs.**

This issue was already discussed in the beginning of the meeting as well as in the FAC meeting that necessary orders would be issued shortly.

[Action: Director (A)]

**B10: To bring parity between the Administrative Posts of ICAR Hqrs. & Institutes.**

It was clarified that the matter for parity in the pay scale with counterparts at ICAR Hqrs. and increase in the grade pay / pay band has

been referred to Ministry of Finance on a number of occasion but the same has not been agreed to by them so far.

[Action: Director (A)]

**B11: Direct recruitment of AAOs/ AF&AOs against the interest of eligible candidates leaving to further stagnation.**

Council is filling the top level administrative posts by promotion without inviting candidates from open market unlike in the case of AAOs and AF&AOs.

The members also stated that Section officers are posted as AOs in the Instt. by overlooking the AAOs of the Instt. Hence, this criterion may be removed.

Director (P) assured the members that the matter will be looked into and appropriate action will be taken on the merits of the case.

[Action: Director (A)]

**B12: Promotions to Skilled Supporting Staff.**

It was proposed to fill the vacancies of LDC/T-1 positions among the eligible Skilled Supporting Staff as one time measure before filling the vacancies from open market.

Member from NDRI, Karnal alleged that one time relaxation for the SSS was not implemented in his Institute. To which Director, NDRI clarified that there was no post available in LDC, hence it could not be implemented. One of the members also requested to fill up the workshop group to T-1 post among the who is high school with qualified experience may also be considered.

US(A) clarified that one time relaxation was given for SSS of the Instts. However, it has come to the notice that some of the Instts. have not implemented one time relaxation. Those Instts. are being advised to fill up the post by one time relaxation.

[Action: Director (A)]

**C – Additional Agenda Items with the permission of the Chair.**

**C1 Inclusion of more hospitals under CGHS.**

CJSC Member from IINRG, Ranchi requested to include more hospitals under CGHS for the benefit of the employees of the Instt.

DG asked the officials/SMDs that proposals received by the Instt. for the recognition of the hospitals may be approved expeditiously if it meets the criteria and other parameters.

[Action: DS (Engg)]

**C2 Revision of rates being paid to SSS doing the work of Drivers.**

CJSC member from DCR Puttur requested to revise the rates of Rs. 4/- for those SSS doing the work of drivers. The status of the technical committee meeting was also sought by the member.

DG assured the member that this issue will be looked into urgently and requested DS(GAC) to invite the Deputy Secretaries of the SMDs in the CJSC meetings so that some of the issues of the Instt can be best explained by them.

DS(TS) explained that the proposal submitted by the technical members were not acceded to as the demand of the staff was not found to be logical. DG. ICAR requested DS(TS) to convene a second meeting and apprise the position to the members.

[Action: Director (F) & DS(TS)]

**C3 Establishing new guest houses at North Eastern Region.**

The members from the North East Region requested to establish new guest house at Guwahati for the benefit of the employees of the North Eastern Region.

Chairman CJSC felt that there is no need for new guest houses as ICAR has a guest house at NRC on Pig at Rani, Guwahati and another at CIFRI Regional Centre Guwahati. He stated that the guest house at Khanpada can also be used by the employees.

**C4 Relaxation of the ADRP 2008-09 post of Skilled Supporting Staff.**

Member from NRC on Citrus, Nagpur requested that the post of skilled supporting staff that has been cleared by the ADRP for 2008-09 may be released to the Institute for regularization of CL(TS).

It was clarified that the file relating to ADRP for the year 2008-09 is under submission to Internal Finance for clearance. Once it is cleared by IFD, posts will be distributed to all concerned institute for filling up.

[Action: Director (A)]

**C5 Filling up of unfilled vacancies from other Instts.**

CJSC member from CIPHET, Ludhiana requested that various administrative posts lying vacant at many Instts. may be transferred to other Instts. that may be able to fill it up from the stagnating employees.

It was informed that ICAR has in past allowed exchange of UDC and LDC's posts between the Instts. to facilitate filling up of the same speedily. New proposal in this regard, if any, received shall be examined in consultation with respective Instts.

[Action: Director (A)]

**C6 Qualification of technical personnel.**

CJSC member from CPRI, Shimla alleged that the circular issued to the Instt. regarding qualification of technical personnel are different.

DS(TS) explained that some of the qualification for technical personnel can be considered on case to case basis. Chairman, CJSC viewed that the promotions can be done according to the functional basis and therefore it cannot be generalized.

[Action: DS (TS)]

**C7 Inclusion of members of every zone in FAC meeting.**

CJSC member from ICAR Research Complex for Eastern Region, Patna requested to include members of every zone in the FAC Meeting.

[(Action :Director (P)]

**C8 Early decision in CAT Cases**

The member from NRCC, Bikaner alleged that inspite of favourable decision in some the CAT cases, the concerned officials are not given their due and the Council goes to Supremo Court against the decision to linger on the case.

DG assured to look into the matter and seek the legal advice on these issues.

[(Action : Legal Advisor)]



**C9 Relaxation of qualification of technical personnel.**

The members requested that qualification may be relaxed keeping in view the functional need of the post for Photographer and Machine Operators.

DDG (Engg) explained that under the functional group of "Workshop Staff", technical employees with the qualification of matriculation plus higher certificate have already been granted promotion to the grade of T-3 in Category-II of the Technical Services. Therefore, one category jump has already been allowed to technical employees in this functional group. The request of the technical employees to allow them to move to Category-III with the qualification of Matriculation plus Higher certificate cannot be agreed to by the Council. The technical employees with the qualification of Matriculation plus Higher Certificate can go up to the grade of the T-5 in category-II.

**C10 Space in ICAR Website of CJSC**

Secretary (SS) requested to include the names and addresses of all the members of CJSC in the telephone directory. He also requested for ICAR and website of Instts for CJSC and IJSC members.

In this regard, DDG(Engg) suggested that it would be operationally more effective and efficient if, a group e-mail be created. He further suggested that if required, Director IASRI may be requested to facilitate creation of this facility.

**[(Action : Director IASRI)]**

Director, NDRI and Director, NAARM praised the support from their respective IJSC members of their Instts. They were also of the view that issues which affect every Institute may be addressed so as to Instt. the unrest among its employees.

At the end of the meeting, when DG, ICAR mentioned about the preparation of the proceedings of the meeting, Secy (SS) stated that draft proceedings will not be submitted by the staff side and the proceedings of the meeting may be issued by DS(GAC) himself.

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



**LIST OF PARTICIPANTS OF THE 30<sup>TH</sup> CENTRAL JOINT STAFF COUNCIL (CJSC) MEETING HELD ON 18<sup>TH</sup> SEPTEMBER 2012 AT NARS COMPLEX NEW DELHI.**

**Dr.S.Ayyappan, Director General**

**Chairman (CJSC)**

OFFICIAL SIDE		STAFF SIDE		
1.	Dr.K.M.L.Pathak, DDG(AS)	1.	Sh. Mahesh B. Waghela	CIFE, Mumbai
2.	Dr.M.M.Pandey, DDG(Engg)	2.	Sh.P.R.Mahato	CIFRI, Barrackpore
3.	Dr.H.S.Gupta, Director, IARI, New Delhi	3.	Sh. S.K.Mohanty	CITA, Bhubaneswar
4.	Dr.A.K.Srivastava, Director, NDRI, Karnal	4.	Sh. Lal Singh	CIRG, Mukhdwan
5.	Dr.S.L.Goswami, Director, NAARM, Hyderabad	5.	Sh. R. A. Sharma	CSWRI, Avikanagar
6.	Sh.V.K.Bhatia, Director, IASRI, New Delhi	6.	Sh. R. Subburaj	CIBA, Chennai
7.	Sh.Devendra Kumar, Director(Finance)	7.	Sh. P. S. Nobi	CIFT, Cochin
8.	Sh.J.Ravi, Director(P)	8.	Sh. Hari Shankar Prasad	CARI, Port Blair
9.	Sh.G.P.Sharma, Deputy Director(Finance)	9.	Sh. Pradeep Kumar Mathur	CAZRI, Jodhpur
10.	Sh.P.Sakthivel, US(IS)	10.	Sh. A.C. Gupta	CIAE, Bhopal
11.	Smt. Rajashree Sumit, US(TS)	11.	Shri Rajesh Datta	CIAM, Bikaner
12.	Sh.K.N.Chaudhary, US(A)	12.	Sh. U.M. Narkhede	CICR, Nagpur
13.	Sh.Dilip Koy, US(Cash)	13.	Sh. Ajay Kumar Tandon	CIPHET, Ludhiana
14.	Sh.J.N.Bhagat, US(GAC)	14.	Sh. D.U. Kumble	CIRCT, Mumbai
15.	Sh.S.K.Bahera, DS(GAC)	15.	Sh. K.K. Maurya	CISH, Lucknow
		16.	Sh. Diwan Chandra	CITH, Srinagar (J&K)
		17.	Sh. C. Ramesh Babu	C.P.R.I
		18.	Sh. Narech Chand Sharma	CPRI, Shimla
		19.	Sh. Dilip Kumar Barua	CRRIAF, Barrackpore
		20.	Sh. Tilak Raj	CSSRI, Karnal
		21.	Sh. Deepak Kaul	CSWRCR&IT Dehradun
		22.	Sh. M.D. Elias	CTRI, Rajahmundry
		23.	Sh. T.V. Ajithkumar	CTCRI Thiruvananthapuram,
		24.	Sh. D.K. Ithari	Dis. Of Groundnut Research, Junagarh
		25.	Sh. N.P. Negi	DMR, Solan
		26.	Sh. B.V. Noble	DOR, Hyderabad
		27.	Sh. K. Babu Poojari	DCR, Pultur
		28.	Sh. S.S. Patella	Dis of MAP, Anand
		29.	Mr. Ezra	DRR, Hyderabad
		30.	Sh. Des Raj	DWR, Karnal
		31.	Sh. Elward Crasta	ICAR for Ops, Goa
		32.	Sh. Mithlesh Narayan	IARI, New Delhi
		33.	Sh. Bijender Singh	IARI, New Delhi
		34.	Sh. P.S. Jina	IVRI, Izatnagar
		35.	Sh. Shailendra Shah	IVRI, Izatnagar

	36	Sh. R.A. Maurya	IVRI, Izatnagar
	37.	Sh. A. S. Mahapatra	IRC for ER, Patna
	38	Sh. Rajesh Kumar	IASRI, New Delhi
	39.	Sh. Dinesh Kumar Namdev	IGERI, Jhansi
	40	Sh. S. M. A. Ahmed	IIHR, Bangalore
	41.	Sh. K. A. Chaturvedi	IIPR, Kanpur
	42.	Sh. Someshwar Mishra	IISR, Lucknow
	43.	Sh. Arjun Gope	IINR&G, Ranchi
	44.	Sh. Sanatan Sardar	NIRIAJ, Kolkata
	45.	Sh. S. S. Yadav	NBSILUP, Nagpur
	46.	Sh. Ramesh Kumar	NBAGR, Karnal
	47.	Sh. K. N. Viswakwara	NBIAT, Bangalore
	48.	Sh. S. N. Srivastava,	NBFGIC, Lucknow
	49.	Sh. Vikas Bhaladhare	NRCC, Nagpur
	50.	Sh. Durgesh Chandra	NRC-HER, Jharnapani
	51	Sh. Sham Singh	NDRI, Karnal
	52.	Sh. Ranbir Singh	NDRI, Karnal
	53.	Sh. Navdeep Datta	NCIPM, New Delhi
	54	Sh. B. S. Dagar	NRCPII, New Delhi
	55.	Sh. Govind Prasad	DRMR, Bhatnagar
	56	Sh. K. Sanath Kumar	DSR, Hyderabad
	57	Sh. C.R. Khuntia	DWM, Bhubaneswar
	58.	Sh. B. P. Uriya	DWSR, Jabalpur
	59	Shri Pratap Singh	DCTIR, Bhimtal
	60.	Sh. Suresh Kumar	NRCF, Hissar
	61.	Sh. Chandra Shekhar	NRCM, Hyderabad
	62	Sh. S. P. S. Neji	NRCM, Nagaland
	63.	Shri Dohendra Nath Sarangi	DRWA, Bhubaneswar
	64.	Sh. Sunil Kumar	PDC, Meerut
	65.	Sh. Mahendra Prasad Tripathy	PDPSR, Meerut
	66.	Sh. M. S. N. Acharyulu	PDP, Hyderabad
	67.	Sh. S. Rangaswamy	SBI, Coimbatore
	68.	Sh. Vishnu Dutt Pandey	VPKAS, Almorah
	69.	Sh. Devender Kumar	ICAR-HQ, New Delhi
	70.	Sh. Umesh Kumar	ICAR Hqra., New Delhi
	71.	Shri K. Ravindran	DOPR, Pedavagi
	72.	Sh. Santosh Pawar	NIASM, Pune